

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE MEETING MINUTES  
THURSDAY, MAY 30, 2019  
BOARD ROOM**

**CALL TO ORDER:** Chair Desmond called the Executive Personnel and Compensation Committee and Special Board meeting to order at 10:28 a.m., on Thursday, May 30, 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 Cox led the Pledge of Allegiance.

**ROLL CALL:**

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

   Board Members:                      Lloyd, Robinson, Schiavoni

Absent:                      Committee Members:              Kersey

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

**NON-AGENDA PUBLIC COMMENT:**

KAMRAN HAMIDI, SAN DIEGO, provided a presentation on SDIA Taxi Phase in, July 1, 2019 and spoke regarding the Ground Transportation Ad Hoc Committee process.

**NEW BUSINESS:**

**1.      APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the April 25, 2019 regular meeting.

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

**2.      PRESENTATION ON COMPENSATION STRUCTURE METHODOLOGY:**

Kurt Gering, Director, Talent, Culture & Capability and Andy Welt, Director & Head of Compensation Consulting Division, Marsh & McLennan, provided a presentation on SDCRAA Compensation Structure Methodology that included Background & Rationale, Project Status, Structure Methodology, Alternatives, Decision Band, Market Based, Labor Market and Confirmation of Methodology.

Chair Desmond requested to see the difference in cost between the market based and decision band compensation approaches. He suggested a blended approach.

**CLOSED SESSION:** The Committee recessed into Closed Session at 11:19 a.m. to discuss Items 3, 4, and 5.

3. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: President/Chief Executive Officer
4. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: General Counsel
5. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION:**  
Cal. Gov. Code §54957  
Title: Chief Auditor

**REPORT ON CLOSED SESSION:** The Committee adjourned out of Closed Session at 1:50 p.m. There was no reportable action.

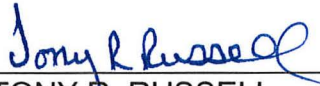
**COMMITTEE MEMBER COMMENTS:** None.

**ADJOURNMENT:** The meeting was adjourned at 1:50 p.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT  
AUTHORITY EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE THIS  
29<sup>TH</sup> DAY OF AUGUST, 2019.

  
KURT GERING  
DIRECTOR,  
TALENT, CULTURE AND CAPABILITY

ATTEST:

  
TONY R. RUSSELL  
DIRECTOR, BOARD SERVICES/  
AUTHORITY CLERK