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**CITY COUNCIL STUDY SESSION  
FUTURE RETIREMENT COSTS**

**SAN JOSE, CALIFORNIA**

**THURSDAY, MARCH 29, 2012**

The Council of the City of San José convened in Regular Study Session at 1:35 p.m. in the Council Chambers at City Hall.

Present: Council Members - Campos, Chu, Constant, Herrera, Kalra, Oliverio, Pyle, Rocha; Reed.

Absent: Council Members - Liccardo, Nguyen. (Excused)

Staff: City Attorney Richard Doyle, City Manager Debra Figone, Assistant City Manager Ed Shikada, Director of Employee Relations Alex Gurza, Employee Relations Manager Gina Donnelly, Senior Executive Analysts Jennifer Schembri and Aracely Rodriguez, City Clerk Dennis Hawkins and Deputy City Clerk Ruth Krantz.

Documents Filed: (1) Memorandum from City Manager Debra Figone, dated March 22, 2012, outlining the Future Retirement Costs Study Session. (2) Presentation: Future Retirement Costs Study Session, dated March 29, 2012.

Mayor Reed presented opening comments, allowing that the purpose of today's session was to provide background information in dealing with retirement issues and budget.

Director of Employee Relations Alex Gurza outlined the study session format and provided an overview of retirement cost scenarios.

The City's Actuary, John Bartel, with Bartel Associates LLC, provided a presentation on development of estimates regarding impact on the City's retirement costs.

Director of Employee Relations Alex Gurza continued with twenty-year projection estimates, and Mr. Bartel concluded his presentation, highlighting the issues of volatility and leveraging primarily in the Police and Fire retirement plan.

Director of Employee Relations Alex Gurza and Mr. Bartel responded to Council's questions.

### **Public Comments**

Yolanda Cruz, AFSCME/MEF, expressed concerns regarding the use of 'discredited think tank reports'.

Mayor Reed adjourned the meeting at 3:40 p.m.

Minutes Recorded, Prepared and Respectfully Submitted by,

Dennis D. Hawkins, CMC  
City Clerk

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