# SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES THURSDAY, AUGUST 29, 2019 BOARD ROOM

<u>CALL TO ORDER:</u> Chair Desmond called the Executive Personnel and Compensation Committee meeting to order at 10:01 a.m., on Thursday, August 29, 2019, in the Board Room of the San Diego International Airport, Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Board Member Kersey led the Pledge of Allegiance.

# **ROLL CALL:**

Present:

Committee Members:

Boling, Desmond (Chair), Kersey

**Board Members:** 

Schiavoni

Absent:

Committee Members:

Cox

Also Present:

Kimberly Becker, President/CEO; Lee Kaminetz, Director, Counsel

Services; Tony R. Russell, Director, Board Services/Authority Clerk;

Martha Morales, Assistant Authority Clerk I

# NON-AGENDA PUBLIC COMMENT: None.

### **NEW BUSINESS:**

# 1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the May 30, 2019 regular meeting.

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

# 2. UPDATE TO THE COMPENSATION PHILOSOPHY & STRUCTURE:

Kurt Gering, Director, Talent, Culture & Capability; and Andy Welt, Director & Head of Compensation Consulting Division, Marsh & McLennan, provided a presentation on the Update to the Compensation Philosophy and Structure that included Project Objectives, Assuring an Effective Compensation Philosophy - Guiding Principles, Overall Summary, the Proposed Market-based Approach, Unrepresented Compensation Structure, Timeline to Implementation, Cost Analysis, and Recommendation Summary.

Chair Desmond requested that the same Percentile Rank by Pay Element chart be brought back to track results after implementation.

Kimberly J. Becker, President/CEO, stated that it is important to note that there is no intention on reducing salaries and that we are trying to keep base salaries inline with the market and adjust the base salaries between the 50<sup>th</sup> and 75<sup>th</sup> percentile.

RECOMMENDATION: Forward this item to the Board with a recommendation for approval.

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

3. RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2020: Kurt Gering, Director, Talent, Culture & Capability; and Heather Hill, Associate Director, Willis Towers Watson, provided a presentation on the Renewal of the Health and Welfare Benefits Program for 2020 that included Medical Plan Enrollment, Executive Summary, Active & Budgeted Employees Cost Summary, Active & Budgeted Medical Plan Designs, Employee Wellness, Medical Renewal Premium Cost Share, Renewal Analysis – Retirees, Active, Budgeted & Retiree Plan Designs, Dental, Voluntary Vision, Total Cost per Covered Employee per Year, and Authority Budget Summary.

RECOMMENDATION: Forward this item to the Board with a recommendation for approval.

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

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting was adjourned at 10:54 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 23<sup>RD</sup> DAY OF JANUARY, 2020.

STEPHANIE ALEXANDER ACTING DIRECTOR.

TALENT, CULTURE AND CAPABILITY

ATTEST:

TONY R. RUSSELL DIRECTOR, BOARD SERVICES/

AUTHORITY CLERK