

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES
THURSDAY, AUGUST 30, 2018
BOARD ROOM**

CALL TO ORDER: Chair Desmond called the Executive Personnel and Compensation Committee meeting to order at 10:02 a.m., on Thursday, August 30, 2018, 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:

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

Absent: Committee Members: Cox

Also Present: Kimberly Becker, President/CEO; Amy Gonzalez, General Counsel;
Linda Gehlken, Assistant Authority Clerk I; Martha Morales,
Assistant Authority Clerk I

NON-AGENDA PUBLIC COMMENT: None.

NEW BUSINESS:

2. COMPENSATION PHILOSOPHY & STRATEGY PLAN:

Kurt Gering, Director, Talent, Culture & Capability, provided a presentation on the Compensation Philosophy and Strategy Plan which included Employee Strategy, Compensation Philosophy, Personnel Costs as % Operating Expense /Revenue, Workforce Evolution, Public Employee Pension Reform Act, Labor Market Trends and Impacts, Resulting Current Challenges, Elements of Total Rewards, Proposed Focus, Desired Outcomes, and Timeline.

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the May 31, 2018 regular meeting.

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

3. RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2019:

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 2019, which included Program

Summary, Renewal Analysis of Active and Budgeted Employees, Retiree Renewal Analysis, Combined Elements, Efficiency & Budget Considerations, and Authority Budget Summary.

Chair Desmond requested that staff provide an evaluation of the pros and cons of aligning the Health Benefits Renewal period with the timing of the approval of the budget, which is on a fiscal year cycle.

Board Member Boling suggested considering whether the enhancing of dental benefits should be postponed to another year, due to the rising costs of other program components.

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

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

CLOSED SESSION:

REPORT ON CLOSED SESSION:

COMMITTEE MEMBER COMMENTS: None.

ADJOURNMENT: The meeting adjourned at 11:31 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 24TH DAY OF JANUARY, 2019.


KURT GERING
DIRECTOR,
TALENT, CULTURE AND CAPABILITY

ATTEST:

LINDA GEHLKEN
ASSISTANT AUTHORITY CLERK I