



# BOARD OF ADMINISTRATION

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

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Thursday, June 5, 2025

9:00 AM

City Hall, Wing Rooms 118-120  
200 E. Santa Clara St. San Jose, CA 95113

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### HYBRID MEETING

#### PHYSICAL LOCATION:

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

#### ZOOM INFORMATION:

[zoom.us](https://zoom.us)

Dial In: +1 669 900 9128 US (San Jose)

Meeting ID: 930 6709 2166

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

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

*Eswar Menon, Trustee, Public Member (Term Expires 11/30/26) -- 1162 Briarwood Way, Walnut Creek, CA 94597*

*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)*

*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:** 6 - Eswar Menon, Richard Santos, Andrew Gardanier, David Kwan, David Woolsey and Gretchen Flicker

**Absent:** 3 - Sunita Ganapati, Howard Lee and Franco Vado

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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, June 5, 2025 at 9:00 a.m. Vice-Chair Gardanier called the Pension Plan and Health Care Trust meeting to order at 9:00 a.m. followed by roll call.

Board Members Present: David Woolsey, Richard Santos, Andrew Gardanier, David Kwan and Gretchen Flicker.

Board Members Present via Zoom utilizing the Traditional Brown Act teleconferencing rules: Eswar Menon. Counsel Fairley questioned Trustee Menon on whether he met the qualifications to teleconference under the Brown Act, and Trustee Menon responded in the affirmative. Counsel Fairley advised that all votes must be roll-call votes.

Chair Vado and Trustees Lee and Ganapati were absent.

Retirement Staff Present: John Flynn, Barbara Hayman, David Aung, Arun Nallasivan, Christina Wang, Ron Kumar, Dhinesh Ganapathiappan, Jay Kwon, Harrison Pearce, Jennifer You, Chris Ha, Sherrell Aledo, Gabriela Romero-Castrejon and Cynthia Ayala.

Retirement Staff Present via Zoom: Sandra Castellano, Ellen Lee, and Benjie Chua-Foy.

Also Present: Maytak Chin and Mariah Fairley, General and Fiduciary Counsel; Bill Gold, OER; George Casey, Council Liaison; and Colin Kowalski and Laura Wirick, Meketa Investment Group.

Also Present via Zoom: Joe Ebisa, Journalist – With Intelligence; Eileen Neill, Verus; Harvey Leiderman, Public Member; and Brett Johnson, Public Member.

**ADA ALERT**

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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 Orders of the Day. The Board entered into Closed Session at 9:04 a.m.

- A. CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION: Significant exposure to litigation pursuant to Section 54956.9(d)(2): One Case. There was no reportable action for this item from Closed Session.

The Board came out of Closed Session at 9:33 a.m.

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

Open Session re-convened at 9:34 a.m.

#### • ORDERS OF THE DAY

This was heard immediately after roll call. No Orders of the Day.

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

This was heard after Closed Session, and there were no public comments.

#### 1. CONSENT CALENDAR

This item was heard after Public/Retiree/General comments.

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A motion was made to approve the Consent Calendar.

Approved. (M.S.C. Santos/Flicker 6-0-0). This motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

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

- a. **David Betancourt**, Fire Engineer, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective May 1, 2024; 22.92\* years of service. *(Disability Committee Recommendation: Approval)*
- b. **Johnny Dellinger**, Battalion Chief, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective October 17, 2021; 27.82\* years of service. *(Disability Committee Recommendation: Approval)*
- c. **Bryan Wong**, Fire Fighter, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective July 24, 2022; 28.92\* years of service. (With Reciprocity - 27.51 CSJ YOS + 1.41 PERS YOS). *(Disability Committee Recommendation: Approval)*

### 1.2 Approval Of Minutes

- a. Approval of the Board Minutes of May 1, 2025.

### 1.3 Approval Of Travel & Reimbursements

- a. John Flynn, CEO
  - CALAPRS Virtual Administrators' Round Table, June 6, 2025.

### 1.4 Return of Contributions

- a. Voluntary | Involuntary

### 1.5 Communication/Information

- a. Police and Fire Retirement System Dashboard.
- b. Report of the Monthly Board Expenses for April 2025. Receive and file.
- c. Educational Travel Reports:

- SACRS Annual Spring Conference 2025, Omni Rancho Palmas Resort & Spa, Rancho Mirage, CA, May 13 - 16, 2025 - by Gretchen Flicker.
- SACRS Annual Spring Conference 2025, Omni Rancho Palmas Resort & Spa, Rancho Mirage, CA, May 13 - 16, 2025 - by Andrew Gardanier.

## 1.6 Education and Training

- a. CALAPRS 2025 Program Calendar.
- b. SACRS Public Pension Investment Management Program, Claremont Club & Spa, Berkeley, CA, July 13 - 16, 2025.

## 1.7 Change of Retirement Application

- a. Approval for a change in effective date for **Anthony R. Alfonzo**, Police Sergeant, Police Department, from May 10, 2025, to July 3, 2025, for a service retirement approved at the May 1, 2025 Board meeting.

## 2. INVESTMENTS

- a. Oral update by CIO, Prabhu Palani.

**Jay Kwon, Senior Investment Officer, provided an update and reported on the following unaudited estimated performance by Meketa Investment Group:**

- For FYTD as of June 3, 2025, the Pension Plan was up 7.8%.
- For FYTD as of June 3, 2025, the Health Care Trust was up 8.1%.

- b. Presentation of Calendar 4th Quarter 2024 private equity report by Neuberger Berman.

**Kaci Boyer, Neuberger Berman presented the item and answered questions from Trustees Menon and Kwan. Dhinesh Ganapathiappan, Senior Investment Officer, also spoke to the item and answered questions from the Board.**

- c. Presentation of Calendar 4th Quarter 2024 private markets report by Meketa Investment Group.

**Colin Kowalski, Meketa Investment Group, presented the item. Laura Wirick, Meketa Investment Group, answered questions from Trustee Menon.**

- d. Presentation of Calendar 1st Quarter 2025 performance report for pension plan by Meketa Investment Group.

**Laura Wirick, Meketa Investment Group, presented the item and answered questions from Trustee Menon.**

- e. Presentation of Calendar 1st Quarter 2025 performance report for health care trust by Meketa Investment Group.

Laura Wirick, Meketa Investment Group, presented the item and answered questions from Trustee Kwan.

**3. OLD BUSINESS CONTINUED-DEFERRED ITEMS - NONE**

**4. NEW BUSINESS**

- a. Oral update by CEO, John Flynn.

CEO Flynn provided updates on:

- ORS move to 4 days/32 hours in office
- Pending retirements and vacancies
- Contracts following RFPs for various services
- Office space buildout
- Quarterly Retirement workshop on August 28, 3035 from 8:30 a.m. to 10:30 a.m.
- Staff presenting at SJREA June meeting
- ORS summer picnic is scheduled for June 27, 2025
- ORS office will be closed on June 19, 2025 and July 4, 2025, in observance of Juneteenth and Independence Day, respectively.

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

City Council Liaison, Councilmember George Casey, updated the Board on matters before the City Council and relevant to the Board.

- c. Discussion and action on Board's designation of 1737 N. First St, Suite 580, San Jose, CA 95112 as its meeting location for the Regular Board and Standing Committee Meetings.

This item was deferred to the August meeting.

**5. RETIREMENTS**

**5.1 Service Retirements**

This item was heard together with item 5.2, but on voted separately.

Vice-Chair Gardanier read the Service Retirements into the record. Trustee Santos, Trustee Woolsey, and Vice-Chair Gardanier said a few kind words.

A motion was made to approve the Service Retirements.

Approved. (M.S.C. Santos/Woolsey 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

- a. Glenn R. Albin, Police Lieutenant, Police Department, effective June 28, 2025; 27.85\* years of

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service. *(With Reciprocity - 22.74 CSJ YOS + 5.10 PERS YOS)*

- b. **Jeffrey R. Banister**, Police Officer, Police Department, effective June 21, 2025; 28.30\* years of service.
- c. **George Constantin**, Police Sergeant, Police Department, effective July 6, 2025; 25.94\* years of service.
- d. **Angel L. Dizon Jr.**, Fire Engineer, Fire Department, effective July 20, 2025; 25.14\* years of service.
- e. **Rocco T. Francisco**, Fire Engineer, Fire Department, effective August 3, 2025; 24.58\* years of service.
- f. **Paul A. Gonzalez**, Fire Engineer, Fire Department, effective August 2, 2025; 28.07\* years of service.
- g. **Walter Guerrero**, Fire Captain, Fire Department, effective July 3, 2025; 25.44\* years of service.
- h. **Santos A. Jimenez**, Firefighter, Fire Department, effective May 8, 2025; 23.24\* years of service.
- i. **John Moutzouridis**, Police Officer, Police Department, effective June 21, 2025; 29.26\* years of service.
- j. **Keith L. Neumer**, Police Sergeant, Police Department, effective July 4, 2025; 25.07\* years of service.
- k. **Ramiro Perez**, Police Officer, Police Department, effective July 5, 2025; 6.92\* years of service.
- l. **Michael T. Stahl**, Police Lieutenant, Police Department, effective June 7, 2025; 26.63\* years of service.
- m. **Ray R. Trevino Jr.**, Fire Captain, Fire Department, effective May 24, 2025; 22.62\* years of service.
- n. **Rocky C. Zanotto**, Police Officer, Police Department, effective August 2, 2025; 25.15\* years of service.

## 5.2 Deferred Vested



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This item was heard together with item 5.1, but voted on separately.

Vice-Chair Gardanier read the Deferred Vested Retirements into the record. Trustee Santos, Trustee Woolsey, and Vice-Chair Gardanier said a few kind words.

A motion was made to approve the Deferred Vested Retirements.

Approved. (M.S.C. Santos/Woolsey 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

- a. **Jeremy Bowers**, Police Lieutenant, Police Department, effective July 18, 2025; 28.63\* years of service. *(With Reciprocity - 17.59 CSJ YOS + 11.11 PERS YOS)*
- b. **Eric S. Michel**, Police Officer, Police Department, effective June 30, 2025; 26.73\* years of service. *(With Reciprocity - 14.43 CSJ YOS + 12.30 SamCERA YOS)*

## **6. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)**

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

- a. Notification of the death of **Ronald Cataldo**, Fire Captain, retired August 2, 1989, died May 2, 2025. No survivorship benefits.
- b. Notification of the death of **Richard Frechette**, Police Sergeant, retired August 25, 1990, died April 9, 2025. Survivorship benefits to Sylvia Frechette, spouse.
- c. Notification of the death of **Dennis J. Luca**, Police Lieutenant, retired February 16, 2002, died April 20, 2025. No survivorship benefits.

## **7. COMMITTEE MINUTES, REPORTS and RECOMMENDATIONS**

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

Last Meeting: April 22, 2025

Next Meeting: August 26, 2025

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

There was no update.

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

Last Meeting: May 15, 2025

Next Meeting: August 21, 2025

- a. Oral update from the Chair of the Audit/Risk Committee.
- Discussion and action on FY 2024-2025 Office of Retirement Services Plans Audit Plan by Macias Gini & O'Connell LLP (MGO).
  - Discussion on the status of outstanding City Auditor recommendations.
  - Discussion and action to review and approve the Scope of Services for the RFP for outsourced internal auditor, the committee's involvement, and timeline in the procurement process.
  - Discussion on outstanding Internal Audit findings and ORS' status of completion in addressing those findings.

**CEO Flynn updated the Board regarding the matters discussed at the last meeting.**

- b. Minutes of the Joint Audit Committee meeting from February 20, 2025. Receive and file.

**The Minutes were received and filed.**

- c. Discussion and action to accept 25 internal audit recommendations as "Complete" in the absence of an internal auditor.

**This item was deferred to the August meeting.**

- d. Discussion and action on establishing a Joint Audit Ad Hoc Committee of two board members from each board to participate in the procurement process for internal audit services used by the Office of Retirement Services and the Boards. This ad hoc committee would continue until the selected vendor executes all contracts.

**CEO Flynn presented the item and answered questions from Vice-Chair Gardanier.**

**A motion was made to establish a Joint Audit Ad Hoc Committee consisting of two board members from each board, to participate in the procurement process for internal audit services used by the Office of Retirement Services and the Boards. This committee will continue until the selected vendor has executed all contracts. Trustee Ganapati is the primary representative and Trustee Woolsey is the alternative representative from the Police and Fire Board.**

**Approved. (M.S.C. Gardanier/Santos 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.**

- e. Discussion and action to delegate authority to the Joint Audit Ad Hoc Committee to work with staff to determine the committee's role in the procurement process and set an appropriate procurement timeline so that the contract may be executed as soon as administratively possible.

**CEO Flynn presented the item and answered questions from the Board.**

**A motion was made to delegate authority to the Joint Audit Ad Hoc Committee to work with**

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staff to determine the committee's role in the procurement process and to set an appropriate procurement timeline so that the contract may be executed as soon as administratively possible.

Approved. (M.S.C. Santos/Woolsey 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

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

**Last Meeting: March 14, 2025**

**Next Meeting: TBD**

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

CEO Flynn announced that the next meeting will be in August.

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

**Last Meeting: May 5, 2025**

**Next Meeting: June 9, 2025**

- a. Oral update from the Chair of the Disability Committee.
- Police & Fire Quarterly Disability Retirement Applications Dashboard.

Chair Santos announced that the next meeting is scheduled for June 9, 2025.

- b. Minutes of the Disability Committee meeting from March 10, 2025. Receive and file.

The Minutes were received and filed.

### **7.5 Joint Personnel Committee (Menon/Gardanier/Vado)**

**Last Meeting: April 2, 2025**

**Next Meeting: August 18, 2025**

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

There was no update.

- b. Discussion and action to request the creation of a new employment classification for a "Deputy Director Retirement / Deputy Chief Investment Officer" and updates to existing retirement classifications as required.

CEO Flynn presented the item and answered questions from Trustee Kwan.

A motion was made to approve the creation of a new employment classification for a "Deputy

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Director Retirement / Deputy Chief Investment Officer” and updates to existing retirement classifications as required.

Approved. (M.S.C. Gardanier/Santos 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

- c. Discussion and action to commence an updated compensation study for all current and proposed Retirement Investment staff classifications, exclusive of the Chief Investment Officer.

CEO Flynn presented the item and answered questions from Trustee Kwan. Vice-Chair Gardanier added comments.

A motion was made to commence an updated compensation study for all current and proposed Retirement Investment staff classifications, exclusive of the Chief Investment Officer.

Approved. (M.S.C. Santos/Woolsey 6-0-0). The motion passed by roll call vote. Chair Vado and Trustees Ganapati and Lee were absent.

#### **7.6 Legal Services Joint Adhoc Committee (Vado, Ganapati)**

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

This item was heard together with Item 7.7a.

CEO Flynn updated the Board on the progress discussed at the last meeting.

#### **7.7 Actuarial Services Joint Adhoc Committee (Kwan)**

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

This item was heard together with Item 7.6a.

CEO Flynn updated the Board on the progress discussed at the last meeting.

#### **7.8 Investment Governance Adhoc Committee (Kwan, Menon)**

- a. Oral update from the Investment Governance Adhoc Committee.

Trustee Menon updated the Board on the matters discussed at the last meeting. Trustee Kwan added comments.

#### **• PROPOSED AGENDA ITEMS**

#### **• ADJOURNMENT**

**Next Meeting: August 7, 2025**

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The meeting adjourned at 10:53 a.m.

\*Estimated

Minutes Recorded, Prepared and Respectfully Submitted by,

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FRANCO VADO, CHAIR  
BOARD OF ADMINISTRATION  
ATTEST:

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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.