



Kimberly J. Becker, President/CEO, stated that it is important to note that there is no intention on reducing salaries and that we are trying to keep base salaries in-line with the market and adjust the base salaries between the 50<sup>th</sup> and 75<sup>th</sup> percentile.

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

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

3. **RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2020:** Kurt Gering, Director, Talent, Culture & Capability; and Heather Hill, Associate Director, Willis Towers Watson, provided a presentation on the Renewal of the Health and Welfare Benefits Program for 2020 that included Medical Plan Enrollment, Executive Summary, Active & Budgeted Employees Cost Summary, Active & Budgeted Medical Plan Designs, Employee Wellness, Medical Renewal Premium Cost Share, Renewal Analysis – Retirees, Active, Budgeted & Retiree Plan Designs, Dental, Voluntary Vision, Total Cost per Covered Employee per Year, and Authority Budget Summary.

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

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

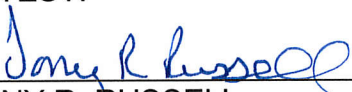
**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting was adjourned at 10:54 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 23<sup>RD</sup> DAY OF JANUARY, 2020.

  
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STEPHANIE ALEXANDER  
ACTING DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

ATTEST:

  
\_\_\_\_\_  
TONY R. RUSSELL  
DIRECTOR, BOARD SERVICES/  
AUTHORITY CLERK