

San José City Roadmap | Backlog of Deprioritized Initiatives and New Policies

| Source | Initiative | | | | | | | | | | |
|--|--|---|---|---|---|--|---|--|--|--|---|
| Remaining, Unfinished FY 2020-2021 Council Policy Priorities [CP] | CP1: Local Hiring/ Business/ Apprentice Program | CP4: Parks Operations + Maintenance Financing District | CP8: Universal Development Fee | CP9: Cannabis Equity Applicant Program | CP11: Anti-Displacement Preference Ordinance | CP13: Traffic Calming Policy for Residential Neighborhoods | CP14: Transit First Policy Framework | CP15: Public Safety Power Shutoff Bond Financing | CP16: Update Wage Theft Prevention Policy | CP17: Downtown Zoning Code Update | CP19: Polypropylene Plastic Purification Plant |
| | CP20: Private Percent for Art | CP22: Single-Use Plastic Ban | | | | | | | | | |
| New Proposed FY 2021-2022 Council Policy Priorities [NP] | NP1: Advance the Airport-Diridon-Stevens Creek Connector (M) | NP2: Affordable Housing Construction Policy on City Land (D9) | NP3: AI Fresco Forever (D6) | NP4: Analysis of Raising Minimum Wage (D5) | NP5: Boost San José’s Retail Sector (D1) | NP6: Build Back Better Initiative (D2) | NP7: Citywide Goals + KPI Dashboard (D10) | NP8: Convene a Citywide COVID-19 Recovery Task Force (D3) | NP9: Creation of a San José Public Health Officer (D3) | NP10: Encampment Management Strategy (D10) | NP11: Energy Efficiency Through Retrofitting (D4) |
| | NP12: Longevity + Health Equity (D6) | NP13: Modernizing Traffic Signals City-Wide (D4) | NP14: Police Staffing (D7) | NP15: Resilience Corps (M) | NP16: San José Surveillance Ordinance (D2) | NP17: Sexual Assault Bill of Rights (D8) | NP18: Staffing Analysis (D7) | NP19: Strategic Alignment of Youth Development Programs (D8) | NP20: Unhoused Resident Safe Relocation Policy (D9) | NP21: Universal Preschool Policy (D5) | |
| Referrals of Potential New Policies from FY 2020-2021 Rules Committee [RR] | RR1: Cut the Commute Pledge | RR2: Homeless Shelter Expansion in Industrial Zones | RR3: Medical Marijuana Business Tax Exemption | RR4: City Staff Wage Advances + Micro Loans | RR5: Urban Greening Implementation Plan | | | | | | |
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| Deprioritized FY 2020-2021 Enterprise Priority Initiatives [EP] | EP1: Airport Pre-Cursor Projects | EP2: Digital Privacy Policy Implementation | EP3: Moderate Income Housing Plan | EP4: Monterey Corridor Working Group* | EP5: Remove, Redistribute Food from Solid Waste | EP6: Property Transfer Tax Policy | EP7: Update Ellis Act Ordinance | | | | |
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* Monterey Corridor Working Group to resume when health orders are lifted

San José City Roadmap | FY 2021-2022 Backlog Initiatives + New Policy Descriptions

| No | Initiative | Type | Source | Effort | Description |
|------|--|--------|--------|--------|--|
| CP1 | Local Hiring/Local Business/Apprentice Utilization Program | Policy | - | 6 | Create policies encouraging the hiring of local workers and contracting of local and small businesses, using the City of Sunnyvale's program as a model. |
| CP4 | Parks Operations + Maintenance Financing District | Policy | - | 6 | To study and make recommendations to the City Council for a long-term financing district for parks operations and maintenance. |
| CP8 | Universal Development Fee | Policy | - | 6 | Explore creating a universal development fee and structure for residential development that contains all current development tax and impacts fees. The goal is to provide developers and the public with a transparent view for fee calculation so it is easier to estimate and understand fees. |
| CP9 | Cannabis Equity Applicant Program | Policy | - | 6 | Create a Cannabis Equity Program, which would facilitate the inclusion and support of individuals and communities in the cannabis industry who are from populations that were negatively or disproportionately impacted by cannabis criminalization |
| CP11 | Anti-Displacement Preference Ordinance | Policy | - | 6 | Explore the development of policy that will allow a set-aside in affordable housing developments that prioritizes residents who are being displaced that live in low-income neighborhoods undergoing displacement and/or gentrification. |
| CP13 | Update Traffic Calming Policy for Residential Neighborhoods | Policy | - | 6 | Update to expand traffic calming in residential neighborhoods. |
| CP14 | Transit First Policy Framework | Policy | - | 6 | Develop and adopt a citywide transit first policy framework with a goal of speeding up buses and light rail in the City. |
| CP15 | Public Safety Power Shutoffs: Grid Resilience Bond Financing | Policy | - | 6 | Evaluate bond financing to develop renewable energy storage and generation facilities, such as microgrids, to insulate critical city facilities or participating neighborhoods to improve energy resilience, reliability, and costs. |
| CP16 | Update Council's Wage Theft Prevention Policy | Policy | - | 6 | Explore opportunities to amend and expand the City's Wage Theft Prevention Policy (City Council Policy 0-44). Research should include expanding the current policy to public works contracts as well as exploring a responsible construction ordinance and potential penalties for private construction projects that receive City incentives and commit wage theft violations on those projects |
| CP17 | Downtown Zoning Code Update | Policy | - | 6 | Eliminate parking requirements, establish height minimums, and establish minimum residential densities for residential uses Downtown. Also establish requirements for retail, restaurants, or other active ground floor uses on streets with sufficient visibility or foot traffic. |
| CP19 | Polypropylene Plastic Purification Plant Procurement | Policy | - | 6 | Direct the City Manager to explore attracting a Polypropylene Plastic Purification and Recycling Plant, potentially at land being vacated adjacent to the San José Santa Clara Regional Wastewater Facility. |
| CP20 | Private Percent for Art | Policy | - | 6 | Create an ordinance requiring private development to dedicate a certain amount (i.e. 1%) to develop public art or spend funds for public art onsite. |
| CP22 | Single-Use Plastic Ban | Policy | - | 6 | Explore further bans on single-use plastics, such as disposable food ware and takeout cups. |
| NP1 | Advance the Airport-Diridon-Stevens Creek Connector | Policy | Mayor | 6 | Advance the Airport - Diridon - Stevens Creek Connector to link key infrastructure assets (SJC and Diridon) in San Jose, and neighboring communities. Allocate staff resources -- and if needed consultant support -- for preliminary project work, such as required staff work to assess private, P3 or public option; project scoping and review; possible RFP development, and necessary project approvals. |
| NP2 | Affordable Housing Construction Policy on City-Owned Land | Policy | D9 | 6 | Finding ideal land to build affordable housing is one of the greatest bottlenecks preventing our city from building an adequate amount of affordable housing. The city can and should allow and incentivize affordable housing to be placed on city owned land. This action could potentially help foster the building of affordable housing on top of or nearby, but not limited to our parking lots/garages, libraries, community centers, fire and/or police stations. |
| NP3 | Al Fresco Forever Policy | Policy | D6 | 6 | Make the Al Fresco ordinance permanent in the City of San Jose. The road to economic recovery for retail and restaurants will be long; allowing patrons to enjoy our great outdoor weather while shopping and dining, along with expanded capacity for these establishments, will help attract customers and hasten our city's financial recovery. |
| NP4 | Analysis of Raising Minimum Wage | Policy | D5 | 6 | If Biden's administration follows through with raising the federal minimum wage to \$15, the City of San José should reconvene our regional task force addressing wages and engage in conversations to follow neighboring cities that have raised their minimum wage beyond \$15 an hour. |
| NP5 | Boost San José's Retail Sector | Policy | D1 | 6 | San José's retail corridors occupied and backfill vacancies. Create an internal response team as small businesses look to open focused on streamlining occupancy that includes resources from PBCE, OED, Finance and representatives from Neighborhood Business Districts. Develop a robust Shop San José Initiative to promote consumer spending at SJ businesses, including local, small, and minority-owned businesses. |
| NP6 | Build Back Better Initiative (combined with NP8) | Policy | D2 | 6 | Throughout the pandemic the City of San José has been forced to adopt new policies, programs and regulations in order to continue service operations, support residents and protect employees. We have shown innovation and flexibility in accommodating for virtual meetings, creating the Al Fresco program, drive through food distribution, access to hot spots and tech devices, proactive parking enforcement, hygiene support at encampments, support for small businesses etc... As we hopefully near the end of this pandemic each department should evaluate these policies and programs to determine which have benefits that should be continued indefinitely post-pandemic. |

San José City Roadmap | FY 2021-2022 Backlog Initiatives + New Policy Descriptions (continued)

| No | Initiative | Type | Source | Effort | Description |
|------|---|--------|--------|--------|---|
| NP7 | Citywide Goals + Key Performance Indicator Dashboard | Policy | D10 | 6 | Develop a publicly accessible dashboard that reflects the City Manager’s top citywide goals (“Enterprise Priorities”) and associated key performance indicators (KPIs), updated at least monthly and reported to City Council on a quarterly basis. |
| NP8 | Convene a Citywide COVID-19 Recovery Task Force (combined with NP6) | Policy | D3 | 6 | Utilizing the Greater Downtown San José Economic Recovery Task Force and the Health & Racial Equity Task Force as models, create and staff a citywide, cross-sector, community-based Task Force that would provide recommendations to the City Council on matters of COVID-19 economic and social recovery. The Task Force should be convened for no more than a year. |
| NP9 | Creation of a San José Public Health Officer | Policy | D3 | 6 | The administration would study and put forth recommendations to legally create the position of a San José Public Health Officer, independent from all other jurisdictions. The Officer would inclusively and equitably preserve and protect the City’s public health. The cities of Pasadena, Long Beach, Berkeley and Vernon have their own City Public Health Officer and can be considered as examples. |
| NP10 | Encampment Management Strategy | Policy | D10 | 6 | Include dedicated staff resources for the exploration of a comprehensive encampment management strategy – following examination of other municipalities such as Oakland – to be brought back to Council in the form of a report with recommendations for potential implementation after CDC guidelines related to encampment abatements are lifted, thereby initiating: 1. Greater protection of sensitive public spaces and community institutions, including creeks, schools, and daycare centers, while being sensitive to the voices and lived experience of unhoused residents and without criminalizing homelessness, 2. Greater investment in support services for unhoused residents, including but not limited to basic hygienic services, trash removal, and social services. |
| NP11 | Energy Efficiency Through Retrofitting | Policy | D4 | 6 | Put people to work and reduce our city’s carbon footprint by retrofitting existing buildings to be more energy efficient. This may include both public and private buildings and be funded through grants, public/private partnerships, or other incentives. |
| NP12 | Longevity + Health Equity Policy | Policy | D6 | 6 | As we recover from the COVID-19 pandemic, we need to improve health and longevity for residents by measuring city programs and actions through a lens of increasing health, health equity, and longevity. Build partnerships with local nonprofits and internally with cross-departmental communication and coordination to transform our built environments, create educational outreach to the community, and increase economic vitality to drive physical, mental, social, and professional well-being throughout our city, especially in the areas hardest hit by COVID-19. |
| NP13 | Modernizing Traffic Signals City-Wide | Policy | D4 | 6 | Modernize and standardize traffic signals to ensure traffic management functionalities can be controlled in a centralized fashion. This modernization would reduce emissions, improve the flow of traffic and potentially positively impact the response times of first responders. |
| NP14 | Police Staffing | Policy | D7 | 6 | The San Jose Police Department remains one of the most thinly staffed police forces for a major city. The data informs us that it is not possible to solve our staffing shortage through hiring alone--we need to do more to retain our experienced officers. Firstly, the City should gather formal data around why officers are leaving the Department to better identify and develop potential incentives. |
| NP15 | Resilience Corps | Policy | Mayor | 6 | Leverage state and federal funding to create a 1-year jobs program for young adults, aged 18-24 residing in high-poverty, high-crime, and high-unemployment census tracts. Jobs would focus on immediate work to improve community resilience by mitigating the impacts of two urgent crises, climate change and the pandemic. |
| NP16 | San José Surveillance Ordinance (combined with EP2) | Policy | D2 | 6 | Create a surveillance technology vetting framework and civilian privacy advisory commission and make recommendations to the City Council on matters of policy, acquisition and use of surveillance technology and data use, and best practices designed to ensure that any potential negative impacts from the use of ever more powerful technologies are mitigated to the extent possible, while allowing for the benefits of the technology. |
| NP17 | Sexual Assault Bill of Rights | Policy | D8 | 6 | Review the City of San Jose's sexual assault policies and evaluate the City's implementation of the Survivors Bill of Rights (AB 1312, 2017) in partnership with community advocates for continued process improvements to meet the growing needs of survivors since the law passed. |
| NP18 | Staffing Analysis | Policy | D7 | 6 | The City of San Jose is known for being one of the most thinly staffed major cities in the United States. In order to improve staffing levels, the city should perform market equity analyses of pay and benefits packages, to look at adjusting pay as necessary according to those findings. |
| NP19 | Strategic Alignment of Youth Development Programs | Policy | D8 | 6 | Strategically align youth programs to shift systemic oppressive policies and programs to support youth as resources. Create an equitable shift of programs throughout departments, along with budget realignment, to produce coordinated social, career ready and educational outcomes for youth: This includes programs such as after school, MGTF funded programs, to SJWorks. |
| NP20 | Unhoused Resident Safe Relocation Policy | Policy | D9 | 6 | This policy would seek to map where it is safer for unhoused people to reside, relocate them from environmentally sensitive locations, and provide them with services necessary to improve their quality of life. It would bring together strategic decision makers to enforce this policy and provide adequate resources for those in need. |
| NP21 | Universal Preschool Policy | Policy | D5 | 6 | Instruct the City Manager to analyze feasibility in implementing Universal Preschool to help our families recover from COVID. Women, especially women of color, were among the hardest hit as a result of having to care for children at home on a fulltime basis. We need to support and assist women as they re-enter the workforce and support our youngest residents before they enter primary school. |

San José City Roadmap | FY 2021-2022 Backlog Initiatives + New Policy Descriptions (continued)

| No | Initiative | Type | Source | Effort | Description |
|-----|--|----------|--------|--------|---|
| RR1 | Cut the Commute Pledge | Policy | - | 6 | City of San José as an organization shall pledge to join Bay Area Quality Management District’s “Cut the Commute” Campaign as a continued effort to reduce traffic congestion, help maintain air quality progress, reduce employer and employee costs, and reduce climate impacts. As the County’s shelter-in-place order eases and lifts accordingly, the City shall commit to extending remote work options of at least 25% (or at least 1-2 days) to employees whose jobs allow. |
| RR2 | Existing Homeless Shelter Expansion in Industrial Zones | Policy | - | 6 | Modify the Zoning Code to allow additional beds in existing, legal non-conforming shelters in industrial Zoning Districts as long as a physical expansion of the shelter is not necessary. Additionally, evaluate and recommend criteria to allow reasonable physical expansions of existing, legal non-conforming shelters in industrial districts. Investigate the implications of allowing expansion of shelters, conduct outreach to adjacent industrial businesses, and identify a potential approach. |
| RR3 | Medical Marijuana Business Tax Exemption | Policy | - | 6 | Direct Staff to explore, analyze, and report back to City Council on an option to exempt medical marijuana card holders from paying the City Marijuana Business Tax (MBT). |
| RR4 | City Staff Wage Advances + Micro Loans | Policy | - | 6 | Direct Staff to explore the menu of services offered by fintech firms such as PayActiv and Salary Finance and report back to Council on whether it is feasible and beneficial to partner with them to extend benefits to City of San José employees who may need them. |
| RR5 | Update Greening Implementation Plan | Policy | - | 6 | Advocate for flexibility in grant requirements and timelines when used for projects with multiple objectives (e.g., repaving combined with urban greening). Consistent with the current 2021-22 Annual Legislative Priorities, advocate for new and more flexible infrastructure funding at the federal level to support urban greening elements. |
| EP1 | Airport Pre-Cursor Projects | Project | - | 6 | Given the Airport’s existing land constrained layout and meet future projected passenger growth, it will be necessary to replace existing support buildings in sequential order by constructing replacement buildings to facilitate extension of Terminal B, titled Phase 2 Terminal C. |
| EP2 | Digital Privacy Policy Implementation (combined with NP16) | Project | - | 6 | Implement the operational framework and standards of the City’s Digital Privacy Policy guides citywide projects, services, and security practices maintains trust in the application of those solutions in the community. |
| EP3 | Moderate Income Housing Plan | Strategy | - | 6 | The Moderate Income Housing Plan is a strategic plan to increase production and opportunities for moderate income housing in San José. |
| EP4 | Monterey Corridor Working Group* | Project | - | 6 | The purpose of the Working Group is to develop a common understanding of the issues and opportunities located in the Monterey Corridor relating to general planning, economic development, and transportation planning, and developing a scope of work that refines the focus on important improvements. Note that Monterey Corridor Working Group is to resume when health orders are lifted. |
| EP5 | Property Transfer Tax Policy | Policy | - | 6 | The Property Transfer Tax Policy explores the issuance of a waiver or rebate for the collection of the transfer tax on sale of a property for certain charitable community-serving purposes for education, health, and human services targeting low-income residents. |
| EP6 | Remove, Redistribute Food from Solid Waste | Project | - | 6 | Create a food recovery program in the City by 2025 as required by SB 1383 to reduce food waste and address food insecurity, surplus food still safe for people to eat will instead go to food banks, soup kitchens, and other food recovery organizations. |
| EP7 | Update Ellis Act Ordinance | Policy | - | 6 | This initiative would include updating the Ellis Act Ordinance, which outlines the process by which the owner of a building with Rent Stabilized Units can permanently remove those buildings from the rental market. |

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