# BOARD OF ADMINISTRATION

## Meeting Agenda - Final-revised

## Federated City Employees' Retirement System and Federated City Employees' Health Care Trust

**Thursday, September 17, 2026** | **8:30 AM** | **City Hall, Wing Rooms 118-120, 200 E. Santa Clara St., San Jose, CA 95113**

**HYBRID MEETING**

**PHYSICAL LOCATION:**
**City Hall, Wing Rooms 118-120, 200 E. Santa Clara St. San Jose, Ca 95113**

**ZOOM INFORMATION:**
**zoom.us**
**Dial In: +1 408 638 0968 US (San Jose)**
**Meeting ID: 988 0269 0505**

***BOARD MEMBERS***

***Spencer Horowitz, Chair (Term Expires 11/30/28)***
***Matthew Faulkner, Vice Chair (Term Expires 11/30/27)***
***Deborah Abbott, Trustee (Term Expires 11/30/26)***
***Anurag Chandra, Trustee (Term Expires 11/30/26)***
***Brian Chi, Trustee (Term Expires 11/30/29)***
***Mark Linder, Trustee (Term Expires 11/30/28)***
***Vacant, Trustee***

***Pam Foley, City Council Liaison to the Board***

***Maytak Chin, General and Fiduciary Counsel***

***John Flynn, CEO, Office of Retirement Services***

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**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.**

## CLOSED SESSION

**CLOSED SESSION AGENDA ITEMS WILL BE HEARD AT 8:30 A.M.**

## I. CLOSED SESSION NEW BUSINESS

**A.** **CLOSED SESSION**: CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6(a). Designated Labor Negotiator: Spencer Horowitz, Board Chair. Unrepresented employees: Chief Executive Officer.

**B.** **CLOSED SESSION**: CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6(a). Designated Labor Negotiator: Anurag Chandra, Investment Committee Chair. Unrepresented employees: Chief Investment Officer.

**C.** **CLOSED SESSION**: CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION: Significant exposure to litigation pursuant to Section 54956.9(d)(2): One Case.

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

## • 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.**

## 1. CONSENT CALENDAR

### 1.1 Approval of Service Retirements

**a.** **Eddie Aubrey**, Independent Police Auditor, Independent Police Auditor, effective September 2, 2026; 10.65* years of service. *(8.31 PERS + 2.33 CSJ = 10.65 YOS)*

**b.** **Stephen Cameron**, Park Maintenance Repair Worker II, Parks, Recreation and Neighborhood Services, effective September 26, 2026; 12.19* years of service.

**c.** **Robert R. Castaneda Jr.**, Police Radio Dispatcher, Police Department, effective October 10, 2026; 17.88* years of service.

**d.** **Mark E. Kiehl**, Air Service Development Manager, Airport Department, effective October 3, 2026; 12.51* years of service.

**e.** **Jose Vazquez**, Wastewater Operator Foreperson II, Environmental Services Department, effective October 10, 2026; 25.88* years of service.

## 1.2 Early Retirement

**a.** **Kate Handford**, Executive Office Administrator, City Manager's Office, effective October 10, 2026; 10.52* years of service.

## 1.3 Approval of Deferred Vested

**a.** **Joseph Barboa**, Maintenance Worker II, Department of Transportation, effective October 3, 2026; 18.80* years of service. *(15.34 CSJ + 3.46 StanCERA = 18.80 YOS)*

**b.** **Alfred Buzo**, Council Policy & Legislative Director, City Clerk's Office, effective September 1, 2026; 9.40* years of service.

**c.** **Ronald Q. Coquia**, Supervising Application Analyst, Airport Department, effective October 6, 2026; 15.70* years of service.

**d.** **Heba El Guindy**, Senior Transportation Specialist, Department of Transportation, effective August 16, 2026; 9.17* years of service. *(1.41 CSJ + 7.76 PERS = 9.17 YOS)*

**e.** **Stephanie L. Molloy**, Supervising Environmental Services Specialist, Environmental Services Department, effective August 25, 2026; 8.02* years of service. (*2.89 CSJ + 5.20 PERS = 8.02 YOS)*

**f.** **Jarae Lynn Neumann**, Police Data Specialist II, Police Department, effective August 21, 2026; 10.88* years of service.

**g.** **Cristina Pena**, Engineer II, Environmental Services Department, effective September 26, 2026; 26.78* years of service. *(1.43 CSJ + 25.34 PERS = 26.78 YOS)*

**h.** **Keith E. Van Gastel**, Building Inspector Supervisor, Certified II, Planning, Building and Code Enforcement, effective October 10, 2026; 13.02* years of service.

## 1.4 Approval of Board Minutes

**a.** Approval of the Board Minutes of August 20, 2026.

***Attachments:*** 1.4a - FED Board 8-20-26 Minutes-Final ADA

## 1.5 Approval of Return of Contributions

**a.** Voluntary | Involuntary

***Attachments:*** 1.5a - FED ROC - August 2026 ADA

## 1.6 Communications and Information Reports

**a.** FY2027 Q1 - Vision'31 Quarterly Report. Receive and file.

***Attachments:*** 1.6a - ORS Vision'31 - Quarterly Report FY2027 Q1 ADA

**b.** Report of the Monthly Board Expenses for July 2026. Receive and file.

***Attachments:*** 1.6b - FED July 2026 Monthly Expenses Report ADA

**c.** Statement of Work for Investment Manager Reconciliation Audit with Baker Tilly.

***Attachments:*** 1.6c - Internal Audit SOW-Investment Manager Reconciliation ADA

**d.** Adoption of updated City Policies related to Finance-Purchasing.

***Attachments:*** 1.6d(1) - CPM 5.1.1 Procurement and Contract Process
1.6d(2) - CPM 5.1.3 Source Selection Plan (Deleted)
1.6d(3) - CPM 5.1.4 Brand Name and Sole Source Procurements
1.6d(4) - CPM 5.1.6 Procurements with Grant Funds
1.6d(5) - CPM 5.1.7 Procurement of Supplies Materials Equipment
1.6d(6) - CPM 5.1.8 Procurement of General Services
1.6d(7) - CPM 5.1.9 Procurement of Professional Consulting Services
1.6d(8) - CPM 5.1.11 Single-Serving Bottled Water Purchases
1.6d(9) - CPM 5.1.13 Purchase of Expanded Polystyrene Food Service Ware

**e.** **Educational Travel Reports:**

- Opal Group Public Funds Summit East, July 27-29, 2026 by Matthew Faulkner.

***Attachments:*** 1.6e - Travel Content Report-PFS 2026-Matthew Faulkner ADA

## 1.7 Approval of Travel and Reimbursements

**a.** Brian Chi, Trustee

- CALAPRS Virtual Trustees Roundtable, October 2, 2026.

***Attachments:*** 1.7a - Travel Request-CALAPRS Virtual Trustees Roundtable-Brian Chi

**b.** Matthew Faulkner, Vice Chair

- MarketsGroup 10th Annual Real Estate West Forum, Half Moon Bay, CA, October 13-14, 2026.

***Attachments:*** 1.7b - Travel Request-REW Forum-Matthew Faulkner ADA

**c.** **Reimbursements**

- Opal Group Public Funds Summit East, Newport, RI, July 27-29, 2026 - Matthew Faulkner.

***Attachments:*** 1.7c - Travel Reimbursement-PFS 2026-Matthew Faulkner ADA

## 1.8 Approval of Change in Retirement Date

**a.** Approval for a change in effective date for **Falguni N. Amin**, Engineer II, Public Works Department, from December 30, 2025, to December 31, 2025, for a Deferred Vested Retirement approved at the

December 18, 2025 Board meeting.

***Attachments:*** 1.8a - Change of Retirement Date Memo-Amin, Falguni

## 2. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)

**a.** Notification of the death of **William P. Carter**, Senior Office Specialist, retired November 19, 2016, died July 24, 2026. Survivorship benefits to Jose Federico, spouse.

**b.** Notification of the death of **Angela Cipperly**, Community Service Supervisor, retired October 1, 2013, died July 11, 2026. No survivorship benefits.

**c.** Notification of the death of **Robert Coats,** Recreation Superintendent, retired July 11, 1998, died July 31, 2026. No survivorship benefits.

**d.** Notification of the death of **Elizabeth Fort**, Office Specialist II, retired August 2, 2003, died July 19, 2026. No survivorship benefits.

**e.** Notification of the death of **Gerard Guinnane,** Senior Instrument Technician, retired October 24, 2015, died July 30, 2026. Survivorship benefits to Christine A. Guinnane, spouse.

**f.** Notification of the death of **Pamela P. Parker**, Librarian II, retired September 5, 1998, died August 18, 2026. No survivorship benefits.

## 3. INVESTMENTS

**a.** Oral update from the CIO of Retirement Services, Jay Kwon.

**b.** Presentation of Calendar 1st Quarter 2026 private equity report by Neuberger Berman.

***Attachments:*** 3b - 03-31-2026 Investment Report for FED SJ - Legacy

**c.** Presentation of Calendar 1st Quarter 2026 private markets report by Meketa Investment Group.

***Attachments:*** 3c - Q1 2026 PM Report SJ FED PUBLIC ADA FINAL

**d.** Presentation of Calendar 2nd Quarter 2026 performance report for Pension Plan by Meketa Investment Group.

***Attachments:*** 3d - 2Q 2026 Performance Report SJ FED ERS ADA FINAL

**e.** Presentation of Calendar 2nd Quarter 2026 performance report for Healthcare Trust by Meketa Investment Group.

***Attachments:*** 3e - 2Q 2026 Performance Report SJ FED RHC ADA FINAL

**f.** Discussion and action on the strategic asset allocation by Meketa Investment Group.

***Attachments:*** 3f - Asset Liability Study-SJ FED-August FINAL Revised

**g.** Discussion and action on benchmarking for Multi-Sector Bonds, revisions to the Asset Allocation

section of the Investment Policy Statement and Resolution number 9135.

***Attachments:*** 3g(1) - SJ FED Multi Sector Bonds Benchmark
3g(2) - Federated Multi-Sector Bonds Benchmark Memo 09-17-2026
3g(3) - FED Pension IPS 09-17-26 AA effective 10-01-26 Redlined ADA
3g(4) - FED Pension IPS 09-17-26 AA effective 10-01-26 Clean ADA
3g(5) - FED Pension IPS - Resolution No. 9135 09-17-2026 ADA

**h.** Presentation of the Investment Fee Report for Calendar Year 2025 by the Investment Staff.

***Attachments:*** 3h(1) - FED 2025 Annual Fee Presentation 09-09-2026 ADA
3h(2) - FED 2025 Annual Fee Report 09-09-2026 ADA

## 4. OLD BUSINESS-DEFERRED/CONTINUED ITEMS-NONE

## 5. NEW BUSINESS

**a.** Oral update from the CEO of Retirement Services, John Flynn.

**b.** Oral update from the City Council Liaison to the Board.

**c.** Discussion and action on award of a merit increase, effective the first pay period in FY 2026-2027, and additional 2027 executive day(s) for the Chief Executive Officer position.

**d.** Discussion and action on award of additional 2027 executive day(s) for the Chief Investment Officer position.

**e.** Discussion and action on number of trustees necessary to carry a motion on an agendized item where only a quorum is present.

***Attachments:*** 5e(1) - 20260917 FED Board Memo - Vote Threshold ADA
5e(2) - FED Board Operations Policy ADA

**f.** Discussion and action of standing committee assignments.

***Attachments:*** 5f(1) - 2026 FED Meetings Calendar-Current ADA
5f(2) - FED BOARDS-COMMITTEES-Members-Participants-Current ADA

**g.** Discussion and action on Strategic Initiative 4.1.2 MemberDirect Modernization, presentation by Sandra Castellano and staff.

***Attachments:*** 5g - Board Presentation - Self Service - Sept 2026 ADA

**h.** Discussion and action on AI Governance at ORS, presentation by John Flynn, CEO.

***Attachments:*** 5h(1) - ORS AI Governance - FED Board Memo
5h(2) - ORS AI Governance - Presentation
5h(3) - SJ Generative AI Guidelines
5h(4) - 2024-03-18 AI Handbook
5h(5) - CPM 1 7 12 AI Policy

**i.** Discussion and action on adoption of updated City Policy Manual #1.7.12 - Artificial Intelligence (AI) Policy.

***Attachments:*** 5i - CPM 1 7 12 Artificial Intelligence (AI) Policy

## 6. COMMITTEE MINUTES, REPORTS AND RECOMMENDATIONS

### 6.1 Investment Committee (Chandra, Faulkner, Abbott)

**Last Meeting: August 25, 2026 Next Meeting: October 20, 2026**

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

### 6.2 Audit/Risk Committee (Linder, Horowitz, Chi)

**Last Meeting: August 20, 2026 Next Meeting: October 22, 2026**

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

- Approval of the Q2 2026 travel and attendance report for the Federated City Employee's Retirement System.
- Discussion on proposed revisions to the Police and Fire Department Retirement Plan and Federated City Employees' Retirement System Internal Audit Charter.
- Discussion and action on the updated FY 2026-2027 audit plan.
- Discussion on the status of outstanding Internal Audit recommendations.

***Attachments:*** 6.2a(1) - FED Q2 2026 Travel Attendance Report ADA
6.2a(2) - Proposed Revisions to Internal Audit Charter
6.2a(3) - FED & PF Internal Audit Charter
6.2a(4) - Memo - FY27-31 Revised Audit Plan
6.2a(5) - FY26-27 Audit Plan Presentation
6.2a(6) - Internal Audit Dashboard - Aug 2026
6.2a(7) - Internal Audit Status Report - Aug 2026

**b.** Minutes from May 21, 2026 Joint Audit Committee meeting. Receive and file.

***Attachments:*** 6.2b - JAC 5-21-26 Minutes-Final ADA

**c.** Discussion and action on the updated FY 2026-2027 audit plan.

***Attachments:*** 6.2c(1) - Revised FY2026-2027 Audit Plan Memo (FED)
6.2c(2) - Revised FY2026-2027 Audit Plan Presentation (FED)

## 6.3 Governance Committee (Abbott, Vacant, Chi)

**Last Meeting: September 16, 2026 Next Meeting: December 16, 2026**

**a.** Oral update from the Chair of the Governance Committee.

## 6.4 FCERS Disability Committee (Faulkner, Linder, Vacant - Alt: Abbott)

**Last Meeting: June 9, 2026 Next Meeting: October 13, 2026**

**a.** Oral update from the Chair of the Disability Committee.

## 6.5 Joint Personnel Committee (Chandra, Horowitz, Linder)

**Last Meeting: August 31, 2026 Next Meeting: November 17, 2026**

**a.** Oral update from the Vice Chair of the Joint Personnel Committee.

- Discussion and action on the Investment Team Compensation recommendation.
- Discussion and action to provide direction to the staff on the Legal Services Assessment.
- Final Discussion and action to provide direction to the staff on the Communications Function Assessment.

***Attachments:*** 6.5a(1) - San Jose Retirement Total Compensation Report 6-3-2026
6.5a(2) - JPC Memo - Legal Services Assessment - Final
6.5a(3) - JPC Memo - Communication Services Assessment - Final

**b.** Minutes of the April 1, 2026 Joint Personnel Committee meeting. Receive and file.

***Attachments:*** 6.5b - JPC 4-1-26 Minutes-Final ADA

## 6.6 Joint Budget Ad Hoc Committee (Linder, Abbott - Alt: Chi)

**Last Meeting: August 21, 2026 Next Meeting: September 21, 2026**

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

## 7. EDUCATION & TRAINING

**a.** CALAPRS 2026 Program Calendar.

***Attachments:*** 7a - CALAPRS 2026 Program Calendar ADA

**b.** Quarterly Trustee Education Opportunities Report.

***Attachments:*** 7b - 2026 2H Quarterly Trustee Education Report ADA FINAL

**c.** CALAPRS Virtual Trustees Roundtable, October 2, 2026.

**d.** NCPERS Fiduciary in Focus Workshop, Nashville, TN, October 24-25, 2026.

***Attachments:*** 7d - 2026 Advanced Fiduciary Institute Agenda

**e.** SACRS Annual Fall Conference 2026, Rancho Mirage, CA, November 10-13, 2026.

**• PROPOSED AGENDA ITEMS**

**• ADJOURNMENT**

**• Next FCERS Board Meeting: October 22, 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; or**

**(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.**