

**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questioned if the Authority can legally require that employees have health benefits if the Affordable Care Act is repealed.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 13th DAY OF APRIL, 2017.



KURT GERING
DIRECTOR,
TALENT, CULTURE AND CAPABILITY

ATTEST:



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