

# SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY

## Board Members

C. April Boling  
Chairman

Greg Cox  
Jim Desmond  
Robert H. Gleason  
Jim Janney  
Mark Kersey  
Paul Robinson  
Michael Schumacher  
Mary Sessom

## EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING and SPECIAL BOARD MEETING \*

### AGENDA

Thursday, April 13, 2017  
10:00 A.M.

San Diego International Airport  
SDCRAA Administration Building -- Third Floor  
Tuskegee Conference Room  
3225 N. Harbor Drive  
San Diego, CA 92101

## Ex-Officio Board Members

Laurie Berman  
Eraina Ortega  
Col. Jason Woodworth

## President / CEO

Thella F. Bowens

This Agenda contains a brief general description of each item to be considered. The indication of a recommended action does not indicate what action (if any) may be taken. If comments are made to the Committee without prior notice or are not listed on the Agenda, no specific answers or responses should be expected at this meeting pursuant to State law. ***Please note that agenda items may be taken out of order.***

Staff Reports and documentation relating to each item of business on the Agenda are on file in Corporate & Information Governance and are available for public inspection.

**\*NOTE:** This Committee Meeting also is noticed as a Special Meeting of the Board to (1) foster communication among Board members in compliance with the Brown Act; and (2) preserve the advisory function of the Committee.

Board members who are not members of this Committee may attend and participate in Committee discussions. Since sometimes more than a quorum of the Board may be in attendance, to comply with the Brown Act, this Committee meeting also is noticed as a Special Meeting of the Board.

To preserve the proper function of the Committee, only members officially assigned to this Committee are entitled to vote on any item before the Committee. This Committee only has the power to review items and make recommendations to the Board. Accordingly, this Committee cannot, and will not, take any final action that is binding on the Board or the Authority, even if a quorum of the Board is present.

PLEASE COMPLETE A "REQUEST TO SPEAK" FORM PRIOR TO THE COMMENCEMENT OF THE MEETING AND SUBMIT IT TO THE AUTHORITY CLERK. ***PLEASE REVIEW THE POLICY FOR PUBLIC PARTICIPATION IN BOARD AND BOARD COMMITTEE MEETINGS (PUBLIC COMMENT) LOCATED AT THE END OF THE AGENDA.***

## **CALL TO ORDER**

## **PLEDGE OF ALLEGIANCE**

## **ROLL CALL**

Committee Members: Boling, Cox, Desmond (Chair), Kersey, Schumacher

## **NON-AGENDA PUBLIC COMMENT**

Non-Agenda Public Comment is reserved for members of the public wishing to address the Committee on matters for which another opportunity to speak **is not provided on the Agenda**, and which is within the jurisdiction of the Committee. Please submit a completed speaker slip to the Authority Clerk. *Each individual speaker is limited to three (3) minutes. Applicants, groups and jurisdictions referring items to the Board for action are limited to five (5) minutes.*

**Note:** Persons wishing to speak on specific items should reserve their comments until the specific item is taken up by the Board.

## **NEW BUSINESS**

### **1. APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the January 12, 2017 regular meeting.

## **CLOSED SESSION**

### **2. CONFERENCE WITH LABOR NEGOTIATOR:**

Labor negotiations pursuant to Cal. Gov. Code §54957.6  
Authority Designated Negotiators: Angela Shafer-Payne, Interim  
President/CEO and Kurt Gering, Director Talent, Culture & Capability  
Employee Organization: Teamsters 911

## **REPORT ON CLOSED SESSION**

## **COMMITTEE MEMBER COMMENTS**

## **ADJOURNMENT**

**Policy for Public Participation in Board, Airport Land Use Commission (ALUC), and Committee Meetings (Public Comment)**

- 1) Persons wishing to address the Board, ALUC, and Committees shall complete a "Request to Speak" form prior to the initiation of the portion of the agenda containing the item to be addressed (e.g., Public Comment and General Items). Failure to complete a form shall not preclude testimony, if permission to address the Board is granted by the Chair.
- 2) The Public Comment Section at the beginning of the agenda is limited to eighteen (18) minutes and is reserved for persons wishing to address the Board, ALUC, and Committees on any matter for which another opportunity to speak is not provided on the Agenda, and on matters that are within the jurisdiction of the Board. A second Public Comment period is reserved for general public comment later in the meeting for those who could not be heard during the first Public Comment period.
- 3) Persons wishing to speak on specific items listed on the agenda will be afforded an opportunity to speak during the presentation of individual items. Persons wishing to speak on specific items should reserve their comments until the specific item is taken up by the Board, ALUC and Committees. Public comment on specific items is limited to twenty (20) minutes – ten (10) minutes for those in favor and ten (10) minutes for those in opposition of an item. Each individual speaker will be allowed three (3) minutes, and applicants and groups will be allowed five (5) minutes.
- 4) If many persons have indicated a desire to address the Board, ALUC and Committees on the same issue, then the Chair may suggest that these persons consolidate their respective testimonies. Testimony by members of the public on any item shall be limited to **three (3) minutes per individual speaker and five (5) minutes for applicants, groups and referring jurisdictions.**
- 5) Pursuant to Authority Policy 1.33 (8), recognized groups must register with the Authority Clerk prior to the meeting.
- 6) After a public hearing or the public comment portion of the meeting has been closed, no person shall address the Board, ALUC, and Committees without first obtaining permission to do so.

**Additional Meeting Information**

**NOTE:** This information is available in alternative formats upon request. To request an Agenda in an alternative format, or to request a sign language or oral interpreter, or an Assistive Listening Device (ALD) for the meeting, please telephone the Authority Clerk's Office at (619) 400-2400 at least three (3) working days prior to the meeting to ensure availability.

For your convenience, the agenda is also available to you on our website at [www.san.org](http://www.san.org).

**For those planning to attend the Board meeting, parking is available in the public parking lot located directly in front of the Administration Building. Bring your ticket to the third floor receptionist for validation.**

**You may also reach the Administration Building by using public transit via the San Diego Metropolitan Transit System, Route 992. The MTS bus stop at Terminal 1 is a very short walking distance from the Administration Building. ADA paratransit operations will continue to serve the Administration Building as required by Federal regulation. For MTS route, fare and paratransit information, please call the San Diego MTS at (619) 233-3004 or 511. For other Airport related ground transportation questions, please call (619) 400- 2685.**

**UPCOMING MEETING SCHEDULE**

<i>Date</i>	<i>Day</i>	<i>Time</i>	<i>Meeting Type</i>	<i>Location</i>
May 11	Thursday	10:00 a.m.	Regular	Board Room

**DRAFT  
SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING  
MINUTES  
THURSDAY, JANUARY 12, 2017  
BOARD ROOM**

**CALL TO ORDER:** Chair Desmond called the Executive Personnel and Compensation Committee meeting to order at 10:00 a.m. on Thursday, January 12, 2017, in the Board Room at the San Diego International Airport, SDCRAA Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

**ROLL CALL:**

PRESENT: Committee Members: Boling, Desmond, Hubbs

ABSENT: Committee Members: Cox, Sessom

ALSO PRESENT: Thella F. Bowens, President/CEO; Amy Gonzalez, General Counsel; Tony R. Russell, Director, Corporate & Information Governance/Authority Clerk; Ariel Levy Mayer, Assistant Authority Clerk I

**NON-AGENDA PUBLIC COMMENT:** None

**NEW BUSINESS**

**1. APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the September 12, 2016 regular meeting.

**ACTION: Moved by Board Member Hubbs and seconded by Board Member Boling to approve staff's recommendation. Motion carried unanimously, noting Board Members Cox and Sessom as ABSENT.**

**2. EMPLOYEE BENEFITS OPEN ENROLLMENT RECAP AND MARKET UPDATE:**

Kurt Gering, Director, Talent, Culture & Capability; and Jesus Mendoza, Vice President, Willis Towers Watson, provided a presentation on Employee Benefit Open Enrollment Recap and Market Update, which included Health & Welfare Benefits Programs, Population, Authority Only Budget Summary, Health Benefit Cost as a Percentage of Payroll, Personnel Costs as % of Operating Expenses/Revenue, 2017 Medical Plan Enrollments, Dental Plan Enrollments, Wellness Participation, Marketplace Trends: Medical, Post Election: Broader Healthcare Reform Considerations, Benchmarking: Total Cost Share Analysis, Other Post Employment Benefits (OPEB), Medicare Advantage Plan, United Health Care Enrollments, Blue Shield Enrollments, Retiree Trends, 5 Year

Review Medical Benefits Increases & Trends, Total Rewards Benchmarking, and Next Steps.

Board Member Desmond requested to know how much employees who waive the Authority's health benefits are compensated.

Board Member Boling questioned if the Authority can legally require that employees have health benefits if the Affordable Care Act is repealed. Amy Gonzalez, General Counsel, stated that she would research this question.

Board Member Boling requested an update on Other Post Employee Benefits to include the Authority's unfunded liability, assumed rate of return and where the Authority is at in a 30 year amortization schedule.

**CLOSED SESSION:** The Committee recessed into Closed Session at 10:43 a.m. to discuss Item Nos. 3 through 6.

- 3. CONFERENCE WITH LABOR NEGOTIATOR:**  
Labor negotiations pursuant to Cal. Gov. Code §54957.6  
Authority Designated Negotiators: Thella F. Bowens. President/CEO and Kurt Gering, Director Talent, Culture & Capability  
Employee Organization: Teamsters 911
- 4. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: President/Chief Executive Officer
- 5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: General Counsel
- 6. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: Chief Auditor

**REPORT ON CLOSED SESSION:** The Committee reconvened at 12:30 p.m., there was no reportable action.

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting was adjourned at 12:30 p.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL  
AIRPORT AUTHORITY THIS 13<sup>th</sup> DAY OF APRIL, 2017.

---

KURT GERING  
DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

APPROVED AS TO FORM:

---

TONY R. RUSSELL,  
DIRECTOR, CORPORATE &  
INFORMATION GOVERNANCE /  
AUTHORITY CLERK