



BOARD OF ADMINISTRATION

Meeting Agenda - Final Joint - Personnel Committee

Thursday, January 6, 2022

12:00 PM

or immediately following the conclusion of the Special FCERS Audit Committee meeting

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: 945 6828 1446

Pass Code: 362355

Police & Fire Committee Members

Andrew Gardanier, Trustee

Drew Lanza, Trustee

Eswar Menon, Trustee

Federated Committee Members

Elaine Orr, Vice-Chair

Anurag Chandra, Trustee

Spencer Horowitz, Trustee

Roberto L. Peña, CEO, Office of Retirement Services

COUNSEL

Maytak Chin, General and Fiduciary Counsel

*** COVID-19 NOTICE ***

Consistent with AB 361 and City of San Jose Resolution Nos. 79485, 80237, 80266, 80290, and 80323 this meeting will not be physically open to the public and the Joint Personnel Committee members will be teleconferencing from remote locations.

How to observe the Meeting (no public comment):

- 1) Cable Channel 26,
- 2) <https://www.sanjoseca.gov/news-stories/watch-a-meeting>, or
- 3) <https://www.youtube.com/CityofSanJoseCalifornia>

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 +1 669 219 2599 . Meeting ID 976 5236 8015 . 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****1. CONSENT CALENDAR**

- 1a.** Approval of the Minutes December 7, 2021 JPC meeting.

Attachments: [Item 1a - JPC Minutes 12.7.21 - Final \(2\)](#)

2. NEW BUSINESS

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

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

- 2b.** Discussion on incentive compensation.

- 2c.** Discussion and action on compensation data gathering.

Attachments: [Item 2c -San Jose LOE McLagan Compensation Review 12-21-21](#)
[Item 2c\(1\) - San Jose Ret. Svcs _K.A Comparison Five Positions FINAL](#)

3. OLD BUSINESS

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

Attachments: [Item 3a -Cover memo Moc Evaluation Followup](#)
[Item 3a\(1\) - Procedures for Evaluating CEO at 6Jan2022](#)
[Item 3a\(2\) - 05-2020 CEO Performance Evaluation Policy at 6Jan2022](#)

- 3b.** Nomination and Election of Vice Chair.

Attachments: [Item 3b - Joint Personnel Committee Charter - 4.1.21](#)

• Public Comments**• Proposed Agenda Items****• Adjournment**