

## Executive Personnel and Compensation Committee and Special Board Meeting

**Thursday, January 27, 2022**  
**9:00 A.M.**

San Diego International Airport  
SDCRAA Administration Building  
3225 N. Harbor Drive  
San Diego, California 92101

### Board Members

Gil Cabrera (Chair)  
Paul Robinson (Vice Chair)  
Catherine Blakespear  
Mary Casillas Salas  
Robert T. Lloyd  
Paul McNamara  
Johanna Schiavoni  
Nora E. Vargas  
Marni von Wilpert

### Ex-Officio Board Members

Col. Thomas Bedell  
Gustavo Dallarda  
Gayle Miller

### President/CEO

Kimberly J. Becker

This meeting of the Executive Personnel and Compensation Committee of the San Diego County Regional Airport Authority will be conducted pursuant to the provisions of California Assembly Bill 361 which suspends certain requirements of the Ralph M. Brown Act. On January 6, 2022, the San Diego County Regional Airport Authority Board adopted Resolution No. 2022-0004 finding that as a result of the continuing State of Emergency and the fact that local officials have recommended measures to promote social distancing and a finding that meeting in person continues to present imminent risks to the health and safety of attendees, it is in the best interest of the Authority and the public to continue to conduct meetings of the Board's standing committees virtually pursuant to AB 361. Therefore, in the interest of public health, all Board Members will be participating in the meeting electronically. In accordance with Assembly Bill 361 and Authority Board Resolution No. 2022-0004, there will be no members of the public in attendance at the Board Meeting. We are providing alternatives to in-person attendance for viewing and participating in the meeting. In lieu of in-person attendance, members of the public may submit their comments in the following manner.

### Public Comment during Board/Committee Meetings

If you'd like to speak live during the meeting, please follow these steps to request to speak:

- Step 1:** Watch the meeting via the live Webcast located at the following link, <https://www.san.org/Airport-Authority/Meetings-Agendas/Executive-Personnel-Compensation?EntryId=15038>

**PLEASE NOTE: There is approximately 20 seconds of lag time between the meeting and the Webcast.**
- Step 2:** When the Chair introduces the item that you would like to comment on, (or indicates that it is time for Non-Agenda Public Comment), call into the public comment line by following the following directions:

**REMINDER: Please do not call until the item you want to comment on is being discussed.**

# Executive Personnel and Compensation Committee Meeting Agenda

Thursday, January 27, 2022

1. **Dial 1-619-737-2396**
2. **When prompted, input Conference ID: 362 321 755#**
3. **You will then hear: "If you're the meeting organizer, press star now. You are now joining the meeting." Ignore this message.**
4. **After a few seconds, you will hear: "Please wait for the leader to admit you into the meeting, thank you for your patience." This is an indication that you are in the waiting room, Authority staff will admit you into the meeting when it is your time to speak.**
5. **After being admitted into the meeting, your microphone will be live, please turn off your webcast to avoid feedback. Staff will then ask you to state your name and begin your comments.**

Written Non-Agenda Public comment and/or Public Comment on agenda items may also be submitted to the Authority clerk at [clerk@san.org](mailto:clerk@san.org). Comments received no later than 8:30 a.m. on the day of the meeting will be distributed to the Board or Committee and included in the record.

## How to Watch the Meeting

You may also view the meeting online at the following link: <https://www.san.org/Airport-Authority/Meetings-Agendas/Executive-Personnel-Compensation?EntryId=15038>

## Requests for Accessibility Modifications or Accommodations

As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Authority Clerk at (619) 400-2550 or [clerk@san.org](mailto:clerk@san.org). The Authority is committed to resolving accessibility requests swiftly in order to maximize accessibility.

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. **Please note that agenda items may be taken out of order.** If comments are made to the Board 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.

Staff Reports and documentation relating to each item of business on the Agenda are on file in Board Services and are available for public inspection.

**Note:** Pursuant to Authority Code Section 2.15, all Lobbyists shall register as an Authority Lobbyist with the Authority Clerk within ten (10) days of qualifying as a lobbyist. A qualifying lobbyist is any individual who receives \$100 or more in any calendar month to lobby any Board Member or employee of the Authority for the purpose of influencing any action of the Authority. To obtain Lobbyist Registration Statement Forms, contact the Board Services/Authority Clerk Department.

# Executive Personnel and Compensation Committee Meeting Agenda

Thursday, January 27, 2022

## CALL TO ORDER:

## ROLL CALL:

Committee Members: McNamara, Robinson (Chair), Schiavoni, Vargas

## 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.

## NEW BUSINESS:

### 1. **APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the August 26, 2021 regular meeting.

## CLOSED SESSION:

### 2. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957

Title: President/Chief Executive Officer

### 3. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957 Title: General Counsel

### 4. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**

Cal. Gov. Code §54957 Title: Chief Auditor

## REPORT ON CLOSED SESSION:

## COMMITTEE MEMBER COMMENTS:

## ADJOURNMENT:

# Executive Personnel and Compensation Committee

## Meeting Agenda

Thursday, January 27, 2022

### 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 an email to the Clerk at [clerk@san.org](mailto:clerk@san.org) prior to the initiation of the portion of the agenda containing the item to be addressed (e.g., Public Comment and General Items). Failure to submit an email 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.
- 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 Committees.
- 4) If many persons have indicated a desire to address the Board, ALUC and 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.**
- 5) Pursuant to Authority Policy 1.33 (8), recognized groups must register with the Authority Clerk prior to 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.

### 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](http://www.san.org).

**For those planning to attend the Board meeting, parking is available in the public parking lot located directly in front of the Administration Building. Bring your ticket to the third-floor receptionist for validation.**

You may also reach the SDCRAA Building by using public transit via the San Diego MTS System, Route 992. For route and fare information, please call the San Diego MTS at (619) 233-3004 or 511.



**2. RENEWAL OF THE HEALTH & WELFARE BENEFITS PROGRAM FOR 2022:**

Monty Bell, Director, Talent, Culture & Capability provided a presentation on the Renewal of the Health & Welfare Benefits Program for 2022 that included the Current Program Overview on Plans & Program, Medical Census Summary, Enrollment, Annual Premium, Employee Cost Share, as well as Executive Summary – Cost Overview, Medical Renewal – Premium by Product, Medical Renewal History, Medical Market Study Results, Medical Contributions – Wellness, Medical Contributions – Non-Wellness, Medical Cross-Border Plan Option, Ancillary Renewal Overview, Employee Credits, and Fiscal Impact.

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

**ACTION: Moved by Board Member Vargas and seconded by Board Member McNamara to approve staff's recommendation. Motion carried unanimously.**

**3. AMEND SDCERS AMENDED & RESTATED RETIREMENT PLAN & TRUST - FAMILIES FIRST CORONA VIRUS ACT (FFCRA) AND CALIFORNIA SUPPLEMENTAL PAID SICK LEAVE (SPSL) PENSIONABLE EARNINGS & PURCHASABLE SERVICE:**

Monty Bell, Director, Talent, Culture & Capability provided a presentation on the Amendment of the SDCERS Amended & Restated Retirement Plan & Trust to Allow FFCRA and California SPSL to be Purchasable Services and Pensionable Earnings that included Background/Justification, and Fiscal Impact.

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

**ACTION: Moved by Board Member Vargas and seconded by Board Member McNamara to approve staff's recommendation. Motion carried unanimously.**

**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting adjourned at 9:47 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT  
AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 27<sup>TH</sup>  
DAY OF JANUARY, 2022.

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MONTY BELL  
DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

ATTEST:

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TONY R. RUSSELL  
DIRECTOR, BOARD SERVICES/  
AUTHORITY CLERK I