



Memorandum

**TO: HONORABLE MAYOR
AND CITY COUNCIL**

FROM: DENNIS HAWKINS

**SUBJECT: APPOINTMENTS TO
THE RETIREMENT BOARDS**

DATE: November 30, 2012

Approved

Date

SUPPLEMENTAL

REASON FOR SUPPLEMENTAL:

This supplemental memo provides the information concerning the election and interview results, applications, and candidate statements for the appointments of the Police Retiree to the Police and Fire Board and the Federated Retiree to the Federated Board. Additionally, the applications submitted by the two Public Members who have applied for reappointment to the Retirement Boards are attached.

BACKGROUND

Nomination and election processes have been conducted among the retired members of the Police and Fire Department Retirement Plan for the Police Retiree representative to the Board of Administration and among persons retired under the Federated City Employees' Retirement System for their Retiree representative to the Board. The nomination and elections have been conducted consistent with provisions of Council-adopted procedures and the Municipal Code. The purpose of the election processes is to nominate the retired members for appointment by the City Council.

ANALYSIS

1. POLICE AND FIRE BOARD:

- a. **Police Retiree:** A copy of the Retiree nominee, Nick Muyo, candidate's ballot statement and questionnaire are attached to this memo. A total of 1,688 ballots were mailed to the plan's eligible retired members. The results of the 2012 election conducted among Retired members of the Police and Fire Department Retirement Plan are:

NOMINEE	VOTES RECEIVED
Nick Muyo	689

HONORABLE MAYOR AND CITY COUNCIL

Subject: Appointments to the Retirement Boards

November 30, 2012

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A part of the appointment process includes an interview with each nominee by a panel consisting of labor and management representatives. The purpose of the interview is to determine the nominee's availability to fulfill the responsibilities of the position. The interview was conducted on Tuesday, November 27 and the panel members, as specified in the Municipal Code, included:

PANEL MEMBER	REPRESENTING
Franco Vado	San Jose Police Officers Association
Robert Sapien	San Jose Fire Fighters, Local 230
Jennifer Schembri	Office of the City Manager

The panel unanimously concluded that Mr. Muyo has sufficient time to fulfill the duties of the position, does not have any personal or professional commitments that limit his availability to serve on the Board, and has made the Police and Fire Retirement Board his priority. The panel expressed no concerns with his appointment as the Police Retiree representative.

- b. **Public Member:** Vincent Sunzeri, appointed to the Board on December 16, 2010, has applied for reappointment. His application is attached.

2. **FEDERATED RETIREMENT BOARD:**

- a. **Federated Retiree:** There were two nominees for the position of Retiree representative to the Federated Retirement Board, Brad Imamura and Ed Overton. Mr. Overton is the incumbent and was appointed to the Board on . There were 3,134 ballots distributed to eligible Federated Retirees. The election results are:

NOMINEE	VOTES RECEIVED
Ed Overton	730
Brad Imamura	561

A part of the appointment process includes an interview with each nominee by a panel consisting of labor and management representatives. The purpose of the interview is to determine the nominee's availability to fulfill the responsibilities of the position. The interview was conducted on Tuesday, November 27 and the panel members, as specified in the Municipal Code, included:

PANEL MEMBER	REPRESENTING
Yolanda Cruz	AFSCME affiliated unions
David Printy	Non-AFSCME affiliated unions
Jennifer Schembri	Office of the City Manager

The panel unanimously determined that Mr. Overton, who received the most votes, has sufficient time to fulfill the duties of the position, does not have any personal or professional commitments

that limits his availability to serve on the Board, and has made the Federated Retirement Board his priority. The panel expressed no concerns with his re-appointment as the Federated Retiree representative. The panel noted that while Mr. Imamura stated that he has no scheduling conflicts which would prevent him from fulfilling the duties, he does have full-time employment with the Santa Clara Valley Water District.

- b. Public Member:** Stuart Odell, appointed to the Board on December 16, 2010, has applied for reappointment. His application is attached.

PUBLIC OUTREACH

This memo has been posted on the City Clerk's website as a part of the December 4, 2012 City Council agenda. In addition, this information has been posted on the websites for both the Federated and Police and Fire Retirement Systems and copies of the memorandum have been distributed to appropriate employee bargaining units.

- Criterion 1:** Requires Council action on the use of public funds equal to \$1 million or greater. **(Required: Website Posting)**
- Criterion 2:** Adoption of a new or revised policy that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**
- Criterion 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, , or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

COORDINATION

This election process has been coordinated with the Offices of the City Manager and City Attorney, and the Department of Retirement Services.

CEQA

Not a project.



Dennis D. Hawkins, CMC
City Clerk

For questions, please contact Dennis Hawkins, City Clerk, at (408) 535-1275.

INSTRUCTIONS TO VOTERS

1. After marking your ballot cards, insert them and seal them in the return envelope provided. **Do not remove or deface the label on your return envelope; your ballot cannot be counted if the label information is missing.** Mail, route, or deliver your envelope to the Office of the City Clerk, City Hall, 200 E. Santa Clara Street, San Jose, CA 95113, Wing, Room W-243. Ballots must be received by the City Clerk **NO LATER THAN 2:00 p.m., Monday, NOVEMBER 26, 2012.**
2. If you mark your ballot incorrectly, you may return it to the Office of the City Clerk and obtain another ballot. If you have any questions about the voting procedure, call the City Clerk's Office at (408) 535-1252 or email: cityclerk@sanjoseca.gov.
3. The City Clerk assumes no responsibility for the accuracy or nature of the contents of the Candidate Statements. The purpose of the election is to **nominate** candidates to boards and/or commissions; the City Council makes the appointments and is not obligated to appoint the candidate receiving the highest number of votes in this election.

CANDIDATES' STATEMENTS

BOARD OF ADMINISTRATION POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

Nicholas M. Muyo – RETIRED POLICE SERGEANT

I am seeking nomination to the Police and Fire Department Retirement Board of Administration. I recently retired after a 36-year law enforcement career, 27+ of those with San Jose PD. I believe that my assignments, including those as the Public Information Officer for the Police Department and District Attorney's Office, have demonstrated an ability to work with high ranking officials, deal with media outlets in the area and work individually or with small or large groups of people to achieve goals.

These are terribly tough times. Many people outside public safety believe that pension reform will threaten benefits earned by retirees. Retirees have served this community with honor, courage and integrity. Contracts were negotiated in good faith. Promises were made. Promises should be kept. My promise to you is that I will work to maintain your salary and benefits in retirement.

Name (Last, first, middle)
Muyo, Nicholas Michael

Home Address City, State Zip Code

Home Phone No Cellular Phone No Home Fax No.

Business Address Zip Code

Business Phone No. Business Fax No.

Business Email Personal Email

Present Employer (Name/Describe Business) Job Title/Description of Duties
N/A N/A

Current Employer of Spouse (Name/Address) Spouse's Job Title/Description of Duties:
State Farm Insurance Office Manager
Thornwood Drive
San Jose, CA

College, Professional, Vocational or Other Schools attended	Major Subject	Dates Attended	Degree & Date
CA State University - Hayward from 1972-1974 Diablo Valley College - Pleasant Hill from 1974-1976			

Licenses Held:



**CITY OF SAN JOSÉ
APPLICATION FOR SAN JOSE RETIREMENT BOARDS**

Public members of the Board of Administration of the San Jose Police and Fire Department Retirement Plan or the Federated City Employees Retirement System must live within 50 miles of San Jose City Hall and meet specified eligibility requirements.

Employee members of the Retirement Boards must be active employees who are members of the respective retirement plan. The Police and Fire Department representative must be an employee of the Police or Fire Department respectively. The employee representatives to the Federated Board shall be employed by different departments.

Retiree members of the Retirement Boards must be persons who have retired under the provisions of the respective retirement plan.

PLEASE USE BLACK OR BLUE INK TO TYPE OR PRINT YOUR APPLICATION. Submit application to the Office of the City Clerk, 200 E. SANTA CLARA STREET, Room W-242, San José, California, 95113, Phone: (408) 535-1252; Fax: 408-292-6207; email: cityclerk@sanjoseca.gov. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Please check the appropriate box:

Police and Fire Department Plan Federated City Employees' System

Member category:

Public member Employee Representative Retiree Representative

Individuals applying for appointment as public members of the Board are ineligible for appointment to the Board if they meet certain criteria. Please confirm if you meet any of the following criteria:

1. Are you a current City employee Yes No Please answer the following:

Job Title: _____ Department: _____

2. Are you a retired City employee Yes No At the time of my retirement I was:

Job Title: Police Sergeant Department: Police Retirement Date 12/2007

3. Current or former elected or appointed City official Yes No

4. Retired members of, or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System Yes No

5. A representative of any union representing City employees Yes No

6. Immediate Family Member (as defined in San Jose Municipal Code Sections 2.08.1020.F and 2.08.1220.F) of a City employee or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System

Yes No

Are you a resident of San Jose? Yes No

Length of Residency: 30 years

Council District: Council District 2

If not a resident, do you live within 50 miles of San Jose City Hall?

Certifications Held:

CA POST Basic Certificate
CA POST Intermediate Certificate
CA POST Advanced Certificate

Special Awards or Recognitions Received

SJPD William Poelle Life Saving Award

Languages spoken

English

A. GENERAL BACKGROUND

1. Please list your applicable experience or expertise relevant to public retirement plan administration.

Category (check all that apply)	Years of Experience	Describe your experience or expertise
<input type="checkbox"/> Senior executive position in pension administration	<input type="text"/>	
<input type="checkbox"/> pension actuarial practice	<input type="text"/>	
<input type="checkbox"/> institutional investment experience	<input type="text"/>	
<input type="checkbox"/> auditing	<input type="text"/>	
<input type="checkbox"/> accounting	<input type="text"/>	
<input type="checkbox"/> legal	<input type="text"/>	
<input type="checkbox"/> health and welfare and/or employee benefits management	<input type="text"/>	
<input type="checkbox"/> investment management	<input type="text"/>	
<input type="checkbox"/> banking	<input type="text"/>	
<input type="checkbox"/> Insurance company asset/liability management	<input type="text"/>	
<input type="checkbox"/> college or university professor (focus on fiduciary or trust law, quantitative background in financial theory or actuarial math)	<input type="text"/>	
<input type="checkbox"/> Other	<input type="text"/>	
<input type="checkbox"/> Other	<input type="text"/>	

2. Please summarize your qualifications to serve as a member of the Retirement Board? Briefly highlight your skills, training, education, qualifications, experience (licenses and/or certifications) and personal qualities that you will bring to the Board and share with the organization.

My learning curve will be steep. I have no financial experience, however, I have worked with City Officials and Police Administrators. I know what it means to be able to communicate effectively, use discretion and make tough decisions.

3. What is your interest and motivation for serving as a member of the Retirement Board?

These are tough times. I don't know of many people who are willing to sacrifice their time and energy to get involved in City Government right now. I want to serve the City and Police Department that were a huge part of my life between 1980 and 2007.

4. Please describe your community leadership or administrative experience serving as a Board member of a governmental entity and/or non-profit, educational or other community-based organization? Please list the organization(s); dates served; role/title and examples of accomplishments.

I served for several years on the board of the Glider Elementary Parent/Teacher Association as a board member, Vice-President and then President. Working with parent and teachers, we conducted fund-raising events and charitable events to make money which we later used to buy books, school supplies and to fund field trips for students and teachers.

5. Please discuss your pension plan and/or investment management and oversight experience including the development of key financial policies.

I have no investment experience.

6. Please describe your membership in relevant professional or trade organizations. Please note any offices held, etc.

I served a term as a SJPD Board Member on the Police Officers Association Board of Directors.

7. Please state any other information, which you feel, would be useful in reviewing your application

N/A

B. FAMILIARITY WITH BOARD

1. Please describe your understanding of the role and responsibilities of Retirement Board members?

I know that the Board's duties include consideration of requests for retirement, administration and investment of the retirement funds, and determination of eligibility for membership in the pension plans, employees' eligibility for membership in the pension plan, and employees' eligibility for retirement benefits.

2. Please describe your understanding of the relationship between the Retirement Board and City Council? The City Administration? Retirement Services staff? Employee bargaining units? Plan participants and beneficiaries?

City boards and commissions were established for the purpose of advising the City Council and providing ongoing input into policies and issues affecting the future of the San José community.

3. What do you consider to be the three most important issues currently facing the Retirement Board?

I believe the two most pressing matters are (1) the growing list and backlog of disability retirements, and (2) the current issue of pension reform, current and retiree benefits and the balance between the financial impact on the City and the ability to hire more Police and Fire employees.

4. What do you perceive as the short and long-term goals of the Retirement Board?

Short term: the backlog of disability retirements.

Long term: the pension reform issue.

5. Do you believe that the retirement funds that are invested by the retirement boards are public funds? Why or why not?

I believe that depends on where the money is coming from. If the money is coming from the City, then yes. If the money is coming from the retirees, then no. I also need to review any existing or past contracts or agreements addressing those funds.

6. Please describe how the following City Auditor Reports and Council actions are applicable to your role as a Board member on the Retirement Board.

	Report Title
a.	"Pension Sustainability: Rising Pension Costs Threaten the City's Ability to Maintain Service Levels?" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1010/1010.pdf I am reviewing these reports in preparation of my interview on November 27, 2012.
b.	"Audit of Pensionable Earnings and Time Reporting" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0910/0910.pdf I am reviewing these reports in preparation of my interview on November 27, 2012.

c.	<p>"Disability Retirement: A Program in Need of Reform". This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1102/1102.pdf</p> <p>I am reviewing these reports in preparation of my interview on November 27, 2012.</p>
d.	<p>"An Audit of Retirement Services Travel Expenses"? This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0802/0802report.pdf</p> <p>I am reviewing these reports in preparation of my interview on November 27, 2012.</p>
e.	<p>2010 Pension Reform, Measure W, http://www.sanjoseca.gov/clerk/elections/2010Election/Novemberballotmeasures.pdf</p> <p>I am reviewing these reports in preparation of my interview on November 27, 2012.</p> <p>Measure W removes language from the San Jose city charter that defines the rules for the age at which city employees can retire and how much the city must pay into their pension fund. Because of this, the San Jose City Council has the flexibility to make decisions on those matters. Current city employees will not be impacted by any changes. Workers hired after 2011 would fall under the new rules.</p>
f.	<p>2012 Pension Modification, Measure B http://www.sanjoseca.gov/clerk/elections/2012Election/20120605.asp</p> <p>I am reviewing these reports in preparation of my interview on November 27, 2012. According to a 2010 audit by the city, the amount that the city pays every year for the retirement plans of its retired workers has risen from \$73 million in 2001 to \$245 million in 2011. Over the last two decades, the amount paid by the city in total pension benefit payments has grown sevenfold.</p>

C. EXPERIENCE/EXPERTISE

1. How do you ensure that you are maintaining an in-depth and up-to-date knowledge of institutional investing and the capital market environment?

By working with my colleagues on the Board and educating myself through ALL available means to learn as much as I possibly can (i.e. - classes, the Internet, informal discussions, etc.).

2. Given the current status of the capital markets, where do you see opportunities to increase return and reduce risk in the pension portfolios? What is your experience with risk budgeting?

I have no investment experience.

3. Please describe your views on the role of asset allocation and provide detail on your recommended asset classes and proportions for pension funds like those serving the employees of the City of San Jose.

I have no investment experience.

4. Should pension plans like those in San Jose invest in alternative investments such as private equity, commodities, infrastructure or separate account real estate? If so, how? If not, why?

I have no investment experience.

5. How would you evaluate an investment manager? When would you terminate an investment manager? How should due manager diligence be conducted?

I have no investment experience.

6. What should be included in a pension plan's statement of investment policies? Please address the roles of trustees, staff, consultants, investment managers and custodians in asset allocation, portfolio structure, manager selection and due diligence, rebalancing, reporting and analysis.

I have no investment experience.

D. CONFLICT OF INTEREST.

1. State and local law require that Retirement Board members publicly disclose, in advance of action being taken, any conflict of interest, including sources of income, interests in real property or investments, on a matter agendized for Board action; recuse themselves from voting on such item; and leave the room while the item is being discussed and voted on, unless the item is a consent or uncontested item. Please confirm that you have reviewed and agree to comply with San Jose City Council Conflict of Interest Policy (Council Policy No. 0-34); and Government Code Section 1090 and 87105. Yes No I have not read and/or do not agree to comply.
2. .In addition, if appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution. Yes No I have not read and/or do not agree to comply.
3. Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so? Yes No If yes, please explain in complete detail.

I have been required to fill out several and have never failed to comply.

4. If you were required to file a FPPC Form 700 Statement of Economic Interest as a Retirement Board member as of the date of this application, would you have any financial interests that you would be required to disclose other than your financial interest in the employment already disclosed in this application?. Yes No If yes, please identify any interest that you would be required to disclose as an attachment to this application..
5. Please identify any organizations, associations, or entities in which you are active, or with which you are involved or associated that might be affected by decisions of this Board, and the positions you hold.

N/A

6. Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

- Yes
 No I have not read and/or do not agree to comply.

E. BACKGROUND CHECKS AND REFERENCES

1. Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years (except for minor traffic offenses that resulted only in a fine)?
 Yes No If yes, please explain in complete detail. State the nature and approximate date of the conviction, the sentence imposed, whether the sentence has been completed, and any other information you consider relevant.
2. Are you or your firm currently or within the past five years been the subject of any litigation or claims resulting from any investment activity, advice, a fiduciary relationship, or regarding alleged financial improprieties? Yes No Not Applicable If yes, please provide details.
3. Are you or your firm currently or within the past five years been the subject of any investigation or disciplinary action by any governmental and/or regulatory body (SEC, NASD, states Attorney General or Insurance Commissioner, etc.)? Yes No Not Applicable If yes, please provide details.
4. Please provide four personal and/or business references (not relatives). Please include name, contact information (address, email, and telephone number(s)), and relationship.
- Chief Chris Moore, San Jose PD
Chief Tuck Younis, Los Altos PD
Chief Pete Oliver, Santa Clara County Office of the D.A.
Lt. Mike Sterner, REACT Task Force

How did you learn of a vacancy on this Board?

- Internet
 Newspaper
 Advertisement – Source: _____
 City Website
 Personal contact from Councilmember
 Personal contact from City staff member
 Word of mouth
 Other (please specify)

Nicholas M. Mayo

SIGNATURE OF APPLICANT

DATE SIGNED

Submit to:
City Clerk's Office
200 E. Santa Clara Street, Wing Room 243
San Jose, CA 95113-1905
(408) 535-1275
CityClerk@sanjoseca.gov
Attention: Dennis Hawkins

Name (Last, first, middle)
SUNZERI, VINCENT, ANTHONY

Home Address City, State Zip Code
SAN JOSE, CA 95120

Home Phone No. Cellular Phone No. Home Fax No.

Business Address Zip Code
16000 LOS GATOS BOULEVARD LOS GATOS, CA 95032

Business Phone No. Business Fax No.
408-358-0995

Business Email Personal Email

Present Employer (Name/Describe Business) Job Title/Description of Duties
MORGAN STANLEY SENIOR VICE PRESIDENT
WEALTH MANAGEMENT CERTIFIED INVESTMENT MGMT. ANALYST
CERTIFIED PRIVATE WEALTH ADVISOR

Current Employer of Spouse (Name/Address) Spouse's Job Title/Description of Duties:
HOMEMAKER

College, Professional, Vocational or Other Schools attended	Major Subject	Dates Attended	Degree & Date
SAN JOSE STATE UNIVERSITY	SJSU: BUSINESS ADMIN. CONCENTRATION: FINANCE MINOR: ECONOMICS	SJSU: 1985-1988	B.S. BUS ADM. (FINANCE) 1988

WHARTON SCHOOL AT UNIVERSITY
OF PENNSYLVANIA AND UNIVERSITY OF CHICAGO
(SEE PROFESSIONAL CERTIFICATIONS BELOW)

Licenses Held:

SERIES 7, SERIES 63, SERIES 65, CA INSURANCE LICENSE #OA69459



**CITY OF SAN JOSÉ
APPLICATION FOR SAN JOSE RETIREMENT BOARDS**

Public members of the Board of Administration of the San Jose Police and Fire Department Retirement Plan or the Federated City Employees Retirement System must live within 50 miles of San Jose City Hall and meet specified eligibility requirements.

Employee members of the Retirement Boards must be active employees who are members of the respective retirement plan. The Police and Fire Department representative must be an employee of the Police or Fire Department respectively. The employee representatives to the Federated Board shall be employed by different departments.

Retiree members of the Retirement Boards must be persons who have retired under the provisions of the respective retirement plan.

PLEASE USE BLACK OR BLUE INK TO TYPE OR PRINT YOUR APPLICATION. Submit application to the Office of the City Clerk, 200 E. SANTA CLARA STREET, Room W-242, San José, California, 95113, Phone: (408) 535-1252; Fax: 408-292-6207; email: cityclerk@sanjoseca.gov. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Please check the appropriate box:

Police and Fire Department Plan Federated City Employees' System

Member category:

Public member Employee Representative Retiree Representative

Individuals applying for appointment as public members of the Board are ineligible for appointment to the Board if they meet certain criteria. Please confirm if you meet any of the following criteria:

1. Are you a current City employee Yes No Please answer the following:

Job Title: _____ Department: _____

2. Are you a retired City employee Yes No At the time of my retirement I was:

Job Title: _____ Department: _____ Retirement Date _____

3. Current or former elected or appointed City official Yes No

4. Retired members of, or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System Yes No

5. A representative of any union representing City employees Yes No

6. Immediate Family Member (as defined in San Jose Municipal Code Sections 2.08.1020.F and 2.08.1220.F) of a City employee or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System
 Yes No

Are you a resident of San Jose? Yes No

Length of Residency: 50 years

Council District: 10

If not a resident, do you live within 50 miles of San Jose City Hall?

Certifications Held:

CERTIFIED INVESTMENT MANAGEMENT ANALYST (CIMA) FROM THE INVESTMENT MANAGEMENT CONSULTING ASSOCIATION - OBTAINED THROUGH THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA

CERTIFIED PRIVATE WEALTH ADVISOR (CPWA) FROM THE INVESTMENT MANAGEMENT CONSULTING ASSOCIATION - OBTAINED THROUGH THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS

Special Awards or Recognitions Received

NAMED TO THE BRANDES GLOBAL CONSULTANTS FORUM
UBS PRESIDENT'S CLUB
MORGAN STANLEY MASTER'S CLUB

Languages spoken
ENGLISH**A. GENERAL BACKGROUND**

1. Please list your applicable experience or expertise relevant to public retirement plan administration.

Category (check all that apply)	Years of Experience	Describe your experience or expertise
<input type="checkbox"/> Senior executive position in pension administration		
<input type="checkbox"/> pension actuarial practice		
<input checked="" type="checkbox"/> institutional investment experience	18 YEARS	FINANCIAL ADVISOR TO LOS
<input type="checkbox"/> auditing		
<input type="checkbox"/> accounting		
<input type="checkbox"/> legal		
<input type="checkbox"/> health and welfare and/or employee benefits management		
<input checked="" type="checkbox"/> investment management	24 YEARS	SENIOR VICE PRESIDENT,
<input type="checkbox"/> banking		
<input type="checkbox"/> Insurance company asset/liability management		
<input type="checkbox"/> college or university professor (focus on fiduciary or trust law, quantitative background in financial theory or actuarial math)		TRUSTEE AND CHAIR OF THE
<input checked="" type="checkbox"/> Other	2 YEARS	TRUSTEE FOR THE SAN JOSE
<input checked="" type="checkbox"/> Other	2 YEARS	TRUSTEE AND CHAIR OF THE

2. Please summarize your qualifications to serve as a member of the Retirement Board? Briefly highlight your skills, training, education, qualifications, experience (licenses and/or certifications) and personal qualities that you will bring to the Board and share with the organization.

AS A CERTIFIED INVESTMENT MANAGEMENT ANALYST, I BRING 24 YEARS OF INVESTMENT MANAGEMENT EXPERIENCE WITH A MAJOR FINANCIAL INSTITUTION. I AM WELL VERSED IN THE FOLLOWING AREAS: 1) MODERN PORTFOLIO THEORY. 2) INVESTMENT POLICY STATEMENTS. 3) EVALUATING PERFORMANCE MEASUREMENT, ASSET ALLOCATION, MANAGER SEARCH AND EVALUATION. 4) EVALUATING FIXED INCOME, EQUITIES AND ALTERNATIVE INVESTMENTS.

I AM CURRENTLY THE CHAIR OF THE INVESTMENT COMMITTEE FOR THE CITY OF SAN JOSE POLICE AND FIRE RETIREMENT BOARD OF ADMINISTRATION

3. What is your interest and motivation for serving as a member of the Retirement Board?

TO UTILIZE MY PROFESSIONAL TRAINING AND EXPERIENCE TO ENHANCE THE OVERALL SUCCESS OF THE RETIREMENT PLAN. TO REPRESENT ALL STAKEHOLDERS AND HOLD ALL TRUSTEES ACCOUNTABLE FOR THE SUCCESSFUL ADMINISTRATION OF THE RETIREMENT PLAN. I WOULD CONTINUE TO BRING BOTH MY KNOWLEDGE, EXPERIENCE AND LEADERSHIP TO MOVE TOWARDS BEING FULLY FUNDED.

4. Please describe your community leadership or administrative experience serving as a Board member of a governmental entity and/or non-profit, educational or other community-based organization? Please list the organization(s); dates served; role/title and examples of accomplishments.

FOR THE LAST 2 YEARS, I HAVE SERVED AS A TRUSTEE FOR THE POLICE AND FIRE RETIREMENT BOARD. I AM CURRENTLY THE CHAIR OF THE INVESTMENT COMMITTEE. I HAVE SERVED ON THE PERSONNEL COMMITTEE, THE GOVERNANCE COMMITTEE AND THE DISABILITY COMMITTEE.

I AM CURRENTLY A TRUSTEE FOR THE SAN JOSE ROTARY FOUNDATION BOARD. I SERVE AS THE INVESTMENT LIASON.

I AM CURRENTLY CHAIR OF THE BOARD OF DIRECTORS FOR VIA SERVICES, A LARGE SUCCESSFUL NON-PROFIT OPERATING IN SANTA CLARA COUNTY.

5. Please discuss your pension plan and/or investment management and oversight experience including the development of key financial policies.

MY SPECIFIC EXPERIENCE WITH THE CITY OF SAN JOSE POLICE AND FIRE RETIREMENT PLAN HAD BEEN CENTERED AROUND IMPROVING PLAN PERFORMANCE. THROUGH MY OVERSIGHT, I ENCOURAGED THE BOARD TO SEEK A THIRD PARTY ASSET LIABILITY STUDY AND HELPED CREATE A NEW ASSET MIX BY WORKING WITH OUR PLAN CONSULTANT. AS CHAIR, I'VE PROVIDED STRUCTURE AND A WORK PLAN CENTERED AROUND EVALUATING ALL ASSET CLASSES. I HAVE HELPED STAFF IN EVALUATING INVESTMENT MANAGERS. I HAVE WORKED WITH STAFF, OUR CONSULTANT AND THE INVESTMENT COMMITTEE TO ADOPT A NEW INVESTMENT POLICY.

6. Please describe your membership in relevant professional or trade organizations. Please note any offices held, etc.

MEMBER: INVESTMENT MANAGEMENT CONSULTING ASSOCIATION (IMCA)

THIS ASSOCIATION IS FOCUSED ON DEVELOPING BEST PRACTICES AND CONTINUING EDUCATION FOR INVESTMENT PROFESSIONALS.

7. Please state any other information, which you feel, would be useful in reviewing your application

DURING THE TWO YEARS THAT I HAVE SERVED ON THE RETIREMENT BOARD, I HAVE PROVIDED INDEPENDENT THOUGHT AND LEADERSHIP. I AM COMMITTED TO CREATING TRANSPARENCY TO ALL STAKEHOLDERS AND PUSHING THE PLAN TOWARD A FULLY FUNDED STATUS. I HAVE REMAINED AN ACTIVE AND COMMITTED BOARD MEMBER. I PROMOTE HONEST, THOUGHTFUL DISCUSS AND DECISION MAKING AROUND VERY IMPORTANT AND SOMETIMES CONTROVERSIAL SUBJECT MATTERS RELATING TO THE PLAN. I FEEL THAT I HAVE BEEN INSTRUMENTAL IN IMPROVING THE PLAN'S INVESTMENT RESULTS OVER THE LAST 12 MONTHS BY GUIDING THE INVESTMENT COMMITTEE AND THE BOARD IN MAKING CRITICAL DECISIONS AFFECTING THE MANAGEMENT OF PLAN MANAGEMENT.

B. FAMILIARITY WITH BOARD

1. Please describe your understanding of the role and responsibilities of Retirement Board members?

THE RETIREMENT BOARD MUST CARRY OUT THEIR DUTIES AND RESPONSIBILITIES IN ACCORDANCE WITH FIDUCIARY STANDARDS APPLICABLE TO TRUSTEES OF RETIREMENT PLANS. THE RETIREMENT BOARD HAS EXCLUSIVE CONTROL OVER THE MANAGEMENT AND ADMINISTRATION OF THE RETIREMENT SYSTEM AND FUNDS. HOWEVER, THE BOARD MUST WORK EFFECTIVELY WITH THE CITY MANAGER WHO HAS AUTHORITY OVER THE HIRING OF THE RETIREMENT DIRECTOR.

2. Please describe your understanding of the relationship between the Retirement Board and City Council? The City Administration? Retirement Services staff? Employee bargaining units? Plan participants and beneficiaries?

ALL PARTIES PLAY A ROLE IN THE RETIREMENT PLAN. THE RETIREMENT BOARD AND CITY ADMINISTRATION MUST WORK IN A COLLABORATIVE FASHION TO ENSURE EFFECTIVE ADMINISTRATION OF THE PLAN IS BEING ACHIEVED. THE CITY COUNCIL IS THE APPOINTING AUTHORITY OF THE RETIREMENT PLAN DIRECTOR. RETIREMENT STAFF MUST WORKING EFFECTIVELY WITH THE RETIREMENT BOARD, YET THEY ARE THE EMPLOYEES OF THE CITY. EMPLOYEE BARGAINING UNITS WANT TO SEE A PLAN THAT IS MANAGED IN THEIR CONSTITUENTS BEST INTERESTS. PLAN PARTICIPANTS AND BENEFICIARIES ARE PRIMARILY CONCERNED WITH HAVING CONFIDENCE THAT THE PLAN IS BEING PRUDENTLY MANAGED.

3. What do you consider to be the three most important issues currently facing the Retirement Board?

- 1) HIRING A COMPETENT DIRECTOR AND CIO
- 2) ENSURING THE PLAN IS FISCALLY SOUND, STABLE AND SUSTAINABLE
- 3) DETERMINING A PRUDENT GOVERNANCE STRUCTURE THAT ALLOWS THE TRUSTEES THE ABILITY TO FULLFILL THEIR FIDUCIARY RESPONSIBILITY.

4. What do you perceive as the short and long-term goals of the Retirement Board?
- SHORT-TERM:
- 1) HIRING A QUALIFIED DIRECTOR AND CIO
 - 2) PRUDENTLY MANAGING THE PLAN ASSETS IN THE ABSENCE OF A CIO.
 - 3) EFFECTIVELY DEALING WITH THE DISABILITY PROCESS PRIOR TO ANY IMPLEMENTATION OF MEASURE B.
- LONG-TERM:
- 1) SELECTING A PRUDENT DISCOUNT RATE AND GETTING THE PLAN TO BE FULLY FUNDED
 - 2) IMPLEMENTING MEASURE B IF APPROVED BY THE COURTS
 - 3) DETERMINING A PRUDENT GOVERNANCE STRUCTURE

5. Do you believe that the retirement funds that are invested by the retirement boards are public funds? Why or why not?
- THESE ARE PUBLIC FUNDS IN THE SENSE THAT THE FUNDING IS MADE BY THE CITY AND EMPLOYEES THAT WORK FOR A PUBLIC SYSTEM. MORE IMPORTANTLY, THE TAXPAYERS ARE A STAKEHOLDER IN THE SENSE THAT THEY PROVIDE THE FUNDS FOR THE CITY CONTRIBUTION.

6. Please describe how the following City Auditor Reports and Council actions are applicable to your role as a Board member on the Retirement Board.

	Report Title
a.	<p>"Pension Sustainability: Rising Pension Costs Threaten the City's Ability to Maintain Service Levels?" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1010/1010.pdf IT IS IMPORTANT TO UNDERSTAND THE IMPACT THE PLAN'S FUNDED STATUS HAS ON CONTRIBUTIONS. POOR INVESTMENT RESULTS CREATES A GREATER BURDEN ON THE CITY IN THE FORM OF INCREASED CONTRIBUTIONS. THE INCREASED CONTRIBUTIONS TAKE A LARGER AND LARGER SHARE OF THE CITY BUDGET WHICH IMPACTS THE CITY'S ABILITY TO DELIVER OTHER ESSENTIAL SERVICES.</p>
b.	<p>"Audit of Pensionable Earnings and Time Reporting" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0910/0910.pdf UNDERSTANDING HOW INFORMATION IS REPORTED IS CRITICAL. MORE IMPORTANTLY, THE BOARD MUST BE CLEAR ON ACTUARIAL FUNDING STATUS AND MUST PROVIDE A CONSISTENT, FACT BASED MESSAGE BACKED BY ACTUARIAL DATA.</p>

c.	<p>"Disability Retirement: A Program in Need of Reform". This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1102/1102.pdf</p> <p>DISABILITY HEARINGS ARE ONE OF THE MORE CHALLENGING TOPICS THAT BOARD MEMBERS ARE FACED WITH. THE CITY AUDITOR HAS CONCLUDED THAT DUE TO THE LARGE PERCENTAGE OF SWORN OFFICERS FILING FOR AND BEING GRANTED A DISABILITY (COMPARED TO OTHER SYSTEMS), THE PROCESS NEEDS TO CHANGE. ONE SPECIFIC RECOMMENDATION IS FOR DISABILITY CASES TO BE HEARD BY AN INDEPENDENT PANEL OF MEDICAL EXPERTS.</p>
d.	<p>"An Audit of Retirement Services Travel Expenses"? This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0802/0802report.pdf</p> <p>ALL BOARD MEMBERS NEED TO BE COGNIZANT OF SEEKING ECONOMICALLY COST EFFECTIVE TRAVEL ARRANGEMENTS. THIS COULD INCLUDE AIR TRAVEL, HOTEL AND FOOD. ANY COSTS WHICH EXCEED REASONABLE AMOUNTS SHOULD BE JUSTIFIED. AVOIDING CONFLICTS OF INTEREST IS CRITICAL TO ENSURE THE INTEGRITY OF ALL BOARD MEMBERS.</p>
e.	<p>2010 Pension Reform, Measure W, http://www.sanjoseca.gov/clerk/elections/2010Election/Novemberballotmeasures.pdf</p> <p>MEASURE W WAS THE FIRST STEP TOWARDS PENSION REFORM. THE CITY CHARTER WAS AMMENDED SO THAT THE CITY COUNCIL COULD ESTABLISH A NEW PLAN WHICH WOULD BE FISCALLY SOUND AND THAT NEW OFFICERS AND EMPLOYEES COULD BE OFFERD THIS NEW PLAN.</p>
f.	<p>2012 Pension Modification, Measure B http://www.sanjoseca.gov/clerk/elections/2012Election/20120605.asp</p> <p>THE BOARD WOULD BE REQUIRED TO IMPLEMENT MEASURE B IF APPROVED BY THE COURTS. UNDERSTANDING THIS MEASURE AND ITS IMPACT TO ALL STAKEHOLDERS IS A MUST. THIS MEASURE WAS TO AMMEND THE CHATER TO MODIFY RETIREMENT BENEFITS OF CITY EMPLOYEES. EMPLOYEE CONTRIBUTIONS WOULD BE INCREASED. A NEW VOLUNTARY REDUCED PENSION PLAN WOULD BE CREATED FOR CURRENT EMPLOYEES. NEW EMPLOYEES WOULD BE OFFERED BENEFIT LIMITATIONS. FUTURE INCREASES IN PENSION BENEFITS WOULD REQUIRE VOTER APPROVAL</p>

C. EXPERIENCE/EXPERTISE

1. How do you ensure that you are maintaining an in-depth and up-to-date knowledge of institutional investing and the capital market environment?

THERE ARE CONTINUING EDUCATION REQUIREMENTS FOR MAINTAINING THE DESIGNATIONS OF CERTIFIED INVESTMENT MANAGEMENT ANALYST AND THE CERTIFIED PRIVATE WEALTH ADVISOR. THESE DESIGNATIONS REQUIRE THAT YOU ADHERE TO STRICT ETHICAL CODE OF PROFESSIONAL RESPONSIBILITY AND COMPLETE 40 HOURS OF TRAINING EVERY TWO YEARS. IN ADDITION, AS A REGISTERED REPRESENTATIVE, I AM REQUIRED TO COMPLETE VARIOUS ONGOING TRAINING PROGRAMS AND COMPLIANCE EDUCATIONAL TRAINING TO RETAIN MY LICENSE. FINALLY, I ATTEND CONFERENCES SPECIFICALLY PROVIDED FOR TRUSTEES IN THE PENSION INDUSTRY.

2. Given the current status of the capital markets, where do you see opportunities to increase return and reduce risk in the pension portfolios? What is your experience with risk budgeting?

REDUCING EXPOSURE TO EQUITIES AND FIXED INCOME AND INCREASING EXPOSURE TO ALTERNATIVE INVESTMENTS. LOWER BETA INVESTMENTS WITH A FOCUS ON ABSOLUTE RETURN IS CRITICAL IN THIS VOLATILE ENVIRONMENT.

PART OF MY CIMA TRAINING WAS FOCUS ON RISK BUDGETING. IN ESTABLISHING A NEW ASSET MIX FOR THE PENSION PLAN, I EVALUATED RISK BUDGETING WITH OUR PLAN CONSULTANT.

3. Please describe your views on the role of asset allocation and provide detail on your recommended asset classes and proportions for pension funds like those serving the employees of the City of San Jose.

ASSET ALLOCATION IS ONE OF THE MOST IMPORTANT INVESTMENT DECISIONS A PLAN TRUSTEE MUST MAKE. TIME HORIZON, RISK TOLERANCE, VOLATILITY AND RE-BALANCING MUST ALL BE TAKEN INTO CONSIDERATION.

HAVING JUST ADOPTED A NEW ASSET MIX, I AM VERY COMFORTABLE WITH THE FOLLOWING ASSET MIX FOR THE POLICE AND FIRE RETIREMENT PLAN: 37% EQUITIES, 30% FIXED INCOME, 17% INFLATION-LINKED ASSETS, 15% ABSOLUTE RETURN AND 1% CASH.

4. Should pension plans like those in San Jose invest in alternative investments such as private equity, commodities, infrastructure or separate account real estate? If so, how? If not, why?

SINCE PLAN LIABILITIES STRETCH OUT OVER A LONG PERIOD OF TIME, ALTERNATIVE INVESTMENTS ARE AN APPROPRIATE INVESTMENT. THE LACK OF LIQUIDITY, IN SOME CASES, CAN BE TOLERATED TO SEEK HIGHER ANTICIPATED RETURNS. HOWEVER, THE MOST IMPORTANT ELEMENT IS DUE DILIGENCE. THE LACK OF LIQUIDITY AND INFREQUENT REPORTING CAN CREATE A BREEDING GROUND FOR UNSCRUPULOUS MANAGERS. FINALLY, ALTERNATIVE INVESTMENTS NEED TO BE EVALUATED WITHIN THE CONTEXT OF THE OVERALL ASSET AND LIABILITY MANAGEMENT.

5. How would you evaluate an investment manager? When would you terminate an investment manager? How should due manager diligence be conducted?

EACH MANAGER SHOULD BE EVALUATED REALTIVE TO THEIR PARTICULAR BENCHMARK USING QUANTITATIVE MEASURES SUCH AS STANDARD DEVIATION, BETA, ALPHA, SHARPE RATIO, INFORMATION RATIO, TRACKING ERROR, UPSIDE/DOWNSIDE CAPTURE RATIOS AND PEER ANALYSIS. MANAGERS WHO HAVE UNDERPERFORMED OVER A FULL MARKET CYCLE SHOULD BE TERMINATED. HOWEVER, ONGOING DUE DILIGENCE IS CRITICAL TO CAPTURE PERTINENT INFORMATION DURING THE CYCLE. THIS TYPE OF INFORMATION SHOULD BE GATHERED THROUGH THE MANAGER'S ADV FORMS, CONSULTANT REPORTS OR THROUGH ACTUAL ON-SITE VISITS. THIS LAST APPROACH (ON-SITE VISIT) RECENTLY TOOK PLACE FOR ONE OF OUR EQUITY MANAGER'S WHO WAS EXPERIENCING WEAK INVESTMENT RESULTS.

6. What should be included in a pension plan's statement of investment policies? Please address the roles of trustees, staff, consultants, investment managers and custodians in asset allocation, portfolio structure, manager selection and due diligence, rebalancing, reporting and analysis.

THE INVESTMENT COMMITTEE, WHICH I AM CHAIR OF, IS CURRENTLY RE-DRAFTING THE PLAN'S INVESTMENT POLICY STATEMENT. A NEW IPS WILL BE PRESENTED AT THE 12/6/12 BOARD MEETING FOR APPROVAL.

D. CONFLICT OF INTEREST.

1. State and local law require that Retirement Board members publicly disclose, in advance of action being taken, any conflict of interest, including sources of income, interests in real property or investments, on a matter agendized for Board action; recuse themselves from voting on such item; and leave the room while the item is being discussed and voted on, unless the item is a consent or uncontested item. Please confirm that you have reviewed and agree to comply with San Jose City Council Conflict of Interest Policy (Council Policy No. 0-34); and Government Code Section 1090 and 87105. Yes No I have not read and/or do not agree to comply.
2. .In addition, if appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution. Yes No I have not read and/or do not agree to comply.
3. Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so? Yes No If yes, please explain in complete detail.
4. If you were required to file a FPPC Form 700 Statement of Economic Interest as a Retirement Board member as of the date of this application, would you have any financial interests that you would be required to disclose other than you r financial interest in the employment already disclosed in this application?. Yes No If yes, please identify any interest that you would be required to disclose as an attachment to this application..
5. Please identify any organizations, associations, or entities in which you are active, or with which you are involved or associated that might be affected by decisions of this Board, and the positions you hold.

NONE APPLY

6. Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

- Yes
 No I have not read and/or do not agree to comply.

E. BACKGROUND CHECKS AND REFERENCES

1. Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years (except for minor traffic offenses that resulted only in a fine)?
 Yes No If yes, please explain in complete detail. State the nature and approximate date of the conviction, the sentence imposed, whether the sentence has been completed, and any other information you consider relevant.
2. Are you or your firm currently or within the past five years been the subject of any litigation or claims resulting from any investment activity, advice, a fiduciary relationship, or regarding alleged financial improprieties? Yes No Not Applicable If yes, please provide details.
3. Are you or your firm currently or within the past five years been the subject of any investigation or disciplinary action by any governmental and/or regulatory body (SEC, NASD, states Attorney General or Insurance Commissioner, etc.)? Yes No Not Applicable
If yes, please provide details.
4. Please provide four personal and/or business references (not relatives). Please include name, contact information (address, email, and telephone number(s)), and relationship.
SEE ATTACHED SHEET

How did you learn of a vacancy on this Board?

- Internet
 Newspaper
 Advertisement – Source: _____
 City Website
 Personal contact from Councilmember
 Personal contact from City staff member
 Word of mouth
 Other (please specify)

References

Corrine Fabie

Mike Endris

Pam Foley

Kay Walker



SIGNATURE OF APPLICANT

11/18/12

DATE SIGNED

**Submit to:
City Clerk's Office
200 E. Santa Clara Street, Wing Room 243
San Jose, CA 95113-1905
(408) 535-1275
CityClerk@sanjoseca.gov
Attention: Dennis Hawkins**

INSTRUCTIONS TO VOTERS

1. After marking your ballot cards, insert them and seal them in the return envelope provided. **Do not remove or deface the label on your return envelope; your ballot cannot be counted if the label information is missing.** Mail, route, or deliver your envelope to the Office of the City Clerk, City Hall, 200 E. Santa Clara Street, San Jose, CA 95113, Wing, Room W-243. Ballots must be received by the City Clerk **NO LATER THAN 2:00 p.m., Monday, NOVEMBER 26, 2012.**
2. If you mark your ballot incorrectly, you may return it to the Office of the City Clerk and obtain another ballot. If you have any questions about the voting procedure, call the City Clerk's Office at (408) 535-1252 or email: cityclerk@sanjoseca.gov.
3. The City Clerk assumes no responsibility for the accuracy or nature of the contents of the Candidate Statements. The purpose of the election is to **nominate** candidates to boards and/or commissions; the City Council makes the appointments and is not obligated to appoint the candidate receiving the highest number of votes in this election.

CANDIDATES' STATEMENTS

**BOARD OF ADMINISTRATION
FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM**

Brad Imamura – RETIREE

Our retirement fund has grown to over \$1.9 Billion and its management has become increasingly complex. I am seeking your support and vote because of my concern for ensuring that knowledge, experience and fiduciary responsibility continue on the Board over the next 4 years and beyond.

I previously served as an active employee representative trustee on the Federated Retirement Board for 12 years. My fellow board members selected me to be the Board Chair for 4 of those years. I was also Chair of the Investment Committee and Chair of the Real Estate Committee.

I possess the experience and knowledge necessary to safeguard our retirement fund from being compromised in any way. My primary goal will be to continue the sensible and prudent management of our retirement dollars. I pledge a commitment to preserving the annual 3% COLA; retention of an affordable lowest cost health plan available to all retirees; and the resumption of retiree retirement education classes. We deserve a safe and secure retirement plan free from external pressure and influence.

Thank you in advance for your trust and confidence in me!

Email me at

CAST YOUR VOTE FOR BRAD IMAMURA!

Ed Overton – INCUMBENT

I am seeking your support for a second term as you retiree representative on the Federated Retirement Board. My 30 plus years of experience as Director and the last 4 as a Board member provides me with the exposure to retirement plan management that will be of tremendous value to our retirees. During the last 4 years the Board has adopted new governance policies, asset allocation, disability hearing structure, hired consultants and an outside attorney to provide legal assistance to the Board. In addition, I have increased my knowledge of the structural changes in the capital markets. My goals for a second term are to improve investment performance, increase the funded level, and strengthen the department administration and protect the rights of our members.

Ed Overton

Name (Last, first, middle)
Imamura, Brad

Home Address City, State Zip Code
San Jose, CA 95128

Home Phone No. Cellular Phone No. Home Fax No.

Business Address Zip Code
5750 Almaden Expressway San Jose, CA 95118

Business Phone No. Business Fax No.

Business Email Personal Email

Present Employer (Name/Describe Business) Job Title/Description of Duties
Santa Clara Valley Water District Sr. Real Estate Agent - Technical lead for real property acquisitions, appraisals, dedications and exchanges. Supervise four (4) Associate Real Estate Agents.

Current Employer of Spouse (Name/Address) Spouse's Job Title/Description of Duties:
Retired

College, Professional, Vocational or Other Schools attended	Major Subject	Dates Attended	Degree & Date
West Valley College	General Education	9/71 to 6/75	A.S. 6/73
San Jose State University	Health Science	9/73 to 5/75	B.A. 5/75

Licenses Held:

Registered Environmental Health Specialist (retired) - REHS



**CITY OF SAN JOSÉ
APPLICATION FOR SAN JOSE RETIREMENT BOARDS**

Public members of the Board of Administration of the San Jose Police and Fire Department Retirement Plan or the Federated City Employees Retirement System must live within 50 miles of San Jose City Hall and meet specified eligibility requirements.

Employee members of the Retirement Boards must be active employees who are members of the respective retirement plan. The Police and Fire Department representative must be an employee of the Police or Fire Department respectively. The employee representatives to the Federated Board shall be employed by different departments.

Retiree members of the Retirement Boards must be persons who have retired under the provisions of the respective retirement plan.

PLEASE USE BLACK OR BLUE INK TO TYPE OR PRINT YOUR APPLICATION. Submit application to the Office of the City Clerk, 200 E. SANTA CLARA STREET, Room W-242, San José, California, 95113, Phone: (408) 535-1252; Fax: 408-292-6207; email: cityclerk@sanjoseca.gov. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Please check the appropriate box:

Police and Fire Department Plan Federated City Employees' System

Member category:

Public member Employee Representative Retiree Representative

Individuals applying for appointment as public members of the Board are ineligible for appointment to the Board if they meet certain criteria. Please confirm if you meet any of the following criteria:

1. Are you a current City employee Yes No Please answer the following:

Job Title: _____ Department: _____

2. Are you a retired City employee Yes No At the time of my retirement I was:

Job Title: Real Property Agent II Department: PW Retirement Date 3/27/09

3. Current or former elected or appointed City official Yes No

4. Retired members of, or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System Yes No

5. A representative of any union representing City employees Yes No

6. Immediate Family Member (as defined in San Jose Municipal Code Sections 2.08.1020.F and 2.08.1220.F) of a City employee or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System

Yes No

Are you a resident of San Jose? Yes No

Length of Residency:
59 years

Council District:
One (1)

If not a resident, do you live within 50 miles of San Jose City Hall?

Certifications Held:

International Right of Way Association - Senior Right of Way Agent - SR/WA

Special Awards or Recognitions Received

Languages spoken

English

A. GENERAL BACKGROUND

1. Please list your applicable experience or expertise relevant to public retirement plan administration.

Category (check all that apply)	Years of Experience	Describe your experience or expertise
<input checked="" type="checkbox"/> Senior executive position in pension administration	12	Federated Retirement Board Trustee
<input type="checkbox"/> pension actuarial practice		
<input type="checkbox"/> institutional investment experience		
<input type="checkbox"/> auditing		
<input type="checkbox"/> accounting		
<input type="checkbox"/> legal		
<input type="checkbox"/> health and welfare and/or employee benefits management		
<input type="checkbox"/> investment management		
<input type="checkbox"/> banking		
<input type="checkbox"/> Insurance company asset/liability management		
<input type="checkbox"/> college or university professor (focus on fiduciary or trust law, quantitative background in financial theory or actuarial math)		
<input type="checkbox"/> Other		
<input type="checkbox"/> Other		

2. Please summarize your qualifications to serve as a member of the Retirement Board? Briefly highlight your skills, training, education, qualifications, experience (licenses and/or certifications) and personal qualities that you will bring to the Board and share with the organization.

I previously served as an active employee representative trustee on the Federated Retirement Board for 12 years. My fellow board members selected me to be the Board Chair for 4 of those years. I was also Chair of the Investment Committee and Chair of the Real Estate Committee. I attended and/or spoke at the following: 1) University of Pennsylvania, Wharton School, Advanced Investment Management Program; 2) Institute for Fiduciary Education (IFE) seminars; and 3) International Foundation of Employee Benefit Plan (IFEFP) seminars. I also earned the Certificate of Achievement in Public Plan Policy (CAPPP) from IFEFP.

3. What is your interest and motivation for serving as a member of the Retirement Board?

I am seeking to once again serve on the Board because of my concern for ensuring that knowledge, experience and sensible management continue on the Federated Retirement Board over the next 4 years and beyond.

4. Please describe your community leadership or administrative experience serving as a Board member of a governmental entity and/or non-profit, educational or other community-based organization? Please list the organization(s); dates served; role/title and examples of accomplishments.

I previously served as an active employee representative trustee on the Federated Retirement Board for 12 years. My fellow board members selected me to be the Board Chair for 4 of those years. I was also Chair of the Investment Committee and Chair of the Real Estate Committee.

5. Please discuss your pension plan and/or investment management and oversight experience including the development of key financial policies.

I previously served as an active employee representative trustee on the Federated Retirement Board for 12 years. My fellow board members selected me to be the Board Chair for 4 of those years. I was also Chair of the Investment Committee and Chair of the Real Estate Committee. I was involved in recommending and selecting institutional money managers to manage the pension fund investments.

6. Please describe your membership in relevant professional or trade organizations. Please note any offices held, etc.

I am currently a member of the International Right of Way Association (IRWA) Chapter 42. I possess the Senior Right of Way Agent designation (SR/WA) and served as President, Vice-President and Treasurer.

7. Please state any other information, which you feel, would be useful in reviewing your application

I also served as Chair of the City's Deferred Compensation Advisory Committee (DCAC).

B. FAMILIARITY WITH BOARD

1. Please describe your understanding of the role and responsibilities of Retirement Board members?

The role and responsibilities of Retirement Board trustees can be defined as fiduciary management. "Fiduciary management is an approach to asset management that involves an asset owner (beneficiaries) appointing a third party (retirement board) to manage the total assets of the asset owner on an integrated basis through a combination of advisory and delegated investment services (consultants), with a view to achieving the asset owner's overall investment objectives."

2. Please describe your understanding of the relationship between the Retirement Board and City Council? The City Administration? Retirement Services staff? Employee bargaining units? Plan participants and beneficiaries?

The Federated Retirement Board is an independent appointed body entrusted to prudently manage the retirement funds. The relationship between the Board and the above mentioned stakeholders is based upon mutual lines of established communication.

3. What do you consider to be the three most important issues currently facing the Retirement Board?

- 1) Funding status
- 2) Establishing a realistic assumed rate of return
- 3) Asset allocation

4. What do you perceive as the short and long-term goals of the Retirement Board?

Short term goals:

- 1) Maintain adequate and qualified retirement staff;
- 2) Provide on-going accurate information on the retirement website; and
- 3) Review performance of the fund asset classes including managers on a regular basis.

Long term goals:

- 1) Maintain adequate funding status
- 2) Monitor risk vs. return and reevaluate the Investment goals and policy statement

5. Do you believe that the retirement funds that are invested by the retirement boards are public funds? Why or why not?

Yes, retirement funds are public funds that are subsequently invested by the retirement board.

6. Please describe how the following City Auditor Reports and Council actions are applicable to your role as a Board member on the Retirement Board.

	Report Title
a.	"Pension Sustainability: Rising Pension Costs Threaten the City's Ability to Maintain Service Levels?" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1010/1010.pdf If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.
b.	"Audit of Pensionable Earnings and Time Reporting" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0910/0910.pdf If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.

c.	<p>"Disability Retirement: A Program in Need of Reform". This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1102/1102.pdf</p> <p>If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.</p>
d.	<p>"An Audit of Retirement Services Travel Expenses"? This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0802/0802report.pdf</p> <p>If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.</p>
e.	<p>2010 Pension Reform, Measure W, http://www.sanjoseca.gov/clerk/elections/2010Election/Novemberballotmeasures.pdf</p> <p>If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.</p>
f.	<p>2012 Pension Modification, Measure B http://www.sanjoseca.gov/clerk/elections/2012Election/20120605.asp</p> <p>If appointed to the Board, I would treat this report as a guideline toward implementing my duties and responsibilities as a fiduciary in managing the retirement fund assets.</p>

C. EXPERIENCE/EXPERTISE

1. How do you ensure that you are maintaining an in-depth and up-to-date knowledge of institutional investing and the capital market environment?

Through staying current by studying and reading relevant financial references and periodicals such as WSJ, Institutional Investor, Bloomberg Businessweek, etc. Also, watching MSNBC, CNBC and Fox Business News on a daily basis.

2. Given the current status of the capital markets, where do you see opportunities to increase return and reduce risk in the pension portfolios? What is your experience with risk budgeting?

I would defer to the Board's investment consultant for guidance.

3. Please describe your views on the role of asset allocation and provide detail on your recommended asset classes and proportions for pension funds like those serving the employees of the City of San Jose.

It has been reported by most professional money managers that the asset allocation decision is responsible for 80-90% of the investment return on a portfolio.

4. Should pension plans like those in San Jose invest in alternative investments such as private equity, commodities, infrastructure or separate account real estate? If so, how? If not, why?

Yes, prudent investment in alternative asset classes can help to lower the risk in a portfolio. Some would argue that pension fund management is actually risk management, not investment return management.

5. How would you evaluate an investment manager? When would you terminate an investment manager? How should due manager diligence be conducted?

Evaluation, termination and due diligence of an investment manager could be summed up by three words - process, process, process.

6. What should be included in a pension plan's statement of investment policies? Please address the roles of trustees, staff, consultants, investment managers and custodians in asset allocation, portfolio structure, manager selection and due diligence, rebalancing, reporting and analysis.

Well defined roles should be included for all the above stakeholders in formulating the statement of investment policies (IPS).

D. CONFLICT OF INTEREST.

1. State and local law require that Retirement Board members publicly disclose, in advance of action being taken, any conflict of interest, including sources of income, interests in real property or investments, on a matter agenda'd for Board action; recuse themselves from voting on such item; and leave the room while the item is being discussed and voted on, unless the item is a consent or uncontested item. Please confirm that you have reviewed and agree to comply with San Jose City Council Conflict of Interest Policy (Council Policy No. 0-34); and Government Code Section 1090 and 87105. Yes No I have not read and/or do not agree to comply.
2. In addition, if appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution. Yes No I have not read and/or do not agree to comply.
3. Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so? Yes No If yes, please explain in complete detail.
4. If you were required to file a FPPC Form 700 Statement of Economic Interest as a Retirement Board member as of the date of this application, would you have any financial interests that you would be required to disclose other than your financial interest in the employment already disclosed in this application?. Yes No If yes, please identify any interest that you would be required to disclose as an attachment to this application..
5. Please identify any organizations, associations, or entities in which you are active, or with which you are involved or associated that might be affected by decisions of this Board, and the positions you hold.

None

6. Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

- Yes
 No I have not read and/or do not agree to comply.

E. BACKGROUND CHECKS AND REFERENCES

1. Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years (except for minor traffic offenses that resulted only in a fine)?
 Yes No If yes, please explain in complete detail. State the nature and approximate date of the conviction, the sentence imposed, whether the sentence has been completed, and any other information you consider relevant.
2. Are you or your firm currently or within the past five years been the subject of any litigation or claims resulting from any investment activity, advice, a fiduciary relationship, or regarding alleged financial improprieties? Yes No Not Applicable If yes, please provide details.
3. Are you or your firm currently or within the past five years been the subject of any investigation or disciplinary action by any governmental and/or regulatory body (SEC, NASD, states Attorney General or Insurance Commissioner, etc.)? Yes No Not Applicable If yes, please provide details.
4. Please provide four personal and/or business references (not relatives). Please include name, contact information (address, email, and telephone number(s)), and relationship.

F. Richard Barbaccia - _____

Tom Zia - _____

David J. Freitas - _____

Don Ludwig - _____

How did you learn of a vacancy on this Board?

- Internet
 Newspaper
 Advertisement – Source: _____
 City Website
 Personal contact from Councilmember
 Personal contact from City staff member
 Word of mouth
 Other (please specify)

Brad Imamura

SIGNATURE OF APPLICANT

November 26, 2012

DATE SIGNED

**Submit to:
City Clerk's Office
200 E. Santa Clara Street, Wing Room 243
San Jose, CA 95113-1905
(408) 535-1275
CityClerk@sanjoseca.gov
Attention: Dennis Hawkins**

Name (Last, first, middle)
Overton, Edward F

Home Address _____ City, State _____ Zip Code _____
Milpitas, Ca. 95035

Home Phone No. _____ Cellular Phone No. _____ Home Fax No. _____

Business Address _____ Zip Code _____

Business Phone No. _____ Business Fax No. _____

Business Email _____ Personal Email _____

Present Employer (Name/Describe Business) _____ Job Title/Description of Duties _____
Retired

Current Employer of Spouse (Name/Address) _____ Spouse's Job Title/Description of Duties: _____
Retired

College, Professional, Vocational or Other Schools attended	Major Subject	Dates Attended	Degree & Date
Oakland City College	Gen. Edu	1958 - 1961	
		1964 - 1967	AA 1967
S.F State University	Business	1967 - 1969	BA 1969
Cal State Hayward	Public Administration	1974 - 1976	MPA 1976

Licenses Held:



**CITY OF SAN JOSÉ
APPLICATION FOR SAN JOSE RETIREMENT BOARDS**

Public members of the Board of Administration of the San Jose Police and Fire Department Retirement Plan or the Federated City Employees Retirement System must live within 50 miles of San Jose City Hall and meet specified eligibility requirements.

Employee members of the Retirement Boards must be active employees who are members of the respective retirement plan. The Police and Fire Department representative must be an employee of the Police or Fire Department respectively. The employee representatives to the Federated Board shall be employed by different departments.

Retiree members of the Retirement Boards must be persons who have retired under the provisions of the respective retirement plan.

PLEASE USE BLACK OR BLUE INK TO TYPE OR PRINT YOUR APPLICATION. Submit application to the Office of the City Clerk, 200 E. SANTA CLARA STREET, Room W-242, San José, California, 95113, Phone: (408) 535-1252; Fax: 408-292-6207; email: cityclerk@sanjoseca.gov. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Please check the appropriate box:

Police and Fire Department Plan Federated City Employees' System

Member category:

Public member Employee Representative Retiree Representative

Individuals applying for appointment as public members of the Board are ineligible for appointment to the Board if they meet certain criteria. Please confirm if you meet any of the following criteria:

1. Are you a current City employee Yes No Please answer the following:

Job Title: _____ Department: _____

2. Are you a retired City employee Yes No At the time of my retirement I was:

Job Title: Director, Retirement Svcs Department: Retirement Retirement Date: 3/24/07

3. Current or former elected or appointed City official Yes No

4. Retired members of, or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System Yes No

5. A representative of any union representing City employees Yes No

6. Immediate Family Member (as defined in San Jose Municipal Code Sections 2.08.1020.F and 2.08.1220.F) of a City employee or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System

Yes No

Are you a resident of San Jose? Yes No

Length of Residency: _____

Council District: _____

If not a resident, do you live Yes
within 50 miles of San Jose City Hall?

Certifications Held:

Special Awards or Recognitions Received

Languages spoken

English

A. GENERAL BACKGROUND

1. Please list your applicable experience or expertise relevant to public retirement plan administration.

Category (check all that apply)	Years of Experience	Describe your experience or expertise
<input type="checkbox"/> Senior executive position in pension administration	34	Public Pension Plan Management
<input type="checkbox"/> pension actuarial practice		
<input type="checkbox"/> institutional investment experience		
<input type="checkbox"/> auditing		
<input type="checkbox"/> accounting		
<input type="checkbox"/> legal		
<input type="checkbox"/> health and welfare and/or employee benefits management		
<input type="checkbox"/> investment management		
<input type="checkbox"/> banking		
<input type="checkbox"/> Insurance company asset/liability management		
<input type="checkbox"/> college or university professor (focus on fiduciary or trust law, quantitative background in financial theory or actuarial math)		
<input type="checkbox"/> Other		
<input type="checkbox"/> Other		

2. Please summarize your qualifications to serve as a member of the Retirement Board? Briefly highlight your skills, training, education, qualifications, experience (licenses and/or certifications) and personal qualities that you will bring to the Board and share with the organization.

I have a BA degree in business was trained as an Accountant and I have a Master of Public Administration degree. In addition I managed the City of San Jose's retirement program from 1974 until I retired in 2007. I was responsible for all aspects of plan administration and I have served as a member of the Federated Retirement Board for four years. As Director of the Retirement Department, my duties included, Asset Allocation studies, hiring and monitoring appropriate investment managers and performance consultants, actuarial firms and custodian banks. I am a collaborative person who works well in groups.

3. What is your interest and motivation for serving as a member of the Retirement Board?

The Federated Retirement Plan Is A very important City benefit. It provides for the financial security of city employees and retirees. My interest is in assuring:

- continued fiscal integrity of the Federated Plan
- protecting the interest of the City, City Employees and Retirees
- maintaining a strong administrative structure
- that plan assets are invested in accordance with adopted policy
- that retirement funds are used for their intended purpose
- that all revenue and expenditures are properly recorded
- a strong spirit of member services is maintained

4. Please describe your community leadership or administrative experience serving as a Board member of a governmental entity and/or non-profit, educational or other community-based organization? Please list the organization(s); dates served; role/title and examples of accomplishments.

I have served on the Federated Retirement Board from 2009 thru 2012. During my years on the Board I have aided in broadening the Plan's exposure to all aspects of the capital markets; revamping the disability hearing process; establishing a discount rate more appropriate to the current economic environment and resetting the plan's actuarial assumptions.

- 5: Please discuss your pension plan and/or investment management and oversight experience including the development of key financial policies.

I have 34 years of experience managing pension plans and four years serving as Board a member of the Federated Plan. I have assisted in developing investment policies, conducted consultant searches, investment manager searches, custodian bank searches evaluated real estate property, installed administrative systems and guided the development of asset allocation studies and actuarial studies

6. Please describe your membership in relevant professional or trade organizations. Please note any offices held, etc.

I was a Charter member of the California Association of Public Retirement Systems and served on its Board for two years. I am also a member of the international Foundation of Employee Benefit Plans. The organizations educational sessions for it members on topics of current interest.

7. Please state any other information, which you feel, would be useful in reviewing your application

I am a retired City employee and as such I understand the importance of a well funded professional managed pension program to both the beneficiaries and the City. The retirement plan is a major expense to both plan participants and the plan sponsor.

B. FAMILIARITY WITH BOARD

1. Please describe your understanding of the role and responsibilities of Retirement Board members?

The Board is charged with all the duties and responsibilities necessary to carry out fiduciary duty for the proper management and control of retirement system including:

- assuring contributions are made by members and the City
- accurate records of service by members are maintained
- assuring that all receipts and disbursement are appropriate and recorded
- assuring that all individuals receiving benefits are eligible :
- establishing investment and other policies necessary for professional plan management
- maintaining an actuarially sound system by setting appropriate assumptions and contribution rates
- causing an audit and production a comprehensive annual financial report

2. Please describe your understanding of the relationship between the Retirement Board and City Council? The City Administration? Retirement Services staff? Employee bargaining units? Plan participants and beneficiaries?

Administers the plan as established by the City Council. The Board may make recommendations concerning plan improvements and provide such other information as requested by Council. The Board work with administration to produce retirement benefits as intended by the plan document and to assure safety of plan assets. The primary relationship with staff should be with the Director. The Board should not attempt to manage or direct staff below the Director level unless the Director is unavailable in which case contact with a Deputy is appropriate. Information is provided to the Administration, Bargaining Groups and Plan participants as requested.

3. What do you consider to be the three most important issues currently facing the Retirement Board?

1. Improving the funded status of the retirement plan and the post employment health trust.
2. Developing a means of using the IRC section 115 as a vehicle to accumulate employee health trust contributions
3. Complete implementation of our asset allocation strategy.

4. What do you perceive as the short and long-term goals of the Retirement Board?

Building a professional staff is an immediate goal. Next, we need to focus on the plans operating efficiency, for example our administrative system is near the end of its useful life. We need selected a new system and get it operational as soon as possible. We need to improve the operation of the Board meetings. Long term achieve a funded status above 90%. Seek ways to incentivize our plan members to live healthier lives. Improve Board and staff education and training opportunities. Seek ways to stabilizes City and member contributions.

5. Do you believe that the retirement funds that are invested by the retirement boards are public funds? Why or why not?

Retirement funds are trust funds. The assets of the Trust are to be held for the exclusive purpose of providing benefits to plan participants and beneficiaries and defraying the reasonable expenses of administering the system.

6. Please describe how the following City Auditor Reports and Council actions are applicable to your role as a Board member on the Retirement Board.

	Report Title
a.	<p>"Pension Sustainability: Rising Pension Costs Threaten the City's Ability to Maintain Service Levels?" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1010/1010.pdf</p> <p>The Auditor's report describes certain plan design and benefit level issues that be problematic. The Retirement Board cannot effect plan or benefit level. Our job is to management the plan as put into place by the Council. We do have the responsibility for seeing that retirement plan actuarially sound. that means setting a reasonable set of assumptions and checking how they match with reality from time to time. Investment earnings has the most affect on plan cost. Therefore, the Board should exercise extreme care in setting a discount rate that will have a high probability of being realized..</p>
b.	<p>"Audit of Pensionable Earnings and Time Reporting" This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0910/0910.pdf</p> <p>The Board needs to be assured by staff that "Pensionable Earnings" are accurately calculated. We should require our outside auditors to make a review annually and include any issues in our audit report.</p>

c.	<p>"Disability Retirement: A Program in Need of Reform". This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/1102/1102.pdf</p> <p>As a Board member I am full aware of the issues surrounding The disability retirement process. Years ago the Federated Board implemented a process to broaden the review of disability applicants. We use a staff committee for the initial review with the input of the medical director, the applicants department and a Human Resources Dept. representative. In addition, we have made the hearing process more formal. The applicant is represented by legal counsel and the Plan is represented by the Board's Attorney. Applicants and witness give sworn testimony. However, we are restricted to applying the provision of the Municipal Code.</p>
d.	<p>"An Audit of Retirement Services Travel Expenses"? This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/0802/0802report.pdf</p> <p>The City Auditor identified a number of weaknesses in the travel practices of the Board. As a result our travel policy has been strengthened by adopting a revised travel policy making it clear that retirement staff was to adhere to the policy as as stated in Section 1.8.2 of the city policy manual. Board member are travel in accordance with policy covering Council members and Boards and Commissions. Staff is aware of this are in compliance.</p>
e.	<p>2010 Pension Reform, Measure W, http://www.sanjoseca.gov/clerk/elections/2010Election/Novemberballotmeasures.pdf</p> <p>The passage of Measure W authorized the Council to establish a new pension benefit for employees hired after the adoption of enabling legislation. The city has done that and Tier II is now a reality. The Board has a duty to have the new benefit structure studied by an actuary to establish rates of contribution designed to make the new plan actuarially sound. And, to manage the new plan as it does with legacy plan.</p>
f.	<p>2012 Pension Modification, Measure B http://www.sanjoseca.gov/clerk/elections/2012Election/20120605.asp</p> <p>It is my understanding that a major portion of Measure B has been referred to the courts for clarification. Once that process has been cleared up, then the Board members responsibility will be clearer.</p>

C. EXPERIENCE/EXPERTISE

1. How do you ensure that you are maintaining an in-depth and up-to-date knowledge of institutional investing and the capital market environment?

There are a number of sources available to Board member to maintain up-to-date investment knowledge including:

- internal presentations from our investment consultants
- attending professional seminars and conference
- reading published material
- attending courses sponsored by university
- utilizing the internet

Board members should make use of as many of these resources as necessary. :

2. Given the current status of the capital markets, where do you see opportunities to increase return and reduce risk in the pension portfolios? What is your experience with risk budgeting?

I believe that a broadly diversified portfolio with exposure to all institutional quality asset classes would provide the best opportunity increase returns and reduce risk. The specific combination if investment would require a professional capital market study. I have years of experience with risk budgeting. The process begin with and asset liability modeling (ALM) study. The ALM helps one to determine how much risk to take in the portfolio and and where you wants to take risk. The major elements of a risk budget are funded level, funding horizon, liquidity requirement and the risk appetite of the trustees..

3. Please describe your views on the role of asset allocation and provide detail on your recommended asset classes and proportions for pension funds like those serving the employees of the City of San Jose.

Asset allocation is the most important decision a pension trustee can make regarding investment of pension assets. The asset allocation decision provides about 90% of the impact on plan returns. And, it helps diversify the risk.. Assets classes have different risk and correlations characteristics. By developing an asset allocation program trustees can select from assets classes that are not highly correlated to each other and thereby reduce the volatility in portfolio returns. While an asset allocation should not be set with a capital markets study of projected returns, risk and correlations, a typical plan such as San Jose might invest 45% Equities, 25% Fixed, 5% Real Estate, 25% Alternatives.

4. Should pension plans like those in San Jose invest in alternative investments such as private equity, commodities, infrastructure or separate account real estate? If so, how? If not, why?

Yes, those investments are areas in which a pension plan should invest as long as the risk/rewards relationship is appropriate and the other portion of the portfolio is liquid enough to provide for the plan's cash needs. Invests in these areas help to reduce volatility and increase diversification.

5. How would you evaluate an investment manager? When would you terminate an investment manager? How should due manager diligence be conducted?

Investment managers should be evaluated on the viability of their investment philosophy, a strong and repeatable process and a highly motivated and stable professional staff. The manager should be able to demonstrate how the investment philosophy in implemented and when it will outperform or under perform. Investment manager should br. hired for the long term. Therefore, time spent on the front end should be extensive. It is expensive to fire a manager, between 100 and 300 basis points. However, if there are changes the managers philosophy, departure of key staff security breaches, under criminal investigation or poor performance at a time when he/she should not be under performing, the manager should be reviewed for termination. Due diligence involve site visits wltthe finalist. One needs to develop a greater understanding of how the portfolio is developed. .

6. What should be included in a pension plan's statement of investment policies? Please address the roles of trustees, staff, consultants, investment managers and custodians in asset allocation, portfolio structure, manager selection and due diligence, rebalancing, reporting and analysis.

See attached.

D. CONFLICT OF INTEREST.

1. State and local law require that Retirement Board members publicly disclose, in advance of action being taken, any conflict of interest, including sources of income, interests in real property or investments, on a matter agendized for Board action; recuse themselves from voting on such item; and leave the room while the item is being discussed and voted on, unless the item is a consent or uncontested item. Please confirm that you have reviewed and agree to comply with San Jose City Council Conflict of Interest Policy (Council Policy No. 0-34); and Government Code Section 1090 and 87105. Yes No I have not read and/or do not agree to comply.
2. .In addition, if appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution. Yes No I have not read and/or do not agree to comply.
3. Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so? Yes No If yes, please explain in complete detail.
4. If you were required to file a FPPC Form 700 Statement of Economic Interest as a Retirement Board member as of the date of this application, would you have any financial interests that you would be required to disclose other than your financial interest in the employment already disclosed in this application?. Yes No If yes, please identify any interest that you would be required to disclose as an attachment to this application..
5. Please identify any organizations, associations, or entities in which you are active, or with which you are involved or associated that might be affected by decisions of this Board, and the positions you hold.

None,

6. Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

- Yes
 No I have not read and/or do not agree to comply.

E. BACKGROUND CHECKS AND REFERENCES

1. Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years (except for minor traffic offenses that resulted only in a fine)?
 Yes No If yes, please explain in complete detail. State the nature and approximate date of the conviction, the sentence imposed, whether the sentence has been completed, and any other information you consider relevant.
2. Are you or your firm currently or within the past five years been the subject of any litigation or claims resulting from any investment activity, advice, a fiduciary relationship, or regarding alleged financial improprieties? Yes No Not Applicable If yes, please provide details.
3. Are you or your firm currently or within the past five years been the subject of any investigation or disciplinary action by any governmental and/or regulatory body (SEC, NASD, states Attorney General or Insurance Commissioner, etc.)? Yes No Not Applicable If yes, please provide details.
4. Please provide four personal and/or business references (not relatives). Please include name, contact information (address, email, and telephone number(s)), and relationship.

Brian Bennert
Ligia Gonzalez
David Armstrong
Mike Reunig

How did you learn of a vacancy on this Board?

- Internet
 Newspaper
 Advertisement – Source: _____
 City Website
 Personal contact from Councilmember
 Personal contact from City staff member
 Word of mouth
 Other (please specify)

SIGNATURE OF APPLICANT

DATE SIGNED

**Submit to:
City Clerk's Office
200 E. Santa Clara Street, Wing Room 243
San Jose, CA 95113-1905
(408) 535-1275
CityClerk@sanjoseca.gov
Attention: Dennis Hawkins**



**CITY OF SAN JOSE
APPLICATION FOR SAN JOSE RETIREMENT BOARDS**

Public members of the Board of Administration of the San Jose Police and Fire Department Retirement Plan or the Federated City Employees Retirement System must live within 50 miles of San Jose City Hall and meet specified eligibility requirements.

Employee members of the Retirement Boards must be active employees who are members of the respective retirement plan. The Police and Fire Department representative must be an employee of the Police or Fire Department respectively. The employee representatives to the Federated Board shall be employed by different departments.

Retiree members of the Retirement Boards must be persons who have retired under the provisions of the respective retirement plan.

PLEASE USE BLACK OR BLUE INK TO TYPE OR PRINT YOUR APPLICATION. Submit application to the Office of the City Clerk, 200 E. SANTA CLARA STREET, Room W-242, San Jose, California, 95113, Phone: (408) 535-1262, Fax: 408-282-6207, email: cityclerk@sanjoseca.gov. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Please check the appropriate box:

Police and Fire Department Plan Federated City Employees' System

Member category:

Public member Employee Representative Retiree Representative

Individuals applying for appointment as public members of the Board are ineligible for appointment to the Board if they meet certain criteria. Please confirm if you meet any of the following criteria:

1. Are you a current City employee? Yes No Please answer the following:
Job Title: _____ Department: _____
2. Are you a retired City employee? Yes No At the time of my retirement I was:
Job Title: _____ Department: _____ Retirement Date: _____
3. Current or former elected or appointed City official? Yes No
4. Retired member of, or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System? Yes No
5. A representative of any union representing City employees? Yes No
6. Immediate Family Member (as defined in San Jose Municipal Code Sections 2.09.1020.F and 2.09.1220.F) of a City employee or persons participating in or receiving benefits from the Police and Fire Retirement Plan or Federated City Employees Retirement System?
 Yes No

Are you a resident of San Jose? Yes No Length of Residence: _____ Council District: _____

If not a resident, do you live within 50 miles of San Jose City Hall? Yes No

Certifications Held

Special Awards or Recognitions Received

Alexander Hamilton Award from Treasury and Risk Management Magazine
Treasury Excellence Award
Intel Achievement Award

Languages spoken

English, French (basic)

A. GENERAL BACKGROUND

1. Please list your applicable experience or expertise relevant to public retirement plan administration.

Category (check all that apply)	Years of Experience	Describe your experience or expertise
<input type="checkbox"/> Senior executive position in pension administration		
<input type="checkbox"/> pension actuarial practice		
<input checked="" type="checkbox"/> institutional investment experience	12.5	venture capital, retirement plan invest
<input type="checkbox"/> auditing		
<input type="checkbox"/> accounting		
<input type="checkbox"/> legal		
<input type="checkbox"/> health and welfare and/or employee benefits management		
<input checked="" type="checkbox"/> investment management	11	retirement plan investments
<input type="checkbox"/> banking	2.5	senior debt transaction assessments p
<input type="checkbox"/> insurance company asset/liability management		
<input type="checkbox"/> college or university professor (focus on fiduciary or trust law, quantitative background in financial theory or actuarial math)		engineer, mgr Energy Conservation
<input checked="" type="checkbox"/> Other	20	mgr Finance and Planning
<input checked="" type="checkbox"/> Other	3.5	engineer, mgr Energy Conservation

2. Please summarize your qualifications to serve as a member of the Retirement Board? Briefly highlight your skills, training, education, qualifications, experience (licenses and/or certifications) and personal qualities that you will bring to the Board and share with the organization.

For the past 11 years I have managed Intel's retirement plans, including asset allocation, manager selection, and investment performance. My engineering degree, MBA in finance and 21 years work experience including banking and venture capital work are applicable. I currently serve on the Board and chair the investment committee for a \$260 million endowment. I also have been serving as a Trustee for the City of San Jose Employees Retirement System for the past two years. My honesty, integrity, thoughtfulness and respect for others are important qualities that I also bring.

3. What is your interest and motivation for serving as a member of the Retirement Board?

I believe that serving on the Retirement Board is a wonderful way for me to able to give back to the community of San Jose and its employees while utilizing both my skills and experience in pension plan investment management. For similar reasons, I am a member of the Board and Chairman of the Investment Policy Committee for the Guide Dogs for the Blind, a non-profit based in San Rafael, CA.

4. Please describe your community leadership or administrative experience serving as a Board member of a governmental entity and/or non-profit, educational or other community-based organization? Please list the organization(s), dates served, role/title and examples of accomplishments.

I have been serving as a Trustee for the City of San Jose Employees Retirement System for the past two years. Examples of accomplishments would be the changes to the asset allocation of the plan to incorporate greater diversification into the portfolio, addressing actuarial assumptions, annual expense review. I also serve as Chairman of the investment Committee and a Board member for Guide Dogs for the Blind, a not for profit based in San Rafael California. I have been a Board member for approximately four years. Examples of accomplishments include drive changes to the asset allocation (increasing privates) and helping to bring the right set of skills to the oversight and management of the fund (consultants, managers, Board and Advisory Board members)

5. Please discuss your pension plan and/or investment management and oversight experience including the development of key financial policies.

For the past eleven years I have been responsible for developing the strategy, directing investments, and providing oversight on Intel's US retirement plans. This includes development of Investment Policy Statements and ensuring implementation and compliance with these plans. Use of outside investment consultants has primarily been limited to special projects and manager advice on certain alternative asset classes, while asset allocation, manager selection, performance monitoring, and trust/custody have been developed and managed by my team and myself.

6. Please describe your membership in relevant professional or trade organizations. Please note any offices held, etc.

I am a member of Pensions West and DCIA (Defined Contribution Institutional Investment Association). These organizations foster and share best practices in institutional investment management, plan design and governmental regulation in the Pension industry.

7. Please state any other information, which you feel, would be useful in reviewing your application

In addition to managing the investments of the retirement plans, I am actively involved with the administration of the plans including setting and reviewing actuarial assumptions, funding, recordkeeping, participant communications, education and plan design. I am also actively involved with Intels International pension plans, either in an advisory capacity or as a trustee for those plans. Being involved in the international plans allows me to stay on top of best practices including places like Australia, where superannuation plans are utilized and the UK, where liability driven investing has become more prevalent. Finally, I also serve on the Board and am Chairman of the Investment Committee for Guide Dogs for the Blind in San Rafael which has a \$260 million endowment with a significant allocation to alternative investments.

B. FAMILIARITY WITH BOARD

1. Please describe your understanding of the role and responsibilities of Retirement Board members?

The Retirement Board members have responsibility for ensuring that the plans are being properly administered and invested for the exclusive benefit of the plan participants and beneficiaries.

2. Please describe your understanding of the relationship between the Retirement Board and City Council? The City Administration? Retirement Services staff? Employee bargaining units? Plan participants and beneficiaries?

Both the City Council and City Administration works closely with the Board to understand the implications of changes to the plans (design changes, actuarial, funding, asset allocation, etc). The Retirement Investment Staff has responsibility for implementing the day to day operations of the plans and works closely with the Board to ensure they are following the direction of the Board and keeping the Board informed in order to meet their fiduciary obligations. The Employee Bargaining units, participants and beneficiaries work with the Board to ensure that the interests of the plan beneficiaries are being appropriately represented and addressed.

3. What do you consider to be the three most important issues currently facing the Retirement Board?

1) Ensuring that the right investment and administrative staff are in place to be able to operate the plans. 2) The expected return on assets based on the current asset allocation may still be too high and there are significant implications (higher funding requirements, lower funded status) to the City from changes to this rate. 3) Having two plans (Police and Fire and City Employees) with a similar liability stream and funding gap and two totally different asset allocations, two Boards, two investment committees creates a significant amount of duplication of effort and inefficiency.

4. What do you perceive as the short and long-term goals of the Retirement Board?

Short term goal would be to stabilize and expand the investment, administrative and consulting staff so that they have sufficient resources to properly implement the asset allocation/investments of the plans and ensure that benefits are being efficiently administered. Long-term goal is to ensure the Board gets involved only in setting high level policies and direction (eg asset allocation, actuarial assumptions) and that more of the day to day investment and administrative decisions (including disability retirements) are appropriately delegated to the staff and outside providers.

5. Do you believe that the retirement funds that are invested by the retirement boards are public funds? Why or why not?

Because the money used to fund the plan comes the City and thus indirectly from public taxpayers I do believe that the retirement plans are public funds (or at least that the public has a vested interest in management and oversight of the retirement plans)

6. Please describe how the following City Auditor Reports and Council actions are applicable to your role as a Board member on the Retirement Board.

	Report Title
a.	<p>"Pension Sustainability: Rising Pension Costs Threaten the City's Ability to Maintain Service Levels?" This report is available at: http://www.sanoseca.gov/auditor/AuditReports/03101010.pdf</p> <p>The Board does not determine the benefits that the City chooses to offer its participants and beneficiaries, only the City can do that. The Board is responsible for implementing the plans once established and ensuring the highest likelihood that the plan's assets will meet the obligations of the benefits that have been promised by the City. However, to that extent, the Board must be aware of the financial stability of the City and its ability to meet its future obligations and take that into consideration when setting policies, particularly asset allocation.</p>
b.	<p>"Audit of Pensionable Earnings and Time Reporting" This report is available at http://www.sanoseca.gov/auditor/AuditReports/03100910.pdf</p> <p>The plans must be administered consistently and accurately based on the governing plan documents. The Board has this oversight responsibility for administration and needs to ensure that there are appropriate policies and procedures in place to rectify these inconsistencies and prevent them from occurring in the future.</p>

c.	<p>"Disability Retirement: A Program in Need of Reform". This report is available at http://www.sanjoseca.gov/auditor/AuditReports/110201022.pdf</p> <p>The report makes a number of sound recommendations which generally require changes to the City Charter or Municipal Code in order for them to be an impact for the Retirement Board. The largest impact of these recommendations for the Retirement Board would be having a disability committee consisting of professionals with the requisite experience to handle these cases. I believe the recommendations in this report are consistent with best practices in the industry and should be implemented.</p>
d.	<p>"An Audit of Retirement Services Travel Expenses"? This report is available at: http://www.sanjoseca.gov/auditor/AuditReports/08020807report.pdf</p> <p>The report makes some sound recommendations for travel expense policies that the Board should ensure are followed. Travel (entertainment, conferences, etc) expenses should be closely monitored by the Board to ensure that there is clear business need to travel and especially ensure that travel and attendance to conferences and other educational events are truly value add and necessary for staff and Board members to attend in order to do their job.</p>
e.	<p>2010 Pension Reform, Measure W. http://www.sanjoseca.gov/clerk/elections/2010Election/November/ballotmeasures.pdf</p> <p>The Board is responsible for ensuring that Measure W is properly interpreted and implemented. The Board should also consider Measure W impact on the City's long-term financial health and any potential implications on future pension funding obligations.</p>
f.	<p>2010 Pension Modification, Measure B http://www.sanjoseca.gov/clerk/elections/2010Election/20120605.asp</p> <p>The Board is responsible for ensuring that Measure B is properly interpreted and implemented. The Board should also consider measure B impact on the City's long-term financial health and any potential implications on future pension funding obligations.</p>

C. EXPERIENCE/EXPERTISE

1. How do you ensure that you are maintaining an in-depth and up-to-date knowledge of institutional investing and the capital market environment?

Since managing investments and the Intel Retirement Plans is my full time job, I ensure that I am up to date on institutional investing and the capital market environment through a number of avenues including: managers, consultants and advisors, industry peers, publications/research, seminars and conferences.

2. Given the current status of the capital markets, where do you see opportunities to increase return and reduce risk in the pension portfolios? What is your experience with risk budgeting?

The areas where I believe there will be significant opportunity include emerging markets (through public and private equity and debt), global macro, long/short equity, distressed debt and real estate. Many of these strategies can be deployed in a manner which provide greater downside protection and reduces risk. We currently utilize risk budgeting at Intel as an internal tool for helping us determine where to allocate capital and resources within our portfolios.

3. Please describe your views on the role of asset allocation and provide detail on your recommended asset classes and proportions for pension funds like those serving the employees of the City of San Jose.

I consider asset allocation to be the single most important decision of pension funds. The appropriate asset allocation I would recommend is based on the concept of diversification across risk factors and implemented through asset classes rather than only looking at asset class diversification. From a risk factor perspective I would generally recommend as a starting point (without taking a particular view on valuations, the current macroeconomic environment, or the risk tolerance/financial stability of the plan sponsor) of allocating risk generally equally across the risk factors of: rates, credit, equities and commodities.

4. Should pension plans like those in San Jose invest in alternative investments such as private equity, commodities, infrastructure or separate account real estate? If so, how? If not, why?

The short answer is yes assuming there are sufficient staff and resources (including consultants) with the necessary expertise to properly source and monitor those investments. Generally I would recommend they invest through a combination of public and private investment vehicles depending on investment access and expertise of the investment professionals evaluating the opportunities. Public vehicles may provide quicker access to certain asset classes along with greater liquidity while private vehicles tend to have higher overall expected returns (and risk) and access to investments which are less correlated to the public markets.

5. How would you evaluate an investment manager? When would you terminate an investment manager? How should due manager diligence be conducted?

At the highest level, due diligence should focus on people, process and performance. The stability of the organization, the people, and proper alignment of interests are critical to assure future success. Manager due diligence should be conducted utilizing consultant specialists, databases, RFP's, presentations, on site meetings, and reference checks. Managers should be terminated when there is no longer confidence with the manager in one of the key areas (people, process, performance). I would note however that due diligence will vary widely depending on the strategy.

5. What should be included in a pension plan's statement of investment policies? Please address the roles of trustees, staff, consultants, investment managers and custodians in asset allocation, portfolio structure, manager selection and due diligence, rebalancing, reporting and analysis.

The investment policy statement should establish the investment objectives (including risk and return), policies and guidelines for the management of the assets of the plan in order to assist the Board and Staff in supervising and monitoring the investments. The policy should articulate guidelines, roles and responsibilities, provide a mechanism to establish and review the Plan's investment objectives, specify the asset allocation, risk, rebalancing policy, identify manager selection and retention criteria that may be considered when selecting, monitoring and evaluating investment options. It should also specify the responsi

D. CONFLICT OF INTEREST.

1. State and local law require that Retirement Board members publicly disclose, in advance of action being taken, any conflict of interest, including sources of income, interests in real property or investments, on a matter agendaized for Board action; recuse themselves from voting on such item, and leave the room while the item is being discussed and voted on, unless the item is a consent or uncontested item. Please confirm that you have reviewed and agree to comply with San Jose City Council Conflict of Interest Policy (Council Policy No. C-34); and Government Code Section 1090 and 87105. Yes No I have not read and/or do not agree to comply.
2. In addition, if appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution. Yes No I have not read and/or do not agree to comply.
3. Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so? Yes No If yes, please explain in complete detail.
4. If you were required to file a FPPC Form 700 Statement of Economic Interest as a Retirement Board member as of the date of this application, would you have any financial interests that you would be required to disclose other than your financial interest in the employment already disclosed in this application? Yes No If yes, please identify any interest that you would be required to disclose as an attachment to this application.
5. Please identify any organizations, associations, or entities in which you are active, or with which you are involved or associated that might be affected by decisions of the Board and the positions you hold.

none

6. Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

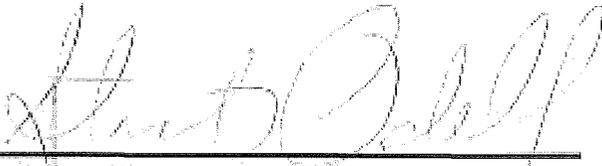
Yes
 No I have not read and/or do not agree to comply.

E. BACKGROUND CHECKS AND REFERENCES

1. Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years (except for minor traffic offenses that resulted only in a fine)?
 Yes No If yes, please explain in complete detail. State the nature and approximate date of the conviction, the sentence imposed, whether the sentence has been completed, and any other information you consider relevant.
2. Are you or your firm currently or within the past five years been the subject of any litigation or claims resulting from any investment activity, advice, a fiduciary relationship, or regarding alleged financial improprieties? Yes No Not Applicable If yes, please provide details.
3. Are you or your firm currently or within the past five years been the subject of any investigation or disciplinary action by any governmental and/or regulatory body (SEC, NASD, states Attorney General or Insurance Commissioner, etc.)? Yes No Not Applicable If yes, please provide details.
4. Please provide four personal and/or business references (not relatives). Please include name, contact information (address, email, and telephone number(s)), and relationship.

How did you learn of a vacancy on this Board?

- Internet
 Newspaper
 Advertisement – Source: _____
 City Website
 Personal contact from Councilmember
 Personal contact from City staff member
 Word of mouth
 Other (please specify)



SIGNATURE OF APPLICANT



DATE SIGNED

Submit to:
City Clerk's Office
200 E. Santa Clara Street, Wing Room 243
San Jose, CA 95113-1905
(408) 535-1275
CityClerk@sanjoseca.gov
Attention: Dennis Hawkins