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**TO:** City Council

**FROM:** Councilmember Matt Mahan  
Vice Mayor Chappie Jones  
Mayor Sam Liccardo

**SUBJECT:** Status Report on  
Encampment Management  
Strategy and Safe Relocation  
Policy

**DATE:** October 22, 2021

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**APPROVED:**

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**RECOMMENDATIONS:**

Direct the City Manager to:

1. Monitor hiring progress for outstanding BeautifySJ vacancies and, if currently open roles have not been filled by the end of 2021, bring a progress report to Council or the most appropriate subcommittee in January 2022 with an assessment of barriers and potential solutions, including contracting temporary service agencies, increased investment in proactive sourcing, or other rapid hiring methods.
2. Consider establishing a new trainee or probationary position within BeautifySJ for graduates of the Resilience Corps and San José Bridge programs in order to accelerate staffing and to ensure equitable access to employment opportunities for all San José residents.
3. Consider including vehicles in the City's encampment setback protocols, and come back to the City Council in April 2022 with an analysis of enforcement feasibility and potential legal ramifications.
  - a. Study potential exemptions to these encampment setback protocols for vehicles, such as allowing families to park near the school their children attend.
4. Inquire as to whether other public agencies that control land within San Jose will be willing to engage in memoranda of understanding (MOUs) allowing City staff to proactively conduct abatement and clean-up services on their lands and bill them for our costs. If any agencies are willing, move forward with draft MOUs in consultation with the City Attorney.

## **BACKGROUND:**

During the priority setting process in February the Council voted to implement a 3S (Setbacks, Services, and Sites) approach to encampment management as the top new priority for Fiscal Year 2021-2022. The execution of this strategy is top of mind for the Council and for San José residents, and we thank staff for their work outlining a comprehensive workplan and implementation timeline for our evolving encampment management plan.

In previous conversations, staff has identified hiring as a key barrier to implementation. We appreciate that resources from PRNS and OER have already been shifted to prioritize filling vacant BeautifySJ roles and that staff is exploring suspending or updating minimum qualifications for certain positions. In case hiring continues to be a major barrier to implementing our encampment management strategy by the end of this year, staff should bring to Council or the most appropriate subcommittee an assessment of our current hiring processes and proposed enhancements. We should consider contracting temporary services agencies, investing in new recruitment tools and practices, such as LinkedIn Recruiter licenses, and other interim solutions.

We should also consider the creation of a trainee or probationary position that might accelerate BeautifySJ hiring and increase equitable access to employment opportunities at the same time. With this new position, the City could hire graduates of programs such as the Resilience Corps and San Jose Bridge, providing participants with a relevant and meaningful step forward in their individual career journeys.

Staff also noted that lived-in vehicles and RVs are currently not integrated within the City's encampment setback protocols. As staff comes back to the Council in April 2022 with proposed setbacks, we would like staff from relevant departments to study the feasibility of applying these protocols to vehicles. Staff should also come back with a set of potential exemptions to the protocols, such as allowing families with children to park near the school they attend.

Finally, staff has indicated that they are exploring creating an additional team focused specifically on inter-agency clean-ups and abatements, which will be critical for crafting a cohesive and uniform strategy. In order to most effectively manage encampments in San José, the City should, to the greatest extent possible, proactively conduct abatements and trash clean-ups on all public land within the city limits and be compensated for this work. Staff should inquire as to whether other public agencies would be receptive to paying City staff to provide these services on their land where safe and feasible. If so, staff should move forward in crafting MOUs to achieve this outcome.