

*City of San José, California*

**COUNCIL POLICY**

<b>TITLE</b> CITY COUNCIL RETIREE COMMUNICATION POLICY	<b>PAGE</b> 1 of 1	<b>POLICY NUMBER</b> 0-42
<b>EFFECTIVE DATE</b> June 18, 2013	<b>REVISED DATE</b>	
<b>APPROVED BY COUNCIL ACTION</b>	June 18, 2013, Item 2.64, Resolution No. 76723	

**BACKGROUND**

It has been requested that a formal means of communication be developed to keep retired City employees informed of decisions by the City Council or City Administration that may affect them. Once employees retire, they are no longer represented by a bargaining unit. However, there are two retiree associations, the San José Retired Employees' Association and the Association of Retired San José Police Officers and Firefighters, which can be used as channels for information to retirees with the understanding that the retiree associations do not speak on behalf of all retirees.

**PURPOSE**

The City of San José is committed to informing the retired members of the City's workforce about administrative actions that may impact the benefits of retirees of the City's two retirement plans. A meeting will be offered to the two retiree associations as a mechanism to channel the communication between the City and retired employees where there are significant decisions before the Council that may impact them.

**POLICY**

It is the policy of the City Council that, concurrent with the decision making process and before the final adoption of the administrative actions that may affect the benefits received by retired members of the Federated City Employees' Retirement System and the Police and Fire Department Retirement Plan, the City Administration will contact the retiree associations and they will be offered a meeting to discuss the changes. It will be incumbent on the representatives of the retiree associations to inform their respective memberships of the meeting offer. Either retiree association can agree to meet with the City Administration independent of the other.

Nothing in this policy shall preclude action to be taken by the City Council on an item as it relates to retiree benefits.