BOARD OF ADMINISTRATION

Meeting Minutes - Final

Joint - Personnel Committee

Wednesday, September 10, 2025	**10:00 AM**	**1737 North First Street, 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: 996 9727 6126

Police & Fire Committee Members
Eswar Menon, Vice Chair (Term Expires 11/30/26)--1162 Briarwood Way; Walnut Creek, CA 94597
Andrew Gardanier, Trustee (Term Expires 11/30/27)
Franco Vado, Trustee (Term Expires 11/30/28)

Federated Committee Members
Anurag Chandra, Chair (Term Expires 11/30/26)--97 Gresham Lane; Atherton, CA 94027
Spencer Horowitz, Trustee (Term Expires 11/30/28)
Mark Linder, Trustee (Term Expires 11/30/28)

John Flynn, CEO, Office of Retirement Services

Maytak Chin, General & Fiduciary Counsel

Present 6 - Anurag Chandra, Spencer Horowitz, Mark Linder, Eswar Menon, Franco Vado, and Andrew Gardanier

The Joint Personnel Committee met in person at 1737 N. First St., Ste 580, San Jose, CA 95112 and via Zoom on Wednesday, September 10, 2025 at 10:00 a.m. The meeting was called to order at 10:17 a.m. by Chair Chandra followed by roll call.

Committee members present in person: Andrew Gardanier, Mark Linder, Franco Vado, and Spencer Horowitz.

Committee members Present via Zoom utilizing the Traditional Brown Act rules: Eswar Menon and Anurag Chandra. CEO, John Flynn, questioned Chair Chandra and Vice-Chair Menon on whether they met the qualifications to teleconference under the Brown Act. Chair Chandra and Vice-Chair Menon responded in the affirmative.

Retirement Staff Present: John Flynn, Barbara Hayman, Cynthia Ayala, Gabriela Romero, Edith Aldama, Sherrell Aledo, Chris Ha, and Ryan Reynado.

I. 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.**

- **Call to Order and Roll Call**

- **Orders of the Day**

ORDERS OF THE DAY:

None.

WAIVED SUNSHINE:

A motion was made to waive sunshine on attachments 2c(1), 2c(2) and 2c(3).

Approved (M.S.C. HOROWITZ/GARDANIER 6-0-0). This motion was passed by roll call vote.

AGENDA

1. CONSENT CALENDAR

A motion was made to approve the Consent Calendar.

Approved. (M.S.C. VADO/HOROWITZ 6-0-0). This motion was passed by roll call vote.

a. Approval of the Minutes from the April 2nd, 2025 Joint Personnel Committee meeting.

2. NEW BUSINESS

a. Discussion and action on the 2026 Scheduled Joint Personnel Committee Meetings.

Chair Chandra introduced this item. CEO Flynn spoke to the item. Trustee Horowitz added comments.

A motion was made to reschedule the January 20, 2026 Joint Personnel Committee meeting to January 27, 2026.

Approved. (M.S.C. LINDER/HOROWITZ 6-0-0). This motion was passed by roll call vote.

b. Discussion - Compensation Study Update.

Chair Chandra introduced this item. CEO Flynn spoke to the item.

No action was taken for this item.

c. Discussion and Action - Review Benefits Personnel and Organization Chart with recommendations.

Chair Chandra introduced this item. CEO Flynn spoke to the item and answered questions from the Committee. Trustee Vado, Trustee Linder, and Chair Chandra added comments.

A motion was made to forward staffing recommendations to both Boards.

Approved. (M.S.C. VADO/LINDER 6-0-0). This motion was passed by roll call vote.

d. Discussion - Deputy Chief Investment Officer Classification Update.

Chair Chandra introduced this item. CEO Flynn spoke to the item. Trustee Horowitz added comments.

No action was taken for this item.

- **PROPOSED AGENDA ITEMS**

None.

- **PUBLIC COMMENTS**

None.

- **ADJOURNMENT**

The meeting adjourned at 10:52 A.M.

Minutes Recorded, Prepared and Respectfully submitted by,

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.

THE LEVINE ACT
Senate Bill 1439 ("Levine Act") amended Government Code Section 84308 and requires disclosure and recusal by a local elected official and some members of boards and commissions if they receive campaign contributions over $250 from a party, a participant with a financial interest in a proceeding, or their respective agents. The Levine Act was an anti-corruption law intended to curb "pay-to-play" and enhance public trust so that decision-makers can maintain their independence from the influence of donations for political campaigns. SB 1439 expanded the scope from state agency appointees or appointed local officials to include local elected officials. Please visit https://www.sanjoseca.gov/your-government/appointees/city-clerk/levine-act for updated forms and information.

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.