

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES
THURSDAY, APRIL 25, 2019
BOARD ROOM**

CALL TO ORDER: Chair Desmond called the Executive Personnel and Compensation Committee meeting to order at 10:04 a.m., on Thursday, April 25, 2019, in the Board Room of the San Diego International Airport, Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Amy Gonzalez, General Counsel led the 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; Tony R. Russell, Director, Board Services/Authority Clerk; Martha Morales, Assistant Authority Clerk I

NON-AGENDA PUBLIC COMMENT: None.

NEW BUSINESS:

2. COMPENSATION PHILOSOPHY GUIDING PRINCIPLES:

Kurt Gering, Director, Talent, Culture & Capability; and AJ Jaspe, Compensation Consultant, Marsh & McLennan Insurance Agency LLC, provided an overview of the Authority's Compensation Project that included, Five-Year Strategic Plan, Project Objectives, Why is This Important, Project Outline, Current State Executive Summary, Assuring an Effective Compensation Philosophy, Benchmarks for Total Compensation, and Executive Considerations in Leveraging the Guiding Principles.

Chair Desmond suggested that employees participate in the benchmarking process, so that they feel part of the process and requested that the methodology on how the salary brackets will be determined, be brought back to the Committee along with who will be involved in making the determination.

Board Member Boling requested that number 3 of the Guiding Principles for Assuring an Effective Compensation Philosophy, be revised to also reference the alignment with the Authority's budgetary constraints.

Chair Desmond requested that staff begin tracking all turnover data.

Board Member Boling suggested that the turnover date be compared to unemployment rates.

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the January 24, 2019 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.

CLOSED SESSION: The Committee recessed into Closed Session at 10:35 a.m. to discuss Item 3.

3. CONFERENCE WITH LABOR NEGOTIATOR: (Labor negotiations pursuant to Cal. Gov. Code §54957.6):

Authority Designated Negotiators: Kimberly Becker, Amy Gonzalez; Lee Kaminetz; Angela Shafer-Payne; Scott Brickner; Kurt Gering; Rod Betts, Paul, Plevin, Sullivan & Connaughton LLP.

Employee Organization: Teamsters 911


The purpose of this closed session meeting is to review the Authority's position and instruct the Authority's designated representatives in negotiations with the recognized employee organization on employee benefits.

REPORT ON CLOSED SESSION: The Committee adjourned out of Closed Session at 11:25 p.m. There was no reportable action.

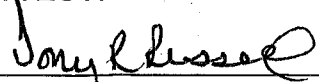
COMMITTEE MEMBER COMMENTS: None.

ADJOURNMENT: The meeting adjourned at 11:25 p.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS 30TH DAY OF MAY, 2019.


KURT GERING
DIRECTOR,
TALENT, CULTURE AND CAPABILITY

ATTEST:


TONY R. RUSSELL
DIRECTOR, BOARD SERVICES/
AUTHORITY CLERK