

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES
THURSDAY, JANUARY 24, 2019
BOARD ROOM**

CALL TO ORDER: Chair Desmond called the Executive Personnel and Compensation Committee and Special Board meeting to order at 10:01 a.m., on Thursday, January 24, 2019, in the Board Room of the San Diego International Airport, Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Board Member Schiavoni led the Pledge of Allegiance.

ROLL CALL:

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

 Board Members: Schiavoni

Absent: Committee Members: None

Also Present: Kimberly Becker, President/CEO; Amy Gonzalez, General Counsel;
 Tony R. Russell, Director, Board Services/Authority Clerk; Clotilde
 Gandarillas, Assistant Authority Clerk I

NON-AGENDA PUBLIC COMMENT: None.

NEW BUSINESS:

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the August 30, 2018 regular meeting.

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

Board Member Kersey arrived to the meeting at 10:05 am.

2. EMPLOYEE STRATEGY UPDATE:

Kurt Gering, Director, Talent, Culture & Capability and Stephanie Alexander, Sr. Manager, Talent & Organizational Development, provided an update on the Employee Strategy which included, Employee Initiatives, Train and Develop, Attract a New Generation, Innovative Staffing, Diverse and Inclusive Environment, Cultural Engagement Series, Inclusive Growth Steering Committee, Compensation, and Employee Strategy Success Measures.

Board Member Schiavoni requested that the Board be informed of the different initiatives as members might want to participate.

3. EMPLOYEE BENEFITS OPEN ENROLLMENT RECAP AND MARKET UPDATE:

Joy Freeman, Manager, Safety & Wellness and Heather Hill, Associate Director, Willis Towers Watson, provided an Employee Benefits Open Enrollment Recap and Market Update presentation which included an overview of the health and welfare benefits programs available to employees and Retirees, medical plan employee and retiree enrollment numbers, Wellness Program participation, healthcare reform considerations, a summary of program expenses budgeted and paid for by the Authority, a 5-year trend analysis for healthcare benefit renewal increases, medical cost benchmarks, and dental plan enrollments.

4. AMENDMENT NO. 6 TO THE AMENDED AND RESTATED SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY RETIREMENT PLAN AND TRUST OF 2013:

Kurt Gering, Director, Talent, Culture & Capability, provided a presentation on the proposed Amendment No. 6 to the Amended and Restated SDCRAA Retirement Plan & Trust of 2013 which included, Plan History, Service Credit and Base Compensation calculation, Inactive Non-Vested Member Accounts, and Purchase of Service Credits.

Chair Desmond expressed concerned in regards to the service credit and base compensation findings, in that there could be abuse if employees who do not work 80 hours are credited for 80 hours. He requested that additional options for addressing this finding be provided when this item is presented to the Board.

RECOMMENDATION: Forward Amendment No. 6 to the Amended and Restated Retirement Plan Trust of 2013 to the Board for approval.

ACTION: Moved by Board Member Boling and seconded by Board Member Cox to approve staff's recommendation and directed staff to provide other options to address the finding: "The Airport Plan is silent on how to report Base Compensation when a Full-Time employee works less than his/her standard hours or has a portion of his/her standard hours as overtime" when this item is presented to the Board. Motion carried unanimously.

CLOSED SESSION: The Committee recessed into Closed Session at 11:09 a.m. to discuss Items 5 through 7.

5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957

Title: President/Chief Executive Officer

6. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957
Title: General Counsel

7. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957
Title: Chief Auditor


CLOSED SESSION:

REPORT ON CLOSED SESSION: The Committee adjourned out of Closed Session at 12:40 p.m. There was no reportable action.

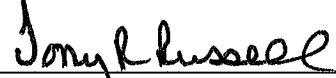
COMMITTEE MEMBER COMMENTS: None.

ADJOURNMENT: The meeting adjourned at 12:40 p.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT
AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS
25TH DAY OF APRIL, 2019.


KURT GERING
DIRECTOR,
TALENT, CULTURE AND CAPABILITY

ATTEST:


TONY R. RUSSELL
DIRECTOR, BOARD SERVICES/
AUTHORITY CLERK