



BOARD OF ADMINISTRATION

Meeting Agenda - Final Joint - Personnel Committee

Tuesday, December 7, 2021

1:00 PM

MEETING TO BE HELD BY ZOOM CONFERENCE IN LIEU OF PHYSICAL LOCATION

zoom.us

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

Meeting ID: 970 5649 1424

Pass Code: 595659

Police & Fire Committee Members

Drew Lanza, Trustee

Eswar Menon, Trustee

Andrew Gardanier, Trustee

Federated Committee Members

Elaine Orr, Vice-Chair

Anurag Chandra, Trustee

Spencer Horowitz, Trustee

Maytak Chin, General and Fiduciary Counsel

Roberto L. Peña, CEO, Office of Retirement Services

*** COVID-19 NOTICE ***

Consistent with AB 361 and City of San Jose Resolution Numbers 79485, 80237 and 80266, and 80290, this meeting will not be physically open to the public and the Committee Members will be teleconferencing from remote locations.

How to submit written Public Comment:

1) By email to retirement.department@sanjoseca.gov by 5:00 p.m. the day before the meeting.

2) By phone +1 669-900-9128 . Meeting ID: 970 5649 1424. The Chair will recognize public comment after each item and will be notified to speak.

3) By online <https://sanjoseca.zoom.us>

a. Use a current, up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. Certain functionality may be disabled in older browsers including Internet Explorer. Mute all other audio before speaking. Using multiple devices can cause an audio feedback.

b. When the Chair calls for the item on which you wish to speak, click on "Raise Hand." Speakers will be notified shortly before they are called to speak.

c. When called, please limit your remarks.

• Call to Order and Roll Call

• Orders of the Day

AGENDA

CONSENT CALENDAR

1. Approval of the Minutes April 30, 2021 JPC meeting.

Attachments: [JPC Minutes 4-30-21 - Final](#)

NEW BUSINESS

2. Discussion and action on factual findings for use of California AB361's abbreviated teleconferencing procedures.

Attachments: [Item #2 - JPC - Factual Finding AB 361 Memo and Exhibits](#)

OLD BUSINESS

3. Discussion on the results of the Mock performance evaluations for feedback and potential revisions for the CEO.

Attachments: [Item #3 Cover memo Moc Evaluation Followup](#)
[Item # 3\(1\) -Procedures for Evaluating CEO at 7Dec2021](#)
[Item # 3\(2\) - 05-2020 CEO Performance Evaluation Policy at 7Dec2021](#)

4. Discussion and Action on the CEO/CIO compensation study.

Attachments: [Attachment A1 City of SJ Retirement Draft Report 03 08 18](#)
[Attachment A2 Difference between cost of living and wage](#)
[Attachment A3 Geographic Assessor Methodology](#)
[Attachment A4 Recommended Labor Market Ag.](#)
[Attachment B1 Results Summary](#)
[Attachment B2 Results Summary Ret.Contrib.](#)
[Attachment C1 Benefit Detail](#)
[Attachment C2 San Jose TC](#)
[Attachment C3 San Jose TMS](#)
[Attachment D1 Benefit Detail Ret.Contrib](#)
[Attachment D2 San Jose TC Ret.Contrib](#)
[Attachment D3 San Jose TMS Ret.Contrib](#)
[Attachment E1 Salary Range Placement Recom](#)

5. Discussion on incentives compensation.
6. Nomination and Election of Chair for the JPC Committee.

Attachments: [Item #6 -2021-04 JNT Joint Personnel Committee Charter - 4.1.21](#)

• Proposed Agenda Items

- Public Comments

- Adjournment