

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE
MINUTES
WEDNESDAY, MARCH 18, 2009
BOARD ROOM**

CALL TO ORDER:

Chairperson Watkins called the meeting of the Executive Personnel and Compensation Committee to order at 10:00 a.m. Wednesday, March 18, 2009, in the Board Room of the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Thella F. Bowens, President/CEO, led the pledge of allegiance.

ROLL CALL:

PRESENT: Committee Members: Boland, Desmond, Watkins
 Board Members: Bersin, Smisek

ABSENT: Committee Members: Zettel

ALSO PRESENT: Thella F. Bowens, President/CEO; Jeffrey Woodson, Vice President, Administration, Breton Lobner, General Counsel; Tony R. Russell, Director, Corporate Services/Authority Clerk; Linda Gehlken, Assistant Authority Clerk I.

Board Member Desmond arrived at 10:10 a.m.

PUBLIC COMMENT: None

NEW BUSINESS:

2. **BENEFITS & WORKER'S COMPENSATION STRATEGY UPDATES:**
 Jeff Lindeman, Director, Human Resources, provided a presentation on Employee Benefits & Wellness which included: Benefits and Wellness Initiatives; Strategy: Benefits shift toward Consumerism; and Education and Lifestyle change. He also provided a presentation on Employee Safety & Workers' Compensation which covered Safety and Workers' Compensation Initiatives; Factors Affecting Rates; Authority Employee Safety Committee; Authority Historical Head Count; Workers' Compensation Net Rates and Experience Modification; Workers' Compensation Premiums; Opportunity; and Goals for Fiscal Year 2010.

In response to Board Member Boland regarding how healthy employees' lifestyles are tracked, Mr. Lindeman stated that this is being done by tracking how many employees are participating in the programs being offered. He stated that for this fiscal year there has been a 17% increase in participation in comparison to last year. Mr. Lindeman stated that in the future the goal is to track the benefits of participation by tracking areas such as body mass index, and subsequent health risk assessments.

In response to Board Member Boland regarding whether there is evidence that there are less sick days being used by employees as a result of these "healthy lifestyle" programs, Mr. Lindeman stated that this specific component is difficult to track because the Authority does not designate sick leave time; however, he reported that the overall figures for the year have improved. He stated that reports received from the insurance carriers indicate that there has been a decline in medical services used by employees.

In response to Board Member Boland regarding what caused the Authority's insurance rates reduction from 2008 to 2009, Mr. Lindeman stated that the Authority has had an improved experience and is no longer providing a custom plan; therefore it is less expensive for the carrier to administer the program.

In response to Board Member Watkins regarding what incentives are offered that encourage employees to make healthy choices, and to also be conscientious about safety on the job, Mr. Lindeman stated that the "safety" component is clearly communicated as being a basic condition of employment by being included in everyone's review. He stated that events are held during the year that promote this area, such as the Employee Safety Fair. He also stated that there is an employee Safety Committee that provides suggestions on safety issues.

In response to Board Member Watkins regarding whether more Authority funds may be added to individual Flexible Spending Accounts to increase employees' accountability for their own health program, Mr. Lindeman stated that this is already being considered. He reported that new incentives this year have resulted in a large increase from the previous year of employees utilizing the Health Risk Assessment program.

In response to Board Member Watkins as to whether there is a financial planning and/or tax incentive program component that encourages employees to participate in cost saving health programs, Mr. Lindeman stated that options beyond Flexible Spending Accounts are being explored.

Jeff Lindeman, Director, Human Resources, stated that it is important to keep in mind that employees' privacy rights are always respected throughout all processes involved when offering and tracking incentive programs to employees.

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the December 16, 2008 Special Meeting.

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

CLOSED SESSION: The Committee recessed into Closed Session at 10:42 a.m. to discuss Item 3.

3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

(Government Code 54957):

Title: President/CEO, General Counsel & Chief Auditor


REPORT ON CLOSED SESSION: The Committee reconvened into Open Session at 11:56 a.m. There was no reportable action.

COMMITTEE MEMBER COMMENTS

ADJOURNMENT


The meeting was adjourned at 11:57 a.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY THIS 8TH DAY OF JULY, 2009.



JEFFREY WOODSON
VICE PRESIDENT, ADMINISTRATION

ATTEST:



TONY R. RUSSELL
DIRECTOR, CORPORATE SERVICES/
AUTHORITY CLERK