



# *Memorandum*

**TO:** Honorable Mayor &  
City Council

**FROM:** Toni J. Taber, MMC  
City Clerk

**SUBJECT:** The Public Record  
January 8, 2026 – Januray 15, 2026

**DATE:** January 21, 2026

---

## **ITEMS FILED FOR THE PUBLIC RECORD**

### **Letters from Boards, Commissions, and Committees**

### **Letters from the Public**

1. Letter from Mike Wagner, dated January 9, 2026, regarding: SJACS - For the Public Record / Rules Committee.
2. Letter from Tianni Cook, dated January 12, 2026, regarding: Ban City-Sponsored Travel to Israel.
- 3-4. Two letters from Tim Zadel, dated January 13, 2026, regarding: Don't Expand SB 9.
5. Letter from Sierra Club Loma Prieta Chapter (Dashiell Leeds), dated Januray 13, 2026, regarding: Phasing out the use of plastic turf.

---

Toni J. Taber, MMC  
City Clerk



---

**FW: SJACS - For the Public Record / Rules Committee**

---

**From** Taber, Toni <toni.taber@sanjoseca.gov>

**Date** Wed 1/14/2026 12:52 PM

**To** Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

1 attachment (1 MB)

Gatos De La Nochas FacebookPost SJACS NSE report commentary .pdf;

Include in next week's public record.

**Toni J. Taber, MMC**

City Clerk

City of San José

200 E Santa Clara Street

San José, CA 95113

408-535-1260

*The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.*

---

**From:** M Wagner [REDACTED]

**Sent:** Friday, January 9, 2026 3:19 PM

**To:** Taber, Toni <toni.taber@sanjoseca.gov>

**Subject:** Fw: SJACS - For the Public Record / Rules Committee

[External Email. Do not open links or attachments from untrusted sources. [Learn more](#)]

Good afternoon Miss Taber.

I copied your office on correspondence that I had sent to City Councilman Doan and his Chief of Staff on December 15th, 2025 so that it could be included in the public record via the agenda of the Rules Committee.

The Rules Committee meeting of January 7th, 2026 shows the files received for the public record for Dec. 4th - 2025 thru December 18th, 2025.

My email to Mr. Doan dated December 15th is shown below.

But it was not included in the agenda of the Rules Committee meeting on January 7th.

To date, this correspondence has never been published for the public record.

Can you please explain why?

Sincerely,

Mike Wagner

----- Forwarded Message -----

**From:** M Wagner <[REDACTED]>  
**To:** Bien Doan <[bien.doan@sanjoseca.gov](mailto:bien.doan@sanjoseca.gov)>  
**Cc:** Jonathan Fleming <[jonathan.fleming@sanjoseca.gov](mailto:jonathan.fleming@sanjoseca.gov)>; City Clerk <[city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov)>  
**Sent:** Monday, December 15, 2025 at 08:26:39 AM PST  
**Subject:** Re: SJACS

Mr. Doan,

Your terribly hurtful remarks last Thursday indicate that you never bothered to read the "concerns" shared by volunteers, rescue partners, and people working hard in the "trenches" for free.

Please tell me how "great" the shelter is doing after reading through the following experiences.

#### CC 25-166 - Letters from the Public

The very first document submitted by Jenna Skinner of rescue group Gatos de la Noches speaks volumes to how badly the shelter responded to a hoarding situation of 110 cats.

I personally emailed you this document before it appeared in the NSE agenda's public comment section. For some reason, you didn't even bother to read it.

At the end of the day, the shelter virtually did little to nothing to help correct this terribly dire situation. As usual, the "burden" fell onto the community and not the City animal shelter that is funded with \$17.5 million of taxpayer's dollars.

You come across as being terribly out of touch and tone-deaf with reality. Matt Loesch continues to fail to deliver and you never hold him or staff accountable. You repeatedly look the "other" way.

Your "no one is perfect" speech was a farcical joke.

You ought to be ashamed of yourself for talking "down" to volunteers, telling them that their concerns aren't legitimate and are "too negative" . . . while telling them that they need to "step-up" while they work for FREE caring for the animals in the City's custody, doing the jobs of paid staff while you make \$150,000 a year.

You owe the community an apology.

- Mike Wagner

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

This Thursday there was supposed to be a San Jose City Council NSE meeting with an update on the progress of the Animal Services Department. You can read the report here. The meeting was cancelled.

<https://sanjose.legistar.com/View.ashx?M=F&ID=14834621&GUID=3495CCD3-A464-4F16-92FC-FEFDAA510FDB>

GDLN was mentioned in the report, so I felt compelled to respond to the City Council, Mr. Loesch and the Mayor with this email. I do not know now, since the meeting was cancelled, if the response will be put into the public record. So I'd like to make it public here. It is important to understand how hoarding happens and what the general public finds when looking for help. It's very long, thank you for taking the time to read it.

Good afternoon,

The Animal Care and Services Annual Report dated September 26, 2025, states, ACS worked collaboratively with Gatos de la Noche, The Dancing Cat, Humane Society Silicon Valley (HSSV) and Nine Lives to humanely address a hoarding case in San Jose. Collectively the organizations collaborated to provide TNR for all the cats living in and around the residence and find homes for a house where approximately 100 cats and kittens were living.

The reported "collaboration" contrasts sharply with the actual events and highlights SJACC's culpability in allowing the situation to escalate.

Starting in 2019, Brad Dunham repeatedly sought help from SJACC regarding the growing cat problem in his neighborhood, where neighbors were feeding cats and allowing them to breed unabated. Brad and his wife did their best to help, spaying, neutering, bringing litters indoors, and feeding cats. Even after Animal Control received reports about the overwhelming number of cats at Brad's home, they never followed up effectively.

In late December 2024, following the sudden death of Brad's wife, his family found upwards of 100 cats in the house. On December 28, Ian Barker, Brad's son-in-law, attempted to surrender five crates of nursing mothers and kittens at SJACC.

Intake staff initially suggested that this was an Animal Control issue, then, after consulting management, declared they couldn't help, and deemed TNR out of the question because Brad was moving. They insisted it was an owner surrender, charging a fee. They charged Mr. Barker \$220 for the cats and the unweaned kittens, agreeing to take only one mother and her litter and a pregnant cat. They turned him away, telling him other shelters wouldn't help. Ian, a highly respected attorney, reported being "scoffed" at in some of his interactions with staff. I've attached his statements. Let me just reiterate, Mr. Barker told SJACC staff there were upwards of 100 cats in his father-in-law's home and they turned him away, taking only one mother and her kittens and a pregnant cat.

Three days later, I was contacted by one of my rescue partners about Brad's situation. With communication absolutely impossible with SJACC, I had to work with a rescue partner, Kim McIntyre, to contact Jay Terrado. Jay subsequently instructed Mr. Barker to return to the shelter to surrender the nursing mothers and kittens, and instructed staff to return Mr. Barker's \$220.

For the next five months, I was at the home at least 3 times a week, working to separate males from females, facilitate surgeries (subsidized by Chris Queen of Purrific Rescue), and contact rescues to find homes for the many friendly cats. I actively worked to keep the cats out of the shelter, given concerns that the burden of these cats would pose for the facility and ongoing concerns about the medical care there. With the vital assistance of rescue partners (HSSV, Nine Lives, Cat Welfare Advocates, and The Dancing Cat), we rehomed over 100 cats and performed TNR on at least 50 more.

While SJACC's actions were invaluable, their involvement was reactive, not collaborative.

After initially rejecting the cats, SJACC eventually accepted 19 surrendered cats and kittens. They returned five cats that were failing in the shelter environment, three of which were eventually adopted. They also provided essential TNR services and transportation through their partnership with Nine Lives and through their medical department at SJACC..

These crucial steps were only secured through my direct and persistent requests following the initial turn-away. Given this reactive nature, calling the effort a "collaboration" is a significant stretch and feels like putting lipstick on a pig, masking the fact that advocacy was required to leverage the shelter's resources.

This incident underscores a systemic issue. There is a breakdown in responsiveness and communication at the municipal level that forced a crisis into the community's hands. As the person on the ground for five months, I know firsthand that the exhaustive dedication of private rescue groups and individual advocates resolved a dangerous, escalating situation that should have been mitigated years earlier through effective Animal Control intervention. The claim of "collaboration" in the annual report serves only to diminish the immense personal effort required by people like me and our community partners, and to obscure the initial operational failures that allowed the cat population to explode in the first place. And the absolute shocking behavior of staff and management when Mr. Barker came to them with such a heartbreakin and stressful situation, turning him away with a car full of cats and kittens.

My hope is that the truth of this event compels real change, because until SJACC demonstrates proactive engagement and transparent communication, the burden of crisis management will continue to fall unfairly on the individuals who step up to save lives.

Jenna Skinner  
Director  
Gatos de la Noche



# Memorandum

**TO:** NEIGHBORHOOD SERVICES **FROM:** Matt Loesch  
AND EDUCATION  
COMMITTEE

**SUBJECT:** Animal Care and Services **DATE:** September 26, 2025  
Annual Report

Approved

Date:

10/1/2025

## RECOMMENDATION

Accept the annual report on the Animal Care and Services Division's accomplishments for Fiscal Year 2024-2025.

## BACKGROUND

This annual report provides an update on the activities of the Animal Care and Services (ACS) Division, a division of the Public Works Department. ACS is made up of four units; Shelter Operations, Medical Services, Field Operations, and Administration.

ACS leads the local efforts to care for unwanted, lost, found, and unclaimed domestic pets in San José, Cupertino, Saratoga, and Milpitas, and to ensure rabies compliance and licensing requirements are met by pet owners. All domestic pets who come into the care of ACS receive vaccines (including rabies), sterilization surgery, a microchip, and if they require it, medical care at the Division's Animal Care Center on Monterey Road. Exotic, wild, or farm animals that come into care are transferred to rescue partners who specialize in those species.

This report details the activities of the fiscal year 2024-2025, unless otherwise indicated.

ACS acknowledges the audit released in November 2024 and supports its recommendations. While the landscape of community-based animal care has shifted significantly since the Division's founding 20 years ago, the core mission remains unchanged: to serve as the temporary caretakers of adoptable pets until they find permanent homes or rescue partners. Like shelters across the nation, ACS continues to face pressures from higher intake volumes and longer stays—particularly among large-breed dogs.

Despite these ongoing challenges, ACS achieved measurable progress throughout the past fiscal year. The Division remains committed to implementing the audit's recommendations and strengthening our role as a trusted resource for pets and the community across the South Bay.

## **ANALYSIS**

### **Overview**

The Division continues to navigate through the national pet overpopulation crisis that many animal shelters are facing. ACS worked throughout this Fiscal Year to improve animal outcomes. Dedicated staff work with volunteers, rescue partners and the community to address animal welfare issues and create collaborative solutions. Focusing on quality of care and reducing an animal's stay, ACS has improved outcomes for pets entering the shelter, thanks to work of the Division, the community, rescue, and shelter partners.

ACS took into its care 11,193 pets, found homes for 4,639 pets, and secured temporary foster homes for 2,964 pets. Rescue partners and other shelters helped ACS by accepting 2,212 animals. An additional 1,141 pets were reunited with their owners. Some of the animals who arrive at ACS could not be saved due to extreme medical trauma, disease, behavior, or at the request of the owner (euthanasia requests by owners are assessed by a medical or animal behavior professional to verify the most humane outcome). A total of 1,785 pets were humanely euthanized which includes 604 at the request of the owner.

As reported in the Division's fiscal year 2022-2023 Annual Report, the buyout of private veterinarian practices causing costly veterinarian care across the country, coupled with landlord pet fees and breed restrictions, and the general cost of living in the Bay Area, continues to greatly effect some owner's abilities to care for the pets that they love<sup>123</sup>.

ACS intake staff has witnessed an increase in abandoned pets brought to the Animal Care Center (Center) by good Samaritans, or good-intentioned neighbors rescuing outdoor pets that live in the community who are not lost but are just wandering. Pets who come to the Center are scanned for a microchip and the owners are contacted if a chip or any identification is found. The overpopulation crisis that is being seen nationwide is impacting municipal shelter veterinarians' ability to keep up with spay and neuter services, vaccinations, and check-ups because they must account for treating

---

<sup>1</sup> <https://bestfriends.org/network/blog/data-analysis-reveals-reasons-owner-surrender>

<sup>2</sup> <https://www.aaha.org/trends-magazine/publications/corporate-consolidation-and-the-rise-of-private-equity/>

<sup>3</sup> <https://www.theatlantic.com/ideas/archive/2024/04/vet-private-equity-industry/678180/>

sick and injured strays that require emergency medical intervention, or treatment plans that require weeks of medical care<sup>456</sup>.

The remainder of this report details the activities of the four units within ACS and closes with a discussion of the strategies employed by ACS over the past fiscal year and its goals for the current year.

## **Shelter Operations**

Shelter operations include adoptions, animal enrichment, animal feeding, kennel cleaning, stray animal intake, and animal euthanasia (for medical and behavioral issues that affect the animal's quality of life or to protect public safety). Shelter operations also include the Volunteer Program. Volunteers help socialize adoptable animals, walk adoption dogs, assist with some cleaning, provide enrichment, help with adoptions, conduct play groups, and support other shelter activities. Volunteers have also continued to help with the coordination and transport of animals for spay and neuter surgeries. The volunteers continue to be an important part of the operation.

### *Animal Intake*

The number of cats and kittens fluctuate every season. Combined the shelter saw a decrease of the number of cats and kittens who entered the shelter. From 7,342 (fiscal year 2023-2024) to 7,176 (fiscal year 2024-2025), there was a 2 percent decrease in feline intake. This decrease is wholly attributed to a reduction in the number of kittens the shelter accepted in fiscal year 2024-2025. In February of 2025, through community education and engagement, the shelter began implementing the audit recommendations and attempting to decrease the tide of kittens that arrive at the shelter. From 3,824 kittens accepted (fiscal year 2023-2024) to 3,581 kittens accepted (fiscal year 2024-2025), the shelter experienced a 6 percent decrease in kitten intake. The number of cats the shelter accepted increased. From 3,518 cats (fiscal year 2023-2024) to 3,597 cats (fiscal year 2024-2025) there was a 2 percent increase in cat intake.

Shelter dog and puppy intake decreased. From 4,171 dogs/puppies (fiscal year 2023-2024) to 3,532 dogs/puppies (fiscal year 2024-2025), there was a 15 percent decrease in canine intake.

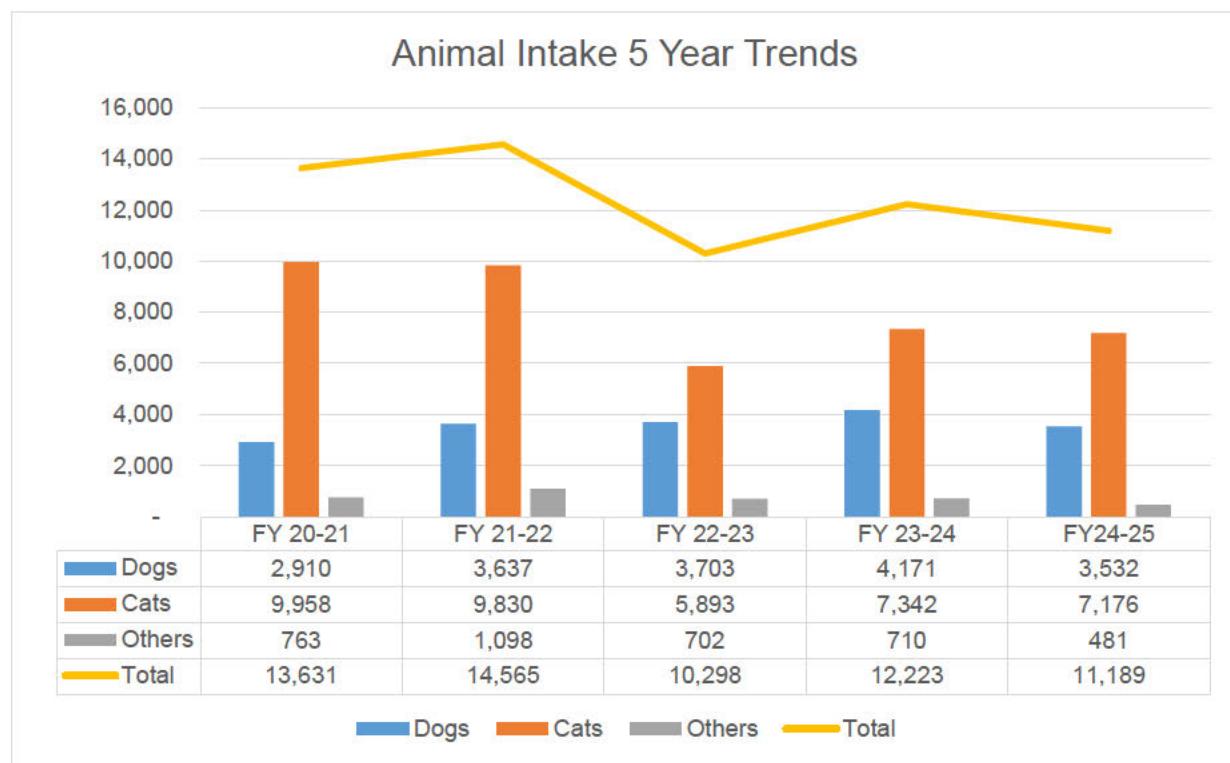
As shown in the chart below, the animal intake at the shelter decreased by 8 percent from the prior year.

---

<sup>4</sup> <https://economichardship.org/2024/04/americas-animal-shelters-are-overwhelmed-pets-and-staff-are-at-breaking-point/>

<sup>5</sup> [https://www.shelteranimalscount.org/wp-content/uploads/2024/08/Mid-Year\\_2024\\_Report.pdf](https://www.shelteranimalscount.org/wp-content/uploads/2024/08/Mid-Year_2024_Report.pdf)

<sup>6</sup> <https://fohow.org/wp-content/uploads/2024/02/New-Mexico-legal-article.pdf>



In the previous fiscal year 2023-2024, the shelter experienced a 19 percent increase in animal intake. Coupled with a prolonged length of stay, the shelter was most often operating above its Capacity for Care (C4C). To transition the animal population to be uniform with the shelter's C4C, the shelter prioritized the intake of sick, injured, and aggressive animals, and worked to get them on the pathway of foster, rescue, or adoption as quickly as possible. Healthy animals were taken in on a case-by-case basis when staffing resources and space were available.

The condition of all animals is evaluated based on the weCARE Pet Evaluation Matrix<sup>7</sup>. ACS attempts to prioritize animal intake to sick and injured animals. The number of unhealthy and untreatable animals (U/U) that were impounded at the shelter decreased from 3,566 animals (fiscal year 2023-2024) to 3,098 animals (fiscal year 2024-2025). That is a decrease in the percentage of U/U animals accepted as part of total intake from 29 percent (fiscal year 2023-2024) to 28 percent (fiscal year 2024-2025).

It should be noted that the prior year numbers have been updated with current numbers based on current reporting structures. We improved our intake statistics reporting this year to align to audit recommendations and clarity i.e removing wildlife and TNR animals from intake numbers. We reran the prior year reports to generate a consistent and comparable reporting structure.

<sup>7</sup> [https://www.hssv.org/wp-content/uploads/2019/04/weCARE\\_Pet\\_Evaluation\\_Matrix.pdf](https://www.hssv.org/wp-content/uploads/2019/04/weCARE_Pet_Evaluation_Matrix.pdf)

### *Animal Outcomes*

The average Length of Stay (LOS) for dogs and cats both decreased during the past fiscal year. The LOS was 25 days for dogs and 15 days of cats (fiscal year 2023-2024). The average LOS was 20 days for dogs and 14 days for cats (fiscal year 2024-2025).

ACS continues to work collaboratively and in coordination with rescue and shelter partners. There was a small gain in the number of Rescue Partners that accepted animals from ACS from the prior year involvement; from 104 active Rescue Partners (fiscal year 2023-2024) to 110 active Rescue Partners (fiscal year 2024-2025). Overall, the number of animals pulled by rescue partners decreased by 12 percent from 1,598 animals (fiscal year 2023-2024) to 1,412 animals (fiscal year 2024-2025). The number of dogs accepted by rescues was virtually flat. 464 dogs were transferred to rescue (fiscal year 2023-2024) compared to 466 dogs (fiscal year 2024-2025). There was a decrease of 16 percent in cats pulled by rescues. 823 cats were pulled by rescues (fiscal year 2023-2024) compared to 691 cats (fiscal year 2024-2025.) ACS staff continues to work on meeting the rescues needs for information and outreach with audit recommended improvements, such as updated rescue agreements and rescue reimbursement processes streamlining.

ACS continues to perform strongly with animal adoptions. Last year's five-year high of 4,650 animals (fiscal year 2023-2024) was almost matched with 4,639 animals adopted (fiscal year 2024-2025). ACS continues to work with the community, rescues, and shelter partners to improve an animal's outcome.

In addition to adoptions, ACS has a laudable stray dog "Return to Owner" (RTO) rate of 43 percent. The benchmark<sup>8</sup> for a shelter of this size in this region is 40 percent.

Our shelter partnerships are also an important positive outcome for the animals that come to us. 800 total animals have been pulled by other shelters to fill their adoption opportunities or to ease the amount of medical care we need to provide the animals.

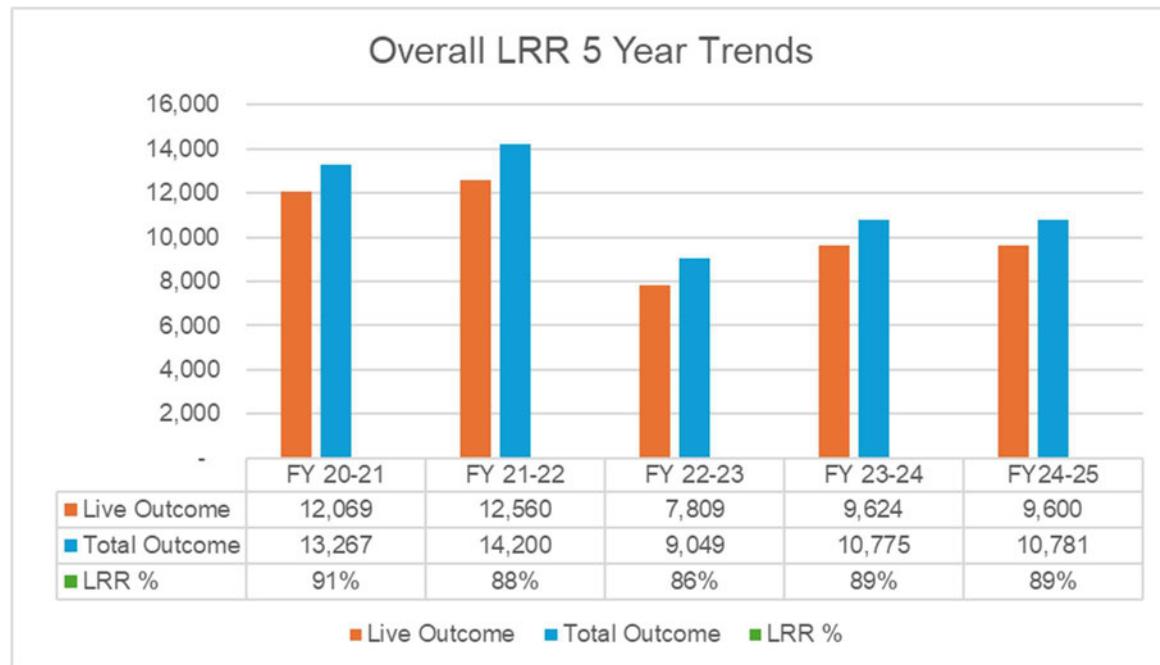
Non-live outcomes include animals that died or are euthanized. The number of animals that died decreased dramatically (45 percent) while animals that were euthanized increased slightly (3 percent) in this past fiscal year. For non-owner requested euthanasia, 1,150 animals were euthanized (fiscal year 2023-2024) compared to 1,181 animals euthanized (fiscal year 2024-2025). The number of ACS owned animals who died decreased with 555 animals died in fiscal year 2023-2024 compared to 308 animals in fiscal year 2024-2025, a decrease of 45 percent over the prior year.

---

<sup>8</sup> <https://rth-benchmark-8162-main-nsmk7fdqza-wm.a.run.app/>

### Live Release Rate

Beginning last fiscal year (2023-2024), ACS has reported the live release rates (LRR) consistent with the Asilomar Accords<sup>9</sup>, an industry standard for calculating live outcomes. The LRR increased to 89 percent for all animals. By species, dogs have a 95 percent LRR, cats have an 86 percent LRR, and other small animals have a 94 percent LRR.



### Medical Operations

The medical operations team consists of Animal Health Assistants, Animal Health Technicians, Veterinarians, Operations Supervisor, and a Division Manager (Medical Director). The medical team provides medical care, treatment, herd health management, and emergency care for all animals within the shelter. Medical staff perform procedures such as vaccinations, x-rays, blood analysis, dental procedures/extractions, major surgeries, emergency procedures, orthopedic procedures, forensic analysis for criminal investigations, in addition to spay and neuter surgeries for shelter animals, owned pets, and stray community cats.

<sup>9</sup> [https://shelteranimalcount.s3.us-east-2.amazonaws.com/2004aaccords5\\_c97fa2dafd.pdf](https://shelteranimalcount.s3.us-east-2.amazonaws.com/2004aaccords5_c97fa2dafd.pdf)

*Spay and Neuter and TNR*

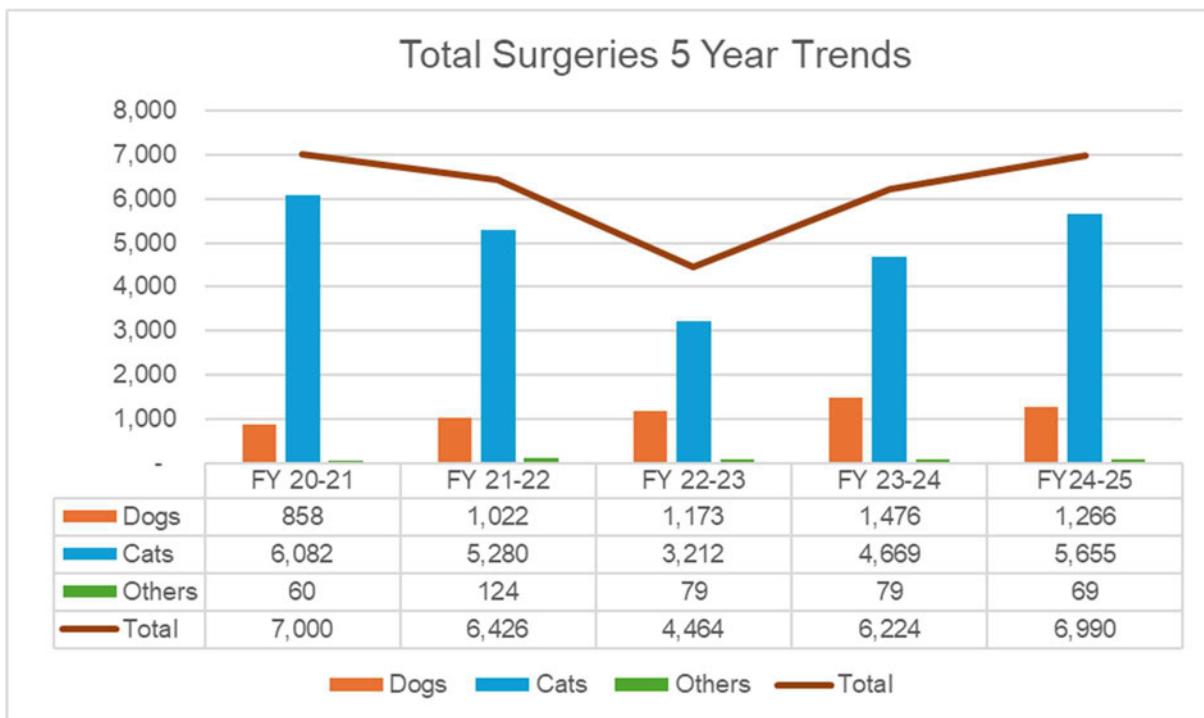
Sterilization of pets may help with behavioral issues, provide protection against some serious health problems, and most importantly, reduce the overall pet population. Spay and neuter aims to provide surgeries for the animals in the shelter and the community.

Internally, the goal is to provide spay and neuter to shelter animals. Sterilizing an animal increases its ability for a timely outcome for adoptions, foster, and transfer to a rescue partner. Staff prioritized surgery for animals who had an immediate outcome to the community or partner.

Externally, the intent is to have spay and neuter services available to pet owners, community members, and community trappers. ACS faced the head wind of sick and injured animals in the care of the shelter that decreased the availability of staff Veterinarians and Animal Health Technicians who could perform public spay and neuter including Trap-Neuter-Return (TNR). ACS utilized contracts to outsource surgical services. Externally outsourced surgeries required more resources. Acquiring the contracts involved the administrative team for the proper documentation and insurance requirements. ACS shelter staff and volunteers helped with coordination and transport of the animals to the location of the contracted entity.

ACS acquired contracts with the Humane Society of Silicon Valley, Valley Humane Society, Spay Neuter Imperative Project (SNIP) and Nine Lives Foundation for veterinary services and spay and neuter surgeries. The contracts and purchase orders, helped with animal adoptions, rescue transfers, and foster placements, which helped decrease the population at the shelter. The contracts and purchase orders demonstrated the commitment to the spay and neuter program, the animals, and community.

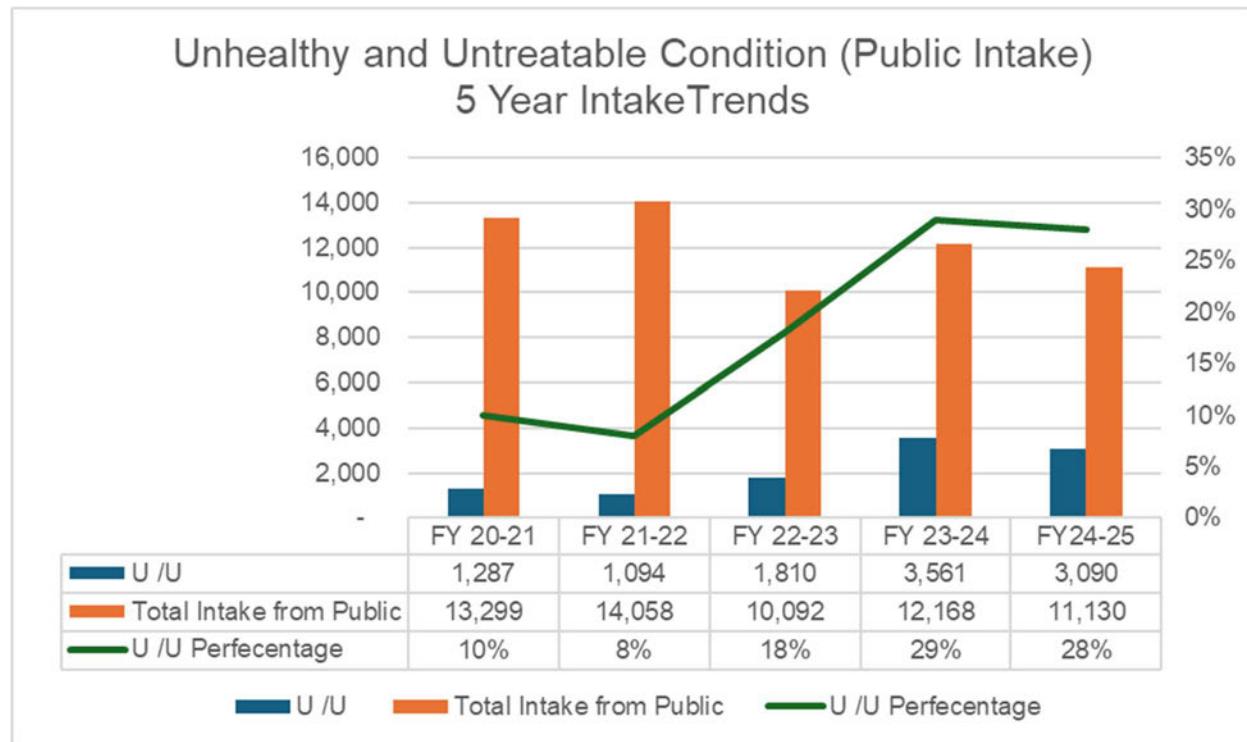
Including spay and neuter, the ACS team and partner organizations completed a total of 6,990 surgeries (fiscal year 2024-2025), which was an increase of 12 percent when compared to 6,224 completed surgeries (fiscal year 2023-2024). 96 percent of all surgeries performed last year were spay or neuter surgeries.



### *Medical Treatment*

The medical team provides treatment for animals that need care. In fiscal year 2024-2025, 4,333 animals were brought into the shelter categorized as "Healthy" and typically only required basic vaccines and spay/neuter surgery. 2,999 animals were brought to the shelter with "Treatable Rehabilitatable" illnesses. 759 animals arrived at the shelter with "Treatable Manageable" illnesses. 3,090 animals were brought to the shelter with "Unhealthy and Untreatable" (U/U) illnesses. Of these U/U animals with mostly incurable illnesses, 739 had live outcomes through either adoption, rescue, or were returned to their owners.

The high number of sick and injured animals continue to strain staff resources. The medical and shelter team continued to work to ensure that disease spread was limited and provide medical care and treatment to all animals entering the shelter.



## Field Operations

During the fiscal year 2024-2025, San José Animal Services Field Unit provided services to the residents of San José, as well as contract cities, Milpitas, Cupertino, and Saratoga. These services included responses to emergency calls, stray and sick domestic and wild animals, criminal investigations, public safety investigations involving aggressive dogs, municipal investigations and inspections and permitting of animal facilities.

### Calls For Service

San José Animal Services Field Unit responds to numerous types of calls for service and are organized by levels of priority.

Priority 1 calls are emergency situations that have a 1-hour response time, and include first responder assists, sick or injured animals, public safety calls involving aggressive animals, active crimes involving animal victims and any other emergent situations involving public safety or animal welfare. The ACS Field Unit responded to 2,602 Priority 1 Calls.

Priority 2 and Priority 3 calls include bite and exposure investigations, dangerous dog and humane investigations, municipal complaints, dead animal pick-ups, stray animals, and facility inspections. The ACS Field Unit responded to 14,643 Priority 2 and 3 calls.

Criminal investigations are a priority for the Field Unit. The opportunity to get justice for an animal who was criminally abused or neglected is a goal for the team. The reporting of these crimes is also on the Federal radar.

The National Incident Based Reporting System (NIBRS) is a federally run information system that documents crimes against humanity, and animal crimes are part of that reporting. Within the past year, San José Animal Services Field Unit has reported over 1,256 reported cases of animal crimes, neglect, and abuse into the NIBRS system.

Over the past 5 years, the San José Animal Services Field Unit has responded to over 92,000 calls for service. The field unit average response time for all Priority 1 calls was 29 minutes. The average response time for Priority 2 calls was 1 day and Priority 3 calls was 2 days. The San José Animal Services Field Unit continue to provide service to the citizens and animals within The City of San José and contracted cities.

## **Administration**

The Administration unit oversees customer service, licensing, fees, accounts receivable/payable, billing, purchase order and contract management, human resources and onboarding, and budget tracking.

### *Donations and Revenues*

Throughout the year, Animal Care and Services (ACS) conducts fundraising efforts for donations. These funds cover a wide range of treatments from foster care supplies for newborn kittens to dental work, broken bone repairs, and other serious health issues. Additionally, the funds help enrich the lives of shelter animals by providing stimulating activities and support marketing efforts to promote adoptions. Currently, there is a fundraising effort underway to upgrade the dog play yards.

Part of ACS's donations, fund the Guardian Angel Program, which are primarily used to provide additional medical care for unowned animals at the facility and to assist rescue partners with animals they save from the shelter.

Total donations accounted for in fiscal year 2024-2025 were \$684,969 which was an increase from \$476,641 when compared to fiscal year 2023-2024. The overall revenue for fiscal year 2024-2025 was \$3,303,280 which was a decrease from \$3,491,632 when compared to the previous fiscal year. Overall revenues resulted in a 20 percent cost recovery against the ACS operating budget.

### *Animal Licensing*

Fiscal year 2024-2025 resulted in an overall revenue of \$1,610,477, which was higher than the previous fiscal year of \$1,575,495. ASC will continue to evaluate how to increase license compliance rates for pet owners within the City of San José.

### *Communications & Outreach*

ACS changed the overstrength Public Information Representative position into a full-time position in September 2024. The recruitment for a new full-time Public Information Manager resulted in a candidate that will start this fall. The Public Information Representative took over shelter communication efforts with guidance from the City Manager's Office. The team utilizes a storytelling-based strategy with social media and continues to foster a collaborative relationship with shelter staff, volunteers, and partners. To meet audit recommendation 5, the shelter's webpages have been updated to include information, how-to guides, and community resources. The team conducted a seven-month educational "Kitten Season" social media campaign which focused on what to expect before and during kitten season and when intervention with community cats is appropriate.

### **ACS Continuous Improvement Strategies**

During fiscal year 2024-2025, ACS identified strategies with the intent of improving the lives of the animals at the shelter and the community.

#### *Healthier Animals at ACS*

The animal population at the animal shelter decreased significantly in September 2024 compared to the previous fiscal year. Even prior to the delivery of the audit recommendations, the Division began taking steps to operate within the shelter's "Capacity for Care" (C4C). Simply put an animal shelter's C4C is determined by the number of animals in the shelter, the amount of time the animals are expected to be in the shelter, trained staff available to care for the animals, and physical kennel space. The shelter is ensuring that animals have been consistently housed in a manner that is aligned with humane housing standards set by the Association of Shelter Veterinarian Guidelines.

The Division team closely managed intakes. When possible, attempted shelter diversion with rescue partners, as well as striving to reduce each animal's Length of Stay (LOS), by removing barriers to an appropriate outcome. The results of these efforts have been dramatic. On June 27, 2024, 822 animals were in the shelter. On June 27, 2025, 408 animals were in the shelter.

#### *Rebuilding Relationships with Rescues and Shelter Partners*

ACS has updated its policy and process to improve on providing financial support for rescue partners. New partnerships have been created, and ACS anticipates continuing to strengthen rescue and shelter transfer relationships in fiscal year 2025-2026. On July

2, 2025, ACS launched a new “Rescue Portal”, which is a web-based platform that securely connects with ACS’s database. The Rescue Portal allows registered rescue partners to access real-time and behavior information for pets on “Needs Rescue.” It also allows registered rescue partners to place “holds” on animals, immediately.

### *Spay and Neuter and Enhancing TNR*

ACS worked with external resources and created contracts to outsource TNR services. A new appointment scheduling system allowed the public to request TNR appointments. 984 appointments were scheduled from October 2024 - June 2025 through the new booking system.

### *Animal Behavior*

ACS has worked to improve processes and behavior evaluation for dogs at the animal shelter. Beginning in February 2025, a vast majority of the dogs were given at least two-weeks visibility on “Needs Rescue Urgent” lists, before being placed on a “Final” list for a week. For dogs with verified aggression issues, humane euthanasia decisions were made within a reasonable timeframe.

### *Medical Service Protocols Expanding Live Outcome Options and Opportunities*

Fiscal Year 2024-2025 shepherded in a host of best practices, including having specific isolation rooms for specific diseases. Cats with panleukopenia, dogs with parvovirus, and shelter pets with ringworm were all treated in specific housing set-up for their particular needs.

The humane reduction in the shelter’s animal population directly supports healthier operations by making it possible to designate and maintain isolation rooms for animals with infectious diseases. When the shelter operates over the capacity for care, sick animals are often housed in close proximity to healthy ones, increasing the risk of illness spreading rapidly throughout the animal population. By lowering intake and the average length of stay, the shelter was able to reallocate critical space for quarantining sick animals and providing medical care. This has improved overall animal health and welfare, improved staff efficiency, and reduced stresses on the animals in the shelter’s care.

These housing strategies dropped the number of feline panleukopenia cases by 12%. And it also increased the survival rate for cats diagnosed with what is potentially a deadly disease. Fiscal Year 2023-2024 there were 124 cats who survived their panleukopenia, out of 219 cases (a 57% survival rate). Fiscal Year 2024-2025 there were 131 cats who survived panleukopenia, out of 193 cases (a 68% survival rate).

Although the dogs who were diagnosed with canine parvovirus remained the same number since last year, their survival rates also improved. Fiscal Year 23-24 there were 24 dogs who survived their parvovirus, out of 36 cases (a 67% survival rate). Fiscal Year 24-25 there were 26 dogs who survived parvovirus, out of 36 cases (a 72% survival rate).

Several medical protocols and procedures were updated including, Zoonotic and Infectious Disease, Isolation Housing, Neonatal Kitten Intake, Kitten Nursery Guidelines, and Bird Flu Precautions.

Training was also a central focus point with medical and animal care staff completing training on Infectious and Zoonotic Diseases, Proper Use of PPE, Kitten Nursery Guidelines, Feline Upper Respiratory Infection, Feline Panleukopenia, Ringworm, Canine Parvovirus, Manage, and Canine Infectious Respiratory Disease.

### *Communication and Problem-Solving Protocols*

ACS staff continues to engage in dialogue and communication with the community and partners through social media and direct communication. ACS staff has continued to work with the CMO to improve communication and effective problem-solving strategies. One of the projects that helped make ACS services more accessible was to translate forms that the community fills out or provided while conducting business with ACS. The translated forms will improve customer service and equity.

## **ACS Accomplishments**

### *Tails and Trails Program*

In 2022, ACS made a big request of Silicon Valley Pet Project (SVPP) to address a critical need at the shelter that ACS did not have the resources to support. Large dogs coming to the shelter were increasing in numbers, and they were staying at the shelter longer. Taking large shelter dogs for a long walk or hike, and burn off some of their pent-up energy, improves their mental well-being and also increases their chances for being adopted. SVPP created and launched the program known as Dog Day Out (DDO) in partnership with ACS. For over two and a half years, specially trained SVPP volunteers took ACS shelter dogs out for extended walks and hikes. After ongoing discussions, it was decided that ACS should take responsibility for the program moving forward. In December of 2024, SVPP transferred the program and volunteers to ACS, and "Tails and Trails" was born. SVPP's Operations Manager now volunteers for ACS and continues to schedule shelter dogs for walks with ACS trained volunteers. Nearly every day, these volunteers take a shelter dog for a fun and safe adventure. After their trip is over the volunteers complete a report card for each trip, detailing what the dogs did, what they liked and other observations that will help a potential adopter know more

about their personality. ACS staff import these report cards to the dog's animal profile and reviews these notes and interactions with potential adopters. ACS would like to thank SVPP and their Operations Manager for this incredible program their continued support for our shelter dogs, and the opportunity to continue it as a program of ACS.

### *PAWp-Up*

In December of 2024, Public Works made modest improvements to a previously empty store front in downtown San Jose and ACS's first PAWp-Up was born. 3-days a week between December and February, ACS brought dogs, cats and rabbits to the location for adoptions and meet and greets. The response from the community was extremely positive and 40 animals found homes through these efforts. The number of smiles and goodwill this earned the Division is difficult to measure. It should also be noted that the space is now rented. We think that animal's spotlight, and our improvements helped to gain interest for the City to be able to secure a long-term lease for the space.

### *Partners in Care*

ACS worked collaboratively with Gatos De La Noche, The Dancing Cat, Humane Society Silicon Valley (HSSV), and Nine lives to humanely address a hoarding case in San Jose. Collectively the organizations collaborated to provide to TNR for all the cats living in and around the residence and find homes, for a house where approximately 110 cats and kittens were living.

In December of 2024, HSSV had a fire in their medical/surgical room, rendering their medical clinic space for a period of approximate 8 months. ACS reached out and offered assistance, including the use of spay and neuter room. HSSV used ACS's surgery suite one to two times a week to spay and neuter their shelter pets and public appointments.

### *HVHQ Spay/Neuter Training*

On May 4, 2025, ACS Partnered with two nonprofits, Bay Area Cats and United Spay Alliance to perform a High Quality High Volume (HQHV) Training for Community Veterinarians. The concept was simple, provide local and licensed veterinarians with an opportunity to learn HQHV Spay/Neuter techniques, under the guidance of experts in the field. The shelter provided the surgical space and a veterinarian experienced HQHV spay/neuter to help lead the training. The shelter also supplied necessary tools needed for the day, including surgical supplies, medications, and microchips.

The results were 3 community veterinarians who were trained on these techniques, and 47 community cats were sterilized.

## **Community Support**

### *Public Spay/Neuter Services*

With strengthened capacity to perform Spay and Neuter Services, ACS resumed offering spay and neuter animals being redeemed by their owners at a low cost. This program allows ACS to get at the root cause of overpopulation by ensuring these animals can't continue reproducing. Since the launch of this program in January 2025, 47 owned dogs and cats have been sterilized prior to returning to their owners.

### *Support for the Unhoused*

As capacity allows, ACS worked with Community Outreach Specialist VHHP- Valley Homeless Healthcare Program, Office of Diversion and Re-Entry. These efforts helped unhoused pet owners get medical treatment and care. ACS agrees to hold their animals temporarily and spays or neuters their animals if needed.

ACS also partnered with the Housing Department to provide vaccinations and food distribution to the newly opened EIH residents at Via Del Oro on May 6th. ACS also provided free spay and neuter services to residents who accepted the spay and neuter offer.

In coordination with St. Francis, ACS provided spay and neuter appointments weekly for unhoused pet owners.

### *Serving the Underserved*

In collaboration with Chewy and the Humane Society of the United States, ACS accepted a large pet food donation in February. This food was designated to be used exclusively for distribution to pets in the community. This pet food was handed out to San Jose's underserved community at: the shelter, Via Del Oro, through our partners at the Housing Department, and the nonprofit St Francis.

### Community Event Participation

1. National Night Out Participation 08/06, Locations Visited:
  - a. Los Lagos Golf Course Club House Patio – District 7
  - b. Valley Palms Apt, 2245 Lanai Ave – District 7
  - c. Welch Park – District 8
2. Movies in the Park 08/15
3. Bark in the Park 08/21
4. Field Unit participated in Saratoga Safety Day event 08/24

5. National Clear the Shelters Adoption Event 09/8
6. Celebrated 20-years of the ACS Shelter 10/01
7. CMO Open House 10/16
8. Samsung Adoption Event 10/28
9. SJ Barracuda's Pucks and Paws with Adoptable dogs 11/10
10. Launched Pets for Patriots to promote military veterans adopting shelter pets 11/11
11. Christmas in the Park Tree Display 12/06
12. Mayor's Faith Leader's Breakfast 01/23
13. Bi-Weekly Large Dog Playgroups Launched 01/25
14. State Senator's Cortese's 2025 Unhoused Health Fair 01/31
  - a. ACS Provided Microchips and Vaccinations for approximately 30 pets who are owned by members of the Unhoused Community
15. District 3 Leadership Committee Presentation by Shelter Division Manager 02/19
16. Apple Inc. conducted beta testing for their AI software at the shelter 02/27-02/28
17. Employee Health and Wellness Fair Participation 05/06
18. California Pet Adoption Day Participation 06/07
19. Viva Calleja Participation 06/08

### **Audit Recommendations Update**

ACS continues to be focused on implementing the recommendations of the 2024 Audit - Animal Care and Services: Addressing Capacity Constraints and Updating Shelter Protocols Will Help Improve Animal Outcomes<sup>10</sup>. As reported in September by the City Auditor, all recommendation targets dates have been met or exceeded (15 recommendations of the 39 are "Implemented", 16 are "Partially Implemented", and 8 are "Not Implemented"). While this has taken a tremendous focus, the results of the recommendations are being felt by a smaller, healthier population of animals in the shelter. At the beginning of calendar year 2026, staff anticipates producing an information memorandum to City Council to report out the results of the audit implementation work through end of the calendar year.

---

<sup>10</sup> <https://www.sanjoseca.gov/home/showdocument?id=116106>

## **Fiscal Year 2025-2026 Goals**

ACS continues to be committed to serving the animals and the community. For fiscal year 2025-2026, ACS will implement the following categories and strategies.

1. Leadership
  - a. Onboard a new ACS Deputy Director and Public Information Manager
  - b. Establish clear expectations and supervisory oversight responsibilities
2. Animal Care and Capacity Management
  - a. Complete a shelter capacity assessment based on capacity for care
  - b. Develop a newborn kitten intake reduction plan
  - c. Adopt ASV Guidelines and expand implementation of Maddie's Guidelines
  - d. Strengthen policies for sanitation, feeding, and medical oversight to ensure consistent practices
3. Community Engagement and Services
  - a. Expand contract spay/neuter services and public outreach campaign
  - b. Propose sustainable funding options for low-cost veterinary care for unhoused residents and those in Emergency Interim Housing
  - c. Strengthen communication with rescue partners
4. Training
  - a. Implement a recurring training calendar covering PPE, sanitation, cleaning, feeding, infectious disease identification, and documentation
  - b. Onboarding and training for infectious disease protocols and safe handling
5. Volunteer Engagement and Development
  - a. Streamline volunteer enrollment, application, and orientation processes
  - b. Create role-specific volunteer training materials aligned to ASV Guidelines
  - c. Ensure all volunteers complete zoonotic and infectious disease training
  - d. Identify an effective repository for volunteer resources
  - e. Evaluate alternate volunteer management software
6. Facility and Infrastructure Planning
  - a. Study kennel space required with intake and animal inventory data
  - b. Produce a funding needs analysis for kennel improvements or expansion
  - c. Formalize a plan to outsource licensing software
7. Data, Reporting, and Technology
  - a. Strengthen timely and accurate data entry in Chameleon
  - b. Expand internal dashboards to include metrics
  - c. Formalize physical inventory tracking with defined staff responsibilities
8. Policy and Procedure Standardization
  - a. Standardize policy and protocol formats across the shelter
  - b. Create a policy change communication process for staff and volunteers
  - c. Create a timeline for review of all existing policies and procedures

NEIGHBORHOOD SERVICES & EDUCATION COMMITTEE

September 26, 2025

**Subject: Animal Care and Services Annual Report**

Page 18

**COORDINATION**

This memorandum and attached report have been coordinated with the Budget Office and City's Attorney Office.

/s/

MATT LOESCH

Director, Department of Public Works

For questions, please contact Matt Loesch, Director, Public Works Department at [Matt.Loesch@sanjoseca.gov](mailto:Matt.Loesch@sanjoseca.gov)



---

**Fw: Ban City-Sponsored Travel to Israel**

---

**From:** Agendadesk <Agendadesk@sanjoseca.gov>**Date:** Tue 1/13/2026 8:40 AM**To:** Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

---

**From:** City Clerk <city.clerk@sanjoseca.gov>  
**Sent:** Tuesday, January 13, 2026 7:59 AM  
**To:** Agendadesk <Agendadesk@sanjoseca.gov>  
**Subject:** FW: Ban City-Sponsored Travel to Israel

---

**From:** Tianni Cook [REDACTED]  
**Sent:** Monday, January 12, 2026 7:06 PM  
**To:** City Clerk <city.clerk@sanjoseca.gov>  
**Subject:** Ban City-Sponsored Travel to Israel

[External Email. Do not open links or attachments from untrusted sources. [Learn more](#)]

San Jose City Clerk ,

I urge you to take action and ban city authorized travel to Israel. In 2022, the City Council blocked then Mayor Sam Liccardo from traveling to Qatar due to concerns about that country's human rights record, yet said nothing when he made a taxpayer-funded official trip to Israel in 2019. As Israel's extreme violations of human rights grow day by day, I ask that you act consistently and institute a policy ending official City travel to Israel.

Today, residents of San Jose are hurting, witnessing families and innocent civilians being killed by Israel in Gaza, the West Bank, and East Jerusalem. Over the past 100+ days, Israel has killed over 27,000 Palestinians, besieged educational, cultural, and medical institutions in Gaza, and committed countless human rights violations against the Palestinian people. According to the United Nations Human Rights Office in the Occupied Palestinian Territory, these violations include the targeted destruction of civilian infrastructure, the intentional deprivation of food, water, and healthcare from the civilian population of Gaza, and the indefinite detention of Gazans without trial.

In 2019, the City Council rejected then Mayor Liccardo's trip to Qatar based on a report by Amnesty International that Qatar had committed human rights abuses. Here is how

Amnesty International described Israel's human rights record before that country began its military invasion of Gaza:

"Israel's continuing oppressive and discriminatory system of governing Palestinians in Israel and the Occupied Palestinian Territories (OPT) constituted a system of apartheid, and Israeli officials committed the crime of apartheid under international law."

The Amnesty International report further noted that Israel has "imposed arbitrary restrictions on freedom of movement and closures that amounted to collective punishment" and employs "torture and other ill treatment" against Palestinian detainees. These are serious and ongoing human rights abuses that require our City to act consistently and institute a policy against official travel to Israel to avoid lending legitimacy to these unconscionable acts.

We cannot ignore the humanitarian crisis in Gaza. We need to see concrete action from the San Jose City Council to pressure Israel as it carries out a genocide with the U.S.'s financial and diplomatic backing. I ask that you safeguard our city's commitment to human rights just as you did in 2022. Ban city authorized travel to Israel now.

Tianni Cook

Campbell, California 95008

This message is from outside the City email system. Do not open links or attachments from untrusted sources.



## Fw: Don't Expand SB 9

**From** City Clerk <city.clerk@sanjoseca.gov>

**Date** Tue 1/13/2026 12:59 PM

**To** Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

**Office of the City Clerk | City of San José**

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

How is our service? Your [feedback](#) is appreciated!

---

**From:** TIM ZADEL [REDACTED]

**Sent:** Tuesday, January 13, 2026 12:55 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Don't Expand SB 9

[External Email. Do not open links or attachments from untrusted sources. [Learn more](#)]

Mayor and Council Members:

Please do not vote to expand SB 9. What we have now has already had drastic adverse effects on our neighborhoods, effectively destroying single-family neighborhoods and significantly reducing quality of life. Please do not make it worse.

There are better ways to make room for housing if needed, such as increasing density in old, run-down, low-density apartment areas or building more high-rises downtown.

Or better yet, work on Zero Population Growth or even measures to encourage population reduction for a better quality of life of current and future residents.

Thank you,

Tim Zadel  
San Jose, CA  
[REDACTED]

This message is from outside the City email system. Do not open links or attachments from untrusted sources.



## Fw: Don't Expand SB 9

From City Clerk <city.clerk@sanjoseca.gov>

Date Tue 1/13/2026 1:00 PM

To Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

### Office of the City Clerk | City of San José

200 E. Santa Clara St., Tower 14<sup>th</sup> Floor

San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

How is our service? Your [feedback](#) is appreciated!

---

**From:** TIM ZADEL [REDACTED]

**Sent:** Tuesday, January 13, 2026 12:57 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Don't Expand SB 9

**[External Email]** Do not open links or attachments from untrusted sources. [Learn more](#)

Council Member Campos:

Please do not vote to expand SB 9. What we have now has already had drastic adverse effects on our neighborhoods, effectively destroying single-family neighborhoods and significantly reducing quality of life. Please do not make it worse.

There are better ways to make room for housing if needed, such as increasing density in old, run-down, low-density apartment areas or building more high-rises downtown.

Or better yet, work on Zero Population Growth or even measures to encourage population reduction for a better quality of life of current and future residents.

Thank you,

Tim Zadel  
San Jose, CA  
[REDACTED]

This message is from outside the City email system. Do not open links or attachments from untrusted sources.



## Fw: Phasing out the use of plastic turf

From Agendadesk <Agendadesk@sanjoseca.gov>

Date Wed 1/14/2026 8:30 AM

To Rules and Open Government Committee Agendas <rulescommitteeagenda@sanjoseca.gov>

1 attachment (113 KB)

SCLP letter to San Jose Jan 13, 2026.pdf;

---

**From:** City Clerk <city.clerk@sanjoseca.gov>  
**Sent:** Wednesday, January 14, 2026 8:14 AM  
**To:** Agendadesk <Agendadesk@sanjoseca.gov>  
**Subject:** FW: Phasing out the use of plastic turf

---

**From:** Dashiell Leeds [REDACTED]

**Sent:** Tuesday, January 13, 2026 9:08 PM

**To:** The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

**Cc:** James Eggers [REDACTED]; Gita Dev [REDACTED]; Sue Chow [REDACTED]

**Subject:** Phasing out the use of plastic turf

[External Email. Do not open links or attachments from untrusted sources. [Learn more](#)]

You don't often get email from [REDACTED]. [Learn why this is important](#)

Dear Mayor Mahan and San Jose City Councilmembers,

When cities partner with government agencies to agree that plastic grass is inappropriate for landscaping around private homes and public buildings, it must also be considered inappropriate for play surfaces, whether on sports fields, playgrounds, or dog parks.

It is truly encouraging to see San Jose partnering with the Valley Water District to replace water-intensive lawns with drought-tolerant plants and permeable hardscaping. This kind of collaboration sets an important example of responsible water stewardship.

**Plastic turf neither aligns with the City's environmental or sustainability goals nor does it protect health.** The responsible path forward is clear: San Jose should lead by example and phase out the use of plastic turf in all public and private spaces.

Please read the attached letter for more details.

Sincerely,

Susan Hinton  
Chair, Plastic Pollution Prevention Committee  
Sierra Club Loma Prieta Chapter  
<https://www.sierraclub.org/loma-prieta/plastic-pollution-prevention>

Gita Dev  
Chair, Conservation Committee  
Sierra Club Loma Prieta Chapter

Email sent from account of

Dashiell Leeds  
Conservation Coordinator  
Sierra Club Loma Prieta Chapter

This message is from outside the City email system. Do not open links or attachments from untrusted sources.



SAN MATEO, SANTA CLARA & SAN BENITO COUNTIES

January 13, 2026

Dear Mayor Mahan and San Jose City Councilmembers,

When cities partner with government agencies to agree that plastic grass is inappropriate for landscaping around private homes and public buildings, it must also be considered inappropriate for play surfaces, whether on sports fields, playgrounds, or dog parks.

It is truly **encouraging to see San Jose partnering with the Valley Water District to replace water-intensive lawns with drought-tolerant plants and permeable hardscaping**. This kind of collaboration sets an important example of responsible water stewardship.

**When California cities, agencies and government districts work together to solve serious environmental and public health concerns we are all better served.** As a bonus, our domesticated pets, wild birds, mammals, pollinators, fish, and so on are also better off when we conserve our watersheds and drinking water.

It's also encouraging to see that **the Water District recognizes plastic for the scourge it is by prohibiting, among other items, both plastic grass and plastic sheeting**, also called weed cloth or, sometimes, geotextile.

<https://valleywater.dropletportal.com/landscape-conversion-requirements>

## Prohibited Materials when replacing Lawn

- The following materials are not permitted in the landscape conversion area and will be subtracted from the final rebate amount if installed:
  - **Artificial turf**
  - Non-qualifying plant material, including invasive species, high-water-use plants, and seeded or sod grass. For invasive species and recommended alternatives, visit [Cal-IPC](#) and [PlantRight](#).
  - **Plastic or non-biodegradable weed barriers, such as weed cloth or plastic sheeting.**
  - Impervious hardscapes, including:
    - Concrete, asphalt, or other materials that prevent water infiltration

- Pavers or flagstone installed with grout, mortar, polymeric sand, or sealants (on the surface or in the joints)
- Concrete pads or slabs larger than 24" x 24"
- Project areas with pavers or flagstone that use grout, mortar, or polymeric sand in the joints, or have been sealed with surface or joint sealants, are not considered permeable. These areas will be disqualified from the rebate program if installed.
- Structures and features such as hot tubs, pools, ponds, water features, building extensions, sheds, outdoor kitchens, or Accessory Dwelling Units (ADUs) that prevent rainwater from percolating into the soil below.

Valley Water's Artificial Turf Fact Sheet outlines clear reasons for excluding these products from rebate programs.

[https://s3.us-west-2.amazonaws.com/valleywater.org.if-us-west-2/f2-live/s3fs-public/Artificial%20Turf%20Fact%20Sheet\\_042922%20SL.pdf](https://s3.us-west-2.amazonaws.com/valleywater.org.if-us-west-2/f2-live/s3fs-public/Artificial%20Turf%20Fact%20Sheet_042922%20SL.pdf)

Even beyond those reasons, all plastic materials shed microplastics as they degrade, through fading, cracking, and breaking apart. These microplastics contaminate our soil, air, and waterways, ultimately reaching our creeks, streams, and the San Francisco Bay.

<https://lab.data.ca.gov/dataset/microplastic-and-microparticle-data-from-surface-water-san-francisco-bay-and-adjacent-sanctuari/fabe3fa4-e0f6-4db9-875a-b1776a48cde7>

**Plastic turf neither aligns with the City's environmental or sustainability goals nor does it protect health.** The responsible path forward is clear: San Jose should lead by example and phase out the use of plastic turf in all public and private spaces.

Sincerely,

Susan Hinton  
 Chair, Plastic Pollution Prevention Committee  
 Sierra Club Loma Prieta Chapter

<https://www.sierraclub.org/loma-prieta/plastic-pollution-prevention>

Gita Dev  
 Chair, Conservation Committee  
 Sierra Club Loma Prieta Chapter