



# BOARD OF ADMINISTRATION

## Meeting Agenda - Final-revised Joint - Personnel Committee

---

Monday, October 10, 2022

10:00 AM

Zoom

---

**MEETING TO BE HELD BY ZOOM CONFERENCE IN LIEU OF PHYSICAL LOCATION**

**zoom.us**

**<https://zoom.us/j/97839437733?pwd=TEw5bjQzR0JVOTIxOHM5WHNwaGNuQT09>**

-  
**Meeting ID: 978 3943 7733**

**Passcode: 753227**

-  
**Dial by your location**

-  
**+1 669 900 9128 US (San Jose)**

**Meeting ID: 978 3943 7733**

**Passcode: 753227**

**Find your local number: <https://zoom.us/u/abGGsUe07j>**

***Police & Fire Committee Members***

***Andrew Gardanier, Trustee***

***Drew Lanza, Trustee***

***Eswar Menon, Vice-Chair***

***Federated Committee Members***

***Elaine Orr, Chair***

***Anurag Chandra, Trustee***

***Spencer Horowitz, Trustee***

***Roberto L. Peña, CEO, Office of Retirement Services***

***Harvey Leiderman & Maytak Chin, General & Fiduciary Counsel***

**• Call to Order and Roll Call**

**• Orders of the Day**

**\* COVID-19 NOTICE \***

Consistent with AB 361 and City of San Jose Resolution Number 80628, 80659 and 80685 this meeting will not be physically open to the public and the Board Members will be teleconferencing from remote locations.

**How to submit written Public Comment:**

- 1) By email to [retirement.dept@sanjoseca.gov](mailto:retirement.dept@sanjoseca.gov) by 5:00 p.m. the day before the meeting.
- 2) By phone +1 669-900-9128 . Meeting ID: 978 3943 7733. The Chair will recognize public comment after each item and will be notified to speak.
- 3) By online <https://sanjoseca.zoom.us>
  - a. Use a current, up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. Certain functionality may be disabled in older browsers including Internet Explorer. Mute all other audio before speaking. Using multiple devices can cause an audio feedback.
  - b. When the Chair calls for the item on which you wish to speak, click on “Raise Hand.” Speakers will be notified shortly before they are called to speak.
  - c. When called, please limit your remarks.

**AGENDA****1. CONSENT CALENDAR**

- a. Approval of the Minutes from the September 9, 2022 Joint Personnel Committee meeting.

**Attachments:**      [JPC Minutes 9-9-22 - Final](#)

- b. Approval of the Minutes from the September 15, 2022 Special Joint Personnel Committee meeting.

**Attachments:**      [JPC Minutes 9-15-22 - Final](#)

**2. NEW BUSINESS**

- a. Discussion on salary survey and incentive compensation program options for Investment professionals.
- b. Discussion on CEO compensation updated results.

**Attachments:**      [City of SJ Retirement Final Report 09 30 22](#)

- c. Part 1 of review of Cortex’s performance review process for the CEO/CIO.

- d. Discussion and action on scheduling monthly JPC meetings.

- e. Discussion and action on factual findings for the use of California Assembly Bill 361’s abbreviated teleconferencing procedures.

**Attachments:**      [2022-10-10 - JPC - AB 361 Factual Finding Backup Materials](#)

- PROPOSED AGENDA ITEMS

- PUBLIC COMMENTS

- ADJOURNMENT

**The Code of Conduct**

(<https://www.sanjoseca.gov/home/showpublisheddocument/12901/63667000496663000>

0) 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.

**1. Public Meeting Decorum:**

- a) Persons in the audience will refrain from behavior which will disrupt the public meeting. This will include making loud noises, clapping, shouting, booing, hissing or engaging in any other activity in a manner that disturbs, disrupts or impedes the orderly conduct of the meeting.
- b) Persons in the audience will refrain from creating, provoking or participating in any type of disturbance involving unwelcome physical contact.
- c) Persons in the audience will refrain from using cellular phones and/or pagers while the meeting is in session.
- d) Appropriate attire, including shoes and shirts are required in the Council Chambers and Committee Rooms at all times.
- e) Persons in the audience will not place their feet on the seats in front of them.
- f) No food, drink (other than bottled water with a cap), or chewing gum will be allowed in the Council Chambers and Committee Rooms, except as otherwise pre-approved by City staff.
- g) All persons entering the Council Chambers and Committee Rooms, including their bags, purses, briefcases and similar belongings, may be subject to search for weapons and other dangerous materials.

**2. Signs, Objects or Symbolic Material:**

- a) Objects and symbolic materials, such as signs or banners, will be allowed in the Council Chambers and Committee Rooms, with the following restrictions: § No objects will be larger than 2 feet by 3 feet.
  - No sticks, posts, poles or other such items will be attached to the signs or other symbolic materials.
  - The items cannot create a building maintenance problem or a fire or safety hazard.
- b) Persons with objects and symbolic materials such as signs must remain seated when displaying them and must not raise the items above shoulder level, obstruct the view or passage of other attendees, or otherwise disturb the business of the meeting.
- c) Objects that are deemed a threat to persons at the meeting or the facility infrastructure are not allowed. City staff is authorized to remove items and/or individuals from the Council Chambers and Committee Rooms if a threat exists or is perceived to exist. Prohibited items include, but are not limited to: firearms (including replicas and antiques), toy guns, explosive material, and ammunition; knives and other edged weapons; illegal drugs and drug paraphernalia; laser pointers, scissors, razors, scalpels, box cutting knives, and other cutting tools; letter openers, corkscrews, can

openers with points, knitting needles, and hooks; hairspray, pepper spray, and aerosol containers; tools; glass containers; and large backpacks and suitcases that contain items unrelated to the meeting.

**3. Addressing the Council, Committee, Board or Commission:**

- a) Persons wishing to speak on an agenda item or during open forum are requested to complete a speaker card and submit the card to the City Clerk or other administrative staff at the meeting.**
- b) Meeting attendees are usually given two (2) minutes to speak on any discussion item and/or during open forum; the total amount of time allocated for public testimony for each public speaker or for an agenda item is in the discretion of the Chair of the meeting and may be limited when appropriate. (California Government Code Section 54954.3; Council Policy 0-37) Applicants and appellants in land use matters are usually given more time to speak. Speakers using a translator will be given twice the time allotted to ensure non-English speakers receive the same opportunity to directly address the Council, Committee, Board or Commission.**
- c) Speakers should discuss only the agenda item when called to speak for that item, and only topics related to City business when called to speak during open forum on the agenda.**
- d) Speakers' comments should be addressed to the full body. Requests to engage the Mayor, Council Members, Board Members, Commissioners or Staff in conversation will not be honored. Abusive language is inappropriate.**
- e) Speakers will not bring to the podium any items other than a prepared written statement, writing materials, or objects that have been inspected by security staff.**
- f) If an individual wishes to submit written information, he or she may give it to the City Clerk or other administrative staff at the meeting.**
- g) Speakers and any other members of the public will not approach the dais at any time without prior consent from the Chair of the meeting. Failure to comply with this Code of Conduct which will disturb, disrupt or impede the orderly conduct of the meeting may result in removal from the meeting and/or possible arrest.**