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**FW: Support for Responsibility to Shelter and Pay Raises Based on Merit for Council Members**

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

**Date** Thu 6/5/2025 7:41 AM

**To** Agendadesk <Agendadesk@sanjoseca.gov>

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**From:** Thomas Wilson <[REDACTED]>

**Sent:** Wednesday, June 4, 2025 5:18 PM

**To:** DISTRICT1@bos.sccgov.org; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District2@bos.sccgov.org; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5@bos.sccgov.org; 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>; comments@whitehouse.gov; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

**Cc:** Elva Wilson <[REDACTED]>; Robertmickanen <[REDACTED]>; Sandra Harrison Kay <[REDACTED]>; Ngo, Stephen <Stephen.Ngo@sanjoseca.gov>

**Subject:** Support for Responsibility to Shelter and Pay Raises Based on Merit for Council Members

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Honorable Elected Officials,

I'm writing to express my support for Mayor Matt Mahan's budget proposals regarding "responsibility to shelter" and "pay increases for Council Members based on merit."

Because of the continually growing homeless population in San Jose, residents see local government as inefficient and ineffective. The Mayor seeks to counter this by requiring homeless people to come indoors, out of the squalor they typically endure. Success in doing so, and in resolving many other pressing issues, will be more likely if City Council Members work together toward common goals with metrics and measures in place to gauge their progress and performance.

Regardless of ideology, the majority of residents don't believe homeless people should be permitted to live outdoors in squalor in our tax-supported public spaces, such as, parks, waterways and sidewalks. The small percentage of residents that do, should not be the ones influencing policy. Majority rules in our democracy, so, the majority's wishes should be given priority over the small, vocal minority of homeless advocates who support doing business as usual. Their efforts have had little success, their policies are failed, and they are attracting growing numbers of homeless people from other cities and states that no longer tolerate camping in public. The "homeless advocate minority" wants San Jose to be a "sanctuary," even though the City has no resources to provide sanctuary.

Allowing homeless people to avoid any and all responsibility for their own well-being simply condones their behavior and ensures they won't get the help they desperately need. They require mental health and drug addiction treatment to turn their lives around and become self-sufficient. But, as long as they are being enabled to continue practicing their addictions, they will. The Mayor's approach of shifting responsibility-to-shelter onto homeless individuals might be just the solution the public has been waiting and hoping for. Because until now,

very little the City has done has actually helped reduce the number of homeless, and might actually have been counterproductive, as the homeless population numbers continue to rise.

I'm also strongly in favor of tying Council Member merit pay raises to...merit! It would result in better performance and perhaps move the needle on reducing the homeless population. Most of the public is apathetic and disengaged from local politics because they feel their representatives aren't dealing with the homeless in a logical and productive manner. Having clearly stated performance measures, and working towards them, will change public perception and increase respect for local government. The Council should welcome the opportunity to "show their work" to the public!

We can improve the lives of residents, the lives of homeless individuals, and the performance of our elected leaders by implementing new, varied solutions verses doing the same old thing. I believe Mayor Mahan has proposed bold, innovative initiatives that can bring about positive change in the near future. I ask that you support the Mayor's vision and mission, as do I.

Thank you,

Tom Wilson  
35+ year homeowner in San Jose

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**FW: AGENDA ITEM 25-561 - NO PERFORMANCE FOR PAY PLAN**

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**From** City Clerk <city.clerk@sanjoseca.gov>  
**Date** Mon 6/9/2025 8:00 AM  
**To** Agendadesk <Agendadesk@sanjoseca.gov>

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**From:** Morgan Heller [REDACTED]  
**Sent:** Monday, June 9, 2025 7:57 AM  
**To:** City Clerk <city.clerk@sanjoseca.gov>  
**Subject:** AGENDA ITEM 25-561 - NO PERFORMANCE FOR PAY PLAN

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Hello,

I am writing as a concerned resident of San Jose to respectfully express my strong opposition to the proposed "Pay for Performance" policy included in the upcoming 2025–26 budget.

Tying councilmembers' salaries to the achievement of broad citywide goals may seem like an accountability measure on the surface, but in practice, it risks undermining representative democracy and disincentivizing the advocacy of communities with complex or less politically popular needs. Elected officials must be free to represent the diverse voices of their constituents without fear that taking difficult or dissenting positions will result in financial penalties.

This proposal could have a chilling effect on healthy debate, discourage long-term thinking, and concentrate power in ways that erode public trust. Councilmembers must be evaluated by voters through elections, not penalized for raising questions or offering alternative solutions to the city's challenges. This plan is a major overreach from the mayor's office. Councilmembers do not report to nor work for the Mayor. Their independent office is essential for the checks and balances of local government.

Furthermore, public service is not a performance-based contract — it is a public trust. If the city wants to enhance accountability, I urge you to focus on transparency, meaningful performance audits, and community engagement — not punitive pay policies that could further divide our city leadership.

Separately, I strongly reject the "**Return to Work**" clause of the Mayor's budget plan. The 3-2 hybrid plan is the most sensible plan and has proven to be effective across public and private sectors. Forcing all City staff, even non-public facing ones, to be in-office 4-5 days a week will exacerbate the already horrendous traffic conditions in San Jose and contribute to worsening air quality conditions. The Mayor has stated that 4-5 days a week in-office is essential for "mentoring". I'm not sure how much time needs to be spent *mentoring over working*. Most City Services like permitting can be taken online. This is an obvious ploy to get City workers to quit and cull the workforce he can't afford.

I respectfully urge you to remove these items from the budget and instead invest in sensible policies and strategies that promote equity, collaboration, and democratic values.

Thank you for your time and service to the people of San Jose.

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**Fw: Council Meeting 6/10/2025 - Agenda Item 3.10 - Pay for Performance - SBLC Letter Public Comment**

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

**Date** Fri 6/6/2025 4:10 PM

**To** Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachment (271 KB)

3.10 - Pay for Performance SBLC Letter.pdf;

**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!

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**From:** Jack McGovern <[REDACTED]>

**Sent:** Friday, June 6, 2025 4:05 PM

**To:** Mahan, Matt <Matt.Mahan@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Campos, Pamela <Pamela.Campos@sanjoseca.gov>; Salas, Carl <Carl.Salas@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Mulcahy, Michael <Michael.Mulcahy@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Casey, George <George.Casey@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; District3 <district3@sanjoseca.gov>

**Subject:** Council Meeting 6/10/2025 - Agenda Item 3.10 - Pay for Performance - SBLC Letter Public Comment

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Dear Mayor Mahan and San Jose City Councilmembers,

Please find attached a letter regarding Item 3.10 on Tuesday's council meeting agenda from:

Jean Cohen, Executive Officer, South Bay AFL-CIO Labor Council

David Bini, Executive Director, Santa Clara and San Benito Counties Building and Construction Trades Council

Jerry May, President, San Jose Fire Fighters IAFF Local 230

Jeremy Cabaccang, Business Agent, Operating Engineers Public Employee Division

John Tucker, Representative, AFSCME Local 101

Javier Casillas, Business Manager, IBEW 332

Krista De La Torre, Representative/Organizer, IFPTE Local 21

Thank you,

Jack McGovern

Jack McGovern (he/him)

Political Director

South Bay AFL-CIO Labor Council

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Jean Cohen, EXECUTIVE OFFICER

EXECUTIVE BOARD

Riko Mendez, PRESIDENT  
SEIU Local 521

Maria Noel Fernandez, 1ST VICE PRESIDENT  
IAM & AW Local 1101

Will Smith, 2ND VICE PRESIDENT  
IBEW Local 332

Troy Jones, RECORDING SECT.  
UFCW Local 5

Dolores Morales, SERGEANT-AT-ARMS  
CEMA

Enrique Fernandez, TREASURER  
UNITE HERE! Local 19

Enrique Arguella  
LiUNA! Local 270

David Bini  
Building Trades Council

Kathy Jasper  
AFT Local 6157

Samuel Kehinde  
SEIU USWW

Danny Mangan  
Sprinkler Fitters Local 483

Malinda Markowitz  
CNA/NNOC

Jerry May  
IAFF Local 230

Eric Mussynski  
UA Local 393

Patty Picard  
CSEA Chapter 350

Bob Prola  
OGEA

Robert Sandoval  
Teamsters Local 350

Raj Singh  
ATU Local 265

Nydia Smith  
AFSCME Local 1587

Dominic Torrealano  
SMW Local 104

John Tucker  
AFSCME District Council 57

Bill Wallace  
IBEW Local 1245

Stanley Young  
IFPTE Local 21

TRUSTEES

Tony Alexander  
APRI

Paul Fong  
AFT Local 6157

Laurie Mesa  
UFCW Local 5

June 6, 2025

Mayor and Members of the San Jose City Council  
San Jose City Hall, 18<sup>th</sup> Floor  
200 E. Santa Clara Street  
San Jose, CA 95113

Mayor Mahan and Members of the City Council:

On behalf of the South Bay Labor Council and its undersigned affiliates, we write to express our opposition to the proposal to establish performance-based pay increases for top City officials. While we strongly support the need to enhance government accountability and efficiency, we have significant concerns regarding the practicality, fairness, and potential unintended consequences of the proposal.

The City of San Jose already invests significant time, money, and staff effort tracking performance metrics. Its *Annual Reports on City Services* are testaments to that investment, and they provide data critical to evaluating long-term trends and the impacts of public policy decisions. Yet our City still struggles with persistent understaffing, housing shortfalls, and structural budget deficits. If performance metrics were enough to ensure better outcomes, we would have seen progress made on these issues over the past three mayoral administrations. Instead, challenges have only grown into crises.

We urge you not to advance this proposal for further consideration. Instead, we encourage you to strengthen the accountability tools already at your disposal and preserve the unity of San Jose's workforce by rejecting this ineffective and performative approach. Rather, focus important public resources and staff time on ensuring the residents of San Jose that their leaders are prioritizing neighborhood improvements and the responsible stewardship of taxpayer dollars.

Sincerely,

Jean Cohen,  
Executive Officer  
South Bay Labor Council

Jerry May,  
President  
IAFF Local 230

Javier Casillas,  
Business Manager  
IBEW Local 332

Krista De La Torre  
Representative/Organizer  
IFPTE Local 21

David Bini,  
Executive Director  
Building Trades Council

John Tucker,  
Representative  
AFSCME Local 101

Jeremy Cabaccang,  
Business Agent,  
Operating Engineers Public Employee  
Division

opeiu#29afl-cio/clg

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**FW: Opposition to Pay for Performance Proposal**

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

**Date** Mon 6/9/2025 7:55 AM

**To** Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachment (15 KB)

Opposition to Pay for Performance.docx;

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**From:** Bob Brownstein [REDACTED]

**Sent:** Sunday, June 8, 2025 9:10 PM

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

**Subject:** Opposition to Pay for Performance Proposal

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Please include the attached statement under letters from the public for item 3.10 on the City Council meeting of June 10.

Thanks,

Bob Brownstein

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

TO: MAYOR AND CITY COUNCIL

FROM: BOB BROWNSTEIN

SUBJECT: OPPOSITION TO PAY-FOR-PERFORMANCE PROPOSAL

Although there are numerous serious reasons to oppose this proposal, I wish to emphasize only one – it is always wrong for city government to present a deceptive measure that is not what its proponents claim it is.

This measure is being promoted as a mechanism to increase the accountability of the Mayor and City Council to the public. That claim is patently false.

Accountability for any person or institution requires two elements: setting a standard and evaluating performance in relationship to that standard. If either of these elements is placed under the control of the person or institution being evaluated, then what you often have is not accountability but a farce.

The proposed ordinance explicitly authorizes the City Council to set the standards for which they will be evaluated. Once this is done, it doesn't matter how objective the comparison between standards and performance is designed to be. The entire process is subject to manipulation.

A few examples illustrate this point.

Under the proposed ordinance, a future City Council could set the goal of moving precisely one homeless person from the street to a shelter during the next year. If they objectively meet that goal, they get a raise. Or a City Council's public safety standard could be to add a single new police officer in a year. If they do, they get their raise. Even worse, a city council could announce the goal of allowing branch libraries to be open no more than one day a year. If they successfully slash library hours, they get their raise. How could anyone argue a policy that clearly allows such actions is promoting accountability to the public interest?

Institutions seeking to increase accountability do not allow those to whom accountability is going to be applied to set their own standard. The repeated references to the state requirement that the budget be adopted on time is particularly deceptive in regards to the debate on this issue. In fact, it was not the state legislature that adopted its own standard; rather, the standard was imposed on the legislature by the electorate through the initiative process.

I hope the entire City Council will oppose this proposal for the above-stated reason and other reasons stated in a number of well-written council memos.

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**FW: SJ Chamber Support - 3.7, 3.8, 3.10, 3.11, & 3.12**

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

**Date** Mon 6/9/2025 4:02 PM

**To** Agendadesk <Agendadesk@sanjoseca.gov>

 4 attachments (1 MB)

SJ Chamber Support of Item 3.12 - Code of Conduct for Encampments.pdf; SJ Chamber Support of Item 3.11 - Amendments to San Jose Municipal Code.pdf; SJ Chamber Support of Item 3.10 - Pay For Performance.pdf; SJ Chamber Support of Item 3.8 - June Budget Message.pdf;

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**From:** Kat Angelov <[REDACTED]>

**Sent:** Monday, June 9, 2025 3:56 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:** Leah Toeniskoette <[REDACTED]>

**Subject:** SJ Chamber Support - 3.7, 3.8, 3.10, 3.11, & 3.12

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Dear Mayor & Council,

Please find attached letters of support for items 3.7, 3.8, 3.10, 3.11, and 3.12. We appreciate the opportunity to share our comments for your consideration.

Thank you.

Kind regards,  
Kat

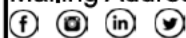


Kat Angelov  
Policy Manager  
San Jose Chamber of Commerce  
[REDACTED]

[www.sjchamber.com](http://www.sjchamber.com)

101 W. Santa Clara Street, San Jose, CA 95113

Mailing Address: PO Box 149, San Jose, CA 95103





**San Jose  
Chamber of Commerce**

June 9, 2025

City of San Jose City Council  
200 E. Santa Clara St.  
San Jose, CA 95113

**Re: Support for Item 3.10 - Pay for Performance**

Dear Mayor Mahan and Honorable Councilmembers,

On behalf of the San Jose Chamber of Commerce, we urge your support for Item 3.10: *Pay for Performance*. This proposal to tie merit increases for Councilmembers and department heads to measurable performance outcomes reflects a disciplined, results-driven approach to leadership—one that builds public trust and aligns with how the private sector operates.

Linking compensation to the City's adopted goals—tracked through the Focus Area Scorecards and Dashboards—sends a clear message: San Jose's leaders are accountable for delivering real progress on the challenges that matter most. Issues like homelessness, public safety, housing, and blight are not only civic priorities—they are economic imperatives. When city leadership succeeds in these areas, the environment for our businesses, especially small businesses, improves dramatically. Cleaner streets, safer neighborhoods, and visible progress on unsheltered homelessness are foundational to San Jose's long-term economic health.

The Chamber supports *Pay for Performance* because it ties leadership compensation to the outcomes our community deserves. We urge the Council to adopt this ordinance and affirm San Jose's commitment to transparent, accountable, and high performing.

Sincerely,

Leah Toeniskoetter  
President & CEO  
San Jose Chamber of Commerce

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**FW: Support Pay for Performance & Responsibility to Shelter**

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**From** City Clerk <city.clerk@sanjoseca.gov>  
**Date** Tue 6/10/2025 7:39 AM  
**To** Agendadesk <Agendadesk@sanjoseca.gov>

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**From:** robertmickanen <[REDACTED]>  
**Sent:** Monday, June 9, 2025 9:02 PM  
**To:** Elva Wilson <[REDACTED]>; District7 <District7@sanjoseca.gov>  
**Cc:** 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>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Ngo, Stephen <Stephen.Ngo@sanjoseca.gov>; Pawar, Rheya <Rheya.Pawar@sanjoseca.gov>  
**Subject:** RE: Support Pay for Performance & Responsibility to Shelter

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This is outstanding. We support every value you cover in this email. Thank you. Robert & Sandra

Sent from Samsung Galaxy smartphone.

----- Original message -----

**From:** Elva Wilson <[REDACTED]>  
**Date:** 6/9/25 5:35 PM (GMT-08:00)  
**To:** [district7@sanjoseca.gov](mailto:district7@sanjoseca.gov)  
**Cc:** "[district1@sanjoseca.gov](mailto:district1@sanjoseca.gov)" <[District1@sanjoseca.gov](mailto:District1@sanjoseca.gov)>, [district2@sanjoseca.gov](mailto:district2@sanjoseca.gov), [district3@sanjoseca.gov](mailto:district3@sanjoseca.gov), District4 <[district4@sanjoseca.gov](mailto:district4@sanjoseca.gov)>, [district5@sanjoseca.gov](mailto:district5@sanjoseca.gov), [district6@sanjoseca.gov](mailto:district6@sanjoseca.gov), [district8@sanjoseca.gov](mailto:district8@sanjoseca.gov), [district9@sanjoseca.gov](mailto:district9@sanjoseca.gov), Monica Bajwa <[district10@sanjoseca.gov](mailto:district10@sanjoseca.gov)>, City of San Jose Mayor's Office <[mayor@sanjoseca.gov](mailto:mayor@sanjoseca.gov)>, [city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov), "Ngo, Stephen" <[Stephen.Ngo@sanjoseca.gov](mailto:Stephen.Ngo@sanjoseca.gov)>, "Pawar, Rheya" <[Rheya.Pawar@sanjoseca.gov](mailto:Rheya.Pawar@sanjoseca.gov)>  
**Subject:** Support Pay for Performance & Responsibility to Shelter

Dear Councilmember Doan,  
It was a pleasure meeting you last Saturday, June 7th at the City of San Jose Neighborhood Forum for Community Leaders.

As mentioned at the forum, my 95 year-old mother resides in your district, D7, in the very low-income, Tropicana Neighborhood near Story and King Roads. This is my family home. I am a proud Overfelt High School graduate.

Thank you for all you have done for Council District 7 residents. It is evident that your actions are guided by what is common sense, what is pragmatic and what is best for the community you serve, not by special interests, donors or by

self-interest.

***Pay for Performance:***

Because I have respect for your leadership, I write to request that you support Mayor Mahan's Pay for Performance proposal.

Some on the City Council who are most vehemently opposed to Pay for Performance are the same elected representatives who are the most unresponsive and even cavalier about the needs of the community.

It has been exhausting and disheartening when elected representatives have turned a deaf ear to the greatest, basic needs of the general community.

Please do not fall for the rhetoric or over-used, over-manipulated excuses of some council members (much of it is irrelevant or doesn't make sense), for supporting meaningful, performance outcomes that will better serve ***all*** of San Jose, including serving minority, low-income communities, like the Tropicana Neighborhood, which you represent.

Tropicana residents, like many low-income, minority communities want the same thing as the rest of San Jose: less homeless encampments, less blight, less crime, more police/safety. Just because many low-income minorities are working two jobs to survive and don't have the time or the language skills to write to you, doesn't mean they don't care about these very ***same*** basic issues as ***all*** of San Jose.

I respectfully challenge City Council to do a survey of low-income, minority communities. If you ask them what is more important: safety, reducing crimes, reducing blight, reducing homelessness, which are the Council's focus areas, or other "*diverse needs*" mentioned by opponents, such as putting in or enhancing a new library, or an added music program, or a new park, *hands down* the pre-established Council focus areas (crime, safety, blight, homelessness) will be chosen as priorities. These are worthy performance metrics/goals for ***all***, which can be realized with Pay for Performance.

As a 10+ year government SEIU union shop steward, I can attest to the fact that government workers are accustomed to being subjected to measurable performance metrics/outcomes. Government elected officials should be held to the same standards.

***Responsibility to Shelter:***

Responsibility to Shelter is a compassionate, meaningful step towards getting homeless living in squalor off the street. A Council vote against Responsibility to Shelter, is an oppressive act against a vulnerable people, who clearly do not have the mental capacity to make the right decisions for themselves. *Those on the Council who oppose Responsibility to Shelter, have provided zero substantive proposed alternatives to addressing this crisis.*

Continuing with business as usual on the homeless crisis has proven to be a failure, including delegating so much of the City's responsibilities to non-profits for providing shelter and services to homeless; that has been an expensive, failed experiment. ***Continuing with the status quo here is a classic example of the definition of insanity.***

This is why I strongly urge you to also support Responsibility to Shelter, along with a City-staffed specialized outreach team under the Housing Department's Enhanced Engagement Program (EEP). City government staff working with the new Quality of Life police unit will be more effective, efficient and accountable in solving our homeless crisis.

Elva Wilson  
Vice President, Beautify Berryessa Neighborhood Association

Resident, City of San Jose over 65 years  
Homeowner, City of San Jose over 35 years  
Retired Sr Mgmt Analyst, 35+ yrs service, County of Santa Clara  
10+ year SEIU shop steward, County of Santa Clara