BOARD OF ADMINISTRATION

Meeting Minutes - Final

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

Thursday, October 16, 2025 | **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: 993 9993 5379

Present: 7 - Debbie Abbott, Matthew Faulkner, Spencer Horowitz, Mark Linder, Anurag Chandra, Prachi Avasthy and Nathan Nakagawa

The Board of Administration of the Federated City Employees Retirement System and Health Care Trust met on Thursday, October 16, 2025, at City Hall, Wing Rooms 118-120, 200 E. Santa Clara St., San Jose, CA 951123 and via Zoom at 8:30 a.m. Chair Horowitz called the meeting to order at 8:31 a.m. followed by roll call.

Board Members Present: Spencer Horowitz, Anurag Chandra, Deborah Abbott, Prachi Avasthy, Matthew Faulkner, Mark Linder, and Nathan Nakagawa.

Trustee Linder arrived at 8:34 a.m.

Retirement Staff Present: John Flynn, Prabhu Palani, Barbara Hayman, Sandra Castellano, Sherrell Aledo, Edith Aldama, Gabriela Romero-Castrejon, Chris Ha, Ryan Reynado, Jay Kwon, Dhinesh Ganapathiappan, Christina Wang, Ron Kumar, Arun Nallasivan, Harrison Pierce, David Aung, and Jennifer You.

Also Present: Mariah K. Fairley, General and Fiduciary Counsel; Pam Foley, Vice Mayor and City Council Liaison; Laura Wirick and Colin Kowalski, Meketa Investment Group; Bill Hallmark and Steven Hastings, Cheiron; Masaru Yoshimoto, Public Member; and Jay Castellano, Public Member.

Vice Mayor and City Council Liaison Foley arrived at 8:40 a.m. and departed at 11:34 a.m.

Retirement Staff Present via Zoom: Benjie Chua-Foy, Nam Cao, Julie He, and Cynthia Ayala.

Also Present via Zoom: Kaci Boyer, Neuberger Berman; Benita Harper, Aon; Russ Richeda, Disability Counsel; Brad Imamura, Public Member; and Gary Jansen, Public Member.

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

I. CLOSED SESSION NEW BUSINESS-DEFERRED/CONTINUED ITEMS-NONE

• ORDERS OF THE DAY

This item was heard immediately after roll call attendance.

Orders of the Day
• None.

WAIVE SUNSHINE (amended/attachments POSTED late):
Late Attachment:
• Item 1.5c - Consent Calendar item.

A motion was made to waive sunshine for the late attachment referenced above.

Approved. (M.S.C. Abbott/Faulkner 6-0-0). Trustee Linder was absent.

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

Public members Brad Imamura, Masaru Yoshimoto, and Gary Jansen made public comments, which were addressed by Chair Horowitz.

1. CONSENT CALENDAR

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

A motion was made to approve the Consent Calendar.

Approved. (M.S.C. Chandra/Linder 7-0-0).

1.1 Approval of Service Retirements

a. **Jovette M. Armenta**, Development Specialist, Housing Department, effective November 1, 2025; 26.36* years of service.

b. **Nora V. Frimann**, City Attorney, City Attorney's Office, effective November 8, 2025; 24.92* years of service.

c. **Thomas R. Martinez**, Wastewater Operations Superintendent II, Environmental Services Department, effective October 23, 2025; 19.73* years of service.

d. **Judith M. Torrico**, Deputy Director, Police Department, effective October 25, 2025; 30.00* years of service.

1.2 Approval of Deferred Vested

a. **Victor Lam**, Information Systems Analyst, Information Technology Department, effective September 19, 2025; 7.65* years of service.

b. **Steven J. Levine**, Deputy City Attorney, City Attorney's Office, effective November 7, 2025; 28.18* years of service. *(With Reciprocity - 2.13 CSJ + 26.04 PERS = 28.18 YOS)*

c. **Mario A. Maciel**, Division Manager, Parks, Recreation and Neighborhood Services, effective October 27, 2025; 25.37* years of service.

d. **Patrick McCue**, Program Manager II, Airport Department, effective September 30, 2025; 6.38* years of service.

e. **Lenka E. Wright**, Assistant To The City Manager, City Manager's Office, effective October 28, 2025; 5.89* years of service.

1.3 Approval of Board Minutes

a. Approval of the Board Minutes of September 18, 2025.

1.4 Approval of Return of Contributions

a. Voluntary | Involuntary

1.5 Communications and Information Reports

a. Report of the Monthly Board Expenses for June and August 2025. Receive and file.

b. Q4 FY 2024-2025 Budget to Actual Quarterly Budget Report.

c. Updated 2026 Federated Meeting Schedule Calendar. Receive and file.

d. Semi-annual manager decisions-Investments. Receive and file.

1.6 Approval of Travel and Reimbursements

a. John Flynn, CEO

- GovAI Coalition Summit 2025 and Government Town Hall, San José Convention Center, San Jose, CA, November 5 - 7, 2025.

b. Reimbursements

- John Flynn's 'Moving Expenses' for September 18, 2025, pursuant to CEO Employment Contract, Paragraph 3(C), Exhibit E.
- Matthew Faulkner's MarketsGroup ALTSSF, The Ritz Carlton Hotel, San Francisco, CA, September 3, 2025.

2. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)

Chair Horowitz asked for a moment of silence for those who served and passed away.

a. Notification of the death of **Gerald Allen**, Deputy Director, retired September 6, 2005, died September 14, 2025. Survivorship benefits to Ann Debovich, spouse.

b. Notification of the death of **Teodorico Dawal**, Plan Shift Supervisor, retired October 25, 2003, died August 13, 2025. Survivorship benefits to Sandra Dawal, spouse.

c. Notification of the death of **Joseph Jones,** Wastewater Mechanic II, retired July 25, 2019, died July 20, 2025. No survivorship benefits.

d. Notification of the death of **Marshall Rosenthall,** Maintenance Assistance, retired January 31, 1987, died September 1, 2025. No survivorship benefits.

3. INVESTMENTS

a. Oral update from the CIO of Retirement Services, Prabhu Palani.

CIO Palani updated the Board on the following unaudited estimated performance by Meketa Investment Group:

- **For FYTD as of October 14, 2025, the Pension Plan was up 4.61%.**
- **For FYTD as of October 14, 2025, the Health Care Trust was up 6.18%.**

b. Presentation of Calendar 1st Quarter 2025 private equity report by Neuberger Berman.

Kaci Boyer from Neuberger Berman presented the item and responded to questions from Trustees Faulkner and Abbott, as well as Chair Horowitz. Dhinesh Ganapathiappan, Senior Investment Officer, provided additional comments.

c. Presentation of Calendar 1st Quarter 2025 private markets report by Meketa Investment Group.

Laura Wirick from Meketa Investment Group presented the item and responded to questions from Trustees Abbott, Faulkner, and Avasthy, as well as Chair Horowitz. Dhinesh Ganapathiappan, Senior Investment Officer, assisted in addressing Chair Horowitz's questions. Vice-Chair Chandra also added comments.

d. Presentation of Calendar 2nd Quarter 2025 performance report for Pension Plan by Meketa Investment Group.

Colin Kowalski from Meketa Investment Group presented the item and answered questions from Trustee Abbott. CIO Palani and Laura Wirick from Meketa Investment Group assisted in answering questions from Trustee Abbott and Chair Horowitz. Trustee Abbott also added comments.

e. Presentation of Calendar 2nd Quarter 2025 performance report for Health Care Trust by Meketa Investment Group.

Colin Kowalski from Meketa Investment Group presented the item. CIO Palani and Chair Horowitz also added comments.

f. Presentation of the Investment Fee Report for Calendar Year 2024 by the Investment Staff.

Jay Kwon, Senior Investment Officer, presented the item and responded to questions from Trustee Abbott, Chair Horowitz, and Vice-Chair Chandra. Ron Kumar, Investment Officer, and Harrison Pierce, Investment Analyst, also contributed to the discussion. Trustee Abbott, Vice-Chair Chandra, CIO Palani, and Vice Mayor and City Council Liaison Foley added comments.

Brad Imamura, a public member, made a comment, which was addressed by Chair Horowitz.

g. Discussion and action on Investment Committee Charter technical update.

CEO Flynn presented the item.

A motion was made to approve the Investment Committee Charter technical update.

Approved. (M.S.C. Linder/Avasthy 7-0-0).

The board took a break from 10:10 a.m. to 10:24 a.m.

4. OLD BUSINESS-DEFERRED/CONTINUED ITEMS-NONE

5. NEW BUSINESS

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

The CEO updated the Board on the following topics:

• ORS Staffing
• MemberDirect Portal Launch
• Medicare Advantage Rates
• Open Enrollment
o Informational postcards have been mailed to retirees
o ORS staff conducted open enrollment presentations at the POA and the SJ REA at their regular meetings on October 9, 2025
o Open Enrollment packets are due to arrive to retirees around October 27, 2025
o Retiree Health Fair will be held on November 5, 2025 from 10:00 a.m. to 2:00 p.m. at the Leininger Center
• Procurement and Contracting
• Quarterly Retirement Planning Workshop – next session is scheduled for February 12, 2026
• ORS' Quarterly All Staff Meeting is scheduled for November 4, 2025

CEO Flynn also addressed questions from Trustee Faulkner. Trustee Linder thanked the ORS staff who attended the SJREA event, noting that their presentation was well received.

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

Vice Mayor and City Council Liaison Foley updated the Board on pending matters before the Council and answered questions from Trustee Linder. Additionally, she formally acknowledged CIO Palani's forthcoming retirement and expressed gratitude for his dedicated service. Chair Horowitz added comments.

c. Discussion and action on Pension economic assumptions for the June 30, 2025 Actuarial Valuation to presented by Cheiron.

Bill Hallmark and Steven Hastings from Cheiron presented the item and answered questions from Trustees Nakagawa, Avasthy, Faulkner, Vice-Chair Chandra, and Chair Horowitz. Trustees Abbott and Faulkner added comments. CIO Palani assisted in answering questions from Chair Horowitz.

Chair Horowitz proposed that the Board vote on each economic assumption individually, and the Board did so.

A motion was made to approve holding the price inflation at 2.50%.

Approved. (M.S.C. Chandra/Abbott 7-0-0).

A motion was made to approve holding the wage inflation at 3.0%.

Approved. (M.S.C. Linder/Chandra 7-0-0).

A motion was made to approve holding the current amortization payment increases at 2.75%.

Approved. (M.S.C. Abbott/Faulkner 7-0-0).

A motion was made to approve holding the discount rate at 6.625%.

Approved. (M.S.C. Abbott/Avasthy 6-1-0).

Ayes: Trustees Faulkner, Linder, Abbott, Avasthy, and Nakagawa, and Vice-Chair Chandra.

Nays: Chair Horowitz.

d. Discussion and action to adopt IME Dr. Donald Pompan's apportionment of 30% of Federated member Angelica Lomeli Franco's cumulative trauma injury (workers' compensation claim) to the injury granted in service-connected disability retirement. *(Disability Committee Recommendation: Approval)*

CEO Flynn presented the item and answered questions from Chair Horowitz. Sandra Castellano, Benefits Division Manager, added comments.

A motion was made to accept the IME Dr. Donald Pompan's apportionment of 30% of Federated member Angelica Lomeli Franco's cumulative trauma injury (workers' compensation claim) to the injury granted in service-connected disability retirement.

Approved. (M.S.C. Linder/Nakagawa 7-0-0).

e. Discussion and action on the Election of Board Officer Policy reviewed by Aon.

CEO Flynn presented the item and answered questions from Chair Horowitz and Vice-Chair Chandra. Chair Horowitz added comments.

A motion was made to approve the Election of Board Officer Policy reviewed by Aon.

Approved. (M.S.C. Linder/Abbott 7-0-0).

f. Discussion and action to direct the Governance Committee to evaluate and recommend committee term limits, including for committee chairs.

Chair Horowitz introduced the item. Trustee Avasthy and CEO Flynn spoke to the item. Vice-Chair Chandra and Trustee Abbott added comments.

A motion was made to direct the Governance Committee to evaluate and recommend committee term limits, including for committee chairs.

Approved. (M.S.C. Chandra/Avasthy 7-0-0).

6. COMMITTEE MINUTES, REPORTS and RECOMMENDATIONS

6.1 Investment Committee (Chandra, Horowitz, Faulkner)

Last Meeting: September 8, 2025 Next Meeting: December 16, 2025

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

There was no update.

b. Minutes of the Federated Investment Committee meeting from April 22, 2025. Receive and file.

The Minutes were received and filed.

6.2 Audit/Risk Committee (Avasthy, Abbott, Linder)

Last Meeting: September 3, 2025 Next Meeting: October 30, 2025

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

- Discussion and action regarding the proposed Joint Audit Committee meeting schedule for Calendar Year 2026.
- Discussion and action on a recommendation to the full board for Internal Audit Consulting Services, following interviews of candidates.
  Candidates:
    - Baker Tilly Advisory Group, LP
    - Crowe LLP
    - Plante Moran, PLLC

Chair Avasthy updated the Board on the matters discussed at the last meeting and announced that the next meeting will be held on October 30, 2025.

b. Minutes of the Joint Audit Committee meeting from May 15, 2025. Receive and file.

The Minutes were received and filed.

c. Discussion and action on the results of the Request for Proposal ("RFP") for Internal Audit Service, including Board authorization for the CEO to negotiate and execute a two-year agreement for an amount not to exceed $400,000 with four two-year options to extend with Baker Tilly Advisory Group, LP.

CEO Flynn presented the item. Trustees Abbott and Linder, as well as Chair Horowitz, added comments.

A motion was made to approve the CEO to negotiate and execute a two-year agreement for an amount not to exceed $400,000 with four two-year options to extend with Baker Tilly Advisory Group, LP.

Approved. (M.S.C. Linder/Avasthy 7-0-0).

6.3 Governance Committee (Abbott, Avasthy, Nakagawa)

Last Meeting: August 7, 2025 Next Meeting: December 4, 2025

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

Chair Abbott updated the Board on the matters discussed at the last meeting.

6.4 FCERS Disability Committee (Linder, Faulkner, Nakagawa)

Last Meeting: September 2, 2025 Next Meeting: November 4, 2025

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

- Discussion and action on the 2026 Scheduled Disability Committee Meetings.

Chair Linder announced that the meeting scheduled for November 4, 2025 will likely be postponed to December 2, 2025.

b. Minutes of the Federated Disability Committee meeting from August 5, 2025. Receive and file.

The Minutes were received and filed.

6.5 Joint Personnel Committee (Chandra, Horowitz, Linder)

Last Meeting: October 6, 2025 Next Meeting: January 27, 2026

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

- Discussion and action on the 2026 Scheduled Joint Personnel Committee Meetings.
- Discussion - Compensation Study Update.
- Discussion and Action - Review Benefits Personnel and Organization Chart with recommendations.
- Discussion - Deputy Chief Investment Officer Classification Update.
- Discussion and action on the interim management plan for the Investment Group and

transition planning to address the departure of CIO.

- Discussion and action on plan to engage executive search firm to address the departure of CIO, including scope, process, recruitment goals, and timeline.
- Discussion and action on formation of an ad hoc committee to select and work with an executive search firm for the hiring of the CIO position, including timeline, development of a draft recruitment brochure, and candidate selection process.

Chair Chandra updated the Board on the matters discussed at the last meeting.

b. Minutes of the Joint Personnel Committee meeting from April 2, 2025 and September 10, 2025. Receive and file.

The Minutes were received and filed.

c. Discussion and action to approve the deletion of one full-time Staff Specialist and the addition of one full-time Analyst in the Benefits Division.

This item was heard together with item 6.5d but was voted on separately.

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

A motion was made to approve the deletion of one full-time Staff Specialist and the addition of one full-time Analyst in the Benefits Division.

Approved. (M.S.C. Linder/Nakagawa 7-0-0).

d. Discussion and action to approve one full-time overstrength Program Manager in the Benefits Division through June 30, 2026.

This item was heard together with item 6.5c but was voted on separately.

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

A motion was made to approve one full-time overstrength Program Manager in the Benefits Division through June 30, 2026.

Approved. (M.S.C. Nakagawa/Linder 7-0-0).

CEO Flynn thanked the Board for its support and Chair Horowitz added a comment.

6.6 Joint Audit Adhoc Committee (Abbott)

a. Oral update from the Joint Audit Adhoc Committee.

There was no update.

6.7 Actuarial Services Joint Adhoc Committee (Avasthy)

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

CEO Flynn updated the Board on the progress of the contract negotiations for Milliman's actuarial audit services.

6.8 Joint Personnel Adhoc Committee (Chandra)

Last Meeting: October 6, 2025   Next Meeting: TBD

a. Oral update from the Joint Personnel Adhoc Committee.

There was no update.

7. EDUCATION & TRAINING

The Education & Training was received and filed.

a. CALAPRS 2025 Program Calendar.

b. Quarterly Trustee Education Opportunities Report.

c. NCPERS Program for Advanced Trustee Studies (PATS), Omni Fort Lauderdale Hotel, Fort Lauderdale, FL, October 25 - 26, 2025.

d. NCPERS Fall Conference, Omni Fort Lauderdale Hotel, Fort Lauderdale, FL, October 26 - 29, 2025.

e. Pension Bridge, Alternative Conference, Quorum Convene, New York City, NY, October 28, 2025.

f. SACRS Fall Conference 2025, Hyatt Regency Huntington Beach Resort & Spa, Huntington Beach, CA, November 11 - 14, 2025.

g. CALAPRS Virtual Investments Round Table, November 21, 2025.

h. CALAPRS Advanced Course in Retirement Plan Administration, Avenue of the Arts Costa Mesa, Costa Mesa, CA, December 3 - 5, 2025.

• PROPOSED AGENDA ITEMS

None.

- **ADJOURNMENT**

The meeting adjourned at 11:56 a.m.

- **Next FCERS Board Meeting: November 20, 2025**

Minutes Recorded, Prepared and Respectfully Submitted by,

SPENCER HOROWITZ, CHAIR
BOARD OF ADMINISTRATION

ATTEST:

JOHN FLYNN, CEO
OFFICE OF RETIREMENT SERVICES

The Code of Conduct (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.

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.