

## Special Executive Personnel and Compensation Committee and Special Board Meeting Agenda

Thursday, February 16, 2023

9:30 A.M. or immediately following the Executive Finance Committee Meeting

San Diego County Regional Airport Authority  
Administration Building  
Third Floor – Board Room  
3225 N. Harbor Drive  
San Diego, California 92101

### Board Members

Gil Cabrera (Chair)  
Mary Casillas Salas (Vice Chair)  
Nathan Fletcher  
Lidia S. Martinez  
Paul McNamara  
Rafael Perez  
Esther C Sanchez  
James Sly  
Marni von Wilpert

### Ex-Officio Board Members

Col. Thomas Bedell  
Gustavo Dallarda  
Gayle Miller

### President/CEO

Kimberly J. Becker

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 Board Services 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.**

# Special Executive Personnel and Compensation Committee Meeting Agenda

Thursday, February 16, 2023

## CALL TO ORDER:

## PLEDGE OF ALLEGIANCE:

## ROLL CALL:

Committee Members: Cabrera (Chair), Casillas Salas, McNamara, Sly (Vice Chair),

## 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 Board. 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 Committee.

## NEW BUSINESS:

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

RECOMMENDATION: Approve the minutes of the September 15, 2022, regular meeting and October 20, 2022, special meeting.

## CLOSED SESSION:

### **2. CONFERENCE WITH LABOR NEGOTIATORS**

Cal. Gov. Code section 54957.6

Agency designated representatives: Monty Bell, Scott Brickner, Lee Parravano, Amy Gonzalez, Lee Kaminetz

Employee organization: California Teamsters Local 911

### **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

## **Meeting Agenda**

Thursday, February 16, 2023

### **REPORT ON CLOSED SESSION:**

### **COMMITTEE MEMBER COMMENTS:**

### **ADJOURNMENT:**

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## Meeting Agenda

Thursday, February 16, 2023

### **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 submit 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 submit 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 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.
- 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.
- 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.

**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) 400-2550 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 to the East of the Administration Building across Winship Lane. Bring your ticket to the third-floor receptionist for validation.**

You may also reach the SDCRAA Building by using public transit via the San Diego MTS System, Route 992. For route and fare information, please call the San Diego MTS at (619) 233-3004 or 511.

**DRAFT**  
**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY**  
**EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES**  
**THURSDAY, SEPTEMBER 15, 2022**  
**BOARD ROOM**

**CALL TO ORDER:** Chair Robinson called the Executive Personnel and Compensation Committee meeting to order at 9:02 a.m., on Thursday, September 15, 2022, in the Board Room of the San Diego International Airport, Administration Building, 3225 N Harbor Drive, San Diego, CA 92101.

**ROLL CALL:**

Present:                      Committee Members:      Cabrera, McNamara, Robinson (Chair)

Absent:                      Committee Members:      Vargas

Also Present:              Kimberly Becker, President/CEO; Amy Gonzalez, General Counsel;  
Tony R. Russell, Director, Board Services/Authority Clerk; Sean  
Harris, Assistant Authority Clerk II

**NON-AGENDA PUBLIC COMMENT:** None.

**PLEDGE OF ALLEGIANCE:** Amy Gonzalez led the Pledge of Allegiance.

**NEW BUSINESS:**

**1.      APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the April 25, 2022, regular meeting.

**ACTION: Moved by Board Member Cabrera and seconded by Board Member McNamara to approve staff's recommendation. Motion carried unanimously noting Board Member Vargas as ABSENT.**

**2. RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2023:**

Monty Bell, Director, Talent, Culture & Capability and Kandace McCrae, Senior Vice President, Alliant Employee Benefits, provided a presentation on the Renewal of the Health & Welfare Benefit Program for 2023 that included Current Program Overview of Plans & Programs; Medical Overview; Medical Renewal History; Medical Market Study Results; Medical Plan Options: HMOs and PPO; Medical Contributions: Anthem; Medical Contributions: MediExcel & UHC; Dental Contributions; Employee Credits; and Vision Plan Option & Contributions.

Board Member Cabrera requested a report on the impact of the changes to the Health and Welfare Benefits Program on the employees impacted at the end of next year's cycle.

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

**ACTION: Moved by Board Member Cabrera and seconded by Board Member McNamara to approve staff's recommendation. Motion carried unanimously noting Board Member Vargas as ABSENT.**

**CLOSED SESSION:** The Committee recessed into Closed Session at 9:32 a.m. to hear Item 3.

**3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957

Title: Chief Auditor

**REPORT ON CLOSED SESSION:** The Committee adjourned out of closed session at 10:00 a.m. There was no reportable action.

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** *The meeting adjourned at 10:00 a.m.*

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 16<sup>th</sup> DAY OF FEBRUARY,  
2023.

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MONTY BELL, DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

ATTEST:

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TONY RUSSELL  
DIRECTOR,  
BOARD SERVICES / AUTHORITY CLERK

**DRAFT**  
**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY**  
**SPECIAL EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING**  
**MINUTES**  
**THURSDAY, OCTOBER 20, 2022**  
**BOARD ROOM**

**CALL TO ORDER:** Chair Robinson called the Special Executive Personnel and Compensation Committee meeting to order at 9:00 a.m., on Thursday, October 20, 2022, in the Tuskegee Room of the San Diego International Airport, Administration Building, 3225 N Harbor Drive, San Diego, CA 92101.

**ROLL CALL:**

Present:                      Committee Members:      Cabrera, McNamara, Robinson (Chair)

Board Members:              von Wilpert

Absent:                      Committee Members:      Vargas

Also Present:              Kimberly Becker, President/CEO; Amy Gonzalez, General Counsel;  
Tony R. Russell, Director, Board Services/Authority Clerk; Sean  
Harris, Assistant Authority Clerk II

**PLEDGE OF ALLEGIANCE:**

**CLOSED SESSION:** The Committee recessed into Closed Session at 9:01 a.m. to hear Items 1-3.

**1.      PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

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

**2.      PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957  
Title: General counsel

**3.      PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957  
Title: Chief Auditor

**REPORT ON CLOSED SESSION:** The Committee adjourned out of Closed Session at 9:26 p.m. There was no reportable action.

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting adjourned at 9:26 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 16<sup>th</sup> DAY OF FEBRUARY  
2023.

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MONTY BELL, DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

ATTEST:

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TONY RUSSELL  
DIRECTOR,  
BOARD SERVICES / AUTHORITY CLERK