



BOARD OF ADMINISTRATION

Meeting Agenda - Final

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

Thursday, March 20, 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: +1 669-219-2599 US (San Jose)

Meeting ID: 980 0503 0811

BOARD MEMBERS

Spencer Horowitz, Chair (Term Expires 11/30/28)

Anurag Chandra, Vice Chair (Term Expires 11/30/26) -- 45000 Indian Wells Lane, Indian Wells, CA 92210

Deborah Abbott, Trustee (Term Expires 11/30/26)

Prachi Avasthy, Trustee (Term Expires 11/30/25)

Matthew Faulkner, Trustee (Term Expires 11/30/27)

Mark Linder, Trustee (Term Expires 11/30/28)

Vacant, Trustee

CITY COUNCIL LIAISON TO THE BOARD

Pam Foley

COUNSEL

Maytak Chin, General and Fiduciary Counsel

John Flynn, CEO, Office of Retirement Services

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

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

1. Rescission of Application for a Change of Status to Service-Connected Disability Retirement

- a. **Jimmy Cotillon**, Park Maintenance Repair Worker II, Parks, Recreation and Neighborhood Services Department, Request for Change of Status to Service-Connected Disability Retirement, effective October 1, 2022; 32.75* years of service. (*Staff Recommendation: Board to acknowledge and accept the withdrawal of the application for Disability with prejudice*)

2. CONSENT CALENDAR

2.1 Approval for A Change In Effective Date for Service-Connected Disability Retirement

- a. Approval for a change in effective date for **Judith Roberto**, Entertainment Coordinator, Parks, Recreation and Neighborhood Services, from November 16, 2018 to August 7, 2018, for a Service-Connected Disability Retirement approved at the February 20, 2025 Board meeting.

Attachments: [2.1a - Change of SCD Retirement Date - Roberto, Judith.pdf](#)

2.2 Approval of Service Retirements

- a. **Lori Ann Arellano**, Security Services Supervisor, Public Works Department, effective March 29, 2025; 30.15* years of service.
- b. **Linda A. Brewka**, Senior Office Specialist, Parks, Recreation and Neighborhood Services,

effective March 29, 2025; 18.74* years of service.

- c. **Joseph Chu, Jr.**, Senior Analyst, Human Resources Department, effective March 29, 2025; 16.50* years of service.
- d. **Joseph Clarke**, Building Inspector, Supervisor Certified II, Planning, Building and Code Enforcement, effective March 28, 2025; 17.63* years of service.
- e. **Frank J. Cody**, Network Engineer, Department of Transportation, effective March 29, 2025; 16.55* years of service.
- f. **Martin J. Fontes**, Electrician Supervisor, Department of Transportation, effective March 29, 2025; 27.93* years of service.
- g. **Paul V. Garcia**, Senior Construction Inspector, Public Works Department, effective March 29, 2025; 29.81* years of service.
- h. **Randall J. Griffith**, Electrician Supervisor, Department of Transportation, effective March 29, 2025; 13.73* years of service.
- i. **Stephanie Gutowski**, Housing Policy and Planning Administrator, Housing Department, effective March 29, 2025; 6.65* years of service.
- j. **Christopher Harkness**, Deputy City Manager, City Manager's Office, effective March 29, 2025; 13.89* years of service.
- k. **James Jared**, Electrician II, Public Works Department, effective March 29, 2025; 16.82* years of service.
- l. **Nanci J. Klein (Hochroth)**, Director, Office of Economic Development, effective March 29, 2025; 29.14* years of service. (*With Reciprocity - 27.06 CSJ + 2.07 PERS = 29.14 YOS*)
- m. **Chia-Ching Lin**, Associate Engineer, Fire Department, effective March 29, 2025; 25.10* years of service.
- n. **Sandy M. Linerud**, Senior Supervisor Administration, City Attorney's Office, effective March 29, 2025; 18.64* years of service.
- o. **Carl B. Mitchell**, Senior Deputy City Attorney, City Attorney's Office, effective March 29, 2025; 37.63* years of service.
- p. **Satya Nand**, Wastewater Operations Superintendent II, Environmental Services Department, effective March 28, 2025; 38.23* years of service. (*With Reciprocity - 25.31 CSJ + 12.92 PERS = 38.23 YOS*)
- q. **John P. Price**, Associate Construction Inspector, Environmental Services Department, effective March 29, 2025; 24.32* years of service.
- r. **Michele E. Ramirez**, Staff Specialist, Police Department, effective March 29, 2025; 21.82* years of service.
- s. **Manuel S. Rubio**, Gardener, Parks, Recreation and Neighborhood Services, effective March 29, 2025; 26.74* years of service.

- t. **Christopher Swartout**, Executive Analyst II, City Manager's Office, effective March 29, 2025; 6.42* years of service.
- u. **Fang Ling Tao**, Accounting Technician, Finance Department, effective March 29, 2025; 17.92* years of service.
- v. **Rebecca Todd**, Staff Specialist, Finance Department, effective March 29, 2025; 5.03* years of service.
- w. **Joanne B. Tran**, Enterprise Supervisor Technology Analyst, Information Technology Department, effective March 29, 2025; 20.55* years of service.
- x. **Tung B. Truong**, Senior Construction Inspector, Public Works Department, effective March 29, 2025; 26.55* years of service.

2.3 Approval of Deferred Vested

- a. **Traci D. Barkley**, Public Safety Radio Dispatcher, Fire Department, effective April 4, 2025; 8.47* years of service.
- b. **Duane Hamilton**, Wastewater Operator III, Environmental Service Department, effective April 14, 2025; 5.12* years of service.
- c. **Lynette D. King**, Legal Admin Assistant II, City Attorney's Office, effective March 29, 2025; 27.84* years of service. (*With Reciprocity - 12.69 PERS + 15.15 CSJ = 27.84 YOS*)
- d. **Hsiao Ting Ong**, Senior Engineer, Environmental Services Department, effective April 8, 2025; 7.04* years of service.

2.4 Approval of Board Minutes

- a. Approval of the Board Minutes of February 20, 2025.

Attachments: [2.4a - FED Board 2-20-25 Minutes-Final.pdf](#)

2.5 Approval of Return of Contributions

- a. Voluntary | Involuntary

Attachments: [2.5a - FED ROC - March 2025.pdf](#)

2.6 Approval of Administrative Matters

- a. Fiduciary Insurance and Waiver of Recourse Fees for Policy Year March 2025 - 2026.

Attachments: [2.6a - Fiduciary Insurance Invoice for Trustees-FED 2025-2026.pdf](#)

2.7 Approval of Travel Attendance & Reimbursements

- a. Anurag Chandra, Vice-Chair

- Milken Institute Global Conference 2025, The Beverly Hilton, Beverly Hills, CA, May 4 - 7, 2025.

Attachments: [2.7a - Milken Institute Global Conference 2025 Fact Sheet.pdf](#)

b. Reimbursements

- CALAPRS General Assembly 2025, Silverado Resort, Napa, CA, March 2 - 5, 2025 - Spencer Horowitz.

Attachments: [2.7b - Travel Reimbursement Packet - Spencer Horowitz.pdf](#)

2.8 Acceptance of Communication/Information Reports

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

Attachments: [2.8a - FED January 2025 Monthly Expenses Report.pdf](#)

b. Educational Travel Reports:

- CALAPRS General Assembly 2025, Silverado Resort, Napa, CA, March 2 - 5, 2025 - by Spencer Horowitz.
- CALAPRS General Assembly 2025, Silverado Resort, Napa, CA, March 2 - 5, 2025 - by Mark Linder.

Attachments: [2.8b\(1\) - Spencer Horowitz - Travel Content Report.pdf](#)
 [2.8b\(2\) - Mark Linder - Travel Content Report.pdf](#)

3. DEATH AND SURVIVORSHIP NOTIFICATIONS (Moment of Silence)

- a. Notification of the death of **David A. Grabiec**, Senior Source Control Inspector, retired May 1, 2018, died February 1, 2025. Survivorship benefits to Vivian Sapsford, spouse.
- b. Notification of the death of **Kitty Muzzy**, Administrative Manager, retired January 15, 2005, died January 19, 2025. No survivorship benefits.
- c. Notification of the death of **Joan C. Sawyer**, Analyst II, retired September 20, 1996, died January 11, 2025. No survivorship benefits.
- d. Notification of the death of **Kathryn J. Taormina**, Administrative Assistant, retired November 20, 1998, died February 3, 2025. No survivorship benefits.
- e. Notification of the death of **Marek Wieczorek**, Industrial Electrician, retired December 21, 2024, died January 10, 2025. Survivorship benefits to Dorota Wieczorek, spouse.

4. INVESTMENTS

- a. Oral update from the CIO of Retirement Services, Prabhu Palani.
- b. Discussion and action regarding the prefunding of the City's retirement contribution.

Attachments: [4b - FED Prefunding Cover Memo.pdf](#)

- c. Discussion and action on Strategic Asset Allocation by Meketa Investment Group.

Attachments: [4c - FED Capital Markets Assumptions 2025.pdf](#)

- d. Presentation of Calendar 3rd Quarter 2024 Private Equity report by Neuberger Berman.

Attachments: [4d - Investment Report for SJ Federated City Employees' Retirement.pdf](#)

- e. Presentation of Calendar 3rd Quarter 2024 Private markets report by Meketa Investment Group.

Attachments: [4e - 3Q 2024 PM Report SJ FED PUBLIC.pdf](#)

- f. Presentation of Calendar 4th Quarter 2024 Performance report for Pension Plan by Meketa Investment Group.

Attachments: [4f - 4Q 2024 Performance Report SJ FED ERS.pdf](#)

- g. Presentation of Calendar 4th Quarter 2024 Performance report for Health Care Trust by Meketa Investment Group.

Attachments: [4g - 4Q 2024 Performance Report SJ FED RHC.pdf](#)

5. OLD BUSINESS-DEFERRED/CONTINUED ITEMS-NONE

6. 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 recommendation to City Council regarding appointment of candidate to fill Active Federated City Employees' Retirement Systems Member's seat on the Board due to unscheduled vacancy following interview of candidate.

Certain: **10:30 a.m.** or soon thereafter

Candidates:

- Brian Chi
- Nathan Nakagawa

Attachments: [6c\(1\) - Brian Chi Application.pdf](#)

[6c\(2\) - Nathan Nakagawa Application.pdf](#)

- d. Discussion and action to authorize CEO to negotiate and execute a lease agreement with Pacific Resources First America, LLC on behalf of the Federated City Employees' Retirement System's Board of Administration based on the proposed lease terms specified in Memo attached to Agenda Item 6d, with costs 50/50 split with Police and Fire Board.

Attachments: [6d\(1\) - FED Lease Renewal Memo - March Board.pdf](#)
[6d\(2\) - Letter of Intent.pdf](#)

- e. Discussion and action on the results of the Request for Proposal (“RFP”) for legal services for Disability and Domestic Relations Orders (“DRO”), including Board authorization for the CEO to negotiate and execute an agreement with Saltzman & Johnson for a term of 6 years for an amount not to exceed \$505,000.

Attachments: [6e - FED Legal Services RFP Disability DRO Memo 03-03-25.pdf](#)

7. COMMITTEES/REPORTS/RECOMMENDATIONS

7.1 Investment Committee (Chandra, Horowitz, Faulkner)

Last Meeting: February 25, 2025 Next Meeting: April 22, 2025

- a. Oral update from the Chair of the Investment Committee.
- b. Minutes of the Federated Investment Committee meeting from December 11, 2024. Receive and file.

7.2 Audit Committee (Avasthy, Vacant, Abbott)

Last Meeting: February 20, 2025 Next Meeting: May 15, 2025

- a. Oral update from the Chair of the Audit/Risk Committee.
- Nomination and Election of Audit Committee Vice Chair.
 - Discussion on the status of outstanding City Auditor’s recommendations for the Office of Retirement Services as of December 31, 2024.
 - Discussion of CEO’s assessment of ORS staff positions, including but not limited to the Senior Internal Auditor position.
 - Discussion and action on the current status of outstanding City Auditor recommendations.
 - Discussion and action on the status of outstanding Internal Audit recommendations.

Attachments: [7.2a\(1\) - PF Audit Committee Charter 04-01-2021.pdf](#)
[7.2a\(2\) - FED Audit Committee Charter 03-18-2021.pdf](#)
[7.2a\(3\) - City Auditor Recommendations Update 02-20-25 as of 12-31-24 memc](#)
[7.2a\(4\) - City Auditor Recommendations Update 02-20-25 current status memo.](#)
[7.2a\(5\) - Internal Audit Status Report 02-20-25 Signed.pdf](#)

- b. Minutes of the Joint Audit Committee meeting from October 31, 2024. Receive and file.

Attachments: [7.2b - JAC 10-31-24 Minutes-Final.pdf](#)

7.3 Governance Committee (Linder, Abbott, Avasthy)

Last Meeting: March 14, 2025 Next Meeting: June 5, 2025

- a. Oral update from the Chair of the Governance Committee.
- Nomination and Election of Governance Committee Vice-Chair.
 - Discussion and action regarding recommendation of Governance Consultant to the board of trustees. The contract period would be as soon as executed through June 30, 2031. Finalists: AON Consulting Inc, Funston Advisor Services LLC, and Segal Inc.

Attachments: [7.3a\(1\) - PF Governance Committee Charter 04-01-2021.pdf](#)
[7.3a\(2\) - FED Governance Committee Charter 03-18-2021.pdf](#)
[7.3a\(3\) - Governance Consultant 2025 Board Memo 03-10-2025.pdf](#)
[7.3a\(4\) - Aon Consulting Inc. Presentation.pdf](#)
[7.3a\(5\) - Funston Advisory Service LLC Presentation.pdf](#)
[7.3a\(6\) - The Segal Group Inc. Presentation.pdf](#)

- b. Minutes of the Governance Committee meeting from December 19, 2024. Receive and file.

Attachments: [7.3b - JGC 12-19-24 Minutes-Final.pdf](#)

7.4 FCERS Disability Committee (Linder, Vacant, Faulkner)

Last Meeting: February 4, 2025 Next Meeting: TBD

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

7.5 Joint Personnel Committee (Chandra, Horowitz, Linder)

Last Meeting: April 25, 2024 Next Meeting: April 2, 2025

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

7.6 Legal Services Joint Adhoc Committee (Abbott, Chandra)

Last Meeting: March 13, 2025 Next Meeting: TBD

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

7.7 Actuarial Services Joint Adhoc Committee (Avasthy)

Last Meeting: February 24, 2025 Next Meeting: April 1, 2025

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

8. EDUCATION & TRAINING

- a. The Cortex Report - March 2025 Conferences, Seminars and Educational Programs.

Attachments: [8a - The Cortex Report - March 2025 Edition.pdf](#)

- b. CALAPRS 2025 Program Calendar.

Attachments: [8b - CALAPRS 2025 Program Calendar Final.pdf](#)

- c. SACRS Spring Conference 2025, Omni Rancho Palmas Resort & Spa, Rancho Mirage, CA, May 13 - 16, 2025.

Attachments: [8c - SACRS Spring Conference 2025 Preliminary Agenda.pdf](#)

- d. NCPERS 2025 Annual Conference & Exhibition (ACE), Sheraton Denver Downtown Hotel, Denver, Colorado, May 17 - 21, 2025.

Attachments: [8d - NCPERS 2025 Annual Conference & Exhibition\(ACE\) Agenda.pdf](#)

- e. NCPERS Trustee Educational Seminars (TEDS), The Westin Seattle, Seattle, Washington, May 17 - 18, 2025.

Attachments: [8e - NCPERS 2025 Trustee Education Seminar\(TEDS\) Agenda.pdf](#)

- f. CALAPRS On-line Trustees' Round Table, May 30, 2025.

• PROPOSED AGENDA ITEMS

• ADJOURNMENT

Next FCERS Board Meeting: April 17, 2025

*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 and related reports 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.

The Code of Conduct

(<https://www.sanjoseca.gov/home/showpublisheddocument/12901/63667000496663000>) 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.