

Special Executive Personnel and Compensation Committee and Special Board Meeting Agenda

Thursday, August 6, 2026
10:00 AM

San Diego County Regional Airport Authority
Administration Building
First Floor – Boardroom
2417 McCain Road
San Diego, CA 92101

Board Members

Lydia Ball (Chair)
James Sly (Vice-Chair)
Whitney Benzian
Daniel Kuperschmid
Monica Montgomery Steppe
Rafael Perez
Esther C Sanchez
Steve Vaus
Marni von Wilpert

Ex-Officio Board Members

Ann Fox
Col. R. Erik Herrmann
Michele Perrault

President/CEO

Atif Saeed

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 the Office of the Authority Clerk 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.

This Meeting allows remote participation in accordance with State law.

IN PERSON PUBLIC COMMENTS: Submit a Speaker Slip to the Clerk staff at the beginning of the meeting, or when the Item is called, or before the Non-Agenda Public Comment section is called.

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ELECTRONIC/REMOTE PUBLIC COMMENTS VIA TEAMS: Join online by clicking this link:

<https://teams.microsoft.com/meet/29186663560132?p=sqX5NBKv4P74egEWv>

Meeting ID: 291 866 635 601 32 **Passcode:** Mp2WC3ds or join by phone by calling this number: 619-737-2396 **Conference ID:** 111 222 035#. To speak, submit a speaker slip at the beginning of the meeting, or when the Item is called, or before the Non-Agenda Public Comment section is called by emailing Clerk@san.org or dialing 619-400-2550.

Remote participants will have the same opportunity to provide public comment as in-person attendees. If you require special assistance to participate in this Meeting, please contact Clerk@san.org at least 48 hours before the Meeting.

All participants (in-person and remote) are expected to engage in a respectful and courteous manner. Any behavior that disrupts the Meeting may result in removal.

PLEASE COMPLETE A SPEAKER SLIP PRIOR TO THE COMMENCEMENT OF THE MEETING IN PERSON TO THE AUTHORITY CLERK OR ELECTRONICALLY AT Clerk@san.org. **PLEASE REVIEW THE POLICY FOR PUBLIC PARTICIPATION IN BOARD AND BOARD COMMITTEE MEETINGS (PUBLIC COMMENT) LOCATED AT THE END OF THE AGENDA.**

THE CLERK'S OFFICE DOES NOT ACCEPT EXTERNAL FLASH DRIVES OR REMOVABLE MEDIA DEVICES. ALL PRESENTATIONS MUST BE EMAILED TO Clerk@san.org BY CLOSE OF BUSINESS THE DAY PRIOR TO THE APPLICABLE MEETING.

CALL TO ORDER:

PLEDGE OF ALLEGIANCE:

ROLL CALL:

Committee Members: Ball, 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.

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NEW BUSINESS:

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the Minutes of the May 20, 2026, Special Meeting.

2. RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2027:

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:

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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 speaker slip to the Clerk prior to the initiation of the portion of the Agenda containing the item to be addressed (e.g., Public Comment and General Items), or may submit a request electronically by emailing the Authority Clerk at Clerk@san.org or calling 619-400-2550. Failure to submit a speaker slip or submit an electronic request 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. Members of the public participating remotely shall be provided with the same opportunity to address the Board as members of the public participating in-person.
- 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/or Committees.
- 4) If many persons have indicated a desire to address the Board, ALUC and/or 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. The time limits shall apply equally to in person and remote participants.**
- 5) Pursuant to Authority Policy 1.33(8), recognized groups must register with the Authority Clerk prior to the meeting.
- 6) Pursuant to Authority Policy 1.34, in the event of a technology disruption ("Disruption") that prevents the public from accessing the Meeting via the posted call-in or internet-based service, the Authority will take the following actions:
 - If the Disruption occurs before the Meeting begins, the Meeting will be delayed until access is restored or alternative access is provided.
 - If the Disruption occurs during the Meeting and affects public participation, the Meeting will be recessed for at least one (1) hour or until access is restored, whichever is sooner.
 - If the Disruption is not resolved within one (1) hour, the Board, ALUC, and/or Committee may adjourn the Meeting, or may take a vote of the Board, ALUC, and/or Committee adopting certain findings and to continue 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.

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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 Airport Administration Building Parking Lot (entrance on the east side of McCain Road). Bring your ticket to the first-floor receptionist for validation.

Visitors can park in the lot from 8:00 a.m. to 5:00 p.m.

You may also reach the SDCRAA Building by using public transit via the San Diego MTS System, Route 923. 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
WEDNESDAY, MAY 20, 2026
BOARDROOM

CALL TO ORDER: Chair Ball called the Special Executive Personnel and Compensation Committee Meeting to order at 9:39 a.m. on Wednesday, May 20, 2026, in the Boardroom of the San Diego International Airport, Administration Building, 2417 McCain Road, San Diego, CA 92101.

ROLL CALL:

Present: Committee Members: Ball (Chair), Sly

Absent: Committee Members: None

Board Member: Perez

Also Present: Atif Saeed, President/CEO; Amy Gonzalez, General Counsel; Annette Fagan Ortiz, Authority Clerk; Sonja Banks, Assistant Authority Clerk II; Patricia Willis, Assistant Authority Clerk II

NON-AGENDA PUBLIC COMMENT: None

CLOSED SESSION: The Committee recessed into Closed Session at 9:40 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

ADJOURNMENT: The meeting adjourned at 12:01 p.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 6TH DAY OF AUGUST 2026.

MONTY BELL, DIRECTOR
HUMAN RESOURCES

ATTEST:

ANNETTE FAGAN ORTIZ
AUTHORITY CLERK



Health & Welfare Renewal

Benefits Program for 2027



Agenda



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

Highlights

Medical

- PRISMHealth Anthem medical renewal +10.78%
- High Deductible Health Plan (HDHP)/Health Savings Account (HSA): Authority to match IRS modifications
- MediExcel medical renewal +4%
- UHC Medicare Advantage renewal +16% due to Centers for Medicare & Medicaid Services (CMS) Medicare changes*

Ancillary plans

- Delta Dental renewal DHMO no increase; DPPPO +8.91% | combined +8.1%
- VSP Vision no increase to 2029
- Employee Assistance Program (EAP) upgrade to enhance services
- Life and Short-Term Disability no increase to 2028
- Lifestyle Spending Account (LSA) increase funding level by \$100 per employee
- Voluntary Life: max benefit increased to \$750,000 from \$500,000, with a one-time guaranteed-issue, premium rates remain unchanged

*UHC cost are in OPEB which is calculated by actuarial valuation



Current Program



Current Program | Plans & Programs



Shared Cost	100% Employer Paid	100% Employee Paid (Optional)
Medical Active & Pre/Post-Medicare Retirees	Basic Life AD&D - Active, Pre-Medicare & 1st Generation Retirees Short Term Disability - Active	Voluntary Life AD&D - Active Long Term Disability (LTD) - Active
Dental Active & Pre/Post-Medicare Retirees	EAP Active & Pre/Post-Medicare Retirees	Voluntary Worksite Benefits Active
Vision Active	Core Advocacy - Active & Pre-Medicare Retirees Wellness - Active Lifestyle Savings Account (LSA) - Active	Vision - Pre/Post-Medicare Retirees Direct Bill - Active & Pre/Post-Medicare Retirees - Legal Shield – Pre-paid Legal coverage - Liberty Mutual – Home & Auto - Nationwide – Pet Insurance
Tax Savings Program - Active - Commuter Transportation	Funded Health Reimbursement Arrangement (R-FHRA) 2nd Generation Retirees	Tax Savings Program - Active - Healthcare FSA - Dependent Care FSA

Current Program | Census Summary

Demographics

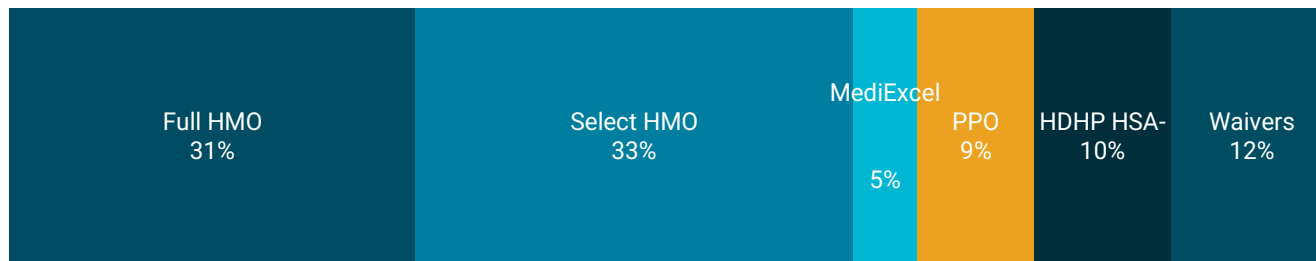
	Airport Authority	Group Size: 50-499	Industry: Government
Average Age	46	43	43
% Male	60%	53%	54%
% Female	40%	47%	46%

Demographics for Airport Authority 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. The age of our population has a significant impact on our health plan and income protection benefit costs. In general, a one-year average age increase represents a 2-3% increase in the gross medical plan costs.

Current Program | Enrollment Summary

Medical Enrollment by Plan*



Medical Enrollment by Tier*



*Includes Actives & Pre-Medicare Retirees;
Enrollment based on census received 05.26.2026

Current Program | Monthly Cost Share Benchmark

Employee

	Airport Authority	Group Size: 50-499	Industry: Government
HMO	\$11 - \$112	\$103 - \$164	\$23
PPO	\$180	\$180 - \$225	\$109 - \$129
HDHP/HSA	\$150	\$100 - \$136	\$31 - 92

Family

	Airport Authority	Group Size: 50-499	Industry: Government
HMO	\$155 - \$780	\$650 - \$856	\$390
PPO	\$1,258	\$871 - \$965	\$458 - \$486
HDHP/HSA	\$1,053	\$547 - \$617	\$310 - \$355

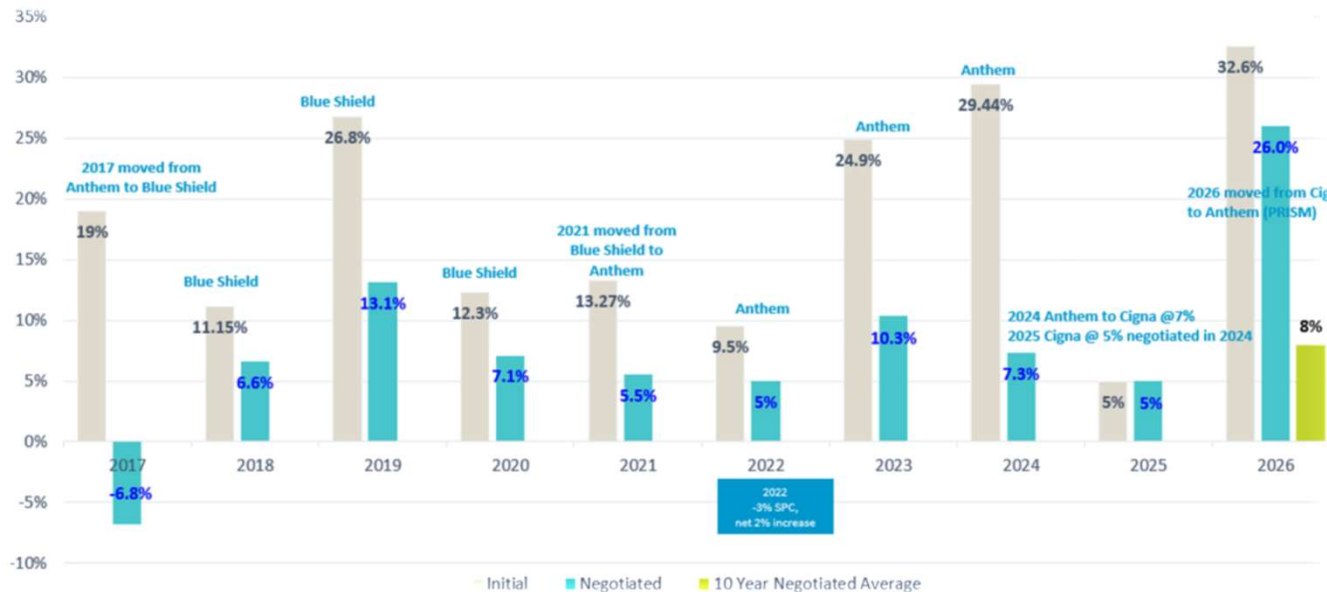
*Includes Actives & Pre-Medicare Retirees



Medical Overview



Medical | Renewal History



Our History

- High Utilization / High-Cost Claims
- Volatile annual increases
- Frequent carrier changes (4 in 10 years)
- Employee impact (e.g. Providers, Rx, premium increases)
- Fully insured market strain (Aetna +35%, BSC +22%, HN +50%, Kaiser +58%)
- 2026, Airport Authority moved to PrismHealth (pooled purchasing program)

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

Medical | PRISMHealth vs Pools & Insured Markets

RENEWAL HISTORY CHART			
Plan Year	PRISMHealth	CA PPO Insured Pooled Renewals (Avg)	PERS Platinum PPO (Previously PERSCare)
2018	3.61%	12.90%	-6.07%
2019	3.97%	10.90%	19.80%
2020	2.83%	10.90%	6.45%
2021	5.22%	10.90%	12.32%
2022	-1.69%	10.90%	-14.85%
2023	8.88%	12.50%	14.48%
2024	12.26%	13.90%	12.18%
2025	4.66%	12.40%	9.82%
2026	14.24%	13.90%	13.24%
2027*	10.77%	18.00%	TBD
10-YR AVERAGE	6.47%	12.72%	7.49%

Pooled Renewal Methodology means Stability

*includes plan change removing non-diabetic GLP-1s

Medical | Executive Overview



Medical and pharmacy costs continue to outpace general inflation



Specialty medications and GLP-1 utilization are significant cost drivers



PRISMHealth experienced higher-than-expected claims activity

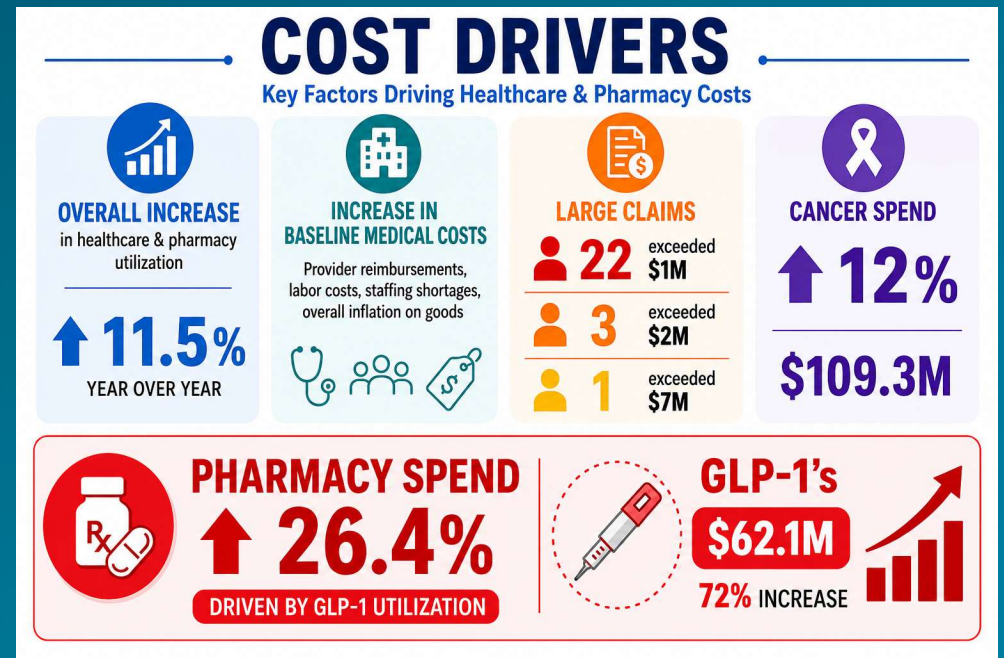


PRISMHealth Committee Approves Changes to GLP-1 Coverage

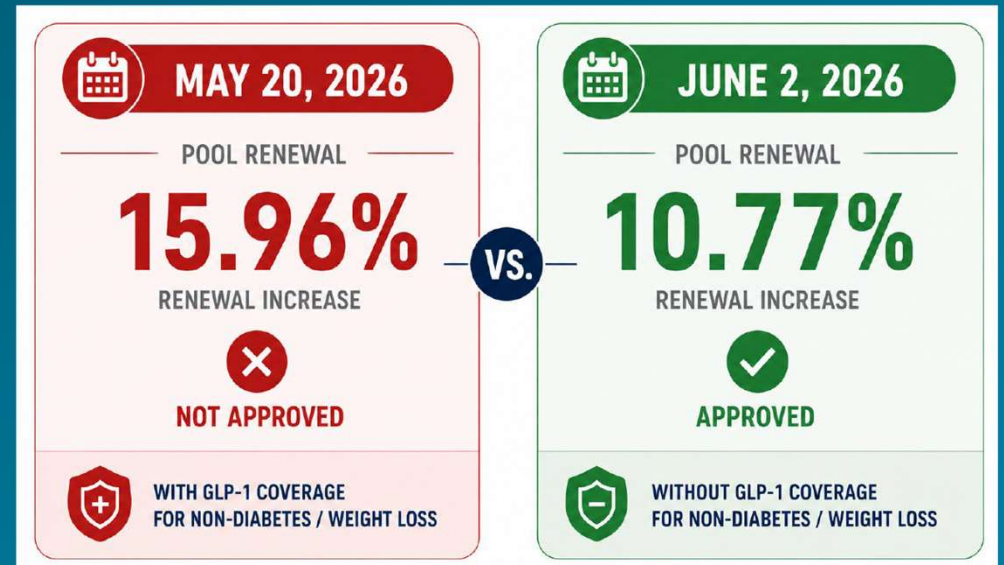


PRISMHealth Committee Approved a 10.77% pool renewal

Medical 2027 PRISMHealth Renewal



Medical 2027 PRISMHealth Renewal



Medical | GLP-1 Coverage Change



- **5.3% of PRISM membership is driving 30% of total pharmacy costs**
- Monthly Cost per GLP-1 Prescription
 - Zepbound / Wegovy = \$1,088 - \$1,337
 - Direct-to-consumer = \$149 - \$499
- Coverage exclusion impact:
 - Projected \$44M reduction in shared-costs

PRISM Health Committee approved changes:

- **PPO | HDHP:**
 - Remove coverage of non-diabetic GLP-1's
 - Diabetic GLP-1's still covered (Type 2 Diabetes)
- **Anthem HMO's**
 - Covered for morbid obesity
 - BMI > 40, or BMI 35-39 with 1 or more comorbidity

Medical Contributions Employee Impact

HMO		Anthem (PRISM) Renewal (2027)	
Employer Contributions		2027 Anthem Select HMO	
	95%		
	95%	EE Mo	EE PPP
	70%		
Subscriber Only		\$5.00	\$2.50
Subscriber + 1		\$38.30	\$19.15
Subscriber + 2 or More		\$65.30	\$32.65

HMO		2027 Anthem Full HMO	
Employer Contributions		2027 Anthem Full HMO	
	90%		
	90%	EE Mo	EE PPP
	70%		
Subscriber Only		\$12.00	\$6.00
Subscriber + 1		\$51.90	\$25.95
Subscriber + 2 or More		\$84.30	\$42.15

PPO		2027 Anthem PPO	
Employer Contributions		2027 Anthem PPO	
	90%		
	90%	EE Mo	EE PPP
	70%		
Subscriber Only		\$19.40	\$9.70
Subscriber + 1		\$83.60	\$41.80
Subscriber + 2 or More		\$135.80	\$67.90

HDHP		2027 Anthem HDHP	
Employer Contributions		2027 Anthem HDHP	
	90%		
	90%	EE Mo	EE PPP
	70%		
Subscriber Only		\$16.20	\$8.10
Subscriber + 1		\$69.90	\$34.95
Subscriber + 2 or More		\$113.70	\$56.85

Cross Border HMO		MediExcel Renewal (2027)	
Employer Contributions		2027 MediExcel	
	95%		
	95%	EE Mo	EE PPP
	70%		
Subscriber Only		\$0.46	\$0.23
Subscriber + 1 Dependent		\$4.29	\$2.15
Subscriber + 2 or More		\$6.21	\$3.10



Ancillary



Ancillary | Renewal Overview

Line of Coverage	Carrier	Renewal
Dental	Delta Dental (PRISM)	– DHMO: 0% Rate Guarantee to 2030 – PPO: +16.75% negotiated to +8.91%
Vision	VSP (PRISM)	– PPO 0% Rate Guarantee to 2029
EAP	Concern (PRISM)	– Move to Concern EAP – Rate Guarantee to 2029

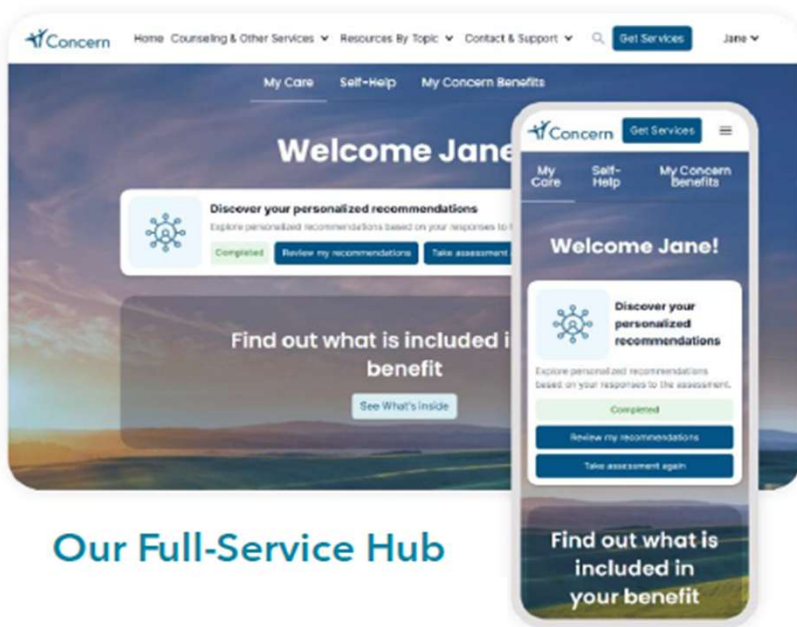
Line of Coverage	Carrier	Renewal
Basic Life/AD&D	Prism – Lincoln Financial Group	0% / Rate Guarantee to 2028
Voluntary Life/AD&D		0% / Rate Guarantee to 2028 Plan Max increased to \$750,000
Short Term Disability		0% / Rate Guarantee to 2028
Voluntary Long-Term Disability		

Dental Employee Impact

			Delta Dental (PRISM) Renewal (2027)	
PPO			2027 Delta Dental	
Employer Contributions	100%		EE Mo	EE PPP
	55%			
Subscriber Only			\$0.00	\$0.00
Subscriber + 1 Dependent			\$1.35	\$0.67
Subscriber + 2 or More			\$2.44	\$1.22
Monthly				
Annual Total				
HMO			2027 Delta Dental	
Employer Contributions	100%		EE Mo	EE PPP
	55%			
Subscriber Only			\$0.00	\$0.00
Subscriber + 1 Dependent			\$0.00	\$0.00
Subscriber + 2 or More			\$0.00	\$0.00

Dental Waiver Credits: Authority provides a per-pay-period credit of \$2.42

EAP | Concern EAP Highlights



Our Full-Service Hub

- **Concierge service** connects callers to providers who are available, and match caller's needs & preferences.
- **In-the-Moment clinical support** for any employee who is distressed and just needs to talk to a licensed counselor without waiting
- **In-person or virtual counseling** (video, telephone, live chat, text)
- **Alcohol / Substance Use** Elevated to 10 visits at no additional charge.
- **Tech enabled solutions** offering therapist-guided self-paced sessions.
- **Organizational Support** including expert-led webinars, management, and crisis support



Recommendations



Staff Recommendations

- Renew Medical Plans with Anthem, MediExcel, and UHC
- Renew all ancillary plans with current carriers, except EAP
- Move Anthem EAP to Concern EAP to enhance services for employees
- Increase Authority contribution to Lifestyle Spending Account (LSA) by \$100 per employee
- Voluntary Life: maximum benefit increased to \$750,000 from \$500,000, with a one-time guaranteed-issue, premium rates remain unchanged

Fiscal Impact



Active and Budgeted only

Description	Current	Recommended Renewal	% Change	Budgeted Costs CY 2027	\$ Difference Between Recommended and Budgeted	% Difference Between Recommended
TOTAL	\$ 8,662,681	\$ 9,543,932	10.17%	\$ 9,690,420	\$ (146,488)	-1.51%



Questions?

