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SAN JOSE BOARDS AND COMMISSIONS APPOINTMENTS 12/3/09

>> THIS IS A SPECIAL MEETING OF SAN JOSE. PURPOSE OF INTERVIEWING CANDIDATES FOR SOME OF OUR BOARDS AND COMMISSIONS. WE HAVE, I THINK OF A TOTAL OF 10 OR 11 PEOPLE TO BE INTERVIEWED OVER THE COURSE OF THE MORNING. WE ARE GOING TO START WITH THE CIVIL SERVICE COMMISSION INTERVIEWS. THEN WE'LL DO POLICE AND FIRE RETIREMENT BOARD. FED RATED RETIREMENT BOARD AND FINISH UP WITH APPEALS INTERVIEWS, UNLESS THE CLERK THINKS WE NEED TO CHANGE THE ORDER. I BELIEVE THE FIRST PERSON TO BE INTERVIEWED IS BILL BURR WHO IS ALREADY HERE. GET CLERK TO BRING MR. BRIL IN FOR THE CIVIL SERVICE COMMISSION INTERVIEW.

>> MORNING, BILL, HOW ARE YOU?

>> GOOD MORNING, CHUCK.

>> I HAVE BEEN IN THE GREEN ROOM, WHICH I DIDN'T KNOW EXISTED.

>> IT EVEN HAS GREEN CARPETING, RIGHT? WE ARE GOING TO DO OUR USUAL DRILL. WE'LL GIVE YOU A COUPLE OF MINUTES WHY YOU WANT TO BE REAPPOINTED. AND WHATEVER QUESTIONS AND ANSWERS WE MIGHT HAVE. WELCOME, THANK YOU FOR YOUR SERVICE ON THE COMMISSION AND INTEREST GOING BACK FOR ANOTHER TOUR OF DUTY.

>> THANK YOU MAYOR AND COUNCIL MEMBERS. I HAVEN'T DONE THIS SINCE APRIL OF '85. A LOT OF THE WORK WE DO FOR THE CIVIL SERVICE IS WORK I DID WHEN I WAS EMPLOYED. I NOW CURRENTLY DO AS A BUSINESS REP FOR PGE MEMBERS EMPLOYED BY THE UNION. IN MY DAYTIME JOB PRETTY MUCH I DO CIVIL SERVICE. I THINK I HAVE BEEN FAIR AND IMPARTIAL, OPEN. NOT ALL DEPARTMENT WOULD AGREE WITH THAT NECESSARILY ON ALL OUR DECISIONS, BUT MOST OF OUR DECISIONS OVER THE LAST 14 YEARS HAVE BEEN UNANIMOUS ONES AS WELL. IT IS NOT JUST ME IT IS ONE VOTE OF FIVE. ANY QUESTIONS? I DON'T KNOW WHAT YOU WANT TO HEAR ANYMORE THEN THAT.

>> THAT IS FINE. IF PEOPLE WANT TO HEAR MORE THERE WILL BE QUESTIONS. LET'S SEE IF COUNCIL MEMBERS WANT TO TALK ABOUT IT. I HAVE A QUESTION, SINCE YOU HAVE BEEN ON THE CIVIL SERVICE COMMISSION, IF YOU HAD THOUGHTS ABOUT SORT OF THE GLOBAL PICTURES HOW WE ORGANIZE THE CIVIL SERVICE COMMISSION, HOW THE HEARINGS ARE HANDLED AND IF THINGS ARE TO BE HELD DIFFERENTLY. NOT THAT WE HAVE HAD COMPLAINTS, BUT SINCE YOU HAVE HAD SO MUCH TIME IN GRADE AND EXPERIENCE, IF THERE ARE THINGS WE COULD DO BETTER?

>> AGAIN, WHAT I DO ON A DAY-TO-DAY BASIS IS SIMILAR TO CIVIL SERVICE. THAT INCLUDES COSTS INVOLVED IN HANDLING OF GRIEVANCES AND WE DO NOT GET ATTORNEYS INVOLVED UNTIL WE GET TO THE HIGHEST STEP. REPRESENTED PG MEMBERS OVER 65 YEARS. WE HAVE HAD LESS THAN 300 CASES GO TO THE FINAL STEP OF ARBITRATION. MANY THAT COME BEFORE US COULD BE SETTLED PRIOR TO HAVING TO COME TO US. INVOLVING CITY ATTORNEY ETC. IN OTHER WORDS HAVE A LOWER LEVEL. IT IS MY JOB TO SETTLE IT. YOU HAVE THE MOST FAIR DEAL. I THINK IT IS AN EXPENSIVE PROCESS FOR THE CITY TO PUSH IT. WE ARE FINDING MORE AND MORE CASES COMING TO US THAN WE HAVE SEEN EVER IN THE 14 YEARS I HAVE BEEN ON THE COMMISSION.

>> OKAY. OTHER QUESTIONS? COUNCIL MEMBER PYLE?

>> WHAT CHANGES WOULD YOU MAKE? IN OTHER WORDS, WHAT ARE THE WAYS YOU WOULD STOP THE REPLICATIONS AND CHANGES?

>> I AM FORTUNATE TO WORK FOR AN ORGANIZATION THAT IS MORE OF A CONSENSUS NATURE RATHER THAN ADVERSARIAL. AS A MATTER OF FACT IN OUR DISCIPLINE PROCESS, WE CALL IT POSITIVE DISCIPLINE. THE CITY, AND WHEN I FIRST CAME ON THE COMMISSION, WE ARE LOOKING AT PROGRESSIVE DISCIPLINE. MANY OF THE MOLDS ARE THE SAME. SOMETIMES I DON'T SEE THAT COOPERATION HAPPENING. WHY I DON'T KNOW. THEN IT IS THE CITY ATTORNEY REPRESENTING THE CITY AND IT IS VERY EXPENSIVE.

>> SOUNDS LIKE ARE A COMMUNICATION GAP?

>> I BELIEVE MORE OF A COOPERATIVE EFFORT BETWEEN THE 2 SIDES. GLOBALLY, I MEAN I SETTLE GRIEVANCES AT THE FIRST LEVEL ON TERMINATIONS. GENERALLY SPEAKING THOSE DON'T HAPPEN. I HAVE THE POWER TO DO THAT. IT IS NOT A POWER THAT I YIELD A LOT. I HAVE THE AUTHORITY TO APPROVE THOSE AT ANY ONE OF THE STEPS OR MOVE ON.

>> THANKS, BILL.

>> YOU ARE WELCOME.

>> OTHER QUESTIONS?

>> YOU MENTIONED THAT YOU ARE SEEING MORE CASES COME TO THE COMMISSION, DO YOU HAVE ANY THOUGHTS WHY THAT IS OCCURRING?

>> COUNCIL MEMBER CHIRCO, THE FIRST THING THAT COMES TO MIND TO ME IS THERE IS NOT MORE DIALOGUE TAKING PLACE AND MAYBE MORE ALT ALTERNATIVES. SOME DESERVE TO BE TERMINATIONS. OFTEN TIMES IN OUR DECISIONS, WE BELIEVE TRAINING IS LACKING. WE BELIEVE ACCOUNTABILITY IS LACKING IN THE SENSE OF SUPERVISION WILL BE FIRSTLINE AND ABOVE. NOT COMING TO THE EMPLOYEE WHAT THEY HAVE BEEN DOING WRONG FOR 3 OR 6 OR 9 MONTHS. THE DIALOGUE NEVER HAPPENS. THEY DON'T GET THE OPPORTUNITY TO CORRECT THE BEHAVIOR. WE SEE THAT AS A WEAKNESS.

>> DO YOU HAVE ANY MECHANISM WHERE THERE IS A DIALOGUE BETWEEN THE COMMISSION AND THE CITY TO UM -- IMPROVE THAT INFORMATION, BETTER UNDERSTAND YOUR THOUGHTS?

>> NO. WE HAVE NOT HAD THAT CONVERSATION. ALTHOUGH, I WENT TO LUNCH WITH HIM, WE HAD A CONVERSATION BETWEEN HIS DEPARTMENT AND THE OTHER RESPECTIVE DEPARTMENTS. EVERY DEPARTMENT HAS AN HR REP, SOMEONE HANDLES THEIR HR RESPONSIBILITIES. COMMUNICATIONS HAS TO BE BETTER THERE. THEY ARE IMPROVING THE PROCESS IN DOING THEM MORE REGULARLY SO PEOPLE UNDERSTAND AND WHERE THE DEFICITS. IN EITHER PERSONALITY OR WORK PERFORMANCE. YOU NEED TO HAVE THAT. MYSELF AS AN EMPLOYEE, I WOULD LIKE TO KNOW THE AREAS I NEED IMPROVEMENT IN.

>> DO YOU BELIEVE THE CIVIL SERVICE COMMISSION IS APPROPRIATELY USED?

>> OH, I DO. WITHOUT A DOUBT. I THINK THE CITY SAVES A LOT OF MONEY. WE ARE NOT REALLY PAID A LOT, JUDY. [LAUGHTER]. MY HOUSE IS PAID OUT. IT DIDN'T HELP ME MAKE MY MORTGAGE PAYMENTS, OKAY.

>> THIS ISN'T YOUR TOTAL RETIREMENT PACKAGE?

>> NO, IT IS NOT. COUNCIL MEMBER KALRA?

>> THANK YOU BILL FOR YOUR SERVICE. YOU ALREADY TOUCHED ON ONE AREA WHERE YOU THINK THERE CAN BE IMPROVEMENT IN TERMS OF COMMUNICATIONS WITH EMPLOYEES EARLIER RATHER THAN LATER. ARE THERE ANY OTHER WAYS WE CAN IMPROVE THE COUNCIL LEVEL OR CITY MANAGEMENT LEVEL OR ANY WAY THE VICE MAYOR ELUDED TO THAT THE WILL PREVENT CASES GETTING BEFORE YOU?

>> HAVE YOU NEVER BEEN TO A SKALLY HEARING, APPEALS HEARING, ALL WE HEAR ABOUT AS FAR AS CIVIL SERVICE COMMISSIONS, -- I THINK TOO SELDOM, I AM INVOLVED WHERE A LOT OF THINGS GET RESOLVED AT A SKALLY-TYPE LEVEL WHERE IT WOULDN'T HAVE TO COME TO THE COMMISSION. I AM NOT SEEING AS MANY AS I WOULD LIKE TO SEE IN MY ORGANIZATION. I REPRESENT ABOUT 1200 PEOPLE AT PG&E. IT IS A LIKE SITUATION. IT IS NOT A SMALL GROUP OF 100 PEOPLE. IT CAN BE DONE.

>> SKALLY HEARINGS ARE AT THE DISCRETION, THE EMPLOYEE WOULD HAVE TO REQUEST IT?

>> NOTICE OF DISCIPLINE HAVE BEEN MADE. THEY HAVE AN OPPORTUNITY TO PUT IT ON THE TABLE. VERY LIT RL RESOLUTION AT THAT LEVEL. THE SKALLY WAS HELD. WE DON'T GET THE HEARING NOTES, NOR DO WE NEED TO. THE PACKETS ARE ABOUT THIS BIG. WE DON'T NEED MORE TO READ AS YOU ALL KNOW.

>> YOU MADE A COMMENT, THERE AREN'T ENOUGH SKALLY HEARINGS, IN OTHER WORDS --

>> THERE ARE ENOUGH BECAUSE I BELIEVE BY LAW THEY HAVE TO BE HELD. I DON'T SEE ENOUGH HELD THAT I WOULD ANTICIPATE AS A SECOND AND THIRD-STEP PROCESS THAT I DEAL WITH ON A DAILY BASIS.

>> ANYTHING TO BE DONE, RECOMMENDATIONS TO FIND MORE RESOLUTIONS AT THE SKALLY LEVEL. BASED UPON THE LEVEL OF EXPERIENCE YOU HAVE TO TRY TO RESOLVE MATTERS AT THAT HEARING OR AT THAT LEVEL?

>> WELL, BEING ON THE EMPLOYMENT OVERSITE BACK WHEN SUSAN HAMMER WAS MAYOR, IT IS A GOOD THING. I AM SEEING MORE COOPERATION AMONGST THE UNIONS AND I THINK, THE CITY ADMINISTRATION. PART OF THAT, TOO IS EDUCATION. PART OF MY ROLE IN TELLING MY MEMBERS WHAT IS REALLY GOING ON. CELL PHONE ABUSE IS A BIG ISSUE. THAT IS ONE EXAMPLE. I TELL PEOPLE BEFORE WE ARE IN A DISCIPLINARY PROBLEM, WATCH YOUR CELL

PHONE USE. THIS IS HAPPENING. DON'T USE IT IN A MOVING VEHICLE. IT IS A VIOLATION OF STATE LAW. I HAVE NO CHOICE TO AGREE TO IT. THE COMMUNICATION AND PIECE AND TRUST DOESN'T HAPPEN OVERNIGHT. WE HAVE A GOOD LABOR MANAGEMENT COOPERATION THAT I WORK IN. I THINK THAT CAN BE FOSTERED. I THINK YOU CAN HAVE A BETTER WORK FORCE, BETTER MORAL. PEOPLE AT PG&E ARE FREAKED OUT BECAUSE OF THE ECONOMY AND KEEPING THEIR JOB. WHEN YOU WORK WITH THAT FEAR. YOU ARE NOT TOTALLY FOCUSED ON YOUR WORK. SAFETY IS ALWAYS NO. 1.

>> UNFORTUNATELY WE HAVE SOME OF THOSE SAME FEARS IN THE CITY OF SAN JOSE. WE NEED TO BRING THIS GRUELING CROSS-EXAMINATION TO A CLOSE IN FAIRNESS TO MR. BRIL BECAUSE WE ARE GOING TO RUN OUT OF TIME. COUNCIL MEMBER HERRERA?

>> THANK YOU BILL FOR APPLYING TO SERVE ON THE COMMISSION. HE SERVES ON THE FIRE AND RETIREMENT BOARD AND HELPING ME GET FAMILIAR WITH THAT BOARD. WHAT IS THE TOUGHEST DECISIONS YOU HAVE TO MAKE ON THAT COMMISSION? HOW DO YOU BALANCE ALL OF THE DIFFERENT PERSPECTIVES YOU HAVE TO COME THERE WITH IN TERMS OF EMPLOYEE, LABOR, CITY, ALL OF THOSE INTERESTS, HOW DO YOU DO THAT?

>> OBVIOUSLY THE MOST DIFFICULT IS IN A TERMINATION CASE. YOU ARE TAKING SOMEONE'S LIVELIHOOD AWAY. A PROPERTY RIGHT TO A JOB. WHEN WE HAVE SOMEONE COME TO US 10 TO 15 YEARS IN THE CITY, 40 YEARS OLD, IT IS VERY, VERY DIFFICULT. A LOT OF OUR JOB IN OUR HEARINGS BECAUSE IT IS NOT LIKE A COURT OF LAW. IT IS A PREPONDERANCE OF THE EVIDENCE. THE CITY HAS TO PROVE THAT THEY DID IT FOR LEGITIMATE REASONS. A LOT OF IT IS ABOUT CREDIBILITY. WE HAVE A LOT OF CREDIBILITY ISSUES THAT PEOPLE TESTIFIED FOR THE CITY AND OR THE PERSON WHO WAS DISCIPLINED. IN OUR MIND AS A COMMISSION, WE HAVE EXTENSIVE DISCUSSIONS AFTER THE HEARING. THAT IS WHAT IT GETS DOWN TO, THE CREDIBILITY OF THE PERSON OR PEOPLE. TERMINATIONS ARE VERY, VERY DIFFICULT. IT IS DIFFICULT TO GO OUT AT 10:30 AT NIGHT. YOU JUST UPHOLD A TERMINATION FOR SOMEONE THAT HAS BEEN AROUND 15 OR 20 YEARS. WE DON'T DO IT LIGHTLY, EITHER.

>> THANK YOU FOR YOUR SERVICE, WE APPRECIATE THE YEARS YOU PUT IN. WE'LL LET YOU ESCAPE AND GO BACK TO THE REST OF YOUR WORK.

>> THANK YOU.

>> THANK YOU VERY MUCH.

>> ANY COMMENTS, DISCUSSION OR A MOTION BE IN ORDER?

>> MOTION TO APPROVE.

>> WE ONLY HAVE ONE CANDIDATE FOR THIS POSITION. SO WE DON'T HAVE TO INTERVIEW ANYBODY ELSE. MOTION IS TO REAPPOINT MR. BRIL, ALL IN FAVOR? OPPOSED? NONE OPPOSED. THAT IS DONE. WE'LL MOVE NOW TO POLICE AND FIRE RETIREMENT INTERVIEWS. I BELIEVE WE HAVE CONRAD TAYLOR AND MISCELLANEOUS WHO I DON'T THINK IS GOING TO BE HERE. THANK YOU FOR JOINING US. THANK YOU FOR YOUR INTEREST IN SERVING ON THE BOARD. WE'LL LET YOU TALK ABOUT WHY YOU WOULD LIKE TO BE ON THIS BOARD. THEN WE'LL ASK QUESTIONS. TAKE IT AWAY.

>> LET ME TELL YOU ABOUT MYSELF. I HAVE BEEN WITH THE CITY SINCE 1993 AND THE POLICE DEPARTMENT. I WORKED PATROL AS TRAINING OFFICER, SPECIAL OPERATIONS AS A K-9 OFFICER AND GANG OFFICER. I AM UNIQUE IN THAT PRIOR TO WORKING WITH THE CITY, I GRADUATED IN STATE WITH AN ACCOUNTING DEGREE. HIRED BY ONE OF THE PUBLIC ACCOUNTING FIRMS. I HAVE A CERTIFIED PUBLIC ACCOUNTANT LICENSE IN THE STATE OF CALIFORNIA. I MOVED UP THE RANKS WHERE I WAS A TAX MANAGER AT EARNSTON YOUNG. I DECIDED I WANTED A CHANGE OF PACE AND CAME TO THE CITY OF SAN JOSE. I HAVE A STRONG FINANCIAL BACKGROUND FOR THIS POSITION. I HAVE BEEN A FRAUD DETECTIVE SO I UNDERSTAND THOSE CONCEPTS. CURRENTLY SITTING ON THE BOARD, I HAVE BEEN TO THE UNIVERSITY OF PENNSYLVANIA. GONE TO U. C. BERKELEY AND KEEP UP DAILY WITH THE FINANCIAL ISSUES THAT GO ON.

>> OKAY. THANK YOU. COUNCIL MEMBER NGUYEN.

>> THANK YOU MR. TAYLOR FOR SERVING, MY QUESTION HAS TO DO WITH AN ANSWER THAT YOU CHECKED ON THE APPLICATION. AND UM IT HAS TO DO WITH THE REASONABLE NUMBERS OF ATTENDING DIFFERENT EVENTS. YOU SUGGEST THAT WE SHOULD LIMIT NUMBERS OF ATTENDEES. CAN YOU ELABORATE ON THAT?

>> IS IT WITH THE TRAVELING?

>> YES, NO. 5, ACTUALLY NO. 7, PAGE 2 ON YOUR APPLICATIONS. DO YOU HAVE ANY ADDITIONAL RECOMMENDATIONS FOR CHANGES IN THE TRAVEL POLICY?

>> I DO. I THINK IT SHOULD BE RESTRICTED. I DON'T THINK A LARGE GROUP SHOULD BE TRAVELING. RESTRICTED NUMBER OF INDIVIDUALS TRAVELING. EVERY ONCE IN A WHILE A TRUSTEE SHOULD GO. TO MAKE SURE EVERYBODY IS IN CHECK TO MAKE SURE WITH THESE 3RD PARTY ISSUES THAT EVERYBODY IS ON THE RIGHT PAGE. I THINK IT SHOULD BE LIMITED. SHOULD NOT BE WHERE EVERYBODY GOES. IT DOES COST MONEY TO TRAVEL. NOW THE INDIVIDUALS THAT DO GO AND TRAVEL, THEY SHOULD COME BACK AND THE GIVE A REPORT TO THE WHOLE BOARD. THAT LIMITS THE AMOUNT OF PEOPLE THAT DO HAVE TO TRAVEL.

>> THANK YOU.

>> COUNCIL MEMBER PYLE.

>> I WANT TO CONGRATULATIONS YOU. THANK YOU.

>> COUNCIL MEMBER?

>> MY QUESTION FOLLOWS MADISON'S QUESTION ON THE TRAVEL PARTICULARLY IN THE DUE DILIGENCE AREA. CAN YOU EXPAND YOUR PHILOSOPHY ON THE DUE DILIGENCE TRIPS HOW YOU FEEL THEY SHOULD BE HANDLED WITH THE STAFF VERSES BOARD MEMBERS. GO A LITTLE DEEPER.

>> THE RETIREMENT STAFF IS THE BODY THAT SHOULD BE TRAVELING. ON AN OCCASIONAL BASIS, ONE OF THE TRUSTEES SHOULD TRAVEL WITH THEM TO KEEP EVERYBODY IN CHECK. WITH THESE 3RD PARTY ISSUES GOING ON, YOU HAVE THE RETIREMENT STAFF AND THEY GO. IT IS A BUSY AGENDA. THEY HAD ONE IN SAN FRANCISCO, L. A. THEY SHOULDN'T TRAVEL ALL THE TIME. OCCASIONALLY, A TRUSTEE SHOULD TRAVEL.

>> GREAT. MY NEXT QUESTION GOES TO THE ASSUMPTIONS THAT THE BOARD ADOPTS AS FAR AS GOING FORWARD THROUGH THE EVALUATIONS. IN PARTICULAR RECENTLY, WE HAD DISCUSSIONS ON THE INVESTMENT RETURN ASUMION AND WHAT YOUR POSITION IS ON THAT?

>> I WISH EVERYBODY COULD HAVE BEEN THERE. THAT ONE ISSUE TOOK 3 HOURS JUST TO DISCUSS. THAT WAS VERY EDUCATIONAL FOR EVERYBODY, THE PUBLIC AND THE BOARD. THERE WERE A FEW THINGS, OUTSIDE CONSULT SEGALL. THERE WAS NO RIGHT OR WRONG ANSWER. 7 AND 3 QUARTERS TO 8 PERCENT. WE ARE CURRENTLY AT 8 PERCENT. NO RIELTH RIGHT OR WRONG ANSWER. INSTEAD OF GOING EVERY 2 YEARS TO HAVE AN ACTUARY REPORT. EVERY YEAR WE'LL HAVE THIS REPORT. NO. 3, IN THE LAST QUARTER IT HAS MADE A 11 PERCENT RETURN. I WENT WITH THE DECISION TO STAY WITH THE 8 PERCENT BECAUSE OF THE MARKET. IT IS CHANGING. WE ALSO HAD A DIFFERENT INVESTMENT TOOK 3 MONTHS TO GO ON TO. CHOOSING OUR INVESTMENTS WE CHANGED THAT. WE REDUCED THE STANDARD OF DEVIATION. WE PUT MORE INTO ASSETS THAT ARE GOING TO PROTECT AGAINST INFLATION. WE HAVE A BETTER EXPECTATIONS TO MEET OUR GOALS. THAT WAS IN MY MIND STAYING. WE ARE GOING TO COME BACK ONE YEAR FROM NOW. IF IT IS CHANGED, IT MAY LIKELY CHANGE.

>> SINCE YOU MENTIONED THE ACTUARY RETURNS, DO YOU FEEL THIS CHANGE TO 1 YEAR IS A TEMPORARY CHANGE THE BOARD SHOULD BE TAKING BECAUSE DUE TO POSITIONS IN THE MARKET. THE UNREST AND PENSION FIELD OR DO YOU FEEL IT IS SOMETHING THAT SHOULD BE A PERMANENT CHANGE FOR THE LONG TERM?

>> I THINK IT SHOULD BE A PERMANENT CHANGE FOR THE LONG TERM. I DON'T THINK YOU SHOULD MAKE DECISIONS ON THE CURRENT SNAP SHOP. YOU HAVE TO LOOK AT THE LONG-RANG PICTURE.

>> GOOD. THANK YOU. I WANT TO THANK YOU AS WELL FOR YOUR INTEREST IN THE BOARD. I OBVIOUSLY KNOW YOU FROM WHEN WE WORKED TOGETHER. I KNOW YOUR KNOWLEDGE IN THE AREA OF FINANCES IS NOT ONLY DEEP, BUT VERY STRONG. SO I APPRECIATE YOU.

>> THANK YOU.

>> COUNCIL MEMBER HERRERA. YOU HAVE TO GET CLOSER TO THE MICROPHONE SO THE AUDIENCE CAN HEAR IT.

>> THANK YOU MAYOR, THANK YOU. I THINK WE ARE FORTUNATE WITH SOMEONE OF YOUR FINANCIAL BACKGROUND. THAT BRINGS ME TO YOUR ATTENTION, WHAT IS YOUR VIEWPOINT ON OUTSIDE EXPERTS AND BRINGING THEM IN?

>> I LOOK AT IT AS A MOVE FORWARD. I SIT ON THE BOARD AND HAVE A STRONG FINANCIAL KNOWLEDGE. I LOOK AT THE THINGS THAT GO ON AND GRASP THE CONCEPTS MUCH -- I GRASP THE CONCEPTS. I ALSO WONDER IF A INDIVIDUAL DOESN'T HAVE A FINANCIAL BACKGROUND, HOW LONG WOULD IT TAKE FOR THEM TO GRASP THE CONCEPT.

>> THANK YOU.

>> OTHER QUESTIONS. THANK YOU VERY MUCH. WE APPRECIATE YOUR INTEREST AND SERVICE FOR A REUP.

>> THANK YOU FOR YOUR TIME.

>> ANY COMMENTS, QUESTIONS OR EMOTION ON THIS?

>> MOTION TO APPROVE.

>> SECOND.

>> ALL IN FAVOR. AYE.

>> NONE OPPOSED. THAT IS APPROVED. TAKING CARE OF THE POLICE AND FIRE RETIREMENT BOARD. WE'LL MOVE TO THE FED RATED ADMINISTRATION. IN ADDITION WE HAD MULTIPLE CANDIDATES. Y'ALL HAVE IN FRONT OF YOU THE ELECTION RESULTS. THOSE AREN'T BINDING ON THE COUNCIL AS TO WHO SHOULD BE APPOINTED WHICH IS WHY WE DO INTERVIEWS. WE HAVE 3 CANDIDATES. I DON'T KNOW IF THEY ARE ALL 3 HERE OR NOT. THE CLERK WILL BRING IN THE NEXT.

>> MR. REEGER, WELCOME.

>> THANK YOU.

>> THANK YOU THE YOUR INTEREST IN THE BOARD. WE'LL GIVE YOU A COUPLE OF MINUTES WHY YOU WANT TO BE APPOINTED TO THIS BOARD, ASK QUESTIONS AND MOVE ON TO THE OTHER CANDIDATES AND MAKE A DECISION. THANK YOU FOR JOINING US.

>> I WOULD LIKE TO SUBMIT SOME BACKGROUND INFORMATION, MY WORK HISTORY AND VALUES.

>> IF I COULD HAVE YOU PULL THE MICROPHONE A LITTLE BIT TOWARDS YOU.

>> I WOULD LIKE TO SUBMIT WORK HISTORY AND WHAT MY QUALIFICATIONS ARE.

>> IF WE CAN GET SOMEBODY FROM THE CLERK'S OFFICE TO CIRCULATE THOSE AROUND THE TABLE. WE'LL DO THAT NOW. IF COUNCIL MEMBER KALRA WANTS TO DO IT.

>> INTEREST ON THE RETIREMENT AND SERVING ON THE RETIREMENT BOARD. MY BACKGROUND IS IN CHEMISTRY. I HAVE VERY STRONG ANALYTICAL SKILLS, EVALUATING DATA ON A ROUTINE BASIS, NUMBERS. IT WOULD BE A DIFFERENT ASPECT OF LOOKING AT DATA VERSES SAMPLE DATA. I HAVE REAL CONCERNS ABOUT THE DIRECTION THAT THE INVESTMENTS ARE IN. I THINK FRANKLY NOW WITH THE WAY THE ECONOMY IS GOING A LOT OF THIS STUFF IS FAILINGS OF THE FEDERAL GOVERNMENT FAILING WITH THE REPEAL OF THE -- BACK IN 1999. LACK OF THE FOLLOW UP OF THE FEDERAL REGULATORS, INVESTIGATING SOMEONE, CHOSE NOT TO FOLLOW UP ON IT. I WOULD IF I WERE ON THE BOARD, I WOULD LIKE TO MAKE SURE WHATEVER FOLKS THAT THE CITY DEALS WITH ARE ETHICAL AND TRUSTWORTHY. AND THAT WE ARE NOT PUTTING OUR MONEY INTO PLACES THAT WOULD BE GET RICH QUICK SCHEMES. I HAVE HEARD THINGS FROM 10-25 PERCENT FOR SOME OF THESE FOLKS. MUCH MORE ABOUT 6-7 PERCENT YOU ARE DOING PRETTY WELL. AS FAR AS EXPERIENCE, I HAVE DONE SOME BUDGETS AND THINGS OF THAT IN THE PRIVATE SECTOR. NINE YEARS IN THE PRIVATE SECTOR AS A LAB TECHNICIAN. EIGHTEEN YEARS IN THE CITY WITH ENVIRONMENTAL INSPECTOR. WORKED WITH FINDING CREATIVE SOLUTIONS TO FIND WASTE TREATMENT PROBLEMS. THIS IS A FAR FIELD FROM THE FINANCE THING, BUT IF YOU WANT TO LOOK AT HAVING BREATH AND WIDTH OF EXPERIENCE AND KNOWLEDGE, I THINK I COULD PROVIDE SOMETHING TO THE BOARD.

>> OKAY. THANK YOU. QUESTIONS? FROM THE COUNCIL? COUNCIL MEMBER OLIVERIO?

>> I APPRECIATE YOUR TIME FOR PREPARING YOUR DOCUMENTATION AND APPLYING FOR THE BOARD.

>> COUNCIL MEMBER?

>> THE SPECIFIC AREA THAT THE RETIRED BOARD MEMBERS MAKE.

>> COUNCIL MEMBER CONSTANT, A LITTLE BIT CLOSER.

>> I AM NOT USED TO BEING TOLD MY MOUTH ISN'T BIG ENOUGH. [LAUGHTER]. SORRY ABOUT THAT, SIR. IN THE AREA OF THE RETIREMENT BOARD, A LOT OF DISCUSSIONS RESOLVE AROUND RATE OF RETURN AND HOW YOU SELECT THE ASSUMPTION THAT WILL BE USED TO CREATE ACTUARY ANALYSIS FOR DETERMINING FUNDING IN THE PLAN. YOU BRIEFLY MENTIONED RATES OF RETURN IN YOUR DISCUSSION. HOW DO YOU FEEL OR WHAT DO YOU FEEL WOULD BE AN APPROPRIATE RATE OF RETURN ASSUMPTION FOR THE FEDRATED BOARD TO SELECT IF YOU KNOW IF YOU HAVE AN OPPORTUNITY?

>> TO BE HONEST, I HAVEN'T LOOKED AT THAT SPECIFIC ITEM, IN GENERAL, I HAVE LOOKED AT RATE OF RETURNS, I HAVE YET TO SEE ANY INDEPENDENCE BODY EXCEED WHAT THE STOCKS AND MARKETS HAVE DONE. TYPICALLY OVER 6 OR 7 PERCENT OVER THE LONG TERM. SHOOTING FOR 6 OR 7 PERCENT SOMETHING THAT IS CONSERVATIVE, SOMETHING THAT IS NOT A HIGH RISK. BOTTOM LINE IS, IT IS YOU WANT TO MAXIMIZE YOUR RATE OF RETURN VERSES COST OF LIVING WHILE MINIMIZING YOUR RISK. I HOPE THAT IS A SATISFACTORY ANSWER. YOU START GOING MUCH HIGHER THEN 6 OR 7 PERCENT YOU ARE OBTAINING RISK. THERE MAYBE A COST TO APPLY SMALL FUNDS AT HIGHER RISK TO SEE HOW THEY PERFORM. I WOULD NOT WANT TO INVEST LET'S SAY MORE THAN 10 OR 20 PERCENT INTO A FUND THAT IS A PROJECTED 10 PERCENT.

>> THANK YOU.

>> OTHER QUESTIONS? NO. WE THANK YOU FOR YOUR INTEREST.

>> THANK YOU FOR YOUR TIME.

>> WE HAVE A COUPLE MORE KOND CANDIDATES IN THIS CATEGORY.

>> SURE DO.

>> MORNING, WELCOME.

>> MORNING.

>> THANK YOU FOR JOINING US. THANK YOU FOR YOUR INTEREST IN THIS BOARD. WE'LL GIVE YOU A COUPLE OF MINUTES TO TALK ABOUT WHY YOU SHOULD BE APPOINTED TO THE BOARD, WHAT YOUR INTERESTS ARE AND QUESTIONS AND ANSWERS.

>> FIRST I WOULD LIKE TO START OFF BY ONE, THANKING THE MAYOR AND COUNCIL FOR ACTUALLY CONDUCTING THESE INTERVIEWS. I PUT MY NAME IN THE HAT THE LAST 3 TIMES IT HAS COME UP. THIS IS THE FIRST TIME I HAVE HAD AN INTERVIEW. I REALLY WELCOME THIS OPPORTUNITY. I WOULD LIKE TO TAKE A QUIT MINUTE TO MENTION, THE CLA ALSO DID THIS FOR THE FIRST TIME. I WANT TO RECOGNIZE THEM FOR TAKING THE INITIATIVE TO DO THAT WHERE THEY ACTUALLY INTERVIEWED ALL THE CANDIDATES. AS FAR AS MY INTEREST IN THE RETIREMENT BOARD. BOTH MY WIFE AND I ARE CITY EMPLOYEES. WE ARE A CITY FAMILY. I HAVE A GREAT DEAL OF INTEREST IN DATA AND STATISTICS. I PROVIDE SALES TAX INFORMATION DUBBED QUOTE UNQUOTE THE CITY'S CHIEF ECONOMIST. I REALLY LIKE WORKING FOR THE CITY. IT IS MY PASSION. I REALLY ENJOY IT. I CAN'T THINK OF DOING ANYTHING ELSE. I THINK I HAVE A CERTAIN SKILL SET IN TERMS OF BACKGROUND, MARKETS, ECONOMICS THAT LEND ITSELF VERY WELL TO THE RETIREMENT BOARD. I AM A BIG FAN OF GIVING BACK TO THE COMMUNITY AND WORK PLACE. I AM ACTIVE IN THE INTERN EVENTS, PROMOTING INTERNSHIP OPPORTUNITIES, EMPLOYEE-MENTOR OPPORTUNITIES. THIS IS ONE WAY I CAN HELP CURRENT EMPLOYEES AND RETIREES IN TERMS OF GROWING THE RETIREMENT FUND FOR ALL OF US. THAT IS WHY I AM INTERESTING IN DOING THIS. I APPRECIATE THE OPPORTUNITY TO CHAT WITH YOU.

>> COUNCIL MEMBER OLIVERIO?

>> THANK YOU VERY MUCH. I SEE IT A LOT IN THE NUMBERS WE ASK FOR. THE TURN AROUND TIME IS FAST. THANK YOU FOR APPLYING TONIGHT.

>> COUNCIL MEMBER CONSTANT?

>> FROM YOUR PERSPECTIVE, THE ECONOMIST PERSPECTIVE, CAN YOU GIVE US INSIGHT ON WHAT YOU THINK THE BOARD COULD BE DOING DIFFERENT ESPECIALLY AS IT RELATES TO SELECTING ASSUMPTION FOR THE ACTUARY AND PERFORMANCE RETURNS?

>> THANK YOU FOR THE QUESTION COUNCIL MEMBER CONSTANT. LOOKING AT THE ORGANIZATION OF THE BOARD, HOW IT IS STRUCTURED, AS WELL AS HOW WE APPROACH THE ACTUARY EVALUATIONS, WHERE WE GO TO AN ANNUAL BASIS TO EVERY 2 YEARS. I THINK IT IS A GOOD TIME TO GO BACK AND REVIEW OUR INVESTMENT POLICIES. WHAT WORKED AND WHY DID IT NOT WORK THIS TIME? WE EXPERIENCED A GREAT DEAL OF LOSS

THIS LAST FISCAL YEAR. WE KNOW WHAT HAPPENS IN THE MARKETS, BUT WHY WERE WE HIT SO BAD? IT IS A GOOD TIME TO REVIEW, IS OUR DOMESTIC ALLOCATION APPROPRIATE? FROM A LONG-TERM PERSPECTIVE, IS IT APPROPRIATE? CERTAINLY THE SHORT-TERM, WE WERE IMPACTED. INTERNATIONAL MARKET IS IN A GREAT DEAL OF FLUX. IN TERMS OF INTERNATIONAL FUNDS IS THAT APPROPRIATE GIVEN THE CURRENT WORLD MARKET? ALSO TINKERING AND LOOKING WITH A CRITICAL EYE ABOUT HOW WE DO OUR ASSET MODELING AND ASSUMPTIONS. PART OF THIS IS LOOKING AT THE LONG TERM. LONG TERM, THE RETIREMENT FUND HAS BEEN VERY SUCCESSFUL. MARKET HAS DONE A LOT OF SHIFTING IN THE LAST 10 YEARS. SOME OF THIS HAS BEEN UNEXPECTED. HOW DO WE THINK ABOUT IN THE SHORTER TERM TO CORRECT FOR THOSE VARIATIONS. IT IS TIME TO GO BACK TO THOSE DOCUMENTS AND NOT LETTING THEM LIVE AND STAND FOR SUCH LONG PERIODS OF TIME BEFORE WE GO BACK AND REVIEW THEM.

>> THANKS.

>> WELCOME.

>> COUNCIL MEMBER PYLE?

>> I APPRECIATE YOUR TENACITY AND GIVING IT ANOTHER TIME. I APPRECIATE THE FACT THAT YOU HAVE 2 MASTER DEGREES. DID YOU DO THEM TOGETHER OR SIMULTANEOUSLY?

>> I DECIDED TO GET OUT IN THE REAL WORLD. I WENT BACK FOR MY MASTER'S DEGREE IN ECONOMICS. AT THAT TIME I GOT INTERNSHIP WITH THE CITY. I WAS FORTUNATE AT THE TIME I WAS WORKING ON MY MASTER'S DEGREE IN ECONOMICS, I GOT THE OPPORTUNITY TO TEACH AT SAN JOSE STATE. I ENJOY THAT. IT IS A WAY FOR ME TO GIVE BACK TO THE SCHOOL. HAVING GROWN THERE THE ORGANIZATION GOING FROM INTERN TO ANALYST AND MANAGER IN THE OFFICE OF ECONOMIC DEVELOPMENT, I WANTED TO BECOME BETTER FAMILIAR WITH THE CITY ORGANIZATION. THAT IS WHEN I WENT BACK FOR MASTERS IN PUBLIC ADMINISTRATION. RECOGNIZING I REALLY TRULY ENJOY MY WORK FOR THE CITY, HOW CAN I MAKE SURE I BETTER UNDERSTAND THE WORKINGS OF PUBLIC ADMINISTRATION. I CHOSE TO GO DOWN THAT PATH WHILE WORKING FWR ING FOR THE CITY.

>> I ALSO APPRECIATE THE FACT YOU WANT TO BRING A FAIR APPROACH TO RETIREMENT.

>> JUST TO BE OBJECTIVE. I DON'T THINK THESE THINGS SHOULD BE RUBBER STAMPED, ALWAYS GRANTING THEM OR ALWAYS STOPPING THEM. REALLY REVIEWING THE FILES. ASKING VERY GOOD THOROUGH QUESTIONS WHEN THOSE HEARINGS COME UP. I HAVE BEEN CLEAR WITH THE CLA AND CLEAR WITH YOU, I AM NOT ENGAGED WITH MY EMPLOYEE GROUP. BUT I CAN BRING A BALANCED APPROACH AND I AM A VERY ANALYTICAL PERSON AND I'LL BRING THAT REPROACH IF GIVEN THE CHANCE.

>> WELL, THANK YOU VERY MUCH.

>> COUNCIL MEMBER HERRERA?

>> THANK YOU. THANK YOU JOHN FOR YOUR SERVICE TO THE CITY AND APPLYING FOR THIS. I JUST WANTED TO COMMENT IN TERMS OF THE GOALS AND THE OTHER RETIREMENT BOARD AND MISSION OF TRYING TO MAINTAIN THAT FUND FOR EMPLOYEE'S RETIREMENT. WHERE DO YOU SEE THE GOAL OF REDUCING COSTS TO THE CITY COMES INTO THAT?

>> I THINK IT IS A VERY INTEGRAL PART. RELATED TO SOME OF THE WORK THAT I DO, IT IS INTERESTING THE RIPPLE EFFECT THAT GOES ON IN THIS ORGANIZATION. I HAVE HAD THE PRIVILEGE OF SITTING ON THE PANELS GOING OUT FOR CITY FINANCING. WHENEVER IT COMES TO RETIREMENT BENEFITS OPEDS UNFUNDED RELIABILITY, WE SPEND A LOT OF TIME DISCUSSING THE IMPACT. THAT HAS AN IMPACT ON THE CITY'S BOND RATINGS AND TRANSLATING TO COSTS. RECOGNIZING THERE ARE THESE RIPPLE EFFECTS. I THINK SOME OF THE THINGS THAT HAVE BEEN RECENTLY DISCUSSED WHICH IS COMING BACK ON AN ANNUAL BASIS LOOKING MORE IN LINE WHAT IS HAPPENING WITH CURRENT CONDITIONS WILL HELP. I THINK OBVIOUSLY WHEN THE ADMINISTRATION BEGINS TO DISCUSS WITH THE BARGAINING UNITS, THE TYPES OF BENEFITS -- CERTAINLY A 2-TIERED BENEFIT COMES IN. TO HELP BRING THOSE ESCALATING COSTS IN LINE. CERTAINLY IT DOES HAVE A RIPPLE EFFECT ON OTHER CITY BUSINESS WHEN WE HAVE TO GO IN FRONT OF THESE BOND RATING AGENCIES. WE WANT TO ISSUE THIS MANY BONDS BUT HAVE THIS CHALLENGE. IT CERTAINLY

DOES PLAY A ROLE IN OTHER CITY BUSINESS. I CERTAINLY UNDERSTAND THAT. I WILL KEEP THAT HAT ON WHEN REVIEWING.

>> THANK YOU.

>> THANK YOU.

>> I THINK THAT IS IT ON QUESTIONS, YES IT IS. THANK YOU VERY MUCH FOR YOUR INTEREST. I APPRECIATE YOU COMEING TO THIS INTERVIEW.

>> THANK YOU.

>> I SEE PEOPLE AND I DON'T NECESSARILY --

>> MORNING AND WELCOME.

>> GOOD MORNING, THANK YOU.

>> THANK YOU FOR YOUR INTEREST IN THIS VERY IMPORTANT BOARD. WE'LL GIVE YOU A COUPLE OF MINUTES TO TELL US WHY YOU SHOULD BE APPOINTED AND DO QUESTIONS AND ANSWERS. PRETTY INFORMAL. LET YOU HAVE THE MICROPHONE.

>> GREAT. THANK YOU GOOD MORNING AND THANK YOU FOR HAVING ME. I CAME TO THE CITY ABOUT 2 AND A HALF YEARS AGO. I WAS IN THE PRIVATE SECTOR FOR 15 YEARS AS AN EQUITY OPTIONS TRADER. I SPENT THE AMOUNT OF MY CAREER ON THE STOCK EXCHANGE. I SPENT THE MAJORITY OF MY TIME UNDERSTANDING THE CONCEPT OF RISK AND REWARD. AT ONE POINT I DECIDED I WANTED TO TRANSITION TO THE PUBLIC SECTOR, I WENT AND GOT A MASTERS. LUCKILY MY FIRST ROTATION WAS IN THE FINANCE DEPARTMENT. I NEVER ANTICIPATED I WOULD HAVE STAYED IN THE INVESTMENT WORLD. THE SINNER GEES WERE SUCH THAT I STAYED. THE TREASURY UNIT WHICH IS ROUGHLY ABOUT A BILLION DOLLARS, AND WITH MY NEW ASSIGNMENT, I'LL OVERSEE THE CITY PORTFOLIO WHICH IS 5 BILLION DOLLARS. MARKETS AND FINANCIAL PRODUCTS ARE IN MY BLOOD. WHEN I SAW THERE WAS A POSTING FOR THE RETIREMENT PLAN, IT SEEMED LIKE ANOTHER NATURAL FIT. IT IS A PASSION OF MINE, AN INTEREST OF MINE. AS A CITY EMPLOYEE WHO HAS BEEN HERE ABOUT 2 AND A HALF YEARS AND HOPES TO BE HERE MUCH LONGER, I ALSO HAVE A VESTED INTEREST IN THE PLAN. I AM VERY INTERESTED IN MAINTAINING THE SOUNDNESS OF THE PLAN.

>> THANK YOU. SEE IF WE HAVE QUESTIONS, COUNCIL MEMBER CONSTANT?

>> THANK YOU. THANKS FOR YOUR INTEREST IN THE BOARD. IT IS WONDERFUL THAT SOMEONE OF YOUR EXPERIENCE IS WILLING TO VOLUNTEER TO SERVE ON A BOARD LIKE THIS. THESE ARE VERY IMPORTANT BOARDS AT THE CITY. WITH YOUR EXPERIENCE WHICH RERECOGNIZE THAT IS VAST, HOW DO YOU FEEL THE BOARD SHOULD BE APPROACHING THE SETTING OF THE ACTUARIAL ASUMIONS. HOW OFTEN WE SHOULD HAVE THEM?

>> MY BRIEF UNDERSTANDING OF THE ACTUARIAL FUNCTIONS, YOU HAVE TO DETERMINE WHAT YOUR APPROPRIATE YIELD, YOUR BENCHMARK. WHICH IS CURRENTLY AT 8 AND A QUARTER PERCENT. THE BOARD IN WHATEVER ITS CONSISTENCY IS SHOULD TAKE A SERIOUSLY LOOK. HISTORICALLY THAT MAY NOT BE AN ACCURATE ASSESSMENT. ALL THE VARIABLES THAT MAY HAVE BEEN CONSIDERED STANDARD. AND LOOK AT THE NEW PARADIGM AND NEW WORLD AND EVERYTHING THAT HAS TRANSPIRED AND STILL RELEVANT.

>> CURRENTLY THEY ARE DONE EVERY 2 YEARS. THE BOARDS ARE CONSIDERING CHANGING THAT TO AN ANNUAL PERIOD. WHAT ARE YOUR OPINIONS ON THAT?

>> I HAVE NEVER WORKED IN THE ACTUARIAL FIELD, IN THE PAST AS A TRADER, SOMEONE THAT HAD TO ASSESS STREAMS OF INFORMATION, I TEND TO LEAD TOWARDS HAVING THE OPPORTUNITY TO ASSESS INFORMATION ON A MORE REGULAR BASIS.

>> GREAT. THANK YOU.

>> COUNCIL MEMBER HERRERA?

>> THANK YOU MAYOR. THANK YOU VERY MUCH FOR STEPPING UP AND APPLYING FOR THIS. I THINK IT IS GREAT THAT WE HAVE SOMEONE OF YOUR CALIBER AND BACKGROUND APPLYING FOR THIS AS WELL. YOU COME FROM A LOT OF EXPERIENCE IN TRADING. HOW THAT VIEWPOINT -- HOW YOU WOULD USE THAT ON THE BOARD IN TERMS OF LOOKING AT MITIGATING RISK AND I GUESS I AM THINKING OF MORE SHORT TERM THINGS AND ON THE BOARD WE ARE LOOKING AT LONG-TERM THINGS. IF YOU COULD COMMENT ON A DIFFERENT NATURE OF RISK AND CONTRAST THAT TO PRIVATE FUNDS.

>> THANK YOU. IT IS SHORT TERM IN NATURE. AFTER SPENDING 15 YEARS OF A CAREER IN THE FINANCIAL MARKETS, YOU BECOME VERSED IN THEMES THAT ARE PREVALENT IN ANY FINANCIAL ENVIRONMENT. AS YOU SEE THE CYCLIC NATURE OF THE ECONOMY AND WHAT YOU CAN EXPECT TO BE THE IMPACT THAT IS WOULD HAPPEN ON AN INVESTMENT PORTFOLIO. YOU HAVE TO BECOME VERSED IN THE WHOLE CONCEPT OF ASSET ALLOCATION. WELL VERSED IN CONCEPT OF RISK AND REWARD. I STARTED MY CAREER ON THE AMERICAN STOCK EXCHANGE IN JUNE OF 1987. THREE MONTHS LATER I WAS TAUGHT AN IMPORTANT LESSON. MY CAREER WAS BORN IN A TIME OF CONSERVATISM. AND BORN IN A TIME WHEN YOU VIEW INVESTMENTS IN A WAY THAT YOU UNDERSTAND ANYTHING IS POSSIBLE. SO I THINK I BRING A VERY SOUND, CONSERVATIVE INVESTMENT PHILOSOPHY TO THE BOARD IN A SENSE THAT I UNDERSTAND RISK ARE INHERENT IN INVESTMENTS. SO THAT MAKING SURE YOU HAVE A PRUDENT ASSET ALLOCATION MIX AND PRUDENT INVESTMENT MANAGER MIX IN THE CASE OF THE BOARD. AND ALSO HAVE A PRUDENT DIVERSIFICATION OF INVESTMENT STRATEGIES THROUGH YOUR MANAGERS.

>> DID YOU HAVE AN OPINION ON PUBLIC FUND RETIREMENT MANAGEMENT VERSES PRIVATE SECTOR RETIREMENT FUND MANAGEMENT, DID YOU HAVE ANY IN A WAY THEY ARE TYPICALLY RUN? NEW ENOUGH

>> I THINK WHETHER YOU ARE IN THE PRIVATE OR PUBLIC SECTOR, MAKING SURE YOU PUT TOGETHER A SOUND INVESTMENT PLAN. THAT IS ACHIEVED WHETHER IT IS IN THE PRIVATE SECTOR, PRIVATE SECTOR IN PRUDENT INVESTMENT DIVERSIFICATION. MAKING SURE YOU ARE CONSTANTLY MONITORING THE PORTFOLIO THAT IT ADHERES TO THE LONG TERM NATURE OF A PUBLIC SECTOR PORTFOLIO.

>> I HAVE A FEW QUESTIONS, QUESTION NO. 8, UNDER FAMILIARITY OF THE BOARD. YOUR ANSWER WAS FUNDS WERE PLANNED PARTICIPANTS AND -- WHICH IS CERTAINLY ACCURATE. I WANT YOU TO UNDERSTAND THE TAX PAYORS ARE THE ULTIMATE GUARANTORS OF THE PERFORMANCE. IF THERE IS A SHORT TERM, THEY HAVE TO MAKE UP THE DIFFERENCE. THERE IS A VERY IMPORTANT PUBLIC FUND ELEMENT.

>> YES. I REALIZE THE CONTRIBUTION RIGHTS ARE SET AND ULTIMATELY IT IS THE TAX PAYORS, THE EMPLOYEES PAY THEIR PORTION. THERE IS A PUBLIC ELEMENT IN A SENSE THAT IT DOES FLOW THROUGH TAX PAYORS.

>> IF THE CONTRIBUTION RATES ARE SET TOO HIGH AND HAVE A LITTLE TROUBLE IN THE MARKET THE TAX PAYORS HAVE TO RIDE TO THE RES RESCUE AND DUMP MONEY.

>> IT IS IN THE SITUATION WE ARE IN NOW.

>> INTERESTING WORD PROCESSING THING THAT I SAW THAT I DIDN'T UNDERSTAND. UNDER THE CATEGORY OF GENERAL BACKGROUND QUESTION NO. 12 HAVING TO DO WITH THE ETHICS ORDNANCE AND POLICIES AND GIFT POLICIES AND CONFLICT OF INTEREST POLICIES, APPEARS TO BE 2 ANSWERS ON THE SHEET I HAVE GOT. ONE IS IN BOLD AND UNDERLINED, IT SAYS YES. UNDER IT SAYS NO I DO NOT AGREE TO APPLY.

>> THE WAY IT WAS PRESENTED TO ME. I WAS NOT CAPABLE OF DELETED ONE. I UNDERLINED AND BOLDED THE ONE.

>> THAT IS WHAT I THOUGHT. THE MIRACLE OF WORD PROCESSING IS NOT CARRY IED TO THE RIGHT END. ANY OTHER QUESTIONS.

>> THANK YOU ALL VERY MUCH FOR CONSIDERING ME.

>> THAT COMPLETES THE APPLICANTS ON THAT. WE HAVE ONE PERSON THAT WANTS TO SPEAK ON THIS ITEM. ROSS?

>> THANK YOU MR. MAYOR, MEMBERS OF THE BOARD, CITY COUNCIL. IN A HEARING, YOU CONGRATULATED THE PEOPLE THAT WANT TO SERVE ON THIS BOARD WHICH IS COMMENDABLE. YOU ARE TO BE COMMENDED TO AS YOU WANT TO SERVE FOR THE CITY. WHAT CONCERNS ME, I HEAR TALK ABOUT DIFFERENT INVESTMENTS WHAT IS CONSERVATIVE AND NOT AND WHAT IS A VALUE TO US. I ALWAYS UNDERSTOOD THAT THE CITY CHARTER HAS A BUILT IN SYSTEM THAT WE CAN ONLY TAKE SO MUCH RISK WHATEVER MONEY WE ARE HANDLING WHETHER IT IS RETIREMENT OR OTHER MAUND LG THAT THE CITY HAS. WE CANNOT TAKE ANY RISK. THERE IS SOMETHING BUILT INTO THE CHARTER. I AM NOT SURE. I ASKED THE CITY CLERK, LEE PRICE, SHE WASN'T UP ON IT. SHE COULDN'T ANSWER THE QUESTION. NONE THE LESS, I THINK THAT SHOULD BE LOOKED AT, TOO. IF THERE ISN'T SOMETHING IN THE CITY CHARTER THAT PROTECTS US, WE SHOULD PUT SOMETHING INTO

THE CITY CHARTER. I AM HEARING A LOT OF PEOPLE AND CONGRATULATING PEOPLE WITH EXPERTISE, THEY ARE GOOD WITHOUT A DOUBT. BUT AT THE SAME TIME EXPERTISE CAN BE MISGUIDING TO OR MISLEADING AND A FALSE PREMISE THAT YOU PUT THESE APARTMENTS ON. I THINK THAT MAYBE SOME TIME A PERSON FROM THE OUTSIDE SOME HOW OR ANOTHER THEY CAN SEE THINGS THAT OTHER PEOPLE DON'T SEE. AGAIN I ASK WHATEVER INVESTMENTS WE MAKE, WHATEVER UNDERTAKING WE MAKE IN THIS REGARD, THE GUIDING WORD SHOULD BE CONSERVATIVE, CONSERVATIVE, CONSERVATIVE, THANK YOU.

>> MR. MAYOR, CAN I MAKE A COMMENT?

>> COUNCIL MEMBER CONSTANT, AND THEN COUNCIL MEMBER KALRA.

>> THANK YOU. OVER THE LAST 2 YEARS WE HAVE HAD A LOT OF SCRUTINY OVER THE DISCUSSION OF THE RETIREMENT BOARDS. WHAT WE ARE SEEING TODAY IS ACTUALLY ONE OF THE BENEFITS OF US PAYING SO MUCH ATTENTION TO THE RETIREMENT BOARDS. THAT IS THAT OUR EMPLOYEES HAVE A LOT HIGHER ATTENTION TO THE RETIREMENT FUNDS. AND THE APPLICANTS WE HAVE SEEN BOTH FROM CONRAD TAYLOR TO THE PREVIOUS INTERVIEW AND THE GENTLEMAN WE HAD HERE FOR THE FEDERATED INTERVIEW THAT WE HAVE EMPLOYEES THAT HAVE GOT INCREDIBLE AMOUNT OF SKILLS NOW GETTING INVOLVED IN THE RETIREMENT BOARDS. JUST LOOKING AT THE VOTES, THEY ARE GETTING WHAT IT MEANS WHAT IT MEANS TO THEM AND THE CITY'S FISCAL HEALTH AND TAX PAYORS. THOSE ARE MY COMMENTS. ROSS I'LL TALK TO YOU ABOUT YOUR QUESTIONS. I HAVE THE ANSWER FOR YOU.

>> THANK YOU MAYOR. I WOULD LIKE TO THANK ALL THE APPLICANTS AND YOUR DESIRE TO SERVE. SERVELY MR. LANG YOUR DESIRE TO SERVE AND OBVIOUS EXPERTISE. I CERTAINLY FEEL THAT WE SHOULD CONTINUE TO BE ON THE LIST AS FUTURE APPOINTMENTS ARE MADE. MR. ANDREWS, ESPECIALLY GIVEN THIS NEXT MEETING, WE CONTINUE TO DISCUSS WHAT THE ASSUMPTIONS SHOULD BE. THERE ARE CERTAINLY A LOT OF DETAIL TO BE DONE OVER THE NEXT FEW MONTHS IN PARTICULAR. I REALLY APPRECIATE MR. AN ANDREWS. THE PRIVATE SECTOR EXPERIENCE WILL BE EXCEEDINGLY VALUABLE TO THE BOARD ESPECIALLY IN THE MONTHS TO COME. AT THIS TIME I WOULD LIKE TO TAKE A MOTION TO APPOINT MR. ANDREWS.

>> I THINK WE HAVE TO DO IT BALLOT.

>> WE DON'T HAVE TO DO IT BY BALLOT. WE HAVE THE BALLOTS PREPARED. WE CAN DO THAT. OR WE CAN DO THAT. DO BALLOTS?

>> I CAN SECOND OR DO BALLOTS.

>> I'LL MAKE THE MOTION.

>> I'LL SECOND IT.

>> WE HAVE A MOTION FOR MR. ANDREWS TO BE APPOINTED. DISCUSSION ON THE MOTION?

>> I WOULD LIKE TO POINT OUT MR. ANDREWS GOT 60 PERCENT OF THE VOTES. THAT IS QUITE A HANDSOME CRITERIA. IT IS NOT AN EASY TASK. I AM SO DELIGHTED AT THE CALIBER OF THE QUALITY OF THE PEOPLE APPLIED. I WOULDN'T WANT ANYBODY GOING AWAY FEELING THEY ARE NOT A STELLAR PERSON AS WELL.

>> MR. LANG AND REEGER RECEIVE AMOUNT OF VOTES AS WELL. I AGREE WITH THE COMMENTS OF THE GOOD CALIBER GROUP OF PEOPLE WILLING TO SERVE.

>> COUNCIL MEMBER HER HERRERA. I WOULD SUPPORT THE MOTION. WE HAVE REALLY EXCELLENT CANDIDATES HERE.

>> COUNCIL MEMBER?

>> TOUGH CHOICES. I AM GOING TO VOTE FOR JOHN. HE HAS APPLIED 3 TIMES. EITHER WAY THE BOARD IS GOING TO BE WELL SERVED, SO THANK YOU.

>> THANK YOU. EITHER MR. ANDREWS OR MR. --

>> MOTION TO APPOINT BOTH? [LAUGHTER].

>> WE HAVE ONLY ONE OPENING. THE MOTION IS FOR MR. ANDREWS, ALL IN FAVOR.

>> AYE.

>> THEN MR. ANDREWS, IT IS. THANK YOU VERY MUCH. WE REALLY APPRECIATE THE INTERESTS. THAT CONCLUDES THE RETIREMENT BOARDS. WE'LL MOVE NOW TO THE APPEALS HEARING BOARD INTERVIEWS. I THINK WE ARE GOING TO START WITH KAREN PARSONS, IS THAT RIGHT? AND JEREMY BAROSE HAS WITH DRAWN SO WE HAVE 6 TO GET IN BEFORE LUNCH. I THINK WE SHOULD BE ABLE TO DO THAT?

>> IS IT JEREMY YOU SAID?  
>> JEREMY BAROSE. WE HAVE 2 OPENINGS, 2 INCUMBENTS. AND A TOTAL OF 6. APPLICANTS TO INTERVIEW.  
>> GOOD MORNING, WELCOME.  
>> GOOD MORNING.  
>> THANK YOU FOR YOUR SERVICE TO THE CITY'S TO DATE AND YOUR INTEREST IN REAPPLYING EVEN THOUGH YOU KNOW WHAT IT IS ALL ABOUT. WE'LL GIVE YOU A COUPLE OF MINUTES TO TALK ABOUT WHY YOU WANT TO BE REAPPOINTED.  
>> THANK YOU MAYOR REED. GOOD MORNING COUNCIL MEMBERS. I AM REAPPLYING FOR THE APPEALS HEARING BOARD. I BELIEVE FIRMLY THAT WE OUGHT TO BE PART OF A SOLUTION AND NOT COMPLAIN ABOUT WHAT WE BELIEVE IS NOT WORKING WITH THE CITY OF SAN JOSE. IF WE BECOME PART OF THE SOLUTION, WE DO OUR PART TO MAKE SURE THE CITY IS RUNNING SMOOTHLY AS IT POSSIBLY CAN. I HAVE SERVED 2 OTHER TERMS IN THE EARLY '90S. I HAVE VOLUNTEERED SEVERAL TIMES FOR THE CITY OF SAN JOSE. I FEEL VERY HONORED TO BE IN THIS POSITION. REALLY APPRECIATE HAVING THE OPPORTUNITY TO SERVE FOR THE CITY OF SAN JOSE. OUTSIDE OF WHAT I AM DOING HERE FOR THE CITY OF SAN JOSE, I AM THE CHAIRMAN OF THE BOARD FOR THE KEY POINT CREDIT UNION. I HAVE A BACHELOR'S DEGREE IN BUSINESS AND DOCTORATE IN LAW. THANK YOU FOR GIVING ME AN OPPORTUNITY TO SERVE WITH YOU. I AM HOPEING TO SERVE ANOTHER TERM.  
>> QUESTIONS?  
>> THANK YOU FOR APPLYING. I HAVE BEEN KEEPING CLOSE TABS ON YOU.  
>> GREAT.  
>> CAN YOU GIVE US JUST A QUICK SUMMARY OF YOUR THOUGHTS OF THE MISSION OF THE BOARD IN THE PERSPECTIVE OF WHETHER IT IS PUNITIVE IN NATURE OR COMPLIANCE IS THE GOAL. IS IT TO PUNISH PEOPLE, HOLD THIS ACCOUNTABLE, ENCOURAGE COMPLIANCE?  
>> I SEE THE ROLE OF BEING PUNITIVE IN NATURE. MAKING SAN JOSE A SAFER AND MORE COMFORTABLE PLACE TO LIVE FOR ALL OF OUR CITIZENS. IT IS IMPORTANT FOR US TO BE AWARE OF THE FACT THAT AS CITIZENS OF THE CITY, OUR HOMES HAVE AN EFFECT ON OUR NEIGHBORS. IF WE MAINTAIN A LAWN THAT IS VERY DIRTY AND FILTHY AND FULL OF WEEDS AND VEGETATION, IT MAKES THE PROPERTY VALUES OF THE NEIGHBOR'S GO DOWN. IT CAUSES INFESTATIONS OF VERMENT. I DON'T SEE IT AS PUNITIVE. WE ARE TRYING TO MAKE A SAFER, MORE COMFORTABLE PLACE TO LIVE FOR OUR CITIZENS.  
>> THANK YOU. ONE MORE QUESTION. IN YOUR TIME ON THE BOARD, THIS TERM OR EITHER THE PREVIOUS 2 TERMS, WHAT HAS BEEN THE MOST DIFFICULT PART OF THE JOB AS SERVING APPEALS HEARING BOARD COMMISSIONER?  
>> I THINK, PROBABLY THE HARDSHIP IS DIFFICULT TO DEAL WITH. WE HAVE A LOT OF PEOPLE THAT COME TO US IN DIRE STRAIGHTS, IN BAD SITUATIONS. THEY HAVE LOST THEIR JOBS. WE DO TRY TO BE FLEXIBLE WITH THEM IN ALLOWING THEM EXTRA TIME TO PAY. IF THEY ARE OUT OF CODE, THEY ARE OUT OF CODE. WE HAVE TO MAKE SURE THEY ARE COMPLAINT. I THINK JUST THE ASPECT OF THE MAYBE FEELING FOR THEM BECAUSE THEY ARE HAVING FINANCIAL DIFFICULTIES. I THINK THAT IS TOUGH.  
>> THANK YOU, AND THANKS FOR ALL THE TIME YOU HAVE PUT IN.  
>> THANK YOU WE REALLY APPRECIATE YOU.  
>> COUNCIL MEMBER?  
>> THANK YOU KAREN FOR YOUR SERVICE AND YOUR CONTINUED INTEREST IN SERVING ON THIS BOARD. I WAS WONDERING IF YOU COULD TELL US WHAT CHANGES OR IMPROVEMENTS YOU WOULD LIKE TO SEE IF GIVEN ANOTHER OPPORTUNITY?  
>> I WOULD UM, CHANGES IN THE APPEALS HEARING BOARD PROCESS?  
>> YES.  
>> THE PROCESS IS GOOD. I THINK IT IS GOOD. I WOULD LIKE TO MAYBE SEE THE COMMISSIONERS STAY A LITTLE MORE FOCUSSED ON THE QUESTIONS THAT ARE RELEVANT TO THE SITUATION. OTHER THEN THAT I THINK THE PROCESS IS WORKING VERY, VERY WELL. I THINK WE ARE VERY SUCCESSFUL IN WHAT WE DO. I DON'T KNOW THAT I WOULD CHANGE ANYTHING, REALLY. MAYBE BE MORE FOCUSSED ON THE ISSUES AT HAND RATHER THAN GOING OFF ON SOME TANGENTS ON OCCASION. THANK YOU.  
>> COUNCIL MEMBER KALRA?

>> I AM GLAD TO HEAR YOU SAY THAT. IT IS ALWAYS A CHALLENGE TO KEEP FOCUS ON THE ISSUES. AS VICE CHAIR OR HOPEFULLY AS A CHAIR AT SOME POINT, I AM GLAD YOU CARRY THAT PERSPECTIVE. THAT CAN REALLY ESPECIALLY ON SOME OF THESE ISSUES THAT CAN GET EMOTIONAL AS HUMANS WE GET ENGAGED WITH, SOMETIMES IT IS EASY TO LOSE FOCUS. ON A BOARD LIKE YOURS, IT IS IMPORTANT TO FOCUS ON THE REAL ISSUE YOU HAVE TO TACKLE.

>> CORRECT. THANK YOU I APPRECIATE THAT.

>> QUESTIONS? NO. THANK YOU VERY MUCH FOR YOUR SERVICE, WE APPRECIATE IT.

>> THANK YOU VERY MUCH FOR THE OPPORTUNITY TO INTERVIEW WITH YOU TODAY. THANKS.

>> MAY I MAKE A SUGGESTION? IF YOU COULD ASK THEM TO TELL US THEIR NAME.

>> GOOD IDEA.

>> KIRT BUCKMAN. WE APPRECIATE YOU FOR JOINING US. WE'LL GIVE YOU A COUPLE OF MINUTES TO TELL US YOUR INTERESTS AND QUESTIONS AND ANSWER.

>> THANK YOU FOR HAVING ME. MY NAME IS KIRK BUCKMAN. I LIVE IN DISTRICT 5 IN COUNCIL MEMBER CAMPOS AREA. IN JANUARY I'LL START MY 11TH YEAR. BEFORE THAT I HAVE A LAW ENFORCEMENT BACKGROUND ALONG WITH DISPATCHING EXPERIENCE. I GREW UP IN SAN JOSE SINCE I WAS 12 YEARS OLD. MOVED AWAY AND GOT MARRIED AND RECENTLY MOVED BACK. I AM A TEE BALL COACH AND EXCITED TO BE BACK HERE IN SAN JOSE. MY EXPERIENCE HERE WILL BENEFIT THE HEARING BOARD FOR THE CITY OF SAN JOSE, MY KNOWLEDGE AS CITY CODE ENFORCEMENT OFFICERS. ON THE BOARD OF DIRECTORS FOR 7 YEARS. DURING THAT TIME I WAS A CHAIRMAN OF THE MARKETING, CERTIFICATION COMMITTEE AND CHAIRMAN OF THEIR CONFERENCE COMMITTEES. I TEACH 2 CLASSES, FIRST IS NEW CODE ENFORCEMENT FOR APPROXIMATELY 6 YEARS. I HAVE HAD OVER 600 STUDENTS COME THROUGH MY CLASS. I ALSO TEACH ABASEMENT OF SUBSTANDARDS BUILDINGS CLASS. I TEACH THEM HOW TO REMOVE SUBSTANDARD BUILDINGS, EVERYTHING. FROM THE TIME IT IS IDENTIFIED, HAVE AN INVESTIGATION AND GO ABOUT DOING THE SUMMARY ABATEMENT.

>> THANK YOU. COUNCIL MEMBER KALRA?

>> THANK YOU FOR YOUR APPLICATION. IT LOOKS LIKE YOU HAVE GREAT EXPERIENCE. YOU ARE CURRENTLY ON THE HEARING BOARD FWR THE CITY OF HILLS BORROW.

>> I WAS ON THE BOARD AND 2 MEMBERS OF THE OTHER COMMUNITY, BOTH HAD EXPERIENCE OF THE ARCHITECTURE. THEY CHANGED TO GO TO ADMINISTRATIVE HEARING JUDGE. THEY CHANGED FORMAT.

>> YOU DID HAVE EXPERIENCE?

>> I HAD 8 OR 9 CASES. IN THE SMALLER COMMUNITIES, YOU'LL HAVE MORE OPPORTUNITY.

>> WHAT DO YOU THINK ARE IMPORTANT QUALITIES TO BRING TO THE TABLE OF THIS PARTICULAR BOARD?

>> THE CODE OF ENFORCEMENT, I KNOW WHAT THE LAWS REQUIRE TO MAKE SURE THE CONSTITUTIONAL RIGHTS OF THE CITIZENS ARE OBSERVED ALL THE WAY TO DUE PROCESS BEING PROPERLY APPLIED. I UNDERSTAND THAT EVERY CASE IS HANDLED DIFFERENT. YOU DO SOMETIMES HAVE TO START AT STEP Z AND OTHER TIMES AT STEP A AND DO A LOT OF HAND HOLDING TO GET THROUGH. YOU HAVE TO HAVE COMPASSION. NO 2 CASES ARE THE SAME EVEN THOUGH THEY MAY APPEAR ON THE SURFACE.

>> COUNCIL MEMBER CONSTANT?

>> THANK YOU. THANK YOU FOR APPLYING. IN THE ROLE OF THE APPEALS BOARD. YOU HAVE A LITTLE BIT OF EXPERIENCE FROM HILLSBORO, WHAT DO YOU FEEL THE ROLE OF THE BOARD'S ACTIONS ARE? DO YOU FEEL IT IS TO BE PUNITIVE IN NATURE, TO BE A POSITION TO ENCOURAGE OR INDUCE COMPLIANCE OR HOW DO YOU SEE THAT ROLE?

>> EVERYTHING IS ON A CASE BY CASE BASIS. IN CERTAIN CASES IT IS TO BE PUNITIVE, OTHER CASES IT IS TO BE A MEDIATOR. OTHER SITUATIONS YOU NEED TO THINK OUT SIDE THE BOX. WE WANT TO BRING THE PROPERTY INTO COMPLIANCE. WE ARE NOT GOING TO BE ABLE TO FIND THIS PERSON, WE DON'T WANT TO HAVE SOMEBODY MOVE OUT OF THEIR HOUSE BECAUSE THEY CAN NO LONGER AFFORD IT. THERE ARE TIMES WHERE YOU HAVE TO DROP THE HAMMER ON THEM. YOU ARE PAYING FOR THE CITY'S TIME. THOSE TAX DOLLARS COULD BE BETTER SPENT ELSEWHERE.

>> IN YOUR ROLE, WHAT DO YOU FEEL WAS THE MOST DIFFICULT PART OF THAT POSITION AS A HEARING OFFICER?

>> MOST DIFFICULT PART IS REALLY, WHEN I QUESTION THE CODE ENFORCEMENT OFFICER. SOMETIMES THE OFFICERS, I DON'T WANT TO SAY LACKADAISICAL, SOMETIMES THEY WEREN'T CLEAR ON HOW THEY DID THEIR INVESTIGATION. I WANTED TO QUESTION THEM ON HOW THEY WENT ABOUT THE PROCESS. SOMETIMES I NOTICED THEY MISSED A STEP. NOW WE HAVE A REGULAR FLAG, DUE PROCESS WASN'T PROPERLY APPLIED. THE BASIC INVESTIGATION, I SAW THAT MISSTEP. AFTER MY HEARING, IF THEY APPEAL IT TO THE SUPERIOR COURTS, WHICH THEY ARE ALLOWED TO DO PER STATE LAW. THAT JUDGE WILL THROW THE WHOLE CASE OUT AND THEY HAVE TO START AT STEP 1.

>> THANK YOU. ANY OTHER QUESTIONS? NO. THANK YOU VERY MUCH. WE APPRECIATE YOUR ANSWERS.

>> THANK YOU FOR YOUR TIME.

>> LEE, WHO IS NEXT?

>> IT IS SONYA?

>> YES.

>> THANK YOU FOR YOUR INTEREST IN REAPPLYING FOR THIS JOB. SOMETIMES IT IS A DISINCENTIVE TO REAPPLY. WE APPRECIATE YOUR INTEREST. WE'LL GIVE YOU A FEW MINUTES.

>> ONCE AGAIN I AM SONYA ATEN. I HAVE ENJOYED MY 3-YEAR STENT. I ENJOYED THE COMMISSION MEMBERS. I ENJOYED BEING PART OF A BODY THAT SERVES AS A NEUTRAL 3RD PARTY. THERE IS A CITIZEN INTERACTION, LEGAL ASPECT TO IT. AND THAT IT IS REALLY ADDRESSING ISSUES THAT WE ALL FACE IN SOME ASPECT. I LIVE IN DISTRICT 7. THAT IS ONE OF THE DISTRICTS THAT TENDS TO BE HEAVILY IMPACTED BY A LOT OF CODE ENFORCEMENT ISSUES. HOMEOWNERS THAT LIVE IN NOT QUITE UP TO CODE DWELLINGS. THEY FACE A LOT OF ISSUES. THAT FOR ME IS REALLY IMPORTANT AS WELL. I HAVE LIVED HERE IN SAN JOSE MY ENTIRE LIFE. I HAVE LIVED PRETTY MUCH IN DISTRICT 7 ALL OF MY LIFE, TOO AS WELL. FROM THOSE PERSPECTIVES, I REALLY, REALLY ENJOY BEING ON THE COMMISSION.

>> THANK YOU FOR YOUR SERVICE. I THINK WE HAVE A FEW QUESTIONS. COUNCIL MEMBER CONSTANT?

>> HOW DID YOU KNOW? [LAUGHTER]. HI SONYA. THANK YOU FOR REAPPLYING.

>> THANK YOU.

>> AS THE LIAISON, I TRY TO KEEP CLOSE TABS ON WHAT YOU ARE DOING AND HOW YOU DO IT. I WANT TO SAY THANK YOU FOR YOUR WORK OVER THE LAST COUPLE OF YEARS. NOW THAT YOU HAVE THE OPPORTUNITY TO SIT IN THAT POSITION FOR A FEW YEARS, WHAT DO YOU SEE AS THE MAIN GOAL OF THE APPEALS HEARING BOARD IS IT A PUNITIVE BOARD OR A BOARD GEARED TOWARDS GAINING COMPLIANCE OR ANOTHER ULTIMATE GOAL?

>> I THINK THE WHOLE GOAL IS TO MOTIVATE COMPLIANCE. COMPLIANCE COULD MEAN THERE IS PUNITIVE COSTS. BUT NECESSARILY I THINK THE ULTIMATE GOAL IS TO MOTIVATE COMPLIANCE. SOMETIMES THERE ARE FINES ASSOCIATED WITH IT. SOMETIMES THERE ARE NOT. IT REALLY IS JUST TO GET THE DWELLINGS UP TO CODE, BASICALLY. AND MOTIVATE THE BUSINESS OWNER OR HOMEOWNER.

>> GREAT. IN YOUR TIME THERE, YOU HAVE HEARD HUNDREDS OF CASE, WHAT HAS BEEN THE MOST DIFFICULT PART OF THE JOB AS A HEARING OFFICER FOR YOU?

>> THE MOST DIFFICULT TIME, CURRENTLY IN THIS ECONOMIC CRISIS, YOU SEE A LOT OF HOMEOWNERS THAT HAVE LOST THEIR HOMES. THAT IS TOUGH SEEING THAT. OR YOU SEE CITIZENS OUT OF THEIR JOBS. THEY CAN'T QUITE COME UP WITH THE MONEY TO GET THE HOME BACK INTO COMPLIANCE. BUT THEN ON THE OTHER HAND YOU SEE THOSE THAT ARE HABITUAL, VIOLATING CODES. YOU SEE THE WHOLE PERSPECTIVE.

>> THANK YOU VERY MUCH. THANKS AGAIN FOR THE WORK YOU HAVE BEEN DOING.

>> THANK YOU. IT IS GOOD SEEING YOU.

>> THANK YOU VERY MUCH FOR APPLYING AGAIN AND FOR YOUR SERVICE THE PAST 3 YEARS. IN YOUR REFERENCE TO DISTRICT 7 AND THE CODE VIOLATIONS. HOW DO YOU BALANCE YOUR DECISION MAKINGS WHEN YOU REALIZE SOME OF YOUR NEIGHBORS VIOLATE SOME OF THESE CODES AND HAVING TO HEAR THEIR APPEAL?

>> OKAY. WHAT I DO I LOOK AT THE ISSUES. HAVING A PARALEGAL BACKGROUND, I FOCUS ON THE ISSUES BROUGHT BEFORE US OR THE ISSUES THAT CODE ENFORCEMENT ARE ASSESSING. THERE IS ALWAYS A HUMAN ASPECT TO IT. THAT IS WHERE YOU KNOW WHEN A LOT OF TIMES, IF YOU FIND -- IF I FIND THAT THE HOMEOWNER IS ATTEMPTING TO COMPLY AND WORKING WITH CODE ENFORCEMENT, ONE OF THE THINGS WE TYPICALLY TRY TO DO IS HOLD THE FINES IN A BAN, MEANING SOME OF THE PENALTIES, IF THEY ARE WORKING WITH THE CITY, ONE FINE WILL GO AWAY. THAT DOESN'T ALWAYS HAPPEN.

>> OTHER QUESTIONS? NOPE. THANK YOU VERY MUCH, APPRECIATE YOUR SERVICE.

>> THANK YOU.

>> ALL RIGHT.

>> GOOD MORNING MR. MARTINEZ.

>> GOOD MORNING. I HAVE LIVED IN SAN JOSE FOR ABOUT 30 YEARS. I WAS ON THE CITY OF SAN JOSE ARTS COMMISSION FOR ABOUT 5 YEARS. I ENJOYED MY TIME. I WAS THE YOUNGEST BY FAR. AND I REALLY TRULY ENJOYED MY TIME THERE. IT WAS BOTH EDUCATIONAL IN TERMS OF ARTS AND LEARNING ABOUT THE PROCESS. I FELT THIS WAS A CONTINUATION OF MY EDUCATION IN THE REAL WORLD SENSE THAN AN ACADEMIC SENSE. THE REASON I WANT TO BE ON THE APPEALS BOARD IS I HAD A FRIEND WHO IS ON THE LOWER END OF THE ECONOMIC SCALE IN THE SANTA CLARA COUNTY. HE WAS LIVING IN AN ILLEGAL ADD ON. HE ASKED ME TO ASSIST HIM IN GETTING THE ADD ON THAT IS WERE DETRIMENTAL TO HIS HEALTH. AT I FELT HE WAS BEING TREATED UNFAIRLY. AT THE SAME TIME HE WAS ONE STEP FROM BEING HOMELESS. I FELT VERY, VERY SAD FOR HIM IN THE SENSE THAT HE WAS CHOOSING TO WANTING TO GET SOMETHING DONE TO GET THIS PLACE FIXED UP SO THE PERSON COULD LIVE THERE AND NOT GET THE LANDLORD IN TROUBLE. THE LANDLORD KNEW THIS. I TRIED TO HELP HIM OUT AS MUCH AS I COULD. THAT SPURRED ME TO LEARN MORE ABOUT URBAN BLIGHT, THESE LEGAL ADD ONS. A LOT IN THE CITY OF SAN JOSE. MY JOB WITH THE STATE OF CALIFORNIA, I HAVE SEEN THESE TYPES OF ADD ONS IN HOMES IN SAN JOSE. THE SECOND THING IN MY JOB, ALSO I DO A LOT OF DRIVING AROUND THE CITY OF SAN JOSE. ONE OF THE THINGS I LIKE ABOUT SAN JOSE IS IT IS A CLEAN AND NEAT CITY. UNFORTUNATELY IN THESE ECONOMIC TIMES, I HAVE NOTICE THIS HAS STARTED TO CHANGE SOME. YOU SEE AREAS WITH A LOT OF GRAFFITI AND OVERGROWN TREES AND BUSHES. I WOULD LIKE TO SEE THAT CHANGE. I HOPE, IF I AM APPOINTED, I COULD MAKE THAT HAPPEN.

>> OKAY. THANK YOU. QUESTIONS. COUNCIL MEMBER CONSTANT?

>> THANK YOU MAYOR. THANK YOU FOR APPLYING AND YOUR INTEREST AND APPRECIATED YOUR ADD ON PAGE. IT GIVES US A GOOD PICTURE OF WHERE YOU ARE ON YOUR PERSPECTIVE OF WHERE YOU HOPE TO HELP. I HAVE A COUPLE OF QUICK QUESTIONS FOR YOU. I DON'T KNOW IF YOU HAVE ANNE HAD AN OPPORTUNITY TO VISIT AN APPEALS BOARD HEARING, DO YOU FEEL IT SHOULD BE A PUNITIVE OR COMPLIANCE BOARD?

>> I HAVEN'T HAD AN OPPORTUNITY TO VISIT. IN LOOKING AT SOME OF THE CASES ON THERE, MY OPINION IS, YOU HAVE TO HAVE A BALANCE OF MAKING SURE PEOPLE THAT ARE DELIBERATELY FLOUTING THE LAWS OF THE CITY, YOU HAVE TO MAKE SURE CITY RULES ARE UPHELD. AT THE SAME TIME, THERE IS IN THESE ECONOMIC TIMES, YOU ALSO HAVE TO TRY TO WORK WITH THE HOME OR LANDOWNER TO TRY TO BRING THINGS INTO COMPLIANCE AND NOT HAVE THE HEAVY BOOT OF THE CITY. HOPEFULLY HAVE THE PEOPLE TO COMPLY, IF THEY ARE NOT GOING TO COMPLY, WE HAVE TO TRY TO FIND A WAY TO BRING THEM INTO COMPLIANCE.

>> I APPRECIATE THE EXAMPLE YOU PROVIDED IN HELPING OUT A FRIEND. DO YOU FEEL THAT A LANDLORD OR PROPERTY OWNER WHO IS RENTING OUT A DWELLING AND RECEIVING INCOME FOR THAT SHOULD BE TREATED WITH A DIFFERENT STANDARD OR HELD TO A TIGHTER STANDARD THAN SAY, AN INDIVIDUAL PROPERTY OWNER, MAYBE AN ELDERLY PERSON WHO HAS A SIMILAR CODE ISSUE?

>> DEPENDS ON THE ISSUE. GOING BACK TO MY FRIEND'S ISSUES, THERE WERE ELECTRICAL WIRES EXPOSED, PLUMBING BACKED UP. THE LANDLORD REFUSED TO DO ANYTHING ABOUT IT AND DARED HIM TO CALL THE CITY. I DON'T THINK I COULD ANSWER THAT STRAIGHT ON. I THINK EACH SITUATION AND THIS WAS IN THE AGENDAS. A LOT OF UNIQUE SITUATIONS. YOU TRY TO TREAT TAX PAYORS AS INDIVIDUALS AND LOOK AT EACH CASE INDIVIDUALLY. BUT IN

YOUR PARTICULAR CIRCUMSTANCE, I WOULD TRY TO SEE IF THE ELDERLY LANDOWNER WAS HAVING PROBLEMS FINANCIALLY OR HAVING PROBLEMS HIRING THE APPROPRIATE PEOPLE TO DO THE WORK FOR THEM. OR MAYBE THEY WERE COMPLETELY IGNORANT OF THE LAW OR CHANGES IN THE LAW, THAT TYPE OF THING. TRY TO TREAT EACH PERSON INDIVIDUAL ON THE CASE BY CASE BASIS.

>> THANK YOU. AGAIN THANKS FOR APPLYING.

>> THANKS.

>> OTHER QUESTIONS? THANK YOU FOR YOUR INTEREST.

>> EITHER BE DAVID PARKER OR NANCY WILLIAMSSON. ONLY PEOPLE LEFT. IT IS DAVID PARKER. WELCOME MR. PARKER. THANK YOU FOR YOUR INTEREST.

>> THANK YOU.

>> WE'LL GIVE YOU A FEW MINUTES AND THEN QUESTIONS AND ANSWERS.

>> GOOD MORNING COUNCIL. I AM DAVID PARKER. IN 2002, THE SAN FRANCISCO BOARD OF SUPERVISORS RECOGNIZED MY INDEPENDENCE AND APPOINTED TO THE SUNSHINE TASK FORCE WHICH I SERVED ON UNTIL I RELOCATED TO SAN JOSE IN 2006. I WAS REAPPOINTED AND I AM IN MY FINAL TERM. LAST YEAR WITH THE NOMINATION OF CHAIR BOB CIP L, I WAS NOMINATED VICE CHAIR OF THE COMMISSION. I HAVE A NEAR PERFECT ATTENDANCE MEMBER. I WISH TO SERVE ON THE APPEALS BOARD FOR A NUMBER OF REASONS. I AM A MEMBER OF DISTRICT 3. THE NEED TO REVIEW PERMITS, APPEALS, ENTERTAINMENT -- IT IS MY OPINION THAT EACH CASE SHOULD BE INDIVIDUALLY ON FINES AND ADMINISTRATIVE FEES SHOULD BE FINED FAIRLY. AS A FORMER COURTROOM CLERK, I BELIEVE IT WOULD BENEFIT THE CITY TO FOCUS ON THE ASPECT OF THE BOARD AND USE IDEALS FROM THE COURT'S SYSTEM. AS AN EXAMPLE, WHY NOT ALLOW THE INDIVIDUAL TO PAY THROUGH PUBLIC SERVICE SUCH AS VOLUNTEERING AT THE LIBRARY OR COMMUNITY CENTER OR HELPING CLEAN PARKS. I HAVE ATTENDING MEETINGS OF THE BOARD. MY ONLY CONCERN IS MAKING SURE INDIVIDUALS WHO DON'T SPEAK ENGLISH HAVE AN UNDERSTANDING. IN A COURTROOM I HAVE SEEN INDIVIDUALS PLEAD GUILTY BECAUSE THEY DON'T FEEL THEY DESERVE AN INTERPRETER. IN YOUR PACKET YOU'LL FIND LETTERS IN SUPPORT OF MY DEDICATION AND AWARENESS TO OPEN GOVERNMENT. THEY ARE USED TO DESCRIBE ME. MR. PARKER IS PREPARED AND INFORMED AND HAS A HISTORY OF MAKING FAIR AND IMPORTANT DECISIONS. HE IS ALWAYS LOOKING FOR COMMON GROUNDS. DEDICATION AND COMMIT TO THE IMPROVEMENT OF CITIZEN ACCESS TO LOCAL GOVERNMENT. THESE ARE REASONS WHY I WISH TO SERVE ON THE APPEALS BOARD.

>> THANK YOU FOR YOUR INTEREST. COUNCIL MEMBER CONSTANT.

>> THANK YOU, AND THANK YOU FOR YOUR INTEREST IN THIS BOARD AND SERVICE ON THE OTHER COMMISSIONS BOTH HEEFR AND UP IN SAN FRANCISCO. THE APPEALS HEARING BOARD AS IT HEARS THE DIFFERENT CASES, DO YOU FEEL THAT THEIR GOAL AS A BOARD SHOULD BE PUNITIVE IN NATURE, IN OTHER WORDS FINING PEOPLE FOR THE BEHAVIORS THEY HAVE ALREADY DONE OR A GOAL OF COMPLIANCE?

>> COUNCIL MEMBER, I BELIEVE IT IS BOTH. WE MAY HAVE INDIVIDUALS WHO COME TO US ON THE BOARD WHO MAYBE REPEAT AND EGREGIOUS OFFENDERS. INDIVIDUALS WHERE THOSE CONDITIONS WITHIN THEIR PROPERTY THAT HAVE BEEN THE SUBJECT ARE SO HORRIBLE THAT THEY ARE IMPACTED THEIR NEIGHBORS, NEIGHBORHOOD, AND THOSE AROUND THEM. HOWEVER THERE MAYBE INDIVIDUALS EITHER THROUGHOUT ECONOMY MAY NOT BE ABLE TO ADDRESS CERTAIN ISSUES IN WHICH THE DEPARTMENT AND THE CITY SHOULD MAKE RECOMMENDATIONS AND OFFER FEEDBACK IN A FAIR AND IMPARTIAL MANNER.

>> IN YOUR SERVICES AS A HUMAN RIGHTS COMMISSIONER HERE IN THE CITY, WHAT HAS BEEN THE MOST DIFFICULT PART OF BEING A COMMISSIONER FOR THE CITY?

>> THE MOST DIFFICULT PART HAS BEEN REMAINING AN INDEPENDENT VOICE ON THE COMMISSION. THERE HAVE BEEN INSTANCES WHERE MY COLLEAGUES SAY I DON'T GO ALONG WITH THE COMMISSION JUST FOR THE SAKE OF GOING ALONG WITH THEM. ON ALL OF MY BOARDS AND COMMISSIONS IN MY MANY YEARS OF PUBLIC SERVICE, I AM A REPRESENTATIVE OF THE PEOPLE. APPOINTED BY THE CITY COUNCIL AND SERVE AS YOUR DISCRETION. I WILL REMAIN AN INDEPENDENT VOICE ON THAT BODY WHETHER IT IS THE HUMAN RIGHTS COMMISSION OR HEARING BOARD. I HAVE BEEN LABELLED TOO INDEPENDENT.

>> THANK YOU DAVID FOR YOUR SERVICE. FIRST OF ALL FOR THE COUNTY COURT SYSTEM AND DOING ALL YOU DO IN SERVICE BEYOND THAT AS WELL, I GOT MY START IN THE HUMAN RIGHTS COMMISSION AND DIDN'T ALWAYS GO WITH THE FLOW. YOU ARE THERE TO GIVE YOUR INDEPENDENT VIEWS. YOU HAVE HAD SEVERAL YEARS OF EXPERIENCE WITH THE SAN FRANCISCO SUNSHINE TASK FORCE, HOW WILL THAT PREPARE YOU AND THE OPPORTUNITIES YOU HAVE HAD TO SEE THE BOARD WHAT DO YOU THINK YOU CAN BRING TO THE TABLE UNIQUE?

>> I THINK HAVING SERVED ON OTHER BODIES, I KNOW WHAT WORKS AND WHAT DOESN'T AS FAR AS CALIFORNIA PUBLIC RECORDS ACT, BROWN ACT. I AM NOT HERE TO REINVENT THE WHEEL. I WANT TO MAKE SURE THE WHEEL FUNCTIONS TO THE BEST OF ITS ABILITY. IF THAT MEANS OFFERING MY INSIGHT, I AM GOING TO BRING THAT FEEDBACK TO THE TABLE AND OFFER IT TO MY COLLEAGUES AND SEE IF IT WILL BE TAKEN UNDER ADVISEMENT.

>> THANK YOU.

>> COUNCIL MEMBER CHU?

>> THANK YOU MAYOR, I WANT TO ECHO MY APPRECIATION FOR BEING AN INDEPENDENT VOICE.

>> THANK YOU COUNCIL MEMBER.

>> OTHER QUESTIONS? NOPE. THANK YOU VERY MUCH. APPRECIATE YOUR INTEREST. WE HAVE ONE MORE APPLICANT TO INTERVIEW.

>> MORNING NANCY.

>> GOOD MORNING.

>> THANK YOU FOR TAKING THE TIME TO COME IN FOR THE INTERVIEW. WE'LL LET YOU TALK ABOUT WHY YOU WANT TO BE APPOINTED THEN WE'LL DO QUESTIONS AND ANSWERS.

>> OKAY. GREAT.

>> I NEED TO HAVE YOU GET A LITTLE CLOSER. SLIDE IT OVER TOWARDS YOU.

>> OKAY.

>> THE WHOLE THING WILL MOVE. THERE YOU GO.

>> I AM NOT VERY MECHANICAL. IS THAT OKAY?

>> LITTLE CLOSER.

>> WE CAN HEAR YOU BUT THE AUDIENCE CAN'T.

>> MY INTEREST IN THE APPEAL BOARDS STEMMED FROM FIRST LOOKING AT THE WEBSITE AND SEEING WHAT THE ACTUAL APPEALS BOARD DOES. I HAVE GONE TO LAW SCHOOL AND INTERESTED IN THE LAW. THIS PARTICULAR COMMISSION APPEALED TO ME BECAUSE IT IS A QUASI APPEALS COMMISSION. I DID RECENTLY PASS THE BAR. I WILL BE A MEMBER OF THE BAR STARTING IN JANUARY. I WILL HAVE A BAR NUMBER. I DO HAVE A LETTER STATING THAT I PASSED THE BAR.

>> THERE ARE A COUPLE OF US THAT ARE LAWYERS, WE DO APPRECIATE THE DIFFICULTY IT IS TO PASS THAT LEVEL.

>> THANK YOU FOR APPLYING FOR THE BOARD AND CONGRATULATIONS ON PASSING THE BAR. I WANT TO ASK YOU, AS YOU LOOK AT THE PROCESS OF THE APPEALS BOARD, I KNOW YOU SAID YOU HAVE BEEN TO THE WEB AND CHECKED IT OUT. FROM YOUR VIEWPOINT, DO YOU SEE THE APPEALS BOARD OF BEING A PUNITIVE BOARD THERE TO ISSUE PENALTIES OR SEE IT AS A BOARD THAT IS THERE TO ENSURE OR GAIN COMPLIANCE OR DO YOU SEE SOME OTHER ROLE FOR THE BOARD?

>> WELL, MY ANSWER IS 2 FOAL. IN A WAY IT DOES HAVE TO BE PUNITIVE. IF IT IS NOT PUNITIVE THEN LANDOWNERS ARE NOT GOING TO COMPLY WITH ORDNANCES. IT HAS TO BE DONE IN SUCH A WAY THAT IT ESTABLISHES PENALTIES, BUT ALSO UNDERSTANDING AND WORKS WITH THE INDIVIDUALS TO CORRECT THOSE PROBLEMS WITH HIS OR HER LAND. I THINK IT HAS TO BE IN BETWEEN PUNITIVE AND COMPLIANCE. YOU CAN'T BE TOO EASY ON INDIVIDUALS. BUT YOU IF YOU ARE TOO, IF THE PENALTIES ARE TOO GREAT THEY ARE NOT GOING TO HAVE A GOOD FEELING ABOUT THE GOVERNMENT. IT NEEDS TO BE IN THE MIDDLE. I HATE TO GIVE SUCH A WISHY WASHY ANSWER, WHICH LAWYERS ARE GOOD AT DOING. I THINK IT NEEDS TO BE IN THE MIDDLE. [LAUGHTER].

>> THANK YOU, I WON'T EDITORIALIZE ON THE LAWYER COMMENT. THANK YOU. DO YOU, WHAT DO YOU FORESEE WILL BE THE MOST DIFFICULT PART OF SERVING ON THE HEARING BOARDS COMMISSIONER?

>> WITH RESPECT TO THE INDIVIDUALS THAT APPEAR BEFORE YOU?  
>> WHAT YOU ANTICIPATE WOULD BE MOST DIFFICULT FOR YOU TO DEAL WITH THE COMMITMENT OF BEING A BOARD MEMBER.  
>> IF YOU A LANDOWNER THAT IS ELDERLY OR HAS LIMITED INCOME THAT WOULD BE DANGER DIFFICULT. ON THE OTHER HAND YOU HAVE TO UPHOLD CERTAIN STANDARDS IN OUR CITY. IT IS A BEAUTIFUL CITY. THESE CONDITIONS IF THEY ARE ALLOWED TO CONTINUE, THEY MAKE LIVING CONDITIONS DANGEROUS. THEY CAN CAUSE REAL HARM TO PEOPLE. I THINK THAT WOULD PROBABLY BE MY MOST DIFFICULT CHALLENGE.  
>> VERY GOOD. THANKS AGAIN FOR APPLYING.  
>> OTHER QUESTIONS?  
>> CONGRATULATIONS ON THAT LAW DEGREE.  
>> THANK YOU.  
>> THANK YOU VERY MUCH WE APPRECIATE YOUR INTEREST.  
>> OKAY.  
>> I THINK THAT WAS THE ENTIRE POOL. LAST APPLICANT. COMMENTS OR DISCUSSION ON THIS. WE PROBABLY DO NEED TO DO THIS BY BALLOT. WE HAVE TO VOTE FOR 2. ANY COMMENTS OR DISCUSSION, COMMISSIONER CONTINUE CONSTANT.  
>> AS A LIAISON TO THE APPEALS HEARING BOARD, I WANTED TO MAKE SURE EVERYONE UNDERSTANDS, WE ARE NOT FOLLOWING THE POLICY FOR APPOINTING THE APPEALS BOARD MEMBERS. IT IS ACTUALLY SUPPOSED TO BE LIKE ALL THE OTHER BOARDS. SOME HOW, SOME WHERE IT GOT OFF TRACK. I FEEL IT IS IMPORTANT BECAUSE IT IS A QUASI APPEALS BOARD IT SHOULD BE IN THIS PROCESS. I AM LOOKING FORWARD TO THINGS BEING IN ALIGNMENT. AS THE LIAISON, I HAVE HAD THE OPPORTUNITY TO WATCH THE BOARD AND SEE HOW IT HAS PERFORMED OVER THE PASSED 3 YEARS, SONYA AND KAREN HAVE BEEN VERY GOOD APPEALS BOARD MEMBERS AND PERFORMED VERY WELL IN THEIR ROLES OF APPEALS BOARD. THAT IS NOT TO SAY WE HAVE A LOT OF OTHER VERY QUALIFIED MEMBERS. WE ARE REALLY SEEING HIGHLY QUALIFIED CAPABLE CANDIDATES ON THESE BOARDS. I DO BELIEVE SONYA AND KAREN DO DESERVE TO BE REAPPOINTED FOR THE EXCELLENT WORK AND SERVICE THEY HAVE PROVIDED AND ALSO ARE THE 2 MEMBERS OF THE APPEALS BOARD THAT ARE NOT CONCENTRATED IN ONE AREA OF THE CITY. WE HAVE A AN APPEALS BOARD WHERE IT IS FOR ONE GEOGRAPHIC AREA OF OUR CITY. THEY REPRESENT IN GIVING OF REGIONAL DIVERSITY ON THE BOARD. THAT IS IMPORTANT.  
>> KALRA?  
>> I THINK ALL OF YOU WOULD BE APPROPRIATE MEMBERS OF THIS BOARD. I APPRECIATE COUNCIL MEMBER CONSTANT AS LIAISON LEADING OFF OF QUESTIONING REALLY ALLOWED US TO SEE YOUR QUESTIONING. HIS ANSWERS WERE ALL COMFORTABLE. I FEEL COMFORTABLE WITH EVERY ONE OF YOU. I WANT TO THANK SONYA AND KAREN FOR YOUR DESIRE TO CONTINUE TO DESERVE. THAT SPEAKS VOLUMES FOR THE BOTH OF YOU. TO ALL THE APPLICANTS, YOU HAVE ALL SERVED WITH THE CITY ON COMMISSIONS. I THINK IT IS GREAT TO SEE YOUR DESIRE TO CONTINUE TO BE INVOLVED IN IMPROVING OUR CITY. I WANT TO THANK ALL OF YOU FOR APPLYING AND TAKING THE TIME HERE AND PRESENTING YOURSELVES WELL.  
>> I WANT TO EMPHASIZE THE IMPORTANCE OF THIS PARTICULAR BOARD OR QUASI JUDICIAL, WHATEVER YOU ARE GOING TO CALL THESE BOARDS, THE TONE AND TEMPERAMENT ARE IMPORTANT. WE NEED TO BE FAIR, NEEDS TO BE A PERCEPTION OF FAIRNESS. WHAT I HAVE HEARD ABOUT THIS PARTICULAR BOARD, IT IS OPERATING VERY WELL AS A BOARD DOING WHAT THEY ARE SUPPOSED TO DO. CARRYING OUT THE DUTIES WE HAVE GIVEN THEM IN A VERY GOOD MANNER. THIS BOARD IS GOING TO PICK UP ADDITIONAL DUTIES ON TERMS OF APPEALS, BECAUSE WE NOW HAVE THE NIGHTCLUB ORDNANCE PART OF THIS WORK WE ARE DOING, PROBABLY END UP WITH ADMINISTRATIVE ISSUES. THIS BOARD MIGHT GET A LITTLE MORE INTERESTING IN MATERIALS OF DIVERSITY OF ISSUES. IT IS A VERY IMPORTANT BOARD. I WANT TO THANK ALL THE APPLICANTS INTERESTED. IT TAKES A DEDICATION TO DOING THE JOB RIGHT. WE APPRECIATE THAT. ANYTHING ELSE? THE CLERK HAS PASSED OUT THE BALLOTS. NEED TO VOTE FOR 2. WHENEVER YOU ARE READY TO HAVE THEM PICKED UP, THE CLERK WILL COME COLLECT THEM. VOTE FOR 2. YOU NEED 6 VOTES FOR

THE APPOINTMENT. IF WE DON'T GET 6 VOTES, WE'LL DROP OFF THE LOW VOTE GETTERS AND DROP OFF TO WHERE WE CAN GET 6. WE CAN TAKE MULTIPLE BALLOTS IF WE NEED TO.  
>> COUNCIL MEMBER CONSTANT VOTES FOR MR. ATEN. AND MISS PARSONS.  
>> COUNCIL MEMBER CHU, MISS ATEN AND MISS PARSONS. COUNCIL MEMBER CAMPOS, MISS ATEN AND PARSONS.  
>> COUNCIL MEMBER PYLE, MISS ATEN AND PARSONS.  
>> COUNCIL MEMBER HERRERA MISS ATEN AND PARSONS. COUNCIL MEMBER NGUYEN, MISS ATEN AND PARSONS. COUNCIL MEMBER OLIVERIO, MISS ATEN AND MISS PARSONS. COUNCIL MEMBER -- KALRA, EXCUSE ME, MISS ATEN AND MISS PARSONS. SIX VOTES IS NEEDED OR MORE FOR EACH. THEY HAVE RECEIVED ALL 10 OF YOUR VOTES.  
>> THANK YOU FOR YOUR SERVICE, WE APPRECIATE THAT. THANK YOU FOR APPLYING AND PARTICIPATING, THANK YOU. ANY PUBLIC COMMENTS, OPEN FORUM, NONE? I THINK WE ARE DONE WITH THIS MEETING. THANK YOU VERY MUCH. MEETING ADJOURNED