



BOARD OF ADMINISTRATION

Meeting Minutes - Draft Joint - Personnel Committee

Friday, April 30, 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: 978 2281 7937

Passcode: 206621

Police & Fire Committee Members

Vince Sunzeri, Chair

Drew Lanza

Eswar Menon

Federated Committee Members

Elaine Orr, Vice Chair

Jay Castellano

Anurag Chandra

Roberto L. Peña, CEO, Office of Retirement Services

The Joint Personnel Committee met via zoom on Friday, April 30, 2021. The meeting was called to order at 1:03 p.m. by Trustee Sunzeri.

Staff Present via Zoom: Roberto Peña, Barbara Hayman, Prabhu Palani, Linda Alexander, Michelle San Miguel and Marti Zarate.

Others Present via Zoom: Tom Iannucci, Cortex Applied Research

Present 5 - Elaine Orr, Eswar Menon, Jay Castellano, Andrew Lanza, and Vincent Sunzeri

Absent 1 - Anurag Chandra

AGENDA

OLD BUSINESS

1. Review of proposed revisions to CEO Performance Evaluation Policy.

Tom Iannucci, Cortex Consulting, spoke to the item. He provided background information and discussed the proposed revisions to the CEO Performance Evaluation Policy. This item will need to go to the Board in the future. There were no questions from the Committee.

2. Review of proposed revisions to CIO Performance Evaluation Policy.

Mr. Iannucci reported the revisions to the CIO Performance Evaluation Policy are identical to the CEO Performance Evaluation Policy.

3. Review and approval of CEO Performance Evaluation Procedures.

Mr. Iannucci spoke to the item and answered questions from the Committee. He reviewed the revisions to the CEO Performance Evaluation Procedures and discussed the mock evaluation to take place in the fall of 2021.

A motion was made to approve the CEO Performance Evaluation Procedures.

Approved. (M.S.C. Menon/Castellano 4-0-1). The motion passed unanimously by roll call vote. Trustee Lanza abstained from the vote. Trustee Chandra was absent.

4. Review and approval of CIO Performance Evaluation Procedures.

Mr. Iannucci spoke to the item and answered questions from the Committee. He reviewed the revisions to the CIO Performance Evaluation Procedures and explained the differences between the CEO and CIO Procedures. The Committee thanked Mr. Iannucci for his work.

A motion was made to approve the CIO Performance Evaluation Procedures.

Approved. (M.S.C. Menon/Castellano 4-0-1). The motion passed unanimously by roll call vote. Trustee Lanza abstained from the vote. Trustee Chandra was absent.

NEW BUSINESS

5. Approval of November 10, 2020 Joint Personnel Committee minutes.

A motion was made to approve the November 10, 2020 Joint Personnel Committee minutes.

Approved. (M.S.C. Castellano/Menon 4-0-1). The motion passed unanimously by roll call vote. Trustee Lanza abstained from the vote. Trustee Chandra was absent.

6. Review of Work Plan for Mock CEO and CIO Performance Evaluations.

Mr. Iannucci spoke to the item and answered questions from the Committee. He reviewed the preliminary Work Plan and timeline. He will check in monthly with staff to prepare for the mock evaluation which will take place in the fall of 2021.

7. Reconciliation of Budget-related performance metrics and CEO/CIO performance metrics.

CEO Peña led the discussion on the Reconciliation of Budget-related performance metrics and CEO/CIO performance metrics and answered questions from the Committee. Mr. Iannucci reviewed the comparison chart included in the attached memo (Item 7(1)).

Proposed Agenda Items

None.

Adjournment

The meeting adjourned at 2:19 p.m.