



Association of Retired San Jose



Police Officers & Firefighters

The Billy & Spanner

Council Approves Retirement Board Restructure

Association Endorses Mayor's Proposal

At the February 9 City Council meeting, the Council voted unanimously to approve the Mayor's recommendations on retirement board governance. The recommendations from the Mayor's memorandum were co-signed by Councilmembers Pete Constant, Sam Liccardo, Ash Kalra and Rose Herrera.

The Association supported the Mayor's recommendation, as did every city labor organization. We must commend the Mayor for having his office work directly with employees and retirees, including our Association's leadership to develop this proposal. This process stands in stark contrast to the way the City Administration has typically engaged retirees.

There is little doubt in our mind that we were able to achieve such an equitable solution because of our Association's decision to aggressively advocate on behalf of our members and because **so many of you** turned out at the public meetings to express your concerns with the City Administration's high-priced consultant's proposals. The Board greatly appreciates the support you have given the Association, and we sincerely appreciate your engagement on this important issue.

We must also thank all of the Councilmembers who took time to meet with us, hear our concerns and support a common sense solution. And, while we've often disagreed with Councilmember Pete Constant on governance issues, he proved to be helpful and thoughtful in creating a solution that met needs on both sides of the issue.

In summary, the proposal does the following for the Police and Fire Retirement Board:

- Expands the board from 7 members to 9, adding an additional retiree representative to the board. The proposal calls for one retiree police representative and one retiree fire representative.
- Creates a 4-4-1 board model, where four members represent the employees/retirees, and four "independent" public members are chosen by the council. Those eight will jointly recommend to the council one additional public member who will be seated as the ninth member.
- Honors the votes of employees and retirees for their respective representatives by making their appointments a more routine decision and allowing a rejection of our representatives for only "good cause." We believe this will eliminate the recent feud that occurred at the City Council meeting regarding the choice of retirees—David Bacigalupi.
- Expands the qualifications for "independent" public members beyond "financial experts" and allows for members with experience in health care, human resources, law and other relevant fields.
- Provides the Police and Fire Retirement board a process to bring concerns to the Council's Rules Committee regarding the performance of the Director of Retirement Services. This could include refusal/inability to respond to requests for information or following board direction. Three concerns delivered to the Council Rules Committee in any 12-month period would trigger the Council to consider granting the Retirement Board broader authority over the Director.

We believe this proposal achieves a balanced approach to strengthening the fund's governance structure, respects the process of employees and retirees in choosing their representatives, and in the case of the Police and Fire Retirement Board, expands the representation of retirees. We applaud the Mayor's efforts to work cooperatively with employees and retirees to achieve a solution that meets everyone's needs.

SUMMARY OF RETIREMENT BOARD CHANGES

- Adds an additional retiree representative to the board.
- Honors the votes of employees and retirees for their respective representatives by making their appointments more routine.
- Creates a 4-4-1 board model, where four members represent the employees/retirees, and four "independent" public members are chosen by the council. One member recommended by the eight.
- Expands the qualifications for "independent" public members beyond "financial experts" and allows for other relevant fields.
- Provides the Board a process to bring concerns to the Council's Rules Committee regarding the performance of the Director of Retirement Services.

visit our website at www.retiredsjpoff.org

A message from the President

Jay Wendling, President

Since I became involved with this Association and started dealing with City Administrators, I noticed they used the term “stakeholders” a lot when referring to active employees as well as retirees. To my way of thinking a stakeholder is someone you sit down and talk to and listen to.

As my time here went on I noticed the City Management did talk to us. They even asked our opinions on certain matters dealing with retirees. After those talks the City went ahead and did what they wanted to do in the first place. The City’s response was as if we were never listened to at all. But the word “stakeholder” was played up big in the print media, at least giving the impression that we in deed had a say in our own fate.

I talked with several other union representatives at our monthly “Benefit Review Forum” and they got the same treatment from the City. Nothing they said seems to have any effect on what happens to their members. Feelings were strong enough that I planned on asking City representatives to stop using the term “stakeholder” when referring to current and past employees since they just used that term to play well with the media and never really listened to us.

As the City Administration’s retirement board governance issue was scheduled to go to the City Council, Bruce De Mers, our consultants and myself went and talked to several of the City Council and presented a governance plan very different from the one laid out in the Cortex report. Those on the City Council we spoke too actually listened to our proposal. We were pleased and encouraged by their open minds and their willingness to support a solution that accomplished everyone’s goals.

Before the City Council was supposed to act on the Cortex report, the Mayor’s office reached out to meet with us, and the leadership of the other employee groups. For the first time in my tenure with the Association, we actually had a productive meeting with the City where ideas were shared and assumptions challenged, but all sides worked toward a solution.

To make a long story shorter, the Mayor came back with a plan that he could live with and that same plan we decided we could live with also. Neither side got all it wanted, but each side could live with what came out of those give and take meetings.

That plan was approved by the City Council unanimously. The moral of the story is the City will get a lot more done when they actually treat us like “stakeholders.” I want to go on record and thank Mayor Reed for working with us and to thank the City Council for keeping an open mind and allowing everyone time to create a real win-win solution.



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Sign up for E-Newsletter. By signing up to receive the newsletter through e-mail, you will get the same content, only you will help the Association save money on printing and postage costs. If you wish to receive the newsletter via e-mail versus regular mail, please send an e-mail to Jerry Ellis at treasurer@retiredsjpoff.org

Retirement Board Report

David Bacigalupi, Chair, Police & Fire Retirement Board

Vice Chair Taylor called the meeting to order at 8:30 am with Boardmembers Keesling and Johnson present in person, and Chair Bacigalupi participating by phone. Boardmember Liccardo arrived at 8:50 a.m. and Boardmember Herrera arrived at 9:27 am. The Civil Service Commission representative has still not been appointed by the City Council as of this meeting.

The Board granted (4-0-3) nine retirements. Congratulations to all the new Retirees. We hope they will join our Association to support the voice watching out for our benefits. Call your friends and recruit them!

The Board was notified of the deaths of Retired Fire Captain John Jurado, Retired Police Officer Robert Meheula, and Retired Fire Engineers Ronald LeBeau and Ronald Powers. The Chair requested a moment of silence from the audience.

In other business, the Board approved (5-1-1) to modify its policy on the Market Value Corridor for Actuarial Value of Assets for the fiscal year 2009-2010 from 80% to 120% to 70% to 130%. The Board also approved (6-0-1) Segal Company's non-economic assumptions for the valuation for the period ending June 30, 2009. The Board also approved (6-0-1) changing the valuation of the Plan from every other year to every year; and the recommended assumptions for the 6/30/09 Retiree Health Actuarial Study. The Board was also updated on the travel audit and the status of the FLSA over or under payment to some firefighters.

Additional details on this or other meetings are available on the Retirement Board's website: <http://www.sjretirement.com/PF/Plan/Board.asp>

Know a retiree that is not a member? Recruit a friend, and help protect the interests and benefits of all Police and Fire Retirees. If you have any questions on these matters, do not hesitate to contact me at Baci1786@aol.com or call me.

Thank you,
David "Baci" Bacigalupi, Chair, Police & Fire Retirement Board
Director, Association of Retired San Jose Police Officers & Firefighters



CONGRATULATIONS ON YOUR RETIREMENT

Police Officer Terrance J. Boyle, 25.94 years of service.

Police Captain Peter Decena, 27.97 years of service.

Police Officer Abraham Galvan, 27.36 years of service.

Fire Captain George Lucchesi, 33.70 years of service.

Firefighter Louis Ramirez, 23.40 years of service.

Police Captain Eric Sills, 27.63 years of service.

Police Officer William Smoke, 25.11 years of service.

Police Officer Craig Tarr, 27.30 years of service.

Firefighter Stephen Cunningham, 24.78 years of service.

WELCOME NEW MEMBERS

Eugene Adams

Larry Holmes

Alan Belluomini

Ernest Kong

Craig Clifton

Paul Shuman

Alan Damon

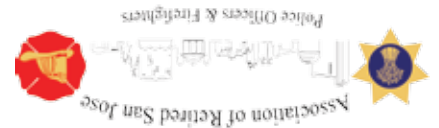
CONDOLENCES

Orville Keyser - retired from the San Jose Fire Department

9/1/1976 and passed away 2/5/10. Mary is his surviving spouse and lives in Jacksonville, OR.

visit our website:
www.retiredsjpoff.org

P.O. Box 28041
San Jose, CA 95159-8041



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The Billy & Spanner

Calendar of Events

March

- 3/3 Cup & Saucer - Red
- 3/10 Goodies - Wine
- 3/11 **Association Membership Meeting 11AM**
LOCATION CHANGE:
Italian-American Heritage Foundation Hall
425 N. 4th. St. San Jose

- 3/17 Dennys - Green
- 3/24 Hick'ry Pit - Gray
- 3/31 City Diner - Tan

April

- 4/7 Burger Pit - Blue
- 4/8 **Association Membership Meeting 11 AM**
- 4/14 Cup & Saucer - Red
- 4/21 Goodies - Wine
- 4/28 Dennys- Green

Association Officers

Jay Wendling, President	408-353-2912 president@retiredsjpoff.org
Paul Salerno, VP of Police	vppolice@retiredsjpoff.org
Bruce DeMers, VP of Fire	408-266-9650 vpfire@retiredsjpoff.org
Jerry Boyer, Secretary	408-294-0783 secretary@retiredsjpoff.org
Jerry Ellis, Treasurer	408-730-9974 treasurer@retiredsjpoff.org

Directors-at-Large

David Bacigalupi, Pat Boyd, Mike Moffett, Dale O'Rourke,
Paul Salerno, Paul Schmidt, Tom Scully, Stan Wilson, Steve Windisch,

Widows & Orphans Officers

President (COA) Bill McCluskey	408-497-1567
VP (SJA) Luis Chacon	408-926-2709
VP (COR) Wes Good	408-985-7563
Secretary (SJR) Jerry Boyer	408-294-0783
Treasurer (SJR) Jerry Ellis	408-730-9974
Treas. Emeritus (SJR) Mike Moffett	408-867-0405

Police Benevolent Association Officers

President John Carr, Vice Pres. Dave Wysuph, Secretary-Treasurer Larry Lundberg
Sgt. at Arms Robert Moir
www.sjpba.net