



BOARD OF ADMINISTRATION

Meeting Minutes - Final Police & Fire Department Retirement Plan and Health Care Trust

Thursday, February 6, 2025

9:00 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: +1 669 900 9128 US (San Jose)

Meeting ID: 998 6361 4229

Franco Vado, Chair, Police Retiree Rep (Term Expires 11/30/28)
Eswar Menon, Interim Vice-Chair, Public Member (Term Expires 11/30/26)
Sunita Ganapati, Trustee, Public Member (Term Expires 11/30/26)
Andrew Gardanier, Trustee, Fire Active Rep (Term Expires 11/30/27)
David Kwan, Trustee, Public Member (Term Expires 11/30/28)
Howard Lee, Trustee, Public Member (Term Expires 11/30/26)
Richard Santos, Trustee, Fire Retiree Rep (Term Expires 11/30/26)
David Woolsey, Trustee, Police Active Rep (Term Expires 11/30/28)
Gretchen Flicker, Trustee, Public Member (Term Expires 04/30/27)

George Casey, City Council Liaison to the Board

Maytak Chin, General and Fiduciary Counsel

John Flynn, CEO, Office of Retirement Services

Present: 9 - Sunita Ganapati, Howard Lee, Eswar Menon, Richard Santos, Andrew Gardanier, David Kwan, David Woolsey, Gretchen Flicker and Franco Vado

The Board of Administration of the Police and Fire Department Retirement Plan and Health Care Trust met in person at City Hall Wing Rooms 118-120 and via Zoom on Thursday, February 6, 2025 at 9:00 a.m. Chair Vado called the Pension Plan and Health Care Trust meeting to order at 9:05 a.m. followed by roll call.

Board Members Present: Franco Vado, Sunita Ganapati, David Woolsey, Richard Santos, David Kwan, Howard Lee, Andrew Gardanier, and Gretchen Flicker.

Interim Vice-Chair Menon arrived at 9:08 a.m.

Retirement Staff Present: John Flynn, Prabhu Palani, Barbara Hayman, Harrison Pearce, Christina Wang, Ron Kumar, Dhinesh Ganapathiappan, Jay Kwon, Chris Ha, Edith Aldama, Sherrell Aledo, Gabriela Romero-Castrejon, and Cynthia Ayala.

Retirement Staff Present via Zoom: Nam Cao, David Aung, Arun Nallasivan, Shilpi Dwivedi, Ellen Lee, and Julie He.

Also Present: Bill Gold, OER; Maytak Chin and Christopher Maldonado, General and Fiduciary Counsel; Bill Hallmark and Jacqui King, Cheiron; and George Casey, Council Liaison.

Also Present via Zoom: Colin Kowalski and Ian Schirato, Meketa Investment Group; Joe Ebisa, Journalist; Brett Johnson, Public Attendee; and Andrew, Public Attendee.

ADA ALERT

In accordance with the requirements of AB 2449, 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.

AB 2449 REMOTE APPEARANCE(S)

a. Just Cause Circumstance(s) (Gov’t Code § 54953)

- i. The following Trustee(s) have notified the Board of a “Just Cause” to attend this meeting via teleconference.

NONE

- ii. Call for Trustee(s) who wish to notify the Board of a “Just Cause” to attend this meeting via teleconference.

b. Emergency Circumstance(s) (Gov’t Code § 54953)

- i. The following Trustee(s) have requested the Board approve their attendance of this meeting via teleconference due to an "Emergency Circumstance."

NONE

- ii. Call for Trustee(s) requesting the Board approve their attendance of this meeting via teleconference due to an "Emergency Circumstance."
- iii. Take action on request(s) for remote appearance.

AGENDA

CALL TO ORDER AND ROLL CALL

CLOSED SESSION

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

I. CLOSED SESSION NEW BUSINESS

Closed session was heard immediately after item 4a. The Board entered into Closed Session at 9:16 a.m.

- A. CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION PURSUANT TO GOVERNMENT CODE SECTION 54956.9(a). Robnett v. City of San Jose, et al., Northern District Court of California, Case No. 5:24-cv-02385-NC.**

There was no reportable action for this item from Closed Session.

- B. CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL REGARDING EXISTING LITIGATION (GOVERNMENT CODE SECTION 54956.9(d)(4)). *LACERA v. County of Los Angeles* - Supreme Court of California.**

Counsel Chin reported out of closed session that the Board voted unanimously to authorize legal counsel to file an amicus brief as presented on behalf of the Board in *LACERA v. County of Los Angeles* pending before the Supreme Court of California.

Additionally, Counsel Chin reported out of closed session that the Board voted unanimously to authorize legal counsel to sign on behalf of the Board a common interest privilege agreement with other city charter retirement plans regarding the amicus brief to be filed in *LACERA v. County of Los Angeles* pending before the Supreme Court of California

OPEN SESSION - will reconvene following Closed Session, estimated to be 9:45 a.m.

Open Session re-convened at 10:45 a.m.

- **ORDERS OF THE DAY**

None.

- **PUBLIC/RETIREE/GENERAL COMMENTS - Not Related to A Specific Agenda Item**

None.

- 1. **CONSENT CALENDAR**

The Consent Calendar was heard after roll call attendance.

A motion was made to approve the Consent Calendar.

Approved. (M.S.C. Santos/Gardanier 8-0-0). Interim Vice-Chair Menon was absent for the motion. The motion passed unanimously.

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

- a. **Forest Fernandez**, Fire Engineer, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective January 29, 2023; 29.14* years of service. (*Disability Committee Recommendation: Approval*)
- b. **Roberto M Garcia Jr.**, Fire Engineer, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective January 23, 2021; 29.94* years of service. (*Disability Committee Recommendation: Approval*)
- c. **Bret Gervasoni**, Battalion Chief, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective December 11, 2022; 29.07* years of service. (With Reciprocity - 22.47 CSJ YOS + 6.60 PERS YOS). (*Disability Committee Recommendation: Approval*)
- d. **Elias Juric**, Police Officer, Police Department, Request for Change of Status to Service-Connected Disability Retirement, effective September 17, 2022; 27.32* years of service. (With Reciprocity - 24.32 CSJ YOS + 3.00 PERS YOS). (*Disability Committee Recommendation: Approval*)
- e. **Raul Mayorga**, Fire Captain, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective November 13, 2021; 32.42* years of service. (With Reciprocity - 20.01 CSJ YOS + 12.41 PERS YOS). (*Disability Committee Recommendation: Approval*)
- f. **Bryant Washington**, Police Officer, Police Department, Request for Change of Status to

Service-Connected Disability Retirement, effective December 24, 2022; 27.22* years of service.
(Disability Committee Recommendation: Approval)

1.2 Approval Of Minutes

- a. Approval of the Board Minutes of January 9, 2025.

1.3 Approval Of Travel for Conferences and Due Diligence

- a. Eswar Menon, Interim Vice-Chair
 - Pension Bridge The Annual 2025, Ritz-Carlton, Half Moon Bay, CA, March 24-26, 2025.
- b. Franco Vado, Chair
 - Pension Bridge The Annual 2025, Ritz-Carlton, Half Moon Bay, CA, March 24-26, 2025.
- c. David Woolsey, Trustee
 - Pension Bridge The Annual 2025, Ritz-Carlton, Half Moon Bay, CA, March 24-26, 2025.
- d. John Flynn, CEO
 - NCPERS 2025 Chief Officers Summit, New York Marriott Downtown, New York, NY, June 16-18, 2025.

1.4 Return of Contributions - NONE

- a. Voluntary | Involuntary

1.5 Communication/Information

- a. Police and Fire Retirement System Dashboard.
- b. Report of the Monthly Board Expenses for December 2024. Receive and file.
- c. Q2 FY24-25 Budget to Actual Quarterly Budget Report.
- d. ORS's Quarterly Newsletter - The Retirement Connection: January 2025 Edition.

1.6 Education and Training

- a. The Cortex Report - January 2025, Conferences, Seminars and Educational Programs.
- b. CALAPRS 2025 Program Calendar.
- c. CALAPRS General Assembly 2025, Silverado Resort, Napa, CA, March 2 - 5, 2025.
- d. Pension Bridge The Annual 2025, Ritz-Carlton, Half Moon Bay, CA, March 24 - 26, 2025.
- e. SACRS Annual Spring Conference 2025, Omni Rancho Palmas Resort & Spa, Rancho Mirage, CA, May 13 - 16, 2025.
- f. NCPERS 2025 Trustee Educational Seminar, Westin Seattle, Seattle, WA, May 17 - 18, 2025.
- g. NCPERS 2025 Annual Conference & Exhibition, Sheraton Denver Downtown Hotel, Denver, CO, May 18 - 21, 2025.

1.7 Notice of Alternate Payee Benefit Election

- a. Approval of Alternate Payee Benefit election of Reduced Retirement Option to be paid to Josefina Garcia, ex-spouse of Fire Fighter, **Amalio Gonzalez** to be effective March 29, 2025 under Part 17, Section 3.36.3600 of the San Jose Municipal Code.
- b. Approval of Alternate Payee Benefit election of Reduced Retirement Option to be paid to Marilyn Zogg, ex-spouse of Fire Fighter, **Steven Zogg** to be effective January 8, 2025 under Part 17, Section 3.36.3600 of the San Jose Municipal Code.

2. INVESTMENTS

- a. Oral update by CIO, Prabhu Palani.

This item was heard after Closed Session.

CIO Palani welcomed Council Member Casey and updated the Board and reported on the following unaudited estimated performance by Meketa Investment Group:

- For FYTD as of February 4, 2025, the Pension Plan was up 4.61%.
- For FYTD as of February 4, 2025, the Health Care Trust was up 4.97%.

Interim Vice-Chair Menon and Trustee Kwan added comments.

3. OLD BUSINESS CONTINUED-DEFERRED ITEMS

- a. Discussion and action on election of Vice-Chair of Board.

CEO Flynn introduced the item, read out the relevant provisions from the Election of Board Officers Policy and answered questions from Trustees Gardanier and Lee. Counsel Chin assisted with answering questions.

A vote was made to elect Trustee Kwan as Vice-Chair of the Board.

Failed pursuant to the Board's Election of Board Officers Policy.

Ayes: Franco Vado, Andrew Gardanier, David Woolsey, Richard Santos, and David Kwan
Nays: Sunita Ganapati, Howard Lee, Eswar Menon, and Gretchen Flicker

Another vote was made to elect Trustee Ganapati as Vice-Chair of the Board.

Failed pursuant to the Board's Election of Board Officers Policy.

Ayes: Sunita Ganapati, Howard Lee, Eswar Menon, and Gretchen Flicker
Nays: Franco Vado, Andrew Gardanier, Dave Wilson, Richard Santos, and David Kwan

After the votes and further discussion, Trustee Kwan withdrew his nomination. Chair Vado added comments.

Trustees Ganapati, Gardanier, and Woolsey, Chair Vado, and Interim Vice Chair Menon added comments. CIO Palani also made a few comments.

After a robust discussion, Trustee Ganapati initially offered to conditionally withdraw her nomination with the understanding that the Board would run a new nomination in March 2025. Trustee Gardanier commented on Trustee Ganapati's conditional withdrawal and Counsel Chin clarified the parameters of the Board's Election of Board Officers Policy and the Brown Act rules for adding new agenda items at the meeting. Trustee Ganapati then officially withdrew her nomination at the meeting.

Trustee Lee asked a question and Counsel Chin read out the relevant provisions of the Brown Act.

Following the withdrawal of both Trustees Kwan and Ganapati's nominations, pursuant to Government Code § 54954.2(b), a motion was made to determine that a need to take action immediately has arisen and that the need for action came to the attention of the agency after the agenda was posted.

Approved. (M.S.C. Flicker/Vado 9-0-0). The motion passed unanimously.

Following the Board's Government Code § 54954.2(b) motion, a second motion was made to allow for nomination of the Vice-Chair out of the Board's Election of Board Officers Policy's November cycle.

Approved. (M.S.C. Ganapati/Vado 9-0-0). The motion passed unanimously.

4. **NEW BUSINESS**

- a. Oral update by CEO, John Flynn.

This item was heard after the Consent Calendar.

CEO updated the board on the following topics:

- Welcome to Council Member George Casey to the Board
- ORS recruitment activities
- Office Lease update
- Request for Proposal updates
- Retiree 1099-R's will be mailed the end of January.
- GPP (Guaranteed purchasing power) for 2024 will be paid to those who qualify in February (for PF and FED).
- Retirees impacted by 415 limits (IRS 415(b) limit for 2025 is \$280,000) will see their 2025 adjustments in their March 2025 retirement payment.
- Updated Board on the timing of the next newsletter and the move to digital distribution as the default starting in summer 2025
- Mileage reimbursement updated to \$0.70/mile starting on January 5, 2025.
- Board retreat tentatively scheduled for September board meeting
- Retirement Workshop Feb 27, 8:30 – 10:30. Members can sign up at the ORS Website.
- Upcoming ORS Holidays – Office Closed:
 - February 17 for Presidents' Day

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

This item was heard after item 3a.

Chair Vado welcomed Council Member Casey.

City Council Liaison updated the Board on matters before the City Council and relevant to the Board.

- c. Discussion and action on Final OPEB Valuation results as of June 30, 2024 to be presented by Cheiron.

Bill Hallmark and Jacqui King, Cheiron, presented the Final OPEB Valuation results as of June 30, 2024. Trustees Gardanier, Ganapati, Woolsey, and Flicker, and Interim Vice Chair Menon asked questions. Mr. Hallmark answered the questions. Jay Kwon, Senior Investment Officer, also assisted with answering questions from the Board.

A motion was made to accept the Final OPEB Valuation results as of June 30, 2024.

Approved. (M.S.C. Santos/Gardanier 9-0-0). The motion passed unanimously.

- d. Discussion on Cheiron's 5-Year City Pension and OPEB Contribution Projections.

Bill Hallmark, Cheiron, spoke to this item.

- e. Discussion and action to authorize CEO to negotiate and execute a lease agreement with Pacific Resources First America, LLC on behalf of the Police and Fire Retirement Plan's Board of Administration based on the proposed lease terms specified in Memo attached to Agenda Item 4e, with costs 50/50 split with Federated.

CEO Flynn spoke to this item. Trustees Lee and Ganapati asked questions and CEO Flynn answered.

Action on this item was deferred to the March 6, 2025 Board meeting.

- f. Annual training on fiduciary duties of the Police and Fire Board.

Counsel Chin presented this item. Trustees Ganapati and Flicker, and Interim Vice Chair Menon asked questions and Counsel Chin answered the questions. Chair Vado added a comment thanking Counsel Chin.

- g. Discussion and action on adoption of updated City Policy Manual #4.2.2 - Military Leave with Revised Date of January 24, 2025, for ORS Operations.

CEO Flynn spoke to this item.

A motion was made to adopt updated City Policy Manual #4.2.2 - Military Leave with Revised Date of January 24, 2025, for ORS Operations.

Approved. (M.S.C. Santos/Gardanier 9-0-0). The motion passed unanimously.

- h. Discussion and action on adoption of updated City Policy Manual #3.2.4 - Employee Separations with Revised Date of January 22, 2025, for ORS Operations.

CEO Flynn spoke to this item.

A motion was made to adopt updated City Policy Manual #3.2.4 - Employee Separations with Revised Date of January 22, 2025, for ORS Operations.

Approved. (M.S.C. Santos/Gardanier 9-0-0). The motion passed unanimously.

- i. Discussion and action on adoption of updated City Policy Manual #4.1.3 - Bilingual Pay with Revised Date of January 22, 2025, for ORS Operations.

CEO Flynn spoke to this item and answered questions from the Board.

A motion was made to adopt updated City Policy Manual #4.1.3 - Bilingual Pay with Revised Date of January 22, 2025, for ORS Operations.

Approved. (M.S.C. Santos/Gardanier 9-0-0). The motion passed unanimously.

- j. Discussion and action on adoption of updated City Policy Manual #4.2.6 - Sick Leave with Revised Date of January 22, 2025, for ORS Operations.

CEO Flynn spoke to this item.

A motion was made to adopt updated City Policy Manual #4.2.6 - Sick Leave with Revised Date of January 22, 2025, for ORS Operations.

Approved. (M.S.C. Santos/Gardanier 9-0-0). The motion passed unanimously.

5. RETIREMENTS

5.1 Service Retirements

Chair Vado read the **Service Retirements** into the record.

A motion was made to approve the **Service Retirements**.

Approved. (M.S.C. Santos/Woolsey 9-0-0). The motion passed unanimously.

- a. **Anthony R. Alfonzo**, Police Sergeant, Police Department, effective March 1, 2025; 28.49* years of service.
- b. **Steve Biskup**, Police Officer, Police Department, effective January 22, 2025; 25.75* years of service.

5.2 Deferred Vested

Chair Vado read the **Deferred Vested Retirements** into the record. Trustee Woolsey said a few kind words.

A motion was made to approve the **Deferred Vested Retirements**.

Approved. (M.S.C. Vado/Santos 9-0-0). The motion passed unanimously.

Trustee Woolsey made a comment.

- a. **Chase R. Haag**, Police Officer, Police Department, effective February 16, 2025; 27.00* years of service. (*With Reciprocity - 3.21 CSJ YOS + 23.79 PERS YOS*)

6. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)

Chair Vado read the **Death Notifications** into the record and asked for a moment of silence for those who have served and passed away. Trustee Santos and Woolsey and Chair Vado said a few kind words.

- a. Notification of the death of **Robert Allen**, Deputy Chief of Police, retired April 1, 1978, died December 29, 2024. No survivorship benefits.
- b. Notification of the death of **Robert L. Dorman**, Fire Chief, retired March 6, 1999, died November 30, 2024. Survivorship benefits to Penny Lou Dorman, spouse.
- c. Notification of the death of **Erwin Kirby**, Police Officer, retired March 12, 1995, died January 1, 2025. Survivorship benefits to Dianne Kirby, spouse.

- d. Notification of the death of **Keith Moyland**, Police Officer, retired February 6, 1997, died November 2, 2024. Survivorship benefits to Ok Hui Moyland, spouse.

7. COMMITTEE MINUTES, REPORTS and RECOMMENDATIONS

7.1 Investment Committee (Menon - CH/Gardanier/Kwan/Lee)

Last Meeting: January 22, 2025

Next Meeting: February 25, 2025

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

Chair Menon updated the Board. Trustee Ganapati asked a question and Interim Vice Chair Menon answered.

- b. Minutes of the Police and Fire Investment Committee meeting from May 14, 2024. Receive and file.

The Minutes were received and filed.

- c. Minutes of the Police and Fire Investment Committee meeting from August 20, 2024. Receive and file.

The Minutes were received and filed.

7.2 Audit/Risk Committee (Lee - CH/Ganapati/Woolsey)

Last Meeting: October 31, 2024

Next Meeting: February 20, 2025

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

Chair Lee announced that the next meeting will take place on February 20, 2025.

7.3 Governance Committee (Vado - CH/Santos/Flicker)

Last Meeting: December 19, 2024

Next Meeting: March 6, 2025

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

There was no update.

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

Last Meeting: January 13, 2025

Next Meeting: February 10, 2025

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

Chair Santos announced that the next meeting will take place on February 10, 2025.

- b. Minutes of the Disability Committee meeting from December 9, 2024. Receive and file.

The Minutes were received and filed.

7.5 Joint Personnel Committee (Menon - CH/Gardanier/Vado)

Last Meeting: April 25, 2024

Next Meeting: April 2, 2025

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

Chair Menon announced that the next meeting will take place on April 2, 2025.

7.6 Legal Services Joint Adhoc Committee (Vado, Ganapati)

Last Meeting: January 30, 2025

Next Meeting: TBD

- a. Oral update from the Legal Service Joint Adhoc Committee.

CEO Flynn updated the Board.

7.7 Actuarial Services Joint Adhoc Committee (Kwan)

Last Meeting: December 9, 2024

Next Meeting: TBD

- a. Oral update from the Actuarial Services Joint Adhoc Committee.

CEO Flynn updated the Board.

• PROPOSED AGENDA ITEMS

None.

- **ADJOURNMENT**

Next Meeting: March 6, 2025

The meeting adjourned at 12:44 p.m.

*Estimated

Minutes Recorded, Prepared and Respectfully Submitted by,

FRANCO VADO, CHAIR
BOARD OF ADMINISTRATION
ATTEST:

JOHN FLYNN, CEO
OFFICE OF RETIREMENT SERVICES

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.