

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
SPECIAL EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE MEETING
MINUTES
TUESDAY, JANUARY 19, 2016
BOARD ROOM**

CALL TO ORDER:

Chair Desmond called the special meeting of the Executive Personnel and Compensation Committee and special meeting of the Board to order at 9:10 a.m. on Tuesday, January 19, 2016, in the Board Room at the San Diego International Airport, SDCRAA Administration Building, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE:

ROLL CALL:

PRESENT: Committee Members: Cox, Desmond, Hubbs, Janney, Sessom

Board Members: Boling, Gleason

ABSENT: Committee Members: None

ALSO PRESENT: Thella F. Bowens, President/CEO; Breton Lobner, General Counsel;
Tony R. Russell, Authority Clerk; Dawn D'Acquisto, Assistant
Authority Clerk I

NON-AGENDA PUBLIC COMMENT

NEW BUSINESS

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the August 20, 2015 special meeting.

ACTION: Moved by Board Member Hubbs and seconded by Board Member Cox to approve staff's recommendation. Motion carried unanimously.

2. RECAP OF EMPLOYEE BENEFITS OPEN ENROLLMENT FOR 2016 AND MARKET UPDATE:

Kurt Gering, Director, Talent, Culture & Capability, and Christie Barr, Senior Vice President, Willis Insurance Services, provided a presentation on Employee Benefits Open Enrollment for 2016 and Market Update, which included a Recap of Benefits Renewal Decisions (2016), Medical and Dental Plan Enrollments, Authority Cost Analysis, Health Benefits Cost, Personnel Costs, Employee Wellness Participation, Average HMO, PPO, HDHP/HSA, and Dental Employee

Contributions, Total Cost Share Analysis , 2016 Retiree Enrollment,
Marketplace Trends, and Recommended Next Steps.

Board Member Sessom expressed concerns regarding virtual health benefits and if the doctors are licensed Federally. Christie Barr, Senior Vice President, Willis Insurance Services, stated that all doctors are licensed by the American Medical Association and that employees are able to see the doctor's credentials.

Board Member Sessom expressed concerns regarding the protection of personal information, to include who will be collecting information and who will have access to the information. Mr. Gering stated that a third-party provider that is HIPPA compliant will be collecting the biometric data and that the Authority will only receive aggregated data.

Thella F. Bowens, President/CEO, stated that staff will not collect any personal data on individual employees before notifying the Board.

In response to Board Member Sessom regarding whether the recently adopted privacy policy covers the collection and protection of this data, Breton Lobner, General Counsel, stated that his office would review this issue and provide a response to the Board.

Board Member Hubbs expressed concerns regarding total compensation and alignment with market benchmarks. He requested to see the salary compensation benchmark data.

CLOSED SESSION: – The Committee recessed into Closed Session at 9:54 a.m. to hear items 3 and 4.

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 reconvened at 10:54 a.m. There was no reportable action.

COMMITTEE MEMBER COMMENTS: None

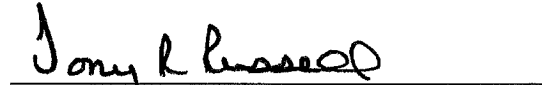
ADJOURNMENT: The meeting was adjourned at 10:55 a.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL
AIRPORT AUTHORITY THIS 9TH DAY OF MAY, 2016.



JEFF LINDEMAN
SENIOR DIRECTOR,
TALENT & ENGAGEMENT

APPROVED AS TO FORM:


TONY RUSSELL,
DIRECTOR, CORPORATE &
INFORMATION GOVERNANCE /
AUTHORITY CLERK