

Executive Personnel and Compensation Committee and Special Board Meeting Agenda

Thursday, September 21, 2023
9:00 A.M.

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

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.**

Board Members

Gil Cabrera (Chair)
Mary Casillas Salas (Vice Chair)
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

Draft - Executive Personnel and Compensation Committee Meeting Agenda

Thursday, September 21, 2023

CALL TO ORDER:

PLEDGE OF ALLEGIANCE:

ROLL CALL:

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

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 from the June 15, 2023 special meeting.

2. **RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2024:**

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

Presented by: Monty Bell, Director, Human Resources

CLOSED SESSION:

REPORT ON CLOSED SESSION:

COMMITTEE MEMBER COMMENTS:

ADJOURNMENT:

Executive Personnel and Compensation Committee

Meeting Agenda

Thursday, September 21, 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.

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
SPECIAL EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING
MINUTES
THURSDAY, JUNE 15, 2023
TUSKEGEE ROOM

CALL TO ORDER: Chair Cabrera called the Special Executive Personnel and Compensation Committee meeting to order at 10:03 a.m., on Thursday, June 15, 2023, in the Tuskegee Room of the San Diego International Airport, Administration Building, 3225 North Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE:

ROLL CALL:

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

Board Members: Perez

Absent: Committee Members: Casillas Salas

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

NON-AGENDA PUBLIC COMMENT: None

NEW BUSINESS:

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the February 16, 2023, special meeting.

ACTION: Moved by Board Member McNamara and seconded by Board Member Sly to approve staff's recommendation. Motion carried unanimously noting Board Member Casillas Salas as ABSENT.

CLOSED SESSION: The Committee recessed into Closed Session at 10:03 a.m. to hear Items 2-5.

2. CONFERENCE WITH LABOR NEGOTIATORS

Cal. Gov. Code section 54957.6

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

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

REPORT ON CLOSED SESSION: The Committee adjourned out of Closed Session at 11:44 a.m. There was no reportable action.

COMMITTEE MEMBER COMMENTS: None.

ADJOURNMENT: The meeting adjourned at 11:44 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 21ST DAY OF SEPTEMBER 2023.

MONTY BELL, DIRECTOR
HUMAN RESOURCES

ATTEST:

TONY RUSSELL, DIRECTOR,
BOARD SERVICES / AUTHORITY CLERK



SAN DIEGO
INTERNATIONAL AIRPORT

LET'S **GO.**

Health & Welfare Renewal Benefits Program for 2024

Agenda

- Highlights
- Current Program
- Financials & Market Study Results
- Recommendations

Highlights

Medical

- Anthem medical renewal +29.44%; negotiated rate +23.5%
- Anthem renewal includes \$35K for Wellness & \$10K for customized communications
- MediExcel medical renewal +2%
- UHC Medicare Advantage renewal +4%

All other plans

- Anthem dental renewal negotiated 4.48% decrease (DHMO 0%, DPPO -4.71%)
- VSP vision no increase; EAP 24% decrease
- Life and Short-Term Disability changed from Hartford to PRISM-Lincoln 21.5% decrease

Other New Offerings

- Add Lifestyle Spending Account (LSA)
- Add PFL via insured Pareto Parental Leave coupled with a well-defined Salary Continuation Policy for other outlined leaves
- Add Childcare Finder App and Concierge support through TOOTRiS



Current Program



Current Program Overview | Plans & Programs

Shared Cost	100% Employer Paid	100% Employee Paid (Optional)
<p>Medical</p> <ul style="list-style-type: none"> – Active & Pre-Medicare Retirees – Medicare Retirees 	<p>Basic Life/AD&D</p> <p>Short-Term Disability</p>	<p>Life/ AD&D (Active)</p> <p>Long-Term Disability (Active)</p>
<p>Dental</p> <ul style="list-style-type: none"> – Active & Pre/Post Medicare Retirees <p>Vision</p> <ul style="list-style-type: none"> – Active & Pre/Post-Medicare Retirees 	<p>Employee Assistance Program (Active & Pre/Post Medicare Retirees)</p> <p>Core Advocacy (Active & Pre-Medicare Retirees)</p> <p>Wellness (Active)</p>	<p>Long-Term Care (Active)</p> <p>Voluntary Worksite Benefits (Active)</p> <p>Direct Bill (Active & Pre/Post-Medicare Retirees)</p> <ul style="list-style-type: none"> – Legal Shield – Pre-paid Legal coverage – Liberty Mutual – Home & Auto – Nationwide – Pet Insurance
<p>Tax Savings Program (Active)</p> <ul style="list-style-type: none"> – Commuter Transportation 	<p>Funded Health Reimbursement Account (2nd Generation Retirees)</p>	<p>Tax Savings Program (Active)</p> <ul style="list-style-type: none"> – Healthcare Flexible Spending Account – Dependent Care Flexible Spending Account

Current Program Overview | Census Summary

Demographics*				
	SDCRAA	Region West	Group Size 50-499	Industry Government
Average Age	49	42.3	42.5	43.6
% Male	62.0%	56.9%	52.9%	56.9%
% Female	38.0%	43.1%	47.1%	43.1%

*Includes Actives & Pre-Medicare Retirees

Note: Average age and ratio of male/female employees are key data points in determining claims risk as part of a carrier's rate determination for health plans

of Employees **477** (397 active, 80 budgeted)

- 338 enrolled/ 59 waived / 80 budgeted

of Retirees **109** (28 Pre-Medicare Retirees, 81 Post Medicare Retirees)

- 24 enrolled/ 4 waived
- 64 enrolled / 17 waived

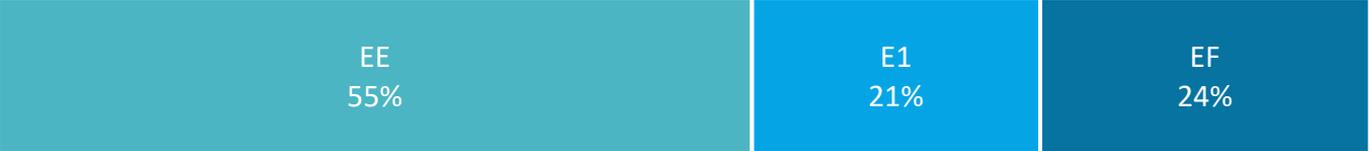
Current Program Overview | Enrollment

Medical Enrollment Summary*

Enrollment by Plan



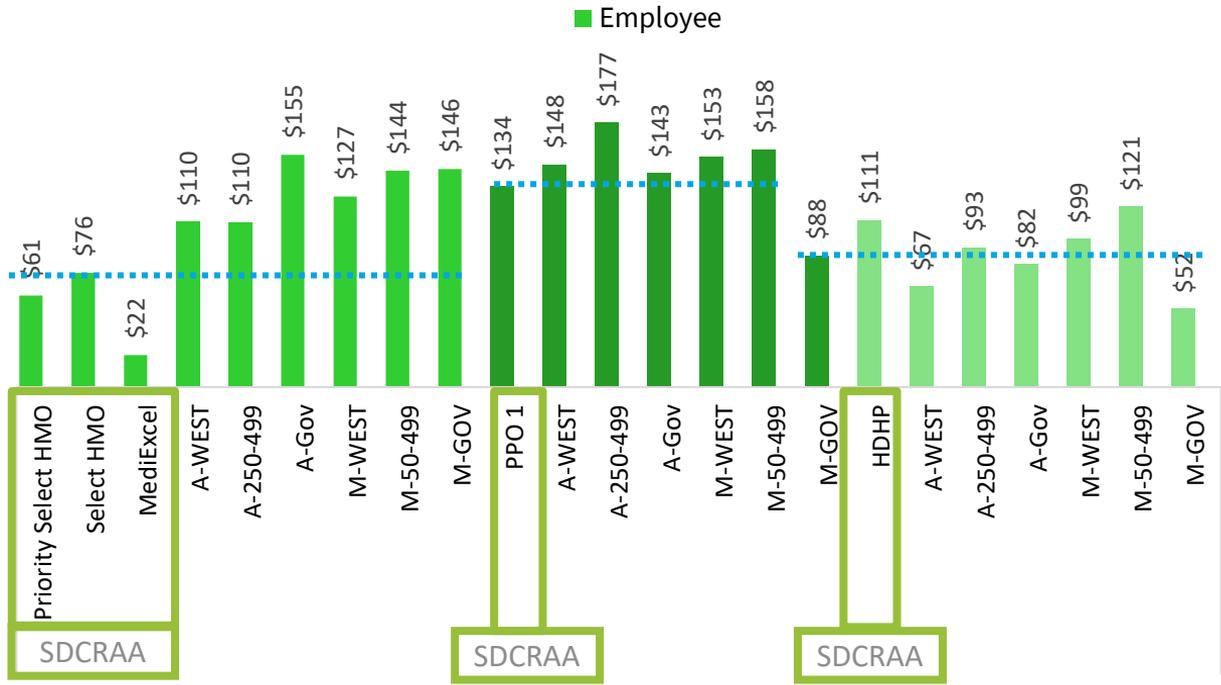
Enrollment by Tier



*Includes Actives & Pre-Medicare Retirees

Current Program Overview | Employee Cost Share

Plan Cost – Average Monthly Employee Cost Share by Plan Type*



Compares the monthly cost our employees pay towards the total medical premium to benchmarks

For the HDHP plan, SDCRAA funds employee HSAs annually:

- Single: \$1,500
- w/Dependents: \$3,000

*Alliant Book of Business = A-WEST: West, A-U500: <500, A-Gov: Government/Public Sector
Mercer 2021 National Survey = M-WEST: West, M-50-499: 50-499, M-Gov: Government*

Medical Overview

Medical Renewal History*



*Does not include UHC Medicare Retirees or MediExcel Cross-Border enrollment

Medical Renewal | Large Claims (2024 Renewal)

Large Claims Report – HMO

(March 2022 paid thru Feb 2023)

- \$1,556,347

Large Claims Report – PPO

(March 2022 paid thru Feb 2023)

- \$1,094,978

2024 - 24 claimants account for \$2.65M in claims or 30% of Total Annual Premium

2023 - 24 claimants account for \$2.35M in claims or 34% of Total Annual Premium



Medical Market Study Results

MEDICAL MARKETING LIST – Active & Pre-Medicare Retirees	
Anthem (Current Carrier)	Original: +29.44% / Negotiated +23.5%
Aetna	+35%
Blue Shield	+22.37%
Cigna	+7.3% (2024) +5% (2025) Wellness and Special Ops Allowance: \$70,000 included 1 st and 2 nd year
Health Net	+50%
Kaiser	+58.72%
MediExcel (Current Carrier)	+2% (Cross-Border HMO)
Pareto Benefits Captive	Not a good candidate for captive self-funding; lasers on large claims
PRISM - Anthem	+18.14%
Self-Funded	+18% ILLUSTRATIVE
Sharp	Declined
United Healthcare (UHC)	+35%
MEDICAL MARKETING LIST – Post-Medicare Retirees	
UHC (Current Carrier)	+4%

Medical Renewal | Premium By Product

		Total Enrollment	Current		Renewal			Negotiated Renewal			Cigna Multi-Year Offer: 2024 +7.3% / 2025 +5%			
			Carrier	Annual \$	Annual \$	\$	%	Annual \$	\$	%	Action	Annual \$	\$	%
Narrow HMO	Premium	124	Anthem	\$ 1,623,760	\$ 2,254,914	\$ 631,154	38.87%	\$ 2,102,771	\$ 479,011	29.5%	Cigna	\$ 1,803,831	\$ 180,071	11.09%
Expanded HMO	Premium	148	Anthem	\$ 2,469,786	\$ 3,429,793	\$ 960,007	38.87%	\$ 3,198,370	\$ 728,584	29.5%	Cigna	\$ 2,745,732	\$ 275,946	11.17%
Traditional PPO	Premium	133	Anthem	\$ 2,527,775	\$ 2,964,774	\$ 436,999	17.29%	\$ 2,927,009	\$ 399,234	15.79%	Cigna	\$ 2,585,608	\$ 57,833	2.29%
HDHP	HSA ER Funding		Anthem	\$ 66,000	\$ 66,000	\$ -	0%	\$ 66,000	\$ -	0%	No change	\$ 66,000	\$ -	0%
	Premium	36		\$ 634,618	\$ 742,439	\$ 107,821	16.99%	\$ 732,987	\$ 98,368	15.5%	Cigna	\$ 650,464	\$ 15,846	2.5%
Waiver Credits	Employer Cost	58	SDCRAA	\$ 58,005	\$ 58,005	\$ -	0%	\$ 58,005	\$ -	0%	TBD	\$ 58,005	\$ -	0%
Medical (Active, Budgeted, Pre-Medicare Retirees)	Employer Cost*	499	Participation:	\$ 5,947,680	\$ 7,632,147	\$ 1,684,467	28.32%	\$ 7,296,509	\$ 1,348,829	22.68%		\$ 6,359,412	\$ 411,732	6.92%
	Employee Cost		89%	\$ 1,432,264	\$ 1,883,777	\$ 451,513	31.52%	\$ 1,788,633	\$ 356,369	24.88%		\$ 1,550,228	\$ 117,964	8.24%
	Premium		Anthem	\$ 7,255,939	\$ 9,391,920	\$ 2,135,980	29.44%	\$ 8,961,137	\$ 1,705,197	23.5%		\$ 7,785,635	\$ 529,695	7.3%
Cross Border HMO (Active)	Premium	6	MediExcel	\$ 26,338	\$ 26,864	\$ 527	2%	\$ 26,864	\$ 527	2%	Renew as is	\$ 26,864	\$ 527	2%
Post-Medicare	Premium	67	UHC	\$ 477,439	\$ 496,531	\$ 19,092	4%	\$ 496,531	\$ 19,092	4%	Renew as is	\$ 496,531	\$ 19,092	4%
Medical Totals	Premium	572	Anthem, MediExcel, and UHC	\$ 7,759,716	\$ 9,915,315	\$ 2,155,599	27.78%	\$ 9,484,532	\$ 1,724,816	22.23%		\$ 8,309,030	\$ 549,314	7.08%

*Employer cost includes waiver credits, HSA Employer (ER) funding and Other Credits
 **Total Enrollment includes Active, Budgeted, and Pre-and Post-Medicare Retirees

Medical Contributions

Anthem vs. CIGNA

			Anthem Current (2023)		Anthem Negotiated Renewal (2024)				Cigna Option (2024) Multi-Year Offer: 2024 +7.3% / 2025 +5%			
			2023 Anthem Priority Select (PS) HMO \$250/admit		2024 Anthem Priority Select (PS) HMO \$250/admit				2024 Cigna Select HMO - Option \$250/admit			
Active	Budgeted	Retires	EE Monthly	EE PPP	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D
60	0	2	\$61.23	\$30.61	\$79.29	\$39.65	\$18.06	\$9.03	\$68.02	\$34.01	\$6.79	\$3.40
29	0	1	\$303.08	\$151.54	\$392.48	\$196.24	\$89.40	\$44.70	\$336.69	\$168.34	\$33.61	\$16.81
32	0	0	\$551.05	\$275.52	\$713.60	\$356.80	\$162.55	\$81.28	\$612.16	\$306.08	\$61.11	\$30.56
			2023 Anthem Select HMO \$250/admit		2024 Anthem Select HMO \$250/admit				2024 Cigna Full HMO - Option \$250/admit			
Active	Budgeted	Retires	EE Monthly	EE PPP	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D
68	0	6	\$76.26	\$38.13	\$98.75	\$49.38	\$22.50	\$11.25	\$84.78	\$42.39	\$8.52	\$4.26
24	0	5	\$377.46	\$188.73	\$488.81	\$244.40	\$111.35	\$55.67	\$419.64	\$209.82	\$42.18	\$21.09
45	0	0	\$686.30	\$343.15	\$888.75	\$444.38	\$202.46	\$101.23	\$762.99	\$381.49	\$76.69	\$38.34
			2023 Anthem PPO \$500 Ded		2024 Anthem PPO \$500 Ded				2024 Cigna PPO - Option \$500 Ded			
Active	Budgeted	Retires	EE Monthly	EE PPP	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D
26	80	5	\$134.00	\$67.00	\$154.77	\$77.39	\$20.77	\$10.39	\$136.72	\$68.36	\$2.72	\$1.36
8	0	4	\$663.30	\$331.65	\$766.11	\$383.05	\$102.81	\$51.41	\$676.75	\$338.38	\$13.46	\$6.73
5	0	0	\$1,206.00	\$603.00	\$1,392.93	\$696.47	\$186.93	\$93.46	\$1,230.46	\$615.23	\$24.45	\$12.23
			2023 Anthem HDHP \$1,500 Ded		2024 Anthem HDHP \$1,500 Ded				2024 Cigna HDHP - Option \$1,600 Ded (IRS indexed change)			
Active	Budgeted	Retires	EE Monthly	EE PPP	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D
27	0	1	\$111.34	\$55.67	\$128.60	\$64.30	\$17.26	\$8.63	\$114.01	\$57.01	\$2.67	\$1.34
5	0	0	\$551.11	\$275.55	\$636.53	\$318.26	\$85.42	\$42.71	\$566.51	\$283.25	\$15.40	\$7.70
3	0	0	\$1,002.02	\$501.01	\$1,157.33	\$578.66	\$155.30	\$77.65	\$1,030.02	\$515.01	\$28.00	\$14.00

Employee \$ Difference Per Pay Period

Significant Employee Savings

Medical | Benefit Plan Design Considerations

Benefit Overview

- Cigna conducted a 128 point contract variance analysis with SDCRAA's current Anthem plans
- Cigna's contract matched 98% of all benefits
- For identified benefit differentials, Cigna took the route most advantageous to the member:
 1. Cigna enhanced benefits to remedy most differences (e.g., Specialty Rx copay, Chiro/Acu visits)
 2. Administrative differences (e.g., Anthem covers travel for some services *because* they require care be performed at specific facilities. Cigna does not cover travel because providers can perform services at contracted facilities in the region where the patient receives care)

Health Plan Report Card*

- Quality of Medical Care – Cigna and Anthem received the same rating

	QUALITY OF MEDICAL CARE	PATIENT'S RATE OVERALL EXPERIENCE
Anthem Blue Cross - HMO	 GOOD	Too few patients in sample to report
Anthem Blue Cross - PPO	 GOOD	Too few patients in sample to report
CIGNA - HMO	 GOOD	 GOOD
CIGNA - PPO	 GOOD	 GOOD

*Source: https://reportcard.opa.ca.gov/rc/HMO_PPOCombined.aspx

Medical | Provider Network Considerations

HMOs

- 82% Cigna Select HMO match with Anthem Priority Select (PS) HMO providers (Rady by referral)
- 100% Cigna Full HMO match with Anthem Select HMO providers (Rady direct)
- For medical groups not contracted in Cigna's Full HMO, PCPs can be accessed through different medical groups
- Medical Group contract negotiations and agreements do not coincide with employer renewals and are subject to change outside an employer's control

PPOs

- Anthem PPO Claims report for all providers paid by Anthem May 2022 – June 2023 was analyzed
- Anthem – 1.3% of PPO claims were Out of Network (not contracted) with Anthem
- Cigna – 3.8% of PPO claims would have been Out of Network (not contracted) with Cigna
- Based on all providers delivering healthcare to SDCRAA PPO enrollees, Out of Network number is similar



Ancillary Overview



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Ancillary Renewal Overview

Line of Coverage	Carrier	Renewal
Dental (DHMO and DPPO)	Anthem	Original: +0.16% / Negotiated: -4.98%
Vision	VSP	0% / Rate Pass to 2025
Long Term Care (Voluntary)	Unum	0% / Closed Block of Business, No published rate changes for the policy
Employee Assistance Program	Anthem	-24%

Line of Coverage	Carrier	Renewal	Mid-Year Carrier Change
			PRISM – Lincoln Effective 10/1/2023 (matched Hartford benefits; Remedied child only vol life coverage)
Basic Life and AD&D	Hartford	0% / Rate Pass to 2025	-17.99% / Rate Guarantee to 1/1/2027
Life and AD&D (Voluntary)	Hartford	0% / Rate Pass to 2025	0% / Rate Guarantee to 1/1/2027
Short Term Disability	Hartford	0% / Rate Pass to 2025	-22.86% / Rate Guarantee to 1/1/2027
Long Term Disability (Voluntary)	Hartford	0% / Rate Pass to 2025	0% / Rate Guarantee to 1/1/2027

Dental Renewal

Premium by Product

		Total Enrollment**	Current		Renewal			Negotiated Renewal		
			Carrier	Annual \$	Annual \$	\$	%	Annual \$	\$	%
Dental HMO	Premium	60	Anthem	\$ 19,443	\$ 20,028	\$ 585	3%	\$ 19,443	\$ -	0%
Dental PPO	Premium	399	Anthem	\$ 385,915	\$ 385,915	\$ -	0%	\$ 367,752	\$ (18,163)	-4.71%
Waiver Credits	Employer Cost	43	SDCRAA	\$ 2,497	\$ 2,497	\$ -	0%	\$ 2,497	\$ -	0%
Dental Totals	Premium	502	Anthem	\$ 405,357	\$ 405,942	\$ 585	0.14%	\$ 387,194	\$ (18,163)	-4.48%

*Employer cost includes waiver credits

**Total Enrollment includes Active, Budgeted, and Pre-and Post-Medicare Retirees

Dental Contributions

Employee \$ Difference from current

						Current (2023)		Negotiated Renewal (2024)			
						2023 Anthem Dental		2024 Anthem Dental			
Employer Contributions	Subscriber Only	100%	Active	Budgeted	Retirees	EE Monthly	EE PPP	EE Monthly	EE PPP	EE Mo \$D	EE PPP \$D
	Sub w/ Dep	55%									
PPO											
Subscriber Only			146	80	8	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subscriber + 1 Dependent			73	0	8	\$19.70	\$9.85	\$18.77	\$9.38	-\$0.93	-\$0.46
Subscriber + 2 or More Dependent			80	0	4	\$35.69	\$17.84	\$34.01	\$17.00	-\$1.68	-\$0.84
DHMO											
Subscriber Only			30	0	1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subscriber + 1 Dependent			10	0	4	\$6.72	\$3.36	\$6.72	\$3.36	\$0.00	\$0.00
Subscriber + 2 or More Dependent			15	0	0	\$15.46	\$7.73	\$15.46	\$7.73	\$0.00	\$0.00



Employee Credits

		Credits		
		Active	Current	Renewal
Waiver Credits	Medical	58	\$ 83.34	\$ 83.34
	Annual Total	58	\$ 58,005	\$ 58,005
Waiver Credits	Dental	43	\$ 4.84	\$ 4.84
	Annual Total	43	\$ 2,497	\$ 2,497
Total Annual (All Credits)			\$ 60,502	\$ 60,502

Current Wellness Program Incentives

Incentive

- 200 in Reward Dollars (via Health Advocate Online Rewards Mall) for reaching 300 total points by completing activities (EE Only)

New Benefits



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Lifestyle Spending Account (LSA)

- An LSA is a taxable, employer-funded benefit to support employee's physical, mental, emotional, and financial wellbeing
- Employer determines the annual contribution amount
- Employer designs parameters on eligible expenses
- **Common LSA expenses but not limited include:**
 - **Caregiving services** (e.g., adult/eldercare and childcare, adoption assistance, pet care)
 - **Mental health** (e.g., sleep aid apps, meditation apps, stress management, life coaching)
 - **Physical health** (e.g., Fitness classes, memberships, equipment, nutritional counseling, and programs)
 - **Financial wellbeing** (e.g., student loans, skills development, tax preparation, charitable giving)

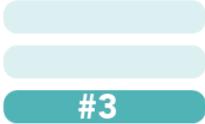


Source: Microsoft, 2022



Paid Family Leave

- Provides wage replacement to eligible employees who need time off work to care for a seriously ill family member, pregnancy, bond with a new child, or participate in a qualifying event because of a family member's military deployment



#3 most desired across all benefits, perks, or incentives¹



86% of US millennials are less likely to quit if paid parental leave is offered²



10-15% increase in tenure as younger employees stay longer³



70% reduction in turnover amongst the women that quit the year they have a child⁴



employees under age 40 are up to 20 times more likely to have a child than a short-term disability⁵

Paid Family Leave (The Why)

1. **Health and Well-being:** Employees can take time off without worrying about losing their income.
2. **Family Bonding:** Enables parents to spend valuable time with their newborns, adopted children, or newly placed foster children.
3. **Gender Equality:** Helps reduce gender disparities by allowing both parents to take time off work to care for their children or other family members
4. **Work-Life Balance:** Supports employees in maintaining a healthy work-life balance, increase job satisfaction, higher productivity, and reducing burnout.
5. **Employee Retention and Attraction:** Makes the airport more attractive to job seekers and improve employee retention rates.
6. **Reduced Turnover Costs:** Avoiding the costs of hiring and training new employees.
7. **Improved Workplace Morale:** We value their well-being and understands their personal needs fosters a sense of loyalty and morale.
8. **Long-Term Financial Impact:** Contributes to long-term economic stability for families by helping them avoid resorting to debt or draining savings.
9. **Child Development:** Allows parents to provide focused care during a child's crucial developmental stages.
10. **Reduced Stress:** Financial security can significantly reduce the stress and anxiety experienced by individuals during times of caregiving.
11. **Social Equity:** Support to individuals across different income levels and backgrounds

Paid Family Leave

	Duration	Benefit Amount	Type of Paid Leave
Unified Port District	4 Weeks	Maternity 50%/100% of wages Paternity 100%	Parental Leave Only
California PFL	8 Weeks	60-70% of weekly wages	Family, Parental and family military deployment

Proposed Airport Authority	6 Weeks	100% of wages	Family, Parental and family military deployment
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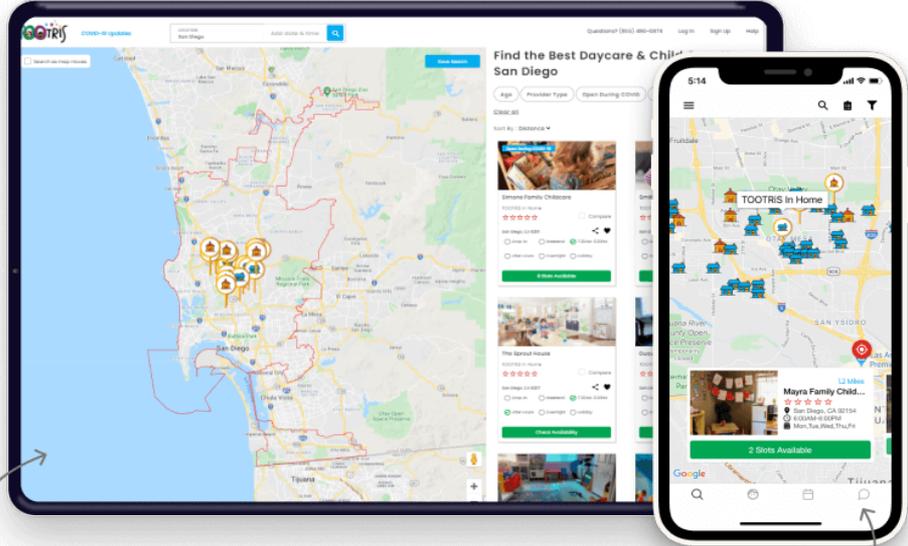
Paid Family Leave

Insured Parental Leave Program

- A pioneering program that enables organizations to insure paid parental leave
- Provides budget confidence needed cost certainty and risk mitigation with \$1,000,000 of annual coverage
- Simplifies the leave admin process (no enrollment, claims paid to employer)
- Provides 1-on-1 Parent Coaching support. Coaches provide advice, guidance, and support, addressing common challenges parents face at home and work.
- Touch-points pre, during, and post leave for a seamless employee experience
- Reimburses Airport Authority up to 75% of paid wages (\$1500 weekly per person cap)

Childcare Finder App (TOOTRiS)

Leverage a tech-enabled service to provide employees with better work/life balance



The San Diego Union-Tribune

To fight its hiring woes, the Sheriff wanted to offer employees child care help. So it turned to this San Diego tech startup

MEDIA RELEASE



FOR IMMEDIATE RELEASE
Friday, July 7, 2023

City of San Diego Launches Employee Benefit Program to Assist with Child Care Costs





Recommendations



SAN DIEGO
INTERNATIONAL AIRPORT.
LET'S GO.

Recommendations

- Replace Anthem medical with Cigna
- Renew all other carriers
- Eliminate medical waiver credit

Recommendations

Other New Offerings

- Add Lifestyle Spending Account (LSA) \$500 per employee
- Add PFL via insured Pareto Parental Leave coupled with a well-defined Salary Continuation Policy for other outlined leaves
- Add Childcare Finder App and Concierge support through TOOTRiS

Fiscal Impact

Active and Budgeted

Description	Current	Recommended Renewal	% Change	Budgeted Costs CY 2024	\$ Difference Between Recommended and Budgeted	% Difference Between Recommended
Medical ¹	\$5,455,552	\$ 5,842,656	7%	\$ 6,413,907	\$ (571,251)	-9%
HSA Funds-Active	\$ 64,500	\$ 64,500	0%	\$ 63,000	\$ 1,500	2%
EAP	\$ 14,458	\$ 10,945	-24%	\$ 12,070	\$ (1,125)	-9%
Dental ¹	\$ 382,531	\$ 365,366	-4%	\$ 379,467	\$ (14,101)	-4%
Vision	\$ 69,500	\$ 69,500	0%	\$ 54,877	\$ 14,623	27%
Basic Life/AD&D	\$ 63,973	\$ 52,467	-18%	\$ 88,873	\$ (36,406)	-41%
Short Term Disability	\$ 165,472	\$ 127,650	-23%	\$ 205,196	\$ (77,546)	-38%
Waive Credit Medical	\$ 58,005	\$ -	-100%	\$ 48,004	\$ (48,004)	-100%
Waive Credit Dental	\$ 2,497	\$ 2,497	0%	\$ 1,859	\$ 638	34%
LSA Account ¹	\$ -	\$ 235,000		\$ -	\$ 235,000	
TOOTRiS (childcare app)	\$ -	\$ 10,000		\$ -	\$ 10,000	
Parental Leave	\$ -	\$ 40,385		\$ -	\$ 40,385	
TOTAL	\$6,276,488	\$ 6,820,966	9%	\$ 7,267,252	\$ (446,286)	-6%

¹ Budgeted headcounts (80) allocated to PPO EEO

Thank you.

● Ticketing
U.S. Airways