



# Memorandum

**TO:** RULES COMMITTEE

**FROM:** Mark Danaj

**SUBJECT: DEFERRED COMPENSATION  
ADVISORY COMMITTEE  
APPOINTMENTS**

**DATE:** February 9, 2009

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Approved

Date

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## RECOMMENDATION

It is recommended that the City Council approve the appointment of Franco Vado to the Deferred Compensation Advisory Committee (DCAC) as the representative nominated by the San Jose Police Officers Association (POA); Robert Sapien as the representative nominated by the San Jose Firefighters, Local 230 (IAFF); and Pascal Roubineau as the representative nominated by the trades unions (Association of Building, Mechanical and Electrical Inspectors (ABMEI), International Brotherhood of Electrical Workers (IBEW), International Union of Operating Engineers, Local No. 3 (OE3), for four-year terms ending March 1, 2013. It is requested that this recommendation go to the City Council on March 3 since the terms of three of the Committee members expire March 1, 2009. In order to have a quorum for the next Deferred Compensation Advisory Committee on March 26, 2009, the three new members need to be appointed prior to that meeting.

## BACKGROUND

The Deferred Compensation Advisory Committee (DCAC) oversees all aspects of the City's Deferred Compensation Program. The program currently consists of approximately 10,000 plan participants (both retirees and active employees) and approximately \$475 million in assets.

Resolution No. 70176, dated February 27, 2001, requires that the DCAC be composed of seven members; two appointed by the City Manager; one recommended by the management employees; one recommended by the San Jose Police Officers Association; one recommended by the San Jose Firefighters, Local 230; one recommended by the employee organizations affiliated with the American Federation of State, County and Municipal Employees and one recommended by the trades employee organizations. Each member normally serves a four-year term.

As a Council-appointed committee, appointments to the DCAC must first be approved by the Rules Committee before being forwarded to the City Council.

February 9, 2009

Subject: Deferred Compensation Advisory Committee Appointments

Page 2

### ANALYSIS

The term of members Conrad Taylor, Mark Skeen, and Pascal Roubineau expire on March 1, 2009. The POA, IAFF, and the trades employee organizations (ABMEI, IBEW and OE#3) were asked to nominate a replacement member for the City Council's approval and appointment.

On February 3, 2009, Franco Vado of POA was selected as the nominee for this seat; on February 8, Robert Sapien of IAFF was selected as the nominee for this seat, and on February 4, Pascal Roubineau of the trades employee organizations was selected as the nominee for this seat, each to serve a four-year term through March 1, 2013. No other nominations were received.

### PUBLIC OUTREACH

- 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, Council or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

This item does not meet any of the criteria above.

The key stakeholders were invited to nominate a candidate for appointment to the Deferred Compensation Committee. These key stakeholders are the San Jose Police Officers Association (POA); San Jose Firefighters, Local 230 (IAFF); and the trades unions (Association of Building, Mechanical and Electrical Inspectors (ABMEI), International Brotherhood of Electrical Workers (IBEW), International Union of Operating Engineers, Local No. 3 (OE3). Names of the new Committee members will be posted on the City's website as part of the minutes of the Deferred Compensation Advisory Committee.

### COORDINATION

This memorandum has been coordinated with the Office of the City Attorney and the City Clerk's Office.



MARK DANAJ  
Director, Human Resources