

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
SPECIAL EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE MEETING
MINUTES**

**FRIDAY, SEPTEMBER 27, 2013
BOARD ROOM**

CALL TO ORDER:

Chair Desmond called the special meeting of the Executive Personnel and Compensation Committee, and the special meeting of the Board to order at 1:02 p.m. on Friday, September 27, 2013, in the Board Room of the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE:

ROLL CALL:

PRESENT: Committee Members: Boland, Cox, Desmond, Hubbs, Smisek
 Board Members: Gleason, Sessom

ABSENT: Committee Members: None

ALSO PRESENT: Thella F. Bowens, President/CEO; Breton K. Lobner, General Counsel; Lorraine Bennett, Assistant Authority Clerk II; Linda Gehlken, Assistant Authority Clerk I

Board Member Gleason arrived during the course of the meeting.

NON-AGENDA PUBLIC COMMENT: None.

NEW BUSINESS

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the June 19, 2013 special meeting.

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

2. RENEWAL OF THE EMPLOYEE BENEFIT PROGRAM FOR 2014:

Jeff Lindeman, Senior Director, Organizational Performance & Development, and Christie Barr, Senior Vice President, Willis Insurance Services of San Diego, provided a presentation on the renewal of the Employee Benefit Program for 2014 which included, an overview of the Renewal Process to Date, Executive Summary, Medical Carrier Responses, HMO and PPO Employee Contributions – Employee Costs (By % Premiums), Employee Contribution Strategies Studied, Medical Plan Recommendations Summary, Medical Plan Design Comparison, 2014 Anthem Renewal Analysis Summary, and Employee Communication Strategy.

Board Member Gleason arrived at the meeting at 1:25 p.m.

Chair Desmond requested that staff provide for the next Board Meeting, the cost savings to the Authority and to the employees who participate in the wellness screenings, versus those who do not. He expressed concern regarding the five percent penalty being assessed for employees choosing to not participate in the wellness screenings. He requested that for the next Board meeting, staff provide the 2013 renewal rates for comparison, and information on the California Health Insurance Marketplace.

Board Member Gleason cautioned that the Authority be mindful of the unintended consequences related to spousal coverage as the Affordable Health Care Act is implemented.

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

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

CLOSED SESSION: Chair Desmond announced that Closed Session Item 3 would not be heard. He stated that a separate matter had arisen requiring a meeting of the Board in Closed Session.

Breton K. Lobner, General Counsel, reported that the Authority received an Application to the FAA for an administrative proceeding. He stated that in accordance with California Government Code Section 54954.2, an affirmative two-thirds vote of the Board Members present was necessary to add the Closed Session Item to the Agenda.

ACTION: Moved by Board Member Cox, and seconded by Board Member Hubbs to add a Closed Session item to the agenda regarding the Federal Aviation Administration Application for an administrative process (Item 4). Motion carried by the following vote: YES – Boland, Cox, Desmond, Gleason, Hubbs, Sessom, Smisek; NO – None; ABSENT – Alvarez, Robinson (Weighted Vote Points: YES - 79; NO - 0; ABSENT- 21).

The Board recessed into Closed Session at 2:06 p.m. to discuss Item 4.

3. CONFERENCE WITH LABOR NEGOTIATOR:

Labor negotiations pursuant to Cal. Gov. Code §54957.6

Authority Designated Negotiators: Thella F. Bowens, President/CEO and Jeff Lindeman, Senior Director, Organizational Training & Development

Employee Organization: Teamsters 911

4. CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION:

Significant exposure to litigation (Cal.Gov.Code §54956.9(d))

Number of Cases: 1

Individual Members Adan Topete, Derrick Phillips, Manuel Aguilar, Jose Topete, Alexander Weir, Candido Bautista, Francisco Arrendondo, Juan Murillo and Laborers' International Union of North America Local Union No. 89,

Applicants – Application to Stay Implementation of the September 5, 2013


FONSI/ROD for San Diego International Airport Master Plan Northside

Improvements Project- Application to the United States Department of Transportation, Federal Aviation Administration.

REPORT ON CLOSED SESSION: The Board reconvened into Open Session at 2:29 p.m. There was no reportable action.

ADJOURNMENT: The meeting was adjourned at 2:30 p.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL
AIRPORT AUTHORITY THIS 15TH DAY OF JANUARY, 2014.



JEFF LINDEMAN
SENIOR DIRECTOR, ORGANIZATIONAL
PERFORMANCE & DEVELOPMENT

APPROVED AS TO FORM:



LORRAINE BENNETT
ASSISTANT AUTHORITY CLERK II