



City of San José

City of San José
200 East Santa Clara Street
San Jose, CA 95113

Agenda

Joint Meeting for the Rules and Open Government Committee and Committee of the Whole

Committee Members

David Cohen, Chair

Rosemary Kamei, Vice Chair

Pam Foley, Member

Bien Doan, Member

Domingo Candelas, Member

Committee Staff

Lee Wilcox, Assistant City Manager

Joy Rodriguez, Assistant City Clerk

Kevin Fisher, Assistant City Attorney

Rachelle Blattman, City Manager's Office

Wednesday, May 14, 2025

2:00 PM

Council Chambers

For live translations in over 50 languages, please go to <https://attend.wordly.ai/join/FAYU-7105>

How to observe the Meeting (no public comment):

- 1) Cable Channel 26,
 - 2) <https://www.sanjoseca.gov/news-stories/watch-a-meeting>, or
 - 3) <https://www.youtube.com/CityofSanJoseCalifornia>
 - 4) By phone 888 475 4499. Webinar ID: 920 4503 4798. Alternative phone numbers are: US: +1 (213) 338-8477 or +1 (408) 638-0968 or (877) 853-5257 (Toll Free)
 - 5) By online <https://sanjoseca.zoom.us/j/92045034798>.
- Use a current, up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 16+. Certain functionality may be disabled in older browsers including Internet Explorer.

How to submit written Public Comment for items on the agenda:

- 1) By email to city.clerk@sanjoseca.gov by 8:00 a.m. the day of the meeting.

How to provide spoken Public Comment during the Committee Meeting:

Fill out a Yellow Speaker's Card and submit it to boxes at the bottom of the Chambers.

A. City Council (City Clerk)

1. Review Final Agenda

[ROGC
25-171](#)

Review May 20, 2025 Final Agenda.

- a. Add New Items to Final Agenda
- b. Assign "Time Certain" to Agenda Items (if needed)
- c. Review of Notice of Waiver Requirements for Agenda Items or Documents (if needed)

Attachments [Agenda](#)

2. Review Draft Agenda

[ROGC
25-172](#)

Review May 27, 2025 Draft Agenda. - Cancelled.

Notice to the public: There will be no separate discussion of individual Consent Calendar items as they are considered to be routine and will be adopted by one motion. If a member of the Committee requests debate, separate vote or recusal on a particular item, that item may be removed from the Consent Calendar by the Chair and considered separately. The public may comment on the entire Consent Calendar and any items removed from the Consent Calendar by the Chair.

B. Consent Calendar

1. [ROGC
25-173](#) The Public Record for May 1, 2025 - May 8, 2025. (City Clerk)

Recommendation: Receive and file the Public Record for May 1, 2025 - May 8, 2025.

Attachments [The Public Record](#)

2. [ROGC
25-170](#) Update to the January - June 2025 Public Safety, Finance and Strategic Support Committee Work Plan. (City Manager)

Recommendation: Approve an amendment to the January – June 2025 Public Safety, Finance and Strategic Support (PSFSS) Committee Work Plan to drop the following item scheduled for the June 12, 2025, PSFSS Committee meeting.

Recruitment, Hiring, and Retention Strategies Annual Status Report.

Purpose: Provide an annual status report on recruitment, hiring, and retention strategies. (Human Resources)

Attachments [Memorandum](#)

3. [ROGC
25-174](#) Approval of Eritrean Flag Raising Sponsored by Council District 6 as a City Council Sponsored Special Event to Expend City Funds and Accept Donations of Materials and Services for the Event. (Mulcahy)

- Recommendation:**
1. Approve the Eritrean Flag Raising scheduled on May 19, 2025 as a City Council sponsored Special Event and approve the expenditure of funds.
 2. Approve and accept donations from various individuals, businesses or community groups to support the event.
 3. Place the item on the May 20, 2025 City Council Agenda for action.

Attachments [Memorandum](#)

END OF CONSENT

C. Rules Committee Reviews, Recommendations and Approvals

1. [ROGC
25-175](#) Pay for Performance. (Mayor and Foley)

Recommendation:

1. Direct the City Attorney to draft an ordinance which will require 5% of the Mayor's and all Councilmembers' salaries to be withheld on an annual basis, and subsequently disburse the 5% back to the Mayor and Councilmembers in a manner proportional to the achievement of predetermined objective performance metrics related to the City Council Focus Area Scorecards and Dashboards. The specific performance targets chosen for the coming fiscal year will be developed throughout the budget process-by modifying or replacing the current year's Focus Area Scorecard performance metrics--and finalized by City Council through the adoption of the June Budget Message. Should the Mayor's and Councilmembers' collective performance fall below 100% of the Council-adopted targets, the withheld 5% of their salaries will be proportionately reduced based on the actual achievement of the prioritized targets. The Salary Setting Commission's duties to set base compensation and CPI COLA under City Charter 407 (a) and (c) remain unimpacted by this ordinance and continue to be based on the full base salary for the Mayor and Councilmembers. Any one-time reductions related to actual performance, are not intended to be cumulative. The City Attorney is directed to return to Council with the ordinance by June 2025, concurrent with the June 2025 budget vote.
2. Direct the City Clerk to agendize one annual City Council Pay for Performance public hearing, starting in Fall 2026 and continuing every Fall thereafter, to assess performance on the previous year's targets and determine the disbursement of the withheld 5%.
3. Given the new approach outlined in the two recommendations above, direct the City Attorney and the City Manager to disregard the previous Pay for Performance Direction provided in the FY2025-2026 March Budget Message related to amending the City Charter.

Attachments [Memorandum from Mayor and Foley](#)

D. Open Forum

Members of the Public are invited to speak on any item that does not appear on today's Agenda and that is within the subject matter jurisdiction of the Committee.

E. Adjournment

The Code of Conduct (<https://www.sanjoseca.gov/home/showpublisheddocument/12901/636670004966630000>) is intended to promote open meetings that welcome debate of public policy issues being discussed by the City Council, their Committees, and City Boards and Commissions in an atmosphere of fairness, courtesy, and respect for differing points of view.

The City of San José is committed to open and honest government and strives to consistently meet the community's expectations by providing excellent services, in a positive and timely manner, and in the full view of the public. The City Code of Ethics may be viewed online.

The Levine Act requires a Party in a Proceeding before the City of San José that involves any action related to their contract, license, permit, or use entitlement to disclose any campaign contributions to City elected or appointed officials totaling more than \$500 within the 12 months prior to the City decision. A Participant to a Proceeding may voluntarily report a campaign contribution. Please visit <https://www.sanjoseca.gov/your-government/appointees/city-clerk/levine-act> for updated forms and information.

All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body will be available for public inspection at San José City Hall, Office of the City Clerk, 200 E. Santa Clara Street, 14th Floor, San José, CA 95113 at the same time that the public records are distributed or made available to the legislative body.

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Access the video, the agenda and related reports for this meeting by visiting the City's website.