

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
SPECIAL EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE MEETING  
MINUTES  
THURSDAY, SEPTEMBER 27, 2012  
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 9:02 a.m. on Thursday, September 27, 2012, 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:   Cox, Desmond, Smisek  
                          Board Members:           Hubbs

ABSENT:           Committee Members:   Boland

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

**NEW BUSINESS**

**1.   APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the August 27, 2012 special meeting.

**ACTION: Moved by Board Member Cox and seconded by Board Member Smisek to approve staff's recommendation. Motion carried unanimously, noting Board Member Boland as ABSENT.**

**2.   RENEWAL OF THE EMPLOYEE BENEFIT PROGRAM FOR 2013:**

Jeffrey Lindeman, Senior Director, Organizational Performance & Development and Tony Russell, Director, Corporate Services/Authority Clerk, provided a presentation on the Renewal of the Employee Benefit Program for 2013, which included Employee Benefits Task Force, Retirement Project Update Renewal Process, Task Force Composition

and Meetings, Options/Strategy, Summary of Current Plan Considerations, Recommendations for HMO and PPO Medical Plan Renewals, Medical Only Net Cost of Recommendations, Dental and Vision Plan Recommendations, Basic Term Life/AD&D, Short Term Disability and Health Advocate, ALL Benefits Net Cost of Recommendation, Wellness Value Added, and EBTF Recommended Considerations for the Future.

In response to Board Member Cox regarding the correlation between the retirement coverage provided under the San Diego County Employee Retirement System (SDCERS) for City employees and that for the Authority, Breton Lobner, General Counsel, stated that SDCERS manages the Authority's plan under a separate administrative agreement, and provisions of the plan are controlled by the Authority.

In response to Chair Desmond regarding the employees' contribution towards the cost of health coverage, Mr. Lindeman stated that staff would provide additional information to the Board.

Board Member Hubbs requested that staff provide the Committee with a summary of additional options and proposals that were submitted by the carriers.

**RECOMMENDATION:** Staff recommends that the Executive Personnel and Compensation Committee forwards 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, noting Board Member Boland as ABSENT.

**COMMITTEE MEMBER COMMENTS:**

Chair Desmond requested that a special meeting of the Committee be scheduled to discuss the re-negotiation of the employment contract for the President/CEO.

**ADJOURNMENT:** The meeting was adjourned at 10:03 a.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL  
AIRPORT AUTHORITY THIS 11 TH DAY OF OCTOBER, 2012.

  
JEFFREY WOODSON  
VICE PRESIDENT, ADMINISTRATION

APPROVED AS TO FORM:

  
LORRAINE BENNETT  
ASSISTANT AUTHORITY CLERK II