BOARD OF ADMINISTRATION

Meeting Minutes - Final

Police and Fire Disability Committee

Monday, September 8, 2025 | **9:30 AM** | **1737 N. First St. Suite 580, San Jose, CA 95112**

HYBRID MEETING

PHYSICAL LOCATION:
1737 North First Street, Suite 580
San Jose, CA 95112

ZOOM INFORMATION:
zoom.us
Dial In: +1 408 638 0968 US (San Jose)
Meeting ID: 944 1882 0276

DISABILITY COMMITTEE MEMBERS
Richard Santos, Chair
David Woolsey, Trustee

ADVISORY PANEL
Russell Richeda, Counsel
Sandra Castellano, Benefits Div Manager

ALTERNATES
Howard Lee, Trustee
Franco Vado, Trustee

2nd ALTERNATE
Howard Lee, Trustee
Andrew Gardanier, Trustee

Present 2 - Richard Santos, and David Woolsey

The Police and Fire Disability Committee met in person at 1737 N. First St., Suite 580, San Jose, CA 95112 and via Zoom on Monday, September 8, 2025 at 9:30 a.m. The meeting was called to order at 9:30 a.m. by Chair Santos followed by roll call.

Committee members Present: Richard Santos and David Woolsey.

Retirement Staff Present: John Flynn, Barbara Hayman, Sandra Castellano, Tara Tran, Chris Ha, Ryan Reynado, Cynthia Ayala, Edith Aldama, Gabriela Romero, Sherrell Aledo, Veronica Solorio, and Shilpi Dwivedi.

Retirement Staff Present via Zoom: Teresa Meyer-Calvert.

Also Present: Jeffrey Una Dia, Applicant; John Hutchings, Applicant; Todd Johnson, Attorney; Andy Kaligis, Fire Department; Russ Richeda, Disability Counsel; and Ian Leslie, Attorney.

Also Present via Zoom: Michelle Perry, Applicant; Heather Randol, Applicant; Melvin P. Meeks, Applicant; Sandra Dennis, Police Department, Jennifer Otani, Police Department; and Stephanie Lau, Fire Department.

- **CALL TO ORDER AND ROLL CALL**

- **ORDERS OF THE DAY**

  Orders of the Day was heard immediately after roll call attendance.

  ORDERS OF THE DAY:

  • None.

  WAIVE SUNSHINE:

  • None

1. CONSENT CALENDAR

A motion was made to approve the Consent Calendar.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

a. Approval of the Minutes of the Police & Fire Disability Committee meeting from June 9, 2025.

2. Application for a Service Connected Disability Retirement

a. **Michelle Perry**, Police Officer, Police Department, Request for Service-Connected Disability Retirement, active; 26.07* years of service.

Tara Tran, Senior Benefits Analyst, read the applicant's case information into the record. Michelle Perry, applicant, was present via Zoom. Russ Richeda, Disability Counsel, clarified for the Committee the specific body parts he focused on. Counsel Richeda also spoke to the service-connection of the injuries, and concluded the Committee should recommend approval for a Service-Connected Disability Retirement to the Board. Chair Santos and Trustee Woolsey said a few kind words.

A motion was made to recommend approval of a Service-Connected Disability Retirement to the Board. This case will go to the Board on the Consent Calendar on October 2, 2025.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

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

a. **John Hutchings**, Police Lieutenant, Police Department, Request for Change of Status to Service-Connected Disability Retirement, effective May 13, 2023; 32.05* years of service. (*With Reciprocity - 25.95 CSJ + 6.10 PERS = 32.05 YOS*)

Tara Tran, Senior Benefits Analyst, read the applicant's case information into the record. John Hutchings, applicant, was present in person. Russ Richeda, Disability Counsel, clarified for the Committee the specific body parts he focused on. Counsel Richeda also spoke to the service-connection of the injuries, and concluded the Committee should recommend approval for the Change of Status to a Service-Connected Disability Retirement to the Board. Mr. Hutchings added comments and thanked ORS and the Committee. Trustee Woolsey and Chair Santos said a few kind words.

A motion was made to recommend approval of a Change in Status to a Service-Connected Disability Retirement to the Board.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

b. **Melvin P. Meeks**, Fire Captain, Fire Department, Request for Change of Status to Service-Connected Disability Retirement, effective February 23, 2023; 25.01* years of service.

Tara Tran, Senior Benefits Analyst, read the applicant's case information into the record. Melvin P. Meeks, applicant, was present via Zoom. His attorney, Todd Johnson, was present in person. Russ Richeda, Disability Counsel, clarified for the Committee the specific body parts he focused on. Counsel Richeda also spoke to the service-connection of the injuries, and concluded the Committee should recommend approval for the Change of Status to a Service-Connected Disability Retirement to the Board. Mr. Meeks added comments and thanked the Committee. Chair Santos said a few kind words.

A motion was made to recommend approval of a Change in Status to a Service-Connected Disability Retirement to the Board.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

c. **Heather Randol**, Deputy Chief of Police, Police Department, Request for Change of Status to Service-Connected Disability Retirement, effective January 18, 2025; 25.82* years of service.

Tara Tran, Senior Benefits Analyst, read the applicant's case information into the record. Heather Randol, applicant, was present via Zoom. Russ Richeda, Disability Counsel, clarified for the Committee the specific body parts he focused on. Counsel Richeda also spoke to the

service-connection of the injuries, and concluded the Committee should recommend approval for the Change of Status to a Service-Connected Disability Retirement to the Board. Ms. Randol thanked the Committee and ORS. Trustee Woolsey and Chair Santos said a few kind words.

A motion was made to recommend approval of a Change in Status to a Service-Connected Disability Retirement to the Board.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

4. NEW BUSINESS

a. Discussion and action on whether "good cause" exists for the submission of additional medical evidence to the Police and Fire Retirement Plan Board's ("Board") Independent Medical Advisor ("IME") in consideration of Mr. Jeffrey Una Dia's application for a service-connected disability retirement ("SCDR").

Jeffrey Una Dia, applicant, and his attorney, Ian Leslie, were present in person. Mr. Leslie inquired whether the Committee had received and reviewed his correspondence dated July 16, 2025. Chair Santos responded in the affirmative. Russ Richeda, Disability Counsel, spoke to the item and provided a background summary of this application. Counsel Richeda recommended that the additional medical evidence be added to Mr. Jeffrey Una Dia's application and referred to Dr. Donald Pompan, the Board's Independent Medical Examiner, for reevaluation. Sandra Castellano, Benefits Division Manager, clarified that this will go to the full Board for approval on October 2, 2025.

A motion was made to accept that "good cause" exists for the submission of additional medical evidence to the Police and Fire Retirement Plan Board's ("Board") Independent Medical Advisor ("IME") in consideration of Mr. Jeffrey Una Dia's application for a service-connected disability retirement ("SCDR").

Approved. (M.S.C. Woolsey/Santos 2-0-0).

b. Police & Fire Quarterly Disability Retirement Application Dashboard.

No action was taken for this item.

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

CEO, John Flynn, spoke to the item.

A motion was made to approve the 2026 Scheduled Disability Committee Meetings.

Approved. (M.S.C. Woolsey/Santos 2-0-0).

- **PROPOSED AGENDA ITEMS**

None.

- **PUBLIC COMMENTS**

The October 2025 meeting was canceled. The next meeting will take place on November 10, 2025.

- **ADJOURNMENT**

The meeting was adjourned at 10:01 a.m.

Minutes Recorded, Prepared and Respectfully submitted by,

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John Flynn, CEO, Office of Retirement Services

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.

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.