



# Memorandum

**TO: RULES AND  
OPEN GOVERNMENT**

**FROM:** Mark Danaj

**SUBJECT: DEFERRED COMPENSATION  
ADVISORY COMMITTEE  
APPOINTMENTS**

**DATE:** December 21, 2009

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Approved

Date

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## **RECOMMENDATION**

It is recommended that the City Council approve the appointment of Carol Garcia to the Deferred Compensation Advisory Committee (DCAC) as the representative nominated by the American Federation of State, County and Municipal Employees, AFSCME Local 101 (the Municipal Employees Federation (MEF) and the Confidential Employees Organization (CEO)) and (Donna Busse) as the representative nominated by that group of employees designated as "Management Employees" under City Council Resolution No. 39367 (Association of Engineers and Architects (AEA), Association of Maintenance Supervisory Personnel (AMSP), City Association of Management Personnel (CAMP), Association of Legal Professionals (ALP) and Executive Management, Unit 99), for four-year terms ending March 1, 2014.

## **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 \$550 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.

## **ANALYSIS**

The current terms of DCAC members Trish Glassey and Donna Busse expire on March 1, 2010. The American Federation of State, County and Municipal Employees, AFSCME Local 101 (MEF and CEO) and that group of employees designated as "Management Employees" under

City Council Resolution No. 39367 were each asked to nominate a replacement member for the City Council's approval and appointment.

On October 22, 2009, Carol Garcia of the Municipal Employees Federation was selected as the nominee for the American Federation of State, County and Municipal Employees, AFSCME Local 101 (MEF and CEO) and on December 4, 2009, Donna Busse of Unit 99 was selected as the nominee for that group of employees designated as "Management Employees" under City Council Resolution No. 39367, each to serve a four-year term through March 1, 2014. 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 American Federation of State, County and Municipal Employees, AFSCME Local 101 (the Municipal Employees Federation (MEF) and the Confidential Employees Organization (CEO)), that group of employees designated as "Management Employees" under City Council Resolution No. 39367 (Association of Engineers and Architects (AEA), Association of Maintenance Supervisory Personnel (AMSP), City Association of Management Personnel (CAMP), Association of Legal Professionals (ALP) and Executive Management, Unit 99). 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