

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
SPECIAL EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE MEETING
MINUTES
WEDNESDAY, AUGUST 20, 2014
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 10:00 a.m. on Wednesday, August 20, 2014, in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

Chair Desmond called for a moment of silence in honor of Board Member Bruce R. Boland.

PLEDGE OF ALLEGIANCE:

ROLL CALL:

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

 Board Members: Gleason, Sessom

ABSENT: Committee Members: Bruce R. Boland

ALSO PRESENT: Angela Shafer-Payne, Vice President, Operations; Amy Gonzalez,
 Sr. Director, General Counsel; Lorraine Bennett, Assistant Authority
 Clerk II; Linda Gehlken, Assistant Authority Clerk I

Board Member Cox arrived during the course of the meeting.

NON-AGENDA PUBLIC COMMENT - None

NEW BUSINESS

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the January 15, 2014, regular meeting, and the June 5, 2014 and June 18, 2014 special meetings.

ACTION: Moved by Board Member Smisek and seconded by Board Member Desmond to accept staff's recommendation as amended, noting Board Member Smisek as absent from the June 5, 2014 regular meeting. Motion carried unanimously, noting Board Member Cox as ABSENT.

2. RENEWAL OF THE EMPLOYEE BENEFIT PROGRAM FOR 2015:

Kurt Gering, Director, Talent, Culture & Capability, provided a presentation on the renewal of the Employee Benefit Program for 2015 which included an overview of the Employee Benefits Task Force Charter, Executive Summary, Authority Premium Budget vs. Projected Cost, Medical Marketing Decision Points, Medical Marketing Results, Historical Medical Increases, Medical Marketing Value Ranking, Anthem Medical Renewal, Anthem Mandatory Renewal Plan Changes, Average HMO and PPO Employee Contributions, Health Advocate for Wellness, Wellness Premium and Incentive (2015), and Plan Recommendations Summary.

Board Member Sessom expressed concern regarding the 5% penalty being assessed for employees choosing to not participate in the wellness screenings without any qualitative benefit being provided to the Authority.

In response to Board Member Smisek regarding what is attributed to the cost of care for the Authority to remain the same as last year, and whether there are fewer incidents of large claims, Christie Barr, Senior Vice President, Willis Insurance Services of San Diego, stated that despite new costs created by the Affordable Care Act, Anthem Blue Cross has been the provider for the Authority for many years, and recognizes the value in predictability and low employee turnover. However, she stated that typically one in every five years is a bad claims year.

Chair Desmond expressed ongoing concern regarding the 5% disincentive penalty being assessed for employees choosing to not participate in wellness screenings.

Board Member Sessom requested that moving forward, staff includes dollar values to the percentages referenced in the reporting data.

In response to Board Member Hubbs regarding whether there is any formal data from the employees who are not participating in the wellness screenings, Mr. Gering stated that there has been no data collected in this regard.

Board Member Hubbs suggested that a survey be conducted of the employees who are not participating in the wellness screenings.

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

ACTION: Moved by Board Member Smisek and seconded by Board Member Cox to approve staff's recommendation. Motion carried unanimously.

CLOSED SESSION – The Committee did not meet in Closed Session.

REPORT ON CLOSED SESSION - None

NON-AGENDA PUBLIC COMMENT - None

COMMITTEE MEMBER COMMENTS - None

ADJOURNMENT: The meeting was adjourned at 10:58 a.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL
AIRPORT AUTHORITY THIS 21st DAY OF JANUARY, 2015.



JEFF LINDEMAN
SENIOR DIRECTOR,
TALENT & ENGAGEMENT

APPROVED AS TO FORM:



LORRAINE BENNETT,
ASSISTANT AUTHORITY CLERK II