

**SAN DIEGO CONVENTION CENTER CORPORATION  
‘SPECIAL’ BOARD OF DIRECTORS MEETING**

**FRIDAY, OCTOBER 15, 2021, 11:00 A.M.  
111 W. Harbor Drive, 2<sup>nd</sup> Floor, Executive Boardroom  
San Diego, California 92101**

**AGENDA**

Pursuant to Governor Newsom’s Executive Orders N-29-20 and N-08-21, members of the San Diego Convention Center Corporation Board and staff may participate in public meetings via teleconference or video conference. In the interest of reducing the spread of COVID-19, in-person public participation is prohibited at this time. Board meetings are held live via teleconference at the number indicated at the top of the agenda. Members of the public may participate live in the Board meeting and submit comments on the teleconference line.

**Telephone number for members of the public  
to observe, listen, and address the meeting telephonically:  
1(888) 251-2909 – Access code is 6724115#**

1. **Call to Order** – Elvin Lai, Chair
2. **Non-Agenda Public Comments**

This portion of the agenda provides an opportunity for members of the public to address the Board on items of interest within the jurisdiction of the Board that are not on the posted agenda. Pursuant to the Brown Act, no discussion or action shall be taken by the Board on items not posted on the agenda.

3. **Board Committee Reports and Board Action Items**

**Action Item(s):**

**A. Authorization to Adjust Compensation for Designated Staff**

4. **Board Comment [Govt. Code § 54954.2(a)(2)]**

**Adjournment**

This information is available in alternative formats upon request. To request an agenda in an alternative format, or to request a sign language, oral interpreter, an Assistive Listening Device (“ALD”), or other reasonable accommodation for the meeting, please call Pat Evans at (619) 525-5131 at least two working days prior to the meeting to ensure availability. **Audio copies of Board of Director meetings are available upon request. Please contact Pat Evans at (619)525-5131 or pat.evans@visitsandiego.com to request a copy.**

In compliance with Government Code section 54957.5, non-exempt written material that is distributed to the Board prior to the meeting will be available at the meeting or it may be viewed in advance of the meeting online at [visitsandiego.com](http://visitsandiego.com). Materials distributed to the board after the posting of this agenda also will be available. Please contact Pat Evans at (619)525-5131 or pat.evans@visitsandiego.com if you would like to receive a copy of any material related to an item on this agenda.

Action items on this agenda may be consolidated for voting purposes into a single vote of the Board, to the extent they are routine or otherwise do not require further deliberation. A Board member may comment on an action item before it is voted upon as part of the consolidated vote; however, if a Board member wishes to discuss an action item, that item will not be included in the consolidated vote. If a member of the public wishes to comment upon an action item, they should so advise the Board chair at or before the public comment portion of the meeting, in which case that item will not be included in any consolidated vote.

### Agenda Item 3

## SAN DIEGO CONVENTION CENTER CORPORATION M E M O R A N D U M

**TO:** Board of Directors

**FROM:** Clifford “Rip” Rippetoe, President & CEO

**DATE:** For the Agenda of October 15, 2021

**RE:** Authorization to Increase Employee Compensation in Designated Areas

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### BACKGROUND

Hiring qualified workers has become a challenge for the Corporation. The Corporation is currently conducting a compensation survey that is assessing the appropriateness of our wages compared to those of the marketplace. In an era of incentives, signing bonuses and premium pay, we find ourselves out-recruited by competitiveness in the labor force.

For over a year, the Public Safety/Guest Services/Facilities Setup/Housekeeping areas, in particular, have been understaffed, and recruiting efforts remain difficult. Specifically, the difficulty comes from represented areas in the following unions:

- (SEIU-USWW – Building Services & Cleaning Services)
- (Teamsters – Public Safety & Guest Services)

### DISCUSSION

The intent of this recommended increase for specific hourly worker classifications is to provide an INCENTIVE to retain active employees and to attract new employees. It is not intended to be a change to any Collective Bargaining Agreement. Therefore, it is not the intent of this temporary action to activate any contract clause that may cause retroactive contract changes to benefit terminated employees.

### RECOMMENDATION

We recommend approval of the following actions by the Corporation Board of Directors in order to retain, incentivize and recruit personnel in functional areas. To inform the development of these recommendations, we hired a compensation consultant to provide market compensation information (“assessment”) using salary survey data compiled through the Economic Research Institute relevant to our industry and region. Our internal team of executive directors and above

comprise the Compensation Committee who reviewed the data. The recommendations below address the needs in specific work groups that continue to be challenging areas for retaining and recruiting personnel. Based on market data, below are the two most challenging full-time positions to fill, which both fell below the 50% tile by:

- Cleaning Services Worker Floater 09.9%
- Public Safety Representative FT 11.8%

Other areas included in the compensation study results will be addressed in the near term as we complete our assessment.<sup>1</sup> We will bring those recommendations for adjustment to a future Board of Directors meeting.

#### **SEIU-USWW:**

1. Full-time Building Services, Cleaning Services, Grounds and Storekeeper personnel to receive a 10% increase to base pay retroactive to when our regular event business resumed. They would receive a lump sum appreciation bonus for the valued time period of July 24, 2021 to October 15, 2021. Going forward, their hourly rate would increase by 10% of the current rate, effective through June 30, 2022.
2. Part-time personnel in Building Services and Cleaning Services have a six-month waiting period for health benefits. We recommend waiving the probationary health benefit pay period, which will allow them to receive up to \$3.11/hour immediately upon hire as a paid health benefit stipend, retroactive to July 24, 2021 and continuing through June 30, 2022.

#### **Teamsters:**

1. Full-time Public Safety and Guest Services personnel to receive a 10% increase to base pay retroactive to when our regular business resumed. They would receive a lump sum appreciation bonus for the valued time period of July 24, 2021 to October 15, 2021. Going forward, their hourly rate would increase by 10% of the current rate, effective through June 30, 2022.
2. We recommend that Part-time Public Safety and Guest Services have no change to their hourly base rate. Since there is no waiting period for the health benefit pay, the base pay + health benefit pay make them competitive in the market according to our recent study. They will also be eligible for the increased shift differential pay outlined below.

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<sup>1</sup> This assessment will include the market research and will consider the other Collective Bargaining Agreements to which the Corporation is a party.

**Additional temporary adjustments:**

1. We recommend that all regular part-time and full-time San Diego Convention Center staff, represented and non-represented, who work a minimum of 32 hours during the week of Comic-Con Special Edition receive a paid incentive of \$250 salary for that event only. This action is to incentivize our existing employees to work over the holidays to service the event over the critical time period between 11/23/2021 and 11/29/2021. This is a unique level of activity for our Convention Center. The incentive payment will be issued in the December 17<sup>th</sup> paycheck.<sup>2</sup>
2. In order to increase labor pools for second and third shifts, we recommend shift differentials for hourly personnel in the SEIU-USWW and Teamster represented jobs increase from a minimum of \$.25 to \$1 for second shift hourly workers, and from a minimum of \$.50 to \$2 for third shift hourly workers. Part-time workers in these areas who are currently not eligible for 2<sup>nd</sup> shift differential would now be eligible. The increased shift differentials will be in place retroactive to July 24, 2021 through June 30, 2022.
3. Recruitment through mid-November continues to be a significant undertaking as we prepare for the Comic-Con Special Edition event. We recommend offering a Special Edition premium event rate for temporary workers of \$21/hour (for this event only) to entice more workers over the holiday period. Temporary workers are not eligible for benefits or union membership unless retained after the temporary purpose time frame they are hired to fulfill.

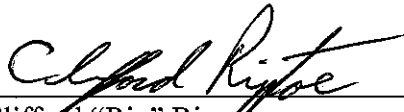
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<sup>2</sup> Per the CBAs, employees who work Thanksgiving Day and the Day after Thanksgiving and have these days as holidays will receive holiday pay.

- SEIU-USWW – FT – 8 hours Holiday rate + 1 ½ regular rate.  
PT – 1 ½ regular rate.
- Teamsters FT– 8 hours Holiday rate + 1 ½ regular rate.  
PT – 1 ½ regular rate.

In addition, part-time employees who work Thanksgiving Day and the Day after Thanksgiving will receive holiday pay as well as the 1 ½ regular rate.

**Please note:** The temporary workers will **not** receive any shift differential, holiday pay or benefits, including PTO and health premium. They will not receive the \$250 incentive mentioned above.



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Clifford "Rip" Rippetoe  
President & CEO