



Memorandum

TO: RULES AND OPEN
GOVERNMENT COMMITTEE

FROM: Aram Kouyoumdjian

SUBJECT: Deferred Compensation
Advisory Committee
Appointments

DATE: February 2, 2026

Approved

Date:

2/12/26

COUNCIL DISTRICT: Citywide

RECOMMENDATION

- (a) Approve the following appointments to the Deferred Compensation Advisory Committee for a four-year term, beginning March 3, 2026, and ending on March 1, 2030:
 - (1) Aric Johnson, nominated by the group of employees designated as “Management Employees”—consisting of employees in Unit 99 and members of the Association of Engineers and Architects, IFPTE Local 21 (AEA); Association of Maintenance Supervisory Personnel, IFPTE Local 21 (AMSP); City Association of Management Personnel, IFPTE Local 21 (CAMP); and the Association of Legal Professionals of San José (ALP); and
 - (2) Jaime Fonseca as the representative nominated by the group of employees designated as American Federation of State, County, and Municipal Employees, AFSCME Local 101.
- (b) Place the item on the March 3, 2026 City Council Agenda for action.

SUMMARY AND OUTCOME

Approval of this recommendation will allow the current members to remain on the Deferred Compensation Advisory Committee (DCAC) and allow the DCAC to continue to do business and meet as a full committee at its next meeting on March 16, 2026.

BACKGROUND

The DCAC oversees the investments of the City’s voluntary Deferred Compensation Plan and Part-time, Temporary, Contract Deferred Compensation Plan (jointly referred to as the Plans). The DCAC has the authority to make decisions on behalf of the City as to the investment policy, the choice and nature of investments to be available under the

Plans, and enter into agreements on behalf of the City for investment advice under the Plans where the fees to be paid under such an agreement are to be paid by participants of the Plans or where there is no amount to be paid by the City under the agreement. The DCAC has the authority to review and advise the City Manager on annual budgets and proposed changes to the Plans. The Plans currently consist of approximately 16,497 participants and include active employees, former employees, and retirees, and hold approximately \$1.7 billion in assets.

Resolution No. 70176, dated February 27, 2001, requires that the DCAC be composed of seven members: two appointed by the City Manager; one recommended by the management employees; one recommended by the POA; one recommended by the International Association of Firefighters (IAFF), Local 230; one recommended by the employee organizations affiliated with the American Federation of State, County, and Municipal Employees, and one recommended by the trades organizations. Each member normally serves a four-year term and must be a participant in the Deferred Compensation Plan. There is no limit on the number of terms a member can serve on the DCAC. As a City Council-appointed committee, appointments to the DCAC must first be approved by the Rules and Open Government Committee before being recommended to the City Council.

ANALYSIS

Aric Johnson and Jaime Fonseca are current participants in the Deferred Compensation Plan. Aric Johnson is a current member on the DCAC and was nominated by the group of employees designated by "Management Employees," consisting of employees in Unit 99 and members of the Association of Engineers and Architects, IFPTE Local 21 (AEA); Association of Maintenance Supervisory Personnel, IFPTE Local 21 (AMSP); City Association of Management Personnel, IFPTE Local 21 (CAMP); and the Association of Legal Professionals of San José (ALP). Jaime Fonseca is a current member on the DCAC and was nominated by the group of employees designated as American Federation of State, County, and Municipal Employees, AFSCME Local 101. The terms for Aric Johnson's and Jaime Fonseca's memberships on the DCAC are set to expire on March 1, 2026, and both members expressed interest in continuing to serve on the DCAC for another term.

The group of employees designated as "Management Employees" and the group of employees designated as American Federation of State, County, and Municipal Employees, AFSCME Local 101, were each asked for nominations from their organizations for the City Council's approval and appointment to their members' four-year term on the DCAC, if they did not agree with the incumbents being reappointed.

On January 9, 2026, employees designated as “Management Employees” were notified that the current member, Aric Johnson, had expressed interest in serving the upcoming four-year term and were provided until January 16, 2026, to raise any concerns or submit additional nominations. On January 5, 2026, employees designated as American Federation of State, County, and Municipal Employees (AFSCME) Local 101 were notified that the current member, Jaime Fonseca, had expressed interest in serving the upcoming four-year term and were provided until January 12, 2026, to raise any concerns or submit additional nominations. No concerns or additional nominations were received from either Management Employees or AFSCME Local 101.

EVALUATION AND FOLLOW-UP

Whenever terms of the members are due to expire, or a seat becomes vacant, a recommendation will be presented to the City Council to appoint nominees to fill those seats on the DCAC. The recommendation will allow Aric Johnson and Jaime Fonseca to continue to serve on the DCAC for a new four-year term and allow the DCAC to continue to do business by having a quorum at its next meeting on March 16, 2026.

COORDINATION

This memorandum has been coordinated with the City Attorney’s Office and the City Clerk’s Office.

PUBLIC OUTREACH

The key stakeholders were invited to nominate a candidate for appointment to the DCAC.

COMMISSION RECOMMENDATION AND INPUT

No commission recommendation or input is associated with this action.

CEQA

Not a Project, File No. PP17-010, City Organizational and Administrative Activities resulting in no changes to the physical environment.

HONORABLE MAYOR AND CITY COUNCIL

February 2, 2026

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PUBLIC SUBSIDY REPORTING

This item does not include a public subsidy as defined in section 53083 or 53083.1 of the California Government Code or the City's Open Government Resolution.



Aram Kouyoumdjian
Director of Human Resources and the
City Manager's Office of Employee
Relations

For questions, please contact Amy Morton, Senior Benefits Analyst, Human Resources Department at amy.morton@sanjoseca.gov or (408) 975-1425.