

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
SPECIAL EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE MEETING
MINUTES
WEDNESDAY, JUNE 17, 2015
BOARD ROOM**

CALL TO ORDER:

Chair Desmond called the special meeting of the Executive Personnel and Compensation Committee and special meeting of the Board to order at 9:02 a.m. on Wednesday, June 17, 2015, in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE:

ROLL CALL:

PRESENT: Committee Members: Cox, Desmond, Hubbs, Janney

 Board Members: Alvarez, Gleason

ABSENT: Committee Members: Sessom

ALSO PRESENT: Thella F. Bowens, President/CEO; Breton Lobner, General Counsel;
 Lorraine Bennett, Assistant Authority Clerk II; Linda Gehlken,
 Assistant Authority Clerk I

Board Members Cox and Alvarez arrived during the course of the meeting.

NON-AGENDA PUBLIC COMMENT

NEW BUSINESS

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the January 21, 2015 regular meeting.

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

Board Member Cox arrived at 9:07 a.m.

Board Member Alvarez arrived at 9:08 a.m.

2. RENEWAL OF EMPLOYEE BENEFITS PROGRAM FOR 2016:

Kurt Gering, Director, Talent, Culture & Capability and Christie Barr, Senior Vice President, Willis Insurance Services, San Diego, provided a presentation on the Renewal of Employee Benefits Program for 2016 which included an overview of Projected Authority Plan Costs, Employee Benefits Task Force Discussion Topics, Renewal Detail Summary, 5 Year Review of Percent Health Benefit Renewal Increase, Medical Marketing, Average HMO Employee Contributions, Average PPO Employee Contributions, Average HDHP/HSA Employee Contributions, Benchmarking (2014): Total Cost Share Analysis, Employee Wellness, Employee Cost-Share, Anthem Mandatory Plan Changes, Anthem Plan Alternatives, HMO Plan Alternative, PPO Plan Alternative, Cadillac Tax (Health Care Reform), Cadillac Tax Estimate – Narrow Network HMO, Cadillac Tax Estimate – Full Network HMO, Cadillac Estimate – PPO Plan, PPO Tier – Distribution Discussion: Adjust in 1 Year/Adjust Over 2 Years, Impact of PPO Tiering on Employee Cost-Share – Adjust in 1 Year/Adjust Over 2 Years, Cadillac Tax Estimate – PPO Plan, Delta Dental Renewal, Dental Employee Cost-Share, Summary, Medical Plan Enrollments, Retiree Enrollments, United Healthcare Quote, Anthem Medical Renewal Components, Benchmarking (2014) - Total Cost Share Analysis, Anthem Medical Rates, and Anthem Plan Alternatives.

In response to Board Member Gleason regarding whether family wellness participation has been implemented, Kurt Gering, Director, Talent, Culture & Capability, stated that this component was implemented last year for employees and spouses, and employees and domestic partners.

In response to Board Member Hubbs regarding why the Anthem Plan Alternative allowing the greatest savings amount for the Authority was not selected, Mr. Gering stated that since there will be an increase for employees with the additional five percent cost-share portion and additional co-pays, there was concern that those using the plan would be most impacted, especially those needing chronic care, or those managing significant health concerns.

In response to Board Member Gleason regarding why there is not a fourth tier being offered in the plan alternatives, Christie Barr, Senior Vice President, Willis Insurance Services, San Diego, stated that the premiums would be the same as a third tier, and going to a fourth tier would not make sense, because there were not a lot of people covering a spouse or domestic partner.

Chair Desmond stated that he could support the plan tier changes so that the Cadillac Tax can be extended out, although this will need to be approached in the future.

Mr. Gering stated that employee contract negotiations will be opened again in 2017.

Thella F. Bowens, President/CEO, stated that the health care task group has been looking at how to best prepare for future increased health care costs, and prior requests by the Board to look at "cafeteria" plan options. She stated that as staff becomes experienced with the new health care exchanges, the Authority will explore ways to migrate its plan to more personal ownership and sustainability for the Authority.

RECOMMENDATION: Staff recommends that the Executive Personnel and Compensation Committee forward this item to the Board for approval.

ACTION: Moved by Board Member Janney and seconded by Board Member Hubbs to approve staff's recommendation. Motion carried unanimously noting Board Member Sessom as ABSENT.

CLOSED SESSION: – The Committee recessed into Closed Session at 9:48 a.m. to discuss Items 3, 4 and 5.

3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957
Title: President/Chief Executive Officer

4. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957
Title: General Counsel

5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957
Title: Chief Auditor

REPORT ON CLOSED SESSION – The Committee reconvened at 12:17 p.m. There was no reportable action.

COMMITTEE MEMBER COMMENTS - None

ADJOURNMENT: The meeting was adjourned at 12:18 p.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL
AIRPORT AUTHORITY THIS 20th DAY OF AUGUST, 2015.



JEFF LINDEMAN
SENIOR DIRECTOR,
TALENT & ENGAGEMENT

APPROVED AS TO FORM:



LORRAINE BENNETT,
ASSISTANT AUTHORITY CLERK II