



BOARD OF ADMINISTRATION

Meeting Agenda - Final

Police & Fire Department Retirement Plan and Health Care Trust

Wednesday, August 19, 2026

9:00 AM

1737 N. First St. Suite 580, San Jose, CA 95112

HYBRID MEETING

PHYSICAL LOCATION:

1737 N. First St. Suite 580, San Jose, CA 95112

ZOOM INFORMATION:

zoom.us

Dial In: +1 408 638 0968 US (San Jose)

Meeting ID: 979 4963 3074

BOARD MEMBERS

Andrew Gardanier, Chair, Fire Active Rep (Term Expires 11/30/27)

Eswar Menon, Vice-Chair, Public Member (Term Expires 11/30/26)

Gretchen Flicker, Trustee, Public Member (Term Expires 4/30/27)

Sunita Ganapati, Trustee, Public Member (Term Expires 11/30/26)

David Kwan, Trustee, Public Member (Term Expires 11/30/28)

Howard Lee, Trustee, Public Member (Term Expires 11/30/26) -- 3 Ethan Allen Ct, South Setauket, NY, 11720

Richard Santos, Trustee, Fire Retiree Rep (Term Expires 11/30/26)

Franco Vado, Trustee, Police Retiree Rep (Term Expires 11/30/28)

David Woolsey, Trustee, Police Active Rep (Term Expires 11/30/29)

George Casey, City Council Liaison to the Board

Maytak Chin, General and Fiduciary Counsel

John Flynn, CEO, Office of Retirement Services

ADA ALERT

The Board of Administration ("Board") will generally, upon request, provide appropriate aids and services leading to effective communication for individuals with disabilities so they can participate equally in the Board's meetings, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, vision or other disabilities.

Anyone who requires an auxiliary aid or service for effective communication to participate in a Board meeting should contact the designated contact in Office of Retirement Services as far in advance of the scheduled meeting as possible. The Board strongly encourages individuals with disabilities to endeavor to submit requests for reasonable accommodation no later than five (5) business days before the scheduled meeting, as the Board may not be able to grant requests for reasonable accommodations without sufficient advance notice. The Board strongly encourages individuals with disabilities to submit their written requests via email or regular mail to facilitate tracking and response; however, if the submission of a written request constitutes a hardship, individuals may call the Office of Retirement Services to submit an oral request.

The designated contact in the Office of Retirement Services will endeavor to respond to each request within three (3) business days of receipt of the request. Depending on the request, the designated contact in the Office of Retirement Services may ask to schedule a time to discuss the request (which may occur virtually) to determine the most appropriate auxiliary aid or service, before the request is resolved.

ADA Designated Contact Information

Attention: Deputy Director/Chief Operations Officer, Office of Retirement Services
Address: 1737 N First St #600, San Jose, CA 95112
Email: #Retire_Admin@sanjoseca.gov
Phone: 408-794-1000 (ORS Main Line)

THE LEVINE ACT

The Levine Act requires a Party in a Proceeding before the City of San José that involves any action related to their contract, license, permit, or use entitlement to disclose any campaign contributions to City elected or appointed officials totaling more than \$500 within the 12 months prior to the City decision. A Participant to a Proceeding may voluntarily report a campaign contribution on the form located on the Levine Act webpage.

AGENDA

CALL TO ORDER AND ROLL CALL

SB 707 REMOTE APPEARANCE(S)

- i. Take action on request(s) for remote appearance.

• ORDERS OF THE DAY

• PUBLIC/RETIREE/GENERAL COMMENTS - Subject to Government Code Section 54954.3

○ Members of the public may comment on items not included on the agenda, provided that the matter is within the subject matter jurisdiction of the Board.

CLOSED SESSION

CLOSED SESSION AGENDA ITEMS WILL BE HEARD AT 9:00 A.M.

I. CLOSED SESSION NEW BUSINESS

- A. CLOSED SESSION:** PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957(b)(1). Position: Chief Investment Officer.
- B. CLOSED SESSION:** PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957(b)(1). Position: Chief Executive Officer.
- C. CLOSED SESSION:** CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO GOVERNMENT CODE SECTION 54957.6(a). Agency designated representatives: To be determined in open session at the meeting.

OPEN SESSION - will reconvene following Closed Session, estimated to be 9:30 a.m.

1. CONSENT CALENDAR

1.1 Approval for a Service-Connected Disability Retirement

- a. Ian R. Cooley**, Police Officer, Police Department, Request for Service-Connected Disability Retirement, effective September 1, 2026; 31.57* years of service. (With Reciprocity - 28.43 CSJ YOS + 1.68 CSF + 1.46 PERS YOS) (*Disability Committee Recommendation: Approval*)
- b. Shayna L. Nail**, Police Officer, Police Department, Request for Service-Connected Disability Retirement, effective March 31, 2026; 10.30* years of service. (*Disability Committee Recommendation: Approval*)

1.2 Approval for a Change in Status to Service-Connected Disability Retirement

- a. Jesse D. Baliscao**, Fire Engineer, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective September 14, 2023; 24.80* years of service. (*Disability Committee Recommendation: Approval*)
- b. Bryan W. Hodges**, Fire Captain, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective January 21, 2023; 27.82* years of service. (With Reciprocity - 26.51 CSJ YOS + 1.31 PERS YOS) (*Disability Committee Recommendation: Approval*)
- c. Timothy Lewis**, Fire Prevention Inspector, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective January 21, 2023; 22.11* years of service. (With Reciprocity - 21.11 CSJ YOS + 1 Costa County YOS) (*Disability Committee Recommendation: Approval*)
- d. Ray Ro**, Fire Captain, Fire Department, Request for Change of Status to Service-Connected

Disability Retirement, effective August 19, 2023; 26.14* years of service. (*Disability Committee Recommendation: Approval*)

1.3 Approval Of Board Minutes

- a. Approval of the Board Minutes of June 17, 2026.

Attachments: [1.3a - PF 6.17.26 Meeting Minutes - Final ADA](#)

1.4 Approval Of Travel and Reimbursements

- a. John Flynn, CEO

- CALAPRS Administrators Institute, Carmel, CA, September 23 - 25, 2026.

Attachments: [1.4a - Flynn - Travel Request CALAPRS 2026 Admin Inst ADA](#)

- b. Franco Vado

- NCPERS 2026 Public Safety Conference, Nashville, TN, October 25 - 28, 2026.

Attachments: [1.4b - Vado - Travel Request NCPERS PS 2026 ADA2](#)

- c. Reimbursements

- NCPERS Chief Officers Summit 2026, Newport Beach, CA, June 15 - 16, 2026 - John Flynn.

Attachments: [1.4c - JF - 2026 NCPERS Chief Officers Summit Travel Reimbursement ADA](#)

1.5 Approval of Return of Contributions

- a. Voluntary | Involuntary

Attachments: [1.5a\(1\) - PF ROC Memo - June 2026](#)

[1.5a\(2\) - PF ROC Memo - July 2026](#)

1.6 Communication and Information Reports

- a. Police and Fire Department Retirement Plan Dashboard.

Attachments: [1.6a - Police and Fire Retirement Plan Dashboard ADA](#)

- b. Report of the Monthly Board Expenses for May 2026. Receive and file.

Attachments: [1.6b - PF May 2026 Monthly Expenses Report](#)

- c. Request for Consideration of Reasonable Good Cause for Trustee Vado's absence.

Attachments: [1.6c - Vado - Request for Consideration of Reasonable Good Cause](#)

- d. Report out of Closed Session from February 6, 2025 Police and Fire Board Meeting Regarding Existing Litigation (Government Code Section 54956.9(d)(4)). *LACERA v. County of Los Angeles* -

Supreme Court of California.

Attachments: [1.6d - LACERA Decision Report Out](#)

- e. City Council Adopted Resolution #RES2026-210 on June 16, 2026 - Approved changes to Compensation and Benefits for Executive Management and Professional Employees (Unit 99) for Fiscal Years 2026-2027, 2027-2028, and 2028-2029, effective June 21, 2026.

Attachments: [1.6e\(1\) - City Council Resolution RES2026-210](#)
 [1.6e\(2\) - City Manager Memo dated June 5, 2026](#)

1.7 Education and Training

- a. CALAPRS 2026 Program Calendar.

Attachments: [1.7a - CALAPRS 2026 Program Calendar](#)

- b. Quarterly Trustee Education Opportunities Report.

Attachments: [1.7b - 2H26 Trustee Education Report ADA](#)

- c. CALAPRS Virtual Trustees Roundtable, October 2, 2026.
- d. NCPERS Fiduciary in Focus Workshop, Nashville, TN, October 24 - 25, 2026.
- e. SACRS Annual Fall Conference 2026, Rancho Mirage, CA, November 10 - 13, 2026.

2. INVESTMENTS

- a. Oral update by CIO, Jay Kwon.
- b. Presentation and discussion of asset liability study by Meketa Investments.

Attachments: [2b - Asset Liability Study_SJP&F - August FINAL \[ADA\]](#)

3. OLD BUSINESS CONTINUED-DEFERRED ITEMS - NONE

4. NEW BUSINESS

- a. Oral update by CEO, John Flynn.
- b. Oral update from the City Council Liaison to the Board.
- c. Discussion and action of appointment of a Labor Negotiator for the Chief Executive Officer position.

Attachments: [4c - CEO Performance Evaluation Policy](#)

- d. Discussion and action of appointment of a Labor Negotiator for the Chief Investment Officer position.

Attachments: [4d - CIO Performance Evaluation Policy](#)

- e. Discussion and action on the Proposed 2027 Board and Standing Committee Meetings Schedule.

Attachments: [4e - 2027 PF Meeting Schedule Calendar ADA](#)

- f. Discussion and action to approve the deletion of the Executive Assistant position and the addition of a Senior Supervisor, Administration position within the Administration Division.

Attachments: [4f\(1\) - Memo -Add-Delete Request for Admin Team Position PF](#)
 [4f\(2\) - OrgChart_ORIS \(FINAL\)](#)

- g. Discussion on ADA Title II and Web Content Accessibility Guidelines (WCAG) requirements for Board meetings, presented by John Flynn, CEO.

Attachments: [4g - ADA Title II WCAG - Compliance Meeting Guidance Final](#)

- h. Discussion on Strategic Initiative 2.4.1 Membership Voice Survey, presentation by John Flynn, CEO.

Attachments: [4h - SI 2.4.1 Membership Voice Survey - Presentation - Final](#)

5. RETIREMENTS

5.1 Service Retirements

- a. **Derrick Bradley**, Fire Captain, Fire Department, effective July 19, 2026; 25.12* years of service.
- b. **Ramon Gamino**, Fire Captain, Fire Department, effective August 13, 2026; 35.52* years of service.
- c. **Francis Ryan**, Fire Captain, Fire Department, effective July 18, 2026; 30.00* years of service.
- d. **Eddie L. Warner**, Fire Captain, Fire Department, effective September 10, 2026; 25.00* years of service.

5.2 Early Retirement

- a. **Timothy L. Faye**, Police Officer, Police Department, effective July 27, 2026; 22.78* years of service.

5.3 Deferred Vested

- a. **Andrew J. Binder**, Police Sergeant, Police Department, effective July 8, 2026; 28.81* years of service. *(With Reciprocity - 17.67 CSJ YOS + 11.14 PERS YOS)*

6. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)

- a. Notification of the death of **Alberta Anders**, Police Officer, retired October 4, 1991, died July 22, 2026. No survivorship benefits.

- b. Notification of the death of **Lacy L. Atkinson**, Deputy Fire Chief, retired October 8, 2005, died July 28, 2026. No survivorship benefits.
- c. Notification of the death of **Sam Coomer**, Fire Fighter, retired February 9, 1971, died April 23, 2026. Survivorship benefits to Arlene Coomer, spouse.
- d. Notification of the death of **Lawrence Fernsworth**, Police Sergeant, retired December 22, 1994, died June 11, 2026. Survivorship benefits to Claudia Fernsworth, spouse.
- e. Notification of the death of **Michael Hahn**, Police Lieutenant, retired January 9, 2010, died July 5, 2026. Survivorship benefits to Carey Hood, spouse.
- f. Notification of the death of **Donald Hale**, Police Officer, retired June 1, 2000, died April 28, 2026. Survivorship benefits to Gloria Hale, spouse.
- g. Notification of the death of **William J. Meyers**, Fire Captain, retired January 7, 1993, died June 11, 2026. Survivorship benefits to Kathleen Meyers, spouse.
- h. Notification of the death of **Jaime Saldivar**, Police Officer, retired January 13, 2007, died April 21, 2026. Survivorship benefits to Antonia Saldivar, spouse.
- i. Notification of the death of **Loren Warning**, Fire Engineer, retired August 1, 1979, died June 1, 2026. No survivorship benefits.

7. COMMITTEE MINUTES, REPORTS AND RECOMMENDATIONS

7.1 Investment Committee (Lee, Gardanier, Ganapati, Kwan)

Last Meeting: April 28, 2026

Next Meeting: August 26, 2026

- a. Oral update from the Chair of the Investment Committee.

7.2 Audit/Risk Committee (Woolsey, Ganapati, Menon)

Last Meeting: May 21, 2026

Next Meeting: August 20, 2026

- a. Oral update from the Chair of the Audit/Risk Committee.

7.3 Governance Committee (Flicker, Vado, Santos)

Last Meeting: June 17, 2026

Next Meeting: September 16, 2026

- a. Oral update from the Chair of the Governance Committee.
 - Discussion and action on updates to the Governance Review Roadmap.
 - Discussion on launch of new Governance Document sites.
 - Discussion and action to recommend adoption of Q2'26 Policy Update: Board of

Administration Charter.

- Discussion and action to recommend adoption of Q2'26 Policy Update: CEO Performance Evaluation Policy.
- Discussion and action to recommend adoption of Q2'26 Policy Update: CIO Performance Evaluation Policy.
- Discussion on Q3'26 policies: CEO Charter, CIO Charter, Board Education Policy.

Attachments: [7.3a\(1\) - Memo- Updates to the Governance Review Roadmap Final-ADA](#)
[7.3a\(2\) - Governance Review Roadmap ADA Finalv2](#)
[7.3a\(3\) - Governance Document Sites ADA Final](#)
[7.3a\(4\) - PF BOA Charter - ADA-Final](#)
[7.3a\(5\) - PF Current Board of Administration Charter](#)
[7.3a\(6\) - CEO Performance Evaluation Policy ADA FINAL](#)
[7.3a\(7\) - PF Current CEO Performance Evaluation Policy](#)
[7.3a\(8\) - CIO Performance Evaluation ADA Final](#)
[7.3a\(9\) - PF Current CIO Performance Evaluation Policy](#)
[7.3a\(10\) - Q3 Policy Discussion. - Consolidated Aon ORS Staff Feedback](#)
[7.3a\(11\) - PF CEO Charter](#)
[7.3a\(12\) - PF CIO Charter](#)
[7.3a\(13\) - PF Board Education Policy](#)

- b. Minutes of the Governance Committee meeting from March 18, 2026. Receive and file.

Attachments: [7.3b - JGC 3.18.26 Meeting Minutes - Final](#)

- c. Discussion and action on updates to the Governance Review Roadmap.

Attachments: [7.3c\(1\) - Memo- Updates to the Governance Review Roadmap Final PF](#)
[7.3c\(2\) - Governance Review Roadmap](#)

- d. Discussion and action to approve the updated Board of Administration Charter.

Attachments: [7.3d\(1\) - Memo - PF Board of Administration Charter](#)
[7.3d\(2\) - Updated-PF Board of Administration Charter](#)
[7.3d\(3\) - Current-PF Board of Administration Charter](#)

- e. Discussion and action to approve the updated CEO Performance Evaluation Policy.

Attachments: [7.3e\(1\) - Memo- PF CEO Performance Evaluation Policy](#)
[7.3e\(2\) - Updated-CEO Performance Evaluation Policy](#)
[7.3e\(3\) - Current-PF CEO Performance Evaluation Policy](#)

- f. Discussion and action to approve the updated CIO Performance Evaluation Policy.

Attachments: [7.3f\(1\) - Memo- PF CIO Performance Evaluation Policy](#)
 [7.3f\(2\) - Updated-CIO Performance Evaluation Policy](#)
 [7.3f\(3\) - Current-PF CIO Performance Evaluation Policy](#)

7.4 Disability Committee (Santos, Woolsey - Alts: Flicker/Vado/Lee/Gardanier)

Last Meeting: August 10, 2026

Next Meeting: September 14, 2026

- a. Oral update from the Chair of the Disability Committee.
- b. Minutes of the Disability Committee meeting from June 8, 2026. Receive and file.

Attachments: [7.4b - PF DC 6.8.26 Meeting Minutes - Final ADA](#)

7.5 Joint Personnel Committee (Menon/Gardanier/Lee)

Last Meeting: April 1, 2026

Next Meeting: August 31, 2026

- a. Oral update from the Chair of the Joint Personnel Committee.

7.6 Joint Budget Ad Hoc Committee

- a. Oral update from the Joint Budget Ad Hoc Committee.

• PROPOSED AGENDA ITEMS

• ADJOURNMENT

Next Meeting: September 16, 2026

***Estimated**

All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body will be available for public inspection at the Office of Retirement Services, 1737 N. First Street, Suite 600, San José CA 95112 at the same time that the public records are distributed or made available to the legislative body.

Access the video or audio, the agenda, related reports, and supplemental materials for this meeting by visiting the Retirement Services website at <http://sjrs.legistar.com/calendar.aspx>. If you have any questions, please contact the Office of Retirement Services at (408) 794 - 1000.

Supplemental agenda materials may be made available less than 72 hours before a regular meeting, provided that they are: (1) distributed to a majority of the legislative body and made available for public inspection at the Office of Retirement Services, 1737 N. First Street, Suite 600, San José CA 95112, at the same time; and (2) posted on the Office of Retirement Services' website at <http://sjrs.legistar.com/calendar.aspx> in a manner that explains the document is related to an agenda item for an upcoming meeting.

The City of San José's Code of Conduct for Public Meetings in the Council Chambers and Committee Rooms

(<https://www.sanjoseca.gov/home/showpublisheddocument/12901/636670004966630000>) is intended to promote open meetings that welcome debate of public policy issues being discussed by the City Council, their Committees, and City Boards and Commissions in an atmosphere of fairness, courtesy, and respect for differing points of view.

In furtherance of these principles, the Board's Public Comment Policy establishes reasonable regulations governing public comment at its meetings and Committee meetings, consistent with the Ralph M. Brown Act, Government Code §§ 54950 et seq. Relevant provisions of the Public Comment Policy are listed below, and the full policy is available here:

<https://www.sjretirement.com/Resources/8e9a12ff-9d1d-4999-a547-6a1d804b6e34/Public%20Comment%20Policy%20%20-asterisk-.pdf>

A. Public Speaker Recognition & Identification: Members of the public who wish to address the Board or its committees may state their name and affiliation for the record. Speakers will be called on in turn, and time limits as prescribed below will be set to ensure the meeting runs orderly.

B. Public Comment on Agenda Items: The public shall be afforded the opportunity to address the Board or Committee on each item on the agenda, limited to the matters directly related to the item under consideration, including closed session items prior to adjournment into closed session.

For each agenda item, the Chair shall invite public comment after the staff presentation and before Board or committee deliberation and action.

No individual shall be permitted to address the Board or Committee more than once on the same agenda item.

Each speaker is normally limited to two minutes per agenda item. Moreover, a speaker may not yield their time to another member of the public, bypassing the two-minute limit. If more than twelve individuals request to speak on a single agenda item, the Chair may reduce individual speaker time to one minute.

In all cases, the meeting Chair will allow twice the allotted time for a speaker who requires the use of a translator to address the Board or Committee.

C. General Public Comment: Each agenda shall include a designated General Public Comment item during which the public may address the Board or Committee on the

subject matters within its jurisdiction that are not otherwise listed on the agenda.

D. Remote Public Comment: When remote public comment is offered, speakers participating remotely shall be subject to the same rules, time limits, and procedures as in-person speakers.

The Chair may, for meeting management purposes, sequence speakers by taking in-person public comment before remote public comment. Remote speakers shall be afforded the same individual time limits and total comment times as in-person speakers.

E. Chair Authority and Orderly Conduct: The Chair is responsible for maintaining the orderly conduct of meetings.

The Chair shall:

- 1) Enforce time limits and procedural rules established by this Policy
- 2) Provide notice and redirect speakers who stray from the subject of the agenda, or the subject matter jurisdiction of the Board or Committee
- 3) Remove or mute speakers who engage in disruptive conduct, including behavior that impedes the orderly conduct of the meeting, after appropriate warning that their behavior is disorderly and that their failure to cease such behavior may result in their removal, consistent with the Ralph M. Brown Act.

For the purpose of this Policy, “disruptive conduct” shall mean:

- (1) Behavior during a meeting of the Board or Committee that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting;
- (2) a failure to comply with this Policy; and
- (3) Behavior that constitutes use of force or a true threat of force that has sufficient indicia of intent and seriousness, that a reasonable observer would perceive it to be an actual threat of use of force by person making the threat.

This Policy supports open, lawful public comment and does not restrict the public’s right to express criticism or viewpoints regarding the Board, its committees, staff, or the department.

F. Signs and Symbolic Materials: Members of the public may bring objects and symbolic

materials, such as signs or banners, to meetings of the Board or its committees, subject to the following restrictions:

- 1) **Size and Construction** – No object shall be larger than two feet by three feet. No sticks, posts, poles, or similar items shall be attached to any sign or symbolic material. Items may not create a building maintenance problem or a fire or safety hazard.
- 2) **Display and Conduct** – Persons displaying signs or symbolic materials must remain seated while doing so and may not raise items above shoulder level, obstruct the view or passage of other attendees, or otherwise disturb the conduct of the meeting.
- 3) **Prohibited Items** – Objects deemed a threat to persons at the meeting or to facility infrastructure are not permitted. ORS staff and building security are authorized to remove items and/or individuals from the meeting room if a threat exists or is perceived to exist. This restriction does not apply to firearms carried by active or retired law enforcement officers authorized to carry under applicable law. All other weapons, dangerous materials, and items unrelated to the meeting that create a safety or security concern are prohibited.
- 4) **Prohibited Obscenity** – Images or content of lewd material depicting sexual acts shall not be permitted.

Exceptions to the Board's Public Comment Policy may be made in the discretion of and by direction of the Chair.

Failure to comply with the City's Code of Conduct and the Board's Public Comment Policy will disturb, disrupt, or impede the orderly conduct of the meeting and may result in removal from the meeting