

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
SPECIAL EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING  
MINUTES  
MONDAY, AUGUST 28, 2017  
BOARD ROOM**

**CALL TO ORDER:** Board Member Boling called the Special Executive Personnel and Compensation Committee Meeting to order at 9:52 a.m., on Monday, August 28, 2017, in the Board Room of the San Diego International Airport, Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

**PLEDGE OF ALLEGIANCE:**

**ROLL CALL:**

***Executive Personnel and Compensation Committee***

Present:                      Committee Members:              Boling, Desmond (Chair), Kersey,  
Schumacher

Board Members:                      Gleason, Robinson, Janney

Absent:                      Committee Members:              Cox

Also Present:                      Kimberly Becker, President/CEO; Lee Kaminetz, Senior Attorney;  
Tony Russell, Director, Corporate and Information Governance/  
Authority Clerk; Ariel Levy Mayer, Assistant Authority Clerk I

**NEW BUSINESS**

**1.      APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the May 11, 2017 regular meeting.

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

**2.      RENEWAL OF THE HEALTH AND WELFARE BENEFITS PROGRAM FOR 2018:**

Kurt Gering, Director, Talent, Culture & Capability; and Jesus Mendoza, Vice President, Willis Towers Watson provided a presentation on the Renewal of the Health and Welfare Benefits Program for 2018, which included Executive Summary, Plan Renewal Analysis for Medical, Disability, Dental, Pre-Medicare Retiree and Medicare Enrolled Retiree plans, and Renewal Recommendation.

Regarding the proposed addition of the Trio HMO plan, Chair Desmond stated that he is skeptical of offering another plan because he does not want to take away options from employees in the future.

Board Member Schumacher requested that the benchmarking data between agencies, be presented at the Board meeting.

Board Member Boling requested an explanation of the overall cost vs. the Authority cost at the Board meeting.

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

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

**CLOSED SESSION:** The Committee recessed into Closed Session at 10:36 a.m. to discuss Items 3 and 4.

**3. CONFERENCE WITH LABOR NEGOTIATOR:**  
Labor negotiations pursuant to Cal. Gov. Code §54957.6  
Authority Designated Negotiators: Kimberly Becker, President/CEO and Kurt Gering, Director Talent, Culture & Capability  
Employee Organization: Teamsters 911

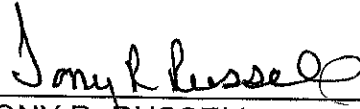
**4. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: President/Chief Executive Officer

**REPORT ON CLOSED SESSION:** The Committee adjourned out of Closed Session at 11:50 a.m. There was no reportable action.

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting adjourned at 11:50 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT  
AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS  
11<sup>th</sup> DAY OF JANUARY, 2018.



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TONY R. RUSSELL  
DIRECTOR, CORPORATE &  
INFORMATION GOVERNANCE/  
AUTHORITY CLERK

APPROVED AS TO FORM:



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AMY GONZALEZ  
GENERAL COUNSEL