

# SAN JOSE Retired Employees Association

A non-profit association devoted to the welfare of all retired City of San Jose Employees and dedicated to the protection and integrity of the Retirement System

Volume 15, Issue 2

February 2011



## From Your President

### Looking Ahead/Moving Forward

Edited by Bob Leininger, SJREA President

#### LOOKING AHEAD/MOVING FORWARD

Talk about a moving target! Last month I wrote that the City's projected operating deficit for 2011-2012 had increased from \$40 million to \$90 million. Bad enough at that level, but the City Manager reported to the City Council, at its January 25 meeting that the estimated general fund gap is now \$109 million! With a total payroll for next year of just over \$520 million, the City and all of the employee groups have their work cut out for them over the next 4 months. The citywide staffing levels are already down to "bare-bones" at about 5,700 employees. This is about 400 fewer people than last year and well off the peak employee count of 7,500+/- in FY 2001-2002.

One of the actions being taken is implementation of a two-tier retirement system for NEW employees. Following the November voter approval of Measure W, the City Council on, January 25th, provided guidelines for two-tier negotiations with the employee groups, which are now underway and will also include consideration of additional wage and benefit concessions. As noted, the two-tier system is for NEW employees only. The City Manager's Jan 8 memo specifically notes that any changes for existing employee's retirement package have legal issues that require further research. Specifics are TBD, but the second tier will likely address older retirement ages, vesting changes, and maybe even a lower percentage earned each year. Some Council Members expressed concern with going too far

with a two-tier system, and this Board addressed the City Council on the need to balance their operating budget problem with having a competitive retirement program if they hope to recruit and retain a top quality work force. Given that San Jose has for years had lower per capita staffing than many cities, this would seem to be crucial to the long-term health of the City. Stay tuned, as the employee negotiations unfold and the Firefighters binding arbitration process evolves.

Nothing new on the **SRBR distributions** for the 2010 allocation. We understand that Police and Fire are working on some revisions to their distribution formula and we expect to talk with the Federated actives soon. Hopefully, we will have some positive news to report next month.

We had a great presentation from our own Board Member, Dave Armstrong, at the February 3 membership meeting. Dave's topic was entitled, "Happiness! How to Get It and Keep It!". Dave has given this PowerPoint many times over the years as the City's HR training honcho, and there was lots of interaction from the audience.

Mark your calendars for the March 3rd meeting. Staff from Retirement Service's Investment Division will give a presentation on the status and performance of the Federated Retirement Portfolio. There is a lot of interest in this area as they continue implementation of the new asset allocation model. If you have any specific questions you would

<b>Inside:</b>	President's Message	Page 1	Retirements	Page 3-4	For Your Health	Page 6
	Speaker of the Month	Page 2	Condolances	Page 5	Clipboard	Page 7
	Board of Directors	Page 3	Article/Announcements	Page 6		

## FROM YOUR PRESIDENT CONT.

like answered, drop me a line and I can pass it on to the speakers in case they need to do some research, etc.

That's it for this column. I'm shutting down my computer, heading out to the golf course for a quick 9 holes and then to a Super Bowl party. Now that's my idea of happiness (with no 3 putts, maybe I can even keep it)!

See you on March 3rd.

**Speaker of the Month**  
**"Happiness: A Structure for Existence"**

Today's program was conducted by Dave Armstrong, titled "*Happiness: A Structure for Existence – Performing with Power, Velocity and Ease*". Bob Leininger operated the slideshow while Dave energized the audience.

How to deal with all the issues (and typically, bad news) in the world today, all those things that cause you stress and worry? Dave recommends that you recall the basic change model of "SEE-DO-GET" where you look at your choice of responses. Proactively is the power, freedom, and ability to choose responses according to your values. On the other hand, reactivity allows moods, feelings, and circumstances to drive your responses.

Today's presentation focused on the concept that if you really want to be happy, there are three key principles:

1. You have to tell the truth. Focus on the **FACTS**, not your interpretation or **STORY**.
2. You want to make a difference in the world. You need to say it **AND** do it.
3. You need to have growth and development. Build habits and motivate yourself.

He concluded with an exercise for attendees to work in small groups to share ways that they can personally overcome the negative talk and get to the **PURSUIT** of **HAPPINESS** – Dave reminded everyone that it's all about the journey.



**TOURING WITH THE CALIFORNIA PIONEERS**

**MARCH 24, 2011 – THE WONDERS OF SAUSALITO**

–We will visit the **Bay Model**, a two acre working hydraulic model of the San Francisco Bay and Sacramento, San Joaquin River Delta System. The Model was built in the early 50's by the U.S. Army Corps of Engineers as a scientific tool to study what would happen if man or nature made changes to the Bay Estuary. We will also tour the Sausalito Historical Visitor Center in the downtown area. You will have time to browse, shop, and have lunch on your own.

**LEAVE: 8:30 A.M.**

**RETURN: 5:00 P.M.**

**COST: \$30.00**

**APRIL 14, 2011 – OLD SACRAMENTO – UNDERGROUND**

- the winter of 1861-62 produced more than 30 inches of rain and buried Sacramento under water for three months. The only alternative was to raise the buildings and streets. Most streets and storefronts have been filled in, but many tunnels and hollow sidewalks remain, and a new tour takes visitors down into this pre-flood Sacramento, complete with hard hats and flashlights. The tour guides manage to combine history and entertainment. Many are professional actors and some portray a historical character, complete with period costume and appropriate accents and anecdotes of the times. The tour begins at the Sacramento History Museum. A hosted lunch will be at **FAT CITY BAR & CAFÉ**.

**LEAVE: 7:30 A.M.**

**RETURN: 5:30 P.M.**

**COST: \$69.00**

**For more information call Mike Console at (408) 246-1080**

**FROM THE BOARD OF DIRECTORS**2010 OFFICERS

Bob Leininger President	(408) 448-3070 Blein4@gmail.com
Bill Thomas 1st V.P.	(408) 268-8791 ALOYTHOMAS@aol.com
John Pletsch 2nd V.P.	(408) 274-2992 jeplet@sbcglobal.net
Dorothy McGinley Treasurer	(408) 267-0143 dorothymcginley@comcast.net

**BOARD MEMBERS**

Dave Armstrong	(408) 294-3412
Sue Bradford-Moore	(408) 723-7965
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Donna Jewett	(408) 264-6780
Joan Lockwood	(408) 371-1989
Ed Overton	(408) 859-4162
Sharon Pardun	(408) 225-4034
Anita Phagan	(408) 259-6557
Bev Rettus	(408) 866-9300
Maurice Stevenson	(408) 294-2465

**From the Department of Retirement Service**

1737 N. First Street, Ste. 580, San Jose, CA 95112  
 Phone: (408) 794-1000 or toll free (800) 732-6477  
 Email: retirement.dept@sanjoseca.gov

**RETIREMENTS**

**Jan E. Alford**, Staff Specialist, Police Department,  
3/19/2011

**Philip Babakhan**, Geographic System Specialist II, Public  
Works, 3/19/2011

**Magdalena Bastida**, Senior Office Specialist, Police  
Dept., 3/19/2011

**Ceferino B. Biton**, Senior Construction Inspector,  
Public Works, 3/19/2011

**Beatrice A. Braddock**, Senior Office Specialist,  
Planning, Building & Code Enforcement, 3/19/2011

**Nathaniel Brown**, Facility Attendant, General Services  
Dept., 3/19/2011

**James E. Cason**, Senior Construction Inspector, Public  
Works Dept., 3/19/2011

**Margaret Chang**, Senior Account Clerk, Environmen-  
tal Services Dept., 3/19/2011

**Delores Cisneros**, Staff Specialist, Housing Dept.,  
3/19/2011

**Cameron S. Cleland**, Supervising Applications Analyst,  
Information Technology Dept., 3/19/2011

**Darrell M. Coxson**, Maintenance Worker I, Depart-  
ment of Transportation, 1/8/2011

**Stephen Darby**, Senior Engineering Technician, Airport  
Dept., 3/5/2011

**Gayle Davis**, Library Assistant, Library Dept., 3/19/2011

**Judith L. DeWolf**, Code Enforcement Inspector II,  
Planning, Building & Code Enforcement Dept., 3/31/2011

**Jonathan M. Dixon**, Environmental Laboratory Super-  
visor, Environmental Services Dept., 3/19/2011

**Cleon J. Eccles**, Code Enforcement Inspector, Planning,  
Building & Code Enforcement Dept., 3/19/2011

**Nancy R. Edwards**, Senior Library Clerk, Library  
Dept., 3/19/2011

**Rosemarie Espinoza**, Staff Specialist, Airport Dept.,  
3/19/2011

**Pastor S. Esteves, Jr.**, Heavy Diesel Equipment Opera-  
tor Mechanic, Environmental Services Dept., 3/19/2011

**Stephen R. Ferguson**, Chief Information Officer,  
Information Technology Dept., 3/19/2011

**Richard Finger**, Building Inspector, Planning, Building &  
Code Enforcement Dept., 3/19/2011

**Mary J. Follenweider**, Senior Architect, Public Works  
Dept., 3/19/2011

**Vivian Frelix-Hart**, Housing Policy & Plan Administra-  
tor, Housing Dept., 3/5/2011

**Susan E. Glass-Johnson**, Associate Construction  
Inspector, Public Works Dept., 3/31/2011

Continued on next page...

**RETIREMENTS continued...**

**India E. Gonzalez**, Staff Technician, Planning, Building & Code Enforcement Dept., 2/19/2011

**Michael R. Groves**, Lead Senior Deputy City Attorney, City Attorney's Office, 3/19/2011

**Brian Hartsell**, Park Manager, Parks, Recreation & Neighborhood Services Dept., 3/19/2011

**Charyl Hathaway**, Office Specialist II, Police Dept., 3/24/2011

**Dale W. Ihrke**, Deputy Director, Environmental Services Dept., 3/19/2011

**Dorna M. Janoski**, Latent Print Examiner I, Police Dept., 3/19/2011

**Anne Katashima**, Administrative Assistant, police Dept., 1/22/2011

**Albert J. Lopez**, Maintenance Worker II, Department of Transportation, 2/5/2011

**Guadalupe Maldonado**, Office Specialist II, Parks, Recreation & Neighborhood Services Dept., 3/30/2011

**Jose L. Mancera**, Mechanic, General Services Dept., 3/31/2011

**Barbara A. Martin**, Senior Office Specialist, Fire Dept., 3/19/2011

**Marlene Martinez**, Senior Office Specialist, Police Dept., 3/19/2011

**Diana K. Miller**, Council Assistant II, Council District 9, 1/5/2011

**Rita D. Moreno**, Office Specialist II, Airport Dept., 3/19/2011

**Zobeyda I. Moreno**, Library Clerk, Library Dept., 2/27/2011

**Kathy S. Mulholland**, Police Data Specialist, Police Dept., 3/19/2011

**Rodolfo G. Navarro**, Senior Analyst, Parks, Recreation & Neighborhood Services Dept., 3/19/2011

**Jeanne M. Nix**, Librarian II, Library Dept., 3/5/2011

**Rufino P. Ortiz, Jr.**, Associate Engineer, Department of Transportation, 3/19/2011

**Randy A. Overton**, Airport Operations Supervisor, Airport Dept., 3/19/2011

**Maryellen Parra**, Code Enforcement Inspector II, Planning, Building & Code Enforcement Dept., 3/31/2011

**Mary Sue Pascoe**, Recreation Program Specialist, Parks, Recreation & Neighborhood Services Dept., 3/19/2011

**Donella Prince**, Environmental Inspector II, Environmental Services Dept., 3/19/2011

**Patricia Ramos-Anderson**, Community Coordinator, City Manager's Office, 3/5/2011

**Jorge Reyes**, Painter Supervisor, Environmental Services Dept., 3/19/2011

**Maria C. Rodriguez**, Senior Office Specialist, Police Dept., 3/19/2011

**Jagdish B. Rupani**, Senior Engineering, Public Works Dept., 1/8/2011

**Pierre P. Schutz**, Code Enforcement Inspector II, Planning, Building & Code Enforcement Dept., 3/31/2011

**Gregory J. Seaton**, Buyer II, Finance Dept., 2/19/2011

**Anthony J. Seebach**, Information Systems Analyst, Information Technology Dept., 2/5/2011

**Patricia A. Shaffer**, Planner II, Planning, Building & Code Enforcement Dept., 3/31/2011

**Marceena Short**, Senior Office Specialist, Environmental Services Dept., 3/19/2011

**Sandra L. Sly**, Principle Account Clerk, Police Dept., 3/19/2011

**Brian M. Smith**, Plant Operator, Environmental Services Dept., 2/6/2011

**Wilma M. Stangel**, Administrative Assistant, Council District 8, 3/19/2011

**Scott B. Stilwell**, Senior Public Safety Dispatcher, Police Dept., 3/19/2011

**Glenda St. John**, Senior Office Specialist, Department of Transportation, 3/19/2011

**Charles J. Territo**, Building Inspector/Combination Certified, Public Works Dept., 3/19/2011

**RETIREMENTS continued...**

**Cheryl Uyehara**, Analyst II, Fire Dept., 3/19/2011

**Anna M. Vanegas**, Code Enforcement Inspector, Planning, Building & Code Enforcement Dept., 2/19/2011

**Cora S. Velasco**, Recreation Superintendent, Parks, Recreation & Neighborhood Services Dept., 3/5/2011

**Felipe S. Vera Cruz**, Associate Civil Engineer, Planning, Building & Code Enforcement Dept., 3/19/2011

**Daniel J. Watson**, Aquatic Toxicologist, Environmental Services Dept., 3/19/2011

**Dixie L. Weatherall**, Supervising Public Safety Dispatcher, Police Dept., 2/19/2011

**Yolanda S. Wilson**, Accounting Technician, Department of Transportation, 3/19/2011

**Diana D. Zappel**, Senior Analyst, Library Dept., 3/31/2011

**DEFERRED VESTED**

**Cynthia J. Keehen**, Supervising Public Safety Dispatcher, Fire Dept., 2/4/2011

**Emma R. Kuevor**, Women's Coordinator, City Manager's Office, 3/30/2011

**Jess A. Valdez**, Custodian, General Services Dept., 3/9/2011

**Judy H. Wehling**, Custodian, Airport Dept., 1/27/2011

**CONDOLENCES**

**Antone J. Adesso**, Maintenance Worker I, retired 1/8/1977, died 1/8/2011

**Valentine S. Brazelton**, Senior Housing Sanitarian, retired 3/31/1975, died 1/6/2011

**Francis L. Greiner**, City Clerk, retired 4/19/1980, died 1/14/2011

**Suju Ju**, Senior Office Specialist, retired 9/4/2010, died 12/14/2010

**Valentine Fudge Crinkles**

1 box Betty Crocker Super Moist Devil's Food cake mix  
 ½ cup vegetable oil  
 2 eggs  
 1 tsp., vanilla  
 Powdered sugar

Heat oven to 350. In large bowl, stir dry cake mix, oil, eggs and vanilla until dough forms. Shape into 1-inch balls. Roll balls in powdered sugar. Place on ungreased cookie sheet about 2 inches apart. Bake 10 to 12 minutes or until set. Cool 1 minute; remove from cookie sheet to cooling rack. Cool completely, about 30 minutes. Store tightly covered. Makes 2 ½ dozen cookies.

**Happy Valentine's Day...**





## Dr. Das Says...Alternative Medicine

*"A correct diagnosis first; then pain relief"*

Who do you trust to fix you when you don't feel well? Many people automatically go to their doctor, but what type of doctor do people choose? There are many different approaches to healing available and I would like to discuss the different disciplines briefly. The following descriptions are grossly simplified but should convey basic information to you about their differences.

**Allopathic Medicine** is traditional Western medicine which relies on biochemistry and physiology to diagnose and treat illness. Medications are used to kill invaders like bacteria or to target bodily functions to reduce symptoms. Surgery is used to correct damage to the anatomy. Allopathic medicine prides itself on testing its treatments to ensure that they work as promised and that they do not cause significant harm. Less severe or subtle problems sometimes leave patients dissatisfied with allopathic medicine who then seek other approaches. Since allopathic medicine does not have answers for every problem, other disciplines exist to try and fill that void.

**Osteopathic Medicine** is not easily distinguished from allopathic medicine as it is currently practiced. Many osteopaths practice allopathic medicine and do not use the approaches learned in osteopathic school. Osteopathy originally based its treatment in a belief that a number of maladies can be addressed by fixing biomechanical dysfunction. Osteopaths rely on muscle and joint mobilization techniques which can be quite effective in relieving musculoskeletal pain if done well.

**Chiropractic** is another approach that believes addressing biomechanical dysfunction is beneficial. The underlying belief is that the nervous system is responsible for a number of maladies and illness can be fixed by correcting spinal joint dysfunction.

**Traditional Chinese Medicine** (TCM) believes that we rely on the unobstructed flow of qi (chi) and that illness is brought upon by obstruction of this flow or a deficiency of qi. The correct placement of needles and the use of herbs can help correct these problems.

**Homeopathic Medicine** believes that a small dose of a drug that causes symptoms in large doses will cure the disease. The "poison" is diluted so that it will generate a healing effect instead of a bad effect.

**Ayurvedic Medicine** is a form of traditional medicine in India which uses herbs and exercises to treat disease.

I've grossly simplified these different medical disciplines in order to help you understand options and personally feel that each approach has its role in healing the body. Whatever approach is used, the key is to realize when it's not working and try something different. Knowing the level of training and dedication of a practitioner is very important when choosing one. As with any other field or profession, the quality of care can vary from provider to provider, so patients should not judge an individual discipline solely on one experience.

It's also important to obtain a correct diagnosis so that a severe illness or problem is not missed. An example of this would be the gradual onset of lower back pain in a 50 year old male which is worse at night and doesn't seem to get better. More important than getting relief from the pain is finding out what causes the pain. My bias is that allopathic medicine would more quickly identify whether prostate cancer is responsible for the pain than the other disciplines. If there is no "red flag" diagnosis, then the approach to relieve symptoms is up to the individual.

## CSJ Retiree Wellness Opportunities for 2011

### **A Day of Wellness: Thursday, March 24th**

Mark your calendars! City Hall will host the 3rd Employee Wellness Conference on Thursday, March 24th. The day will kick-off with a key note presentation in Council Chambers at 9 AM followed by various wellness activities and seminars. Free wellness screenings will be available. Registration in advance is encouraged. Look for details and the complete seminar schedule to be posted in January.

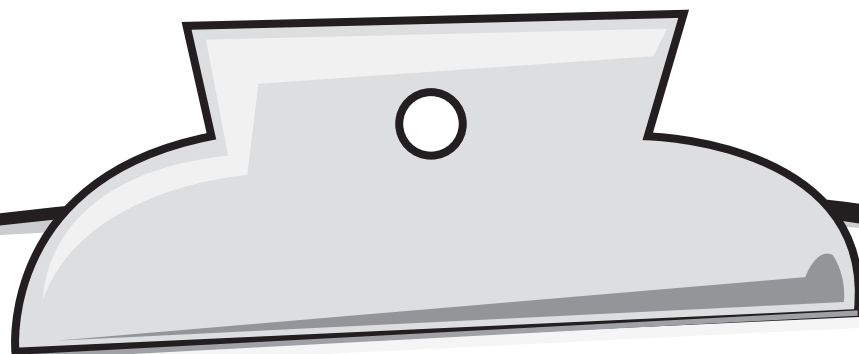
### **Wellness Wednesdays**

Wellness Wednesday seminars begin in 2011 with various wellness topics held at multiple City locations. Look for the schedule to be posted mid-December. Typically 1-hour sessions that include information about ways to increase or maintain mental and/or physical health, exercise, nutrition, balance home/work life and more. Classes also will be scheduled during the noon lunch-time hour and retirees are welcome to join active employees. Drop-in only – no appointment or registration needed.

Email: [WellnessIn-Box@sanjoseca.gov](mailto:WellnessIn-Box@sanjoseca.gov)

Internet page: [www.sanjoseca.gov/wellness](http://www.sanjoseca.gov/wellness)

CSJ Wellness Coordinator: Debbi Bohnet-Nuttall (408) 975-1431



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**SJREA P.O. Box 26515**  
**San Jose, CA 95159-6515**

**Calendar of Events**

- |                   |   |
|-------------------|---|
| <b>March 3rd</b>  | Membership Meeting: Retirement Services/Investments           |
| <b>March 24th</b> | Wellness Conference/City Hall                                 |
| <b>March 25th</b> | Greek Flag Raising/4-6 pm-City Hall/Greek refreshments served |
| <b>April 7th</b>  | Membership Meeting: Patti Searle, "The Raw Chef"              |
| <b>April 15th</b> | District 1 Senior Walk, 8-10:30 am –Valley Fair *             |
| <b>May 5th</b>    | Membership Meeting: Financial Planner                         |
| <b>June 2nd</b>   | Membership Meeting: Box Lunch/Social                          |
| <b>July 7th</b>   | NO MEETING – Board Vacation                                   |

\*More information to come

**Reminder....Daylight Saving Time begins Sunday, March 13th. Set your clocks  
AHEAD one hour.**

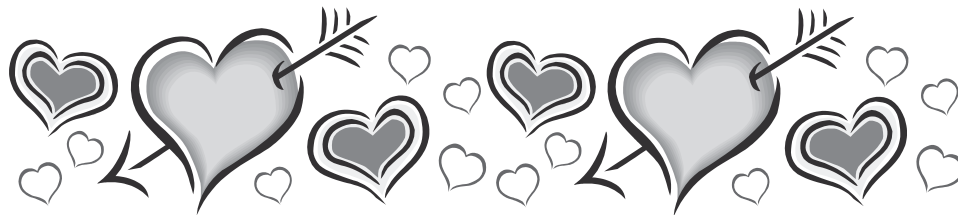
**Congratulations to Mike Console and Ed Flemate our  
February Door Prize Winners!**

**Thanks to Dorothy McGinley for her delicious homemade Red Velvet Cake.**

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NEXT MEETING:

**March 3, 2011**

TIME:

Board of Directors – 9 - 10:30 AM  
Membership Meeting – 10:30 - 12:00 Noon

PLACE:

Leininger Center  
1300 Senter Road

SPEAKER:

Retirement Services

PROGRAM:

Investment Portfolio