

Housing Department

Erik L. Soliván, Director

MISSION

To make housing and neighborhood investments that create a more just community where all people thrive.

CITY SERVICE AREA

*Community and Economic Development
Neighborhood Services*

CORE SERVICES

AFFORDABLE HOUSING PORTFOLIO MANAGEMENT

Manage the City's affordable housing loan portfolio, including loan servicing and monitoring, compliance of income restricted apartments; retain and extend the length of the restrictions to preserve the long-term affordability of the apartments.

HOUSING PRODUCTION AND PRESERVATION

Implement the strategies in the City's Housing Element. Manage the Housing Catalyst Work Plan for market-rate and affordable housing production. Provide financing for the rehabilitation, development, and construction of affordable housing; offer limited homeownership loans and administer Inclusionary and Housing Impact fee programs.

HOMELESSNESS RESPONSE AND SOLUTIONS

Provide a coordinated response to homeless residents including street-based outreach, case management, essential services, referrals, and housing options; invest in interim short-term housing and supportive parking solutions.

NEIGHBORHOOD INVESTMENTS

Invest in at-risk residents and neighborhoods, provide funding for housing and community development capital projects, and provide support to public service organizations.

RENT STABILIZATION AND TENANT PROTECTIONS

Administer rent stabilization programs and requirements that stabilize rents while assuring landlords a fair return, ensuring tenants rights, mitigate impacts of displacement, and prevent retaliation.

Strategic Support: Planning and Policy Development, Public Education, Budget, Financial Management, Clerical Support, Human Resources, Audit Supervision, and Emergency Response and Recovery

Housing Department

Service Delivery Framework

PROGRAM	DESCRIPTION
<i>Affordable Housing Portfolio Management Core Service</i>	
Loan Compliance	Manages and oversees the City's affordable housing loan portfolio, including loan servicing and monitoring and compliance of affordable deed-restricted apartments.
Property Maintenance and Inspection	Works with existing developments to retain and preserve the long-term viability of affordable apartments.
<i>Housing Production and Preservation Core Service</i>	
Affordable Housing Development Loans	Provides financing and technical assistance for the construction of new affordable housing, the acquisition and rehabilitation of existing housing, and the restructuring of existing financing to create new and preserve existing affordable housing opportunities for low-income households and individuals. Assist in the application of State programs such as Homekey and Affordable Housing and Sustainable Communities Grants.
Homeownership Opportunities	Provides loan servicing for recipients of lending programs.
Inclusionary Housing	Provides technical assistance to market-rate residential and commercial developers in meeting their affordable housing requirements.
Rehabilitation Loans and Grants	Funds minor home repairs for low-income homeowners and mobile homeowners.
Permanent Supportive Housing	Housing with no limit on length of stay, that is occupied by a target population, and that is linked to onsite or offsite services that assist supportive housing residents in retaining housing, improving their health status, and maximizing their ability to live and, when possible, work in the residents' community.
<i>Homelessness Response and Solutions Core Service</i>	
Homeless Administrative Support	Provides strategic direction, community engagement, and technical assistance including programmatic and grant development and oversight, in addition to regional system alignment and support.
Congregate Shelter	Provides grants to non-profit organizations to operate mass emergency shelter for individuals experiencing homelessness during inclement weather and other natural emergencies and disasters.
Interim Housing Construction and Operations	Provides support and grants to nonprofit organizations focused on construction and operations of temporary programs for individuals experiencing homelessness including emergency interim housing, converted motels, and supportive parking sites.
Homeless Hygiene and Meals	Supports access to basic needs services which includes water, food, showers, restrooms, and laundry resources for individuals experiencing homelessness.
Homeless Supportive Services	Provides grants that offer individualized supportive services that assists individuals experiencing homelessness to attain and/or maintain self-sufficiency and stable housing.
Homeless Prevention, Shelter Diversion and Rental Assistance	Supports access to supportive services and financial assistance, fair housing and tenant legal services, and other resources to assist households at risk of becoming homeless.

Housing Department

Service Delivery Framework

PROGRAM	DESCRIPTION
<i>Homelessness Response and Solutions Core Service (Cont'd.)</i>	
Homeless Outreach and Engagement	Administers direct outreach and engagement to persons experiencing homelessness, collects data for admission to shelter and housing options including supportive parking, safe sleeping, and emergency interim housing units.
Rapid Rehousing	Administers funding and programs serving households experiencing homelessness with time-limited supportive services and/or financial and rental assistance.
<i>Neighborhood Investments Core Service</i>	
Community Development Block Grant – Infrastructure Investments	Funds City infrastructure improvements in low-income neighborhoods and facility upgrades for non-profits that serve low-income communities.
Non-Profit Service Grants to Support Housing and Community Development Needs	Provides grants to non-profit organizations to support fair housing and tenant legal services, senior programs, homeless programs, minor repair program for homeowners and mobile homeowners, and operating support.
Place-Based Neighborhood Strategy	Provides community engagement and leadership development services in low-income neighborhoods.
<i>Rent Stabilization and Tenant Protections Core Service</i>	
Apartment Rent Ordinance Administration	Administers the Apartment Rent Ordinance by promoting stable, longer-term tenancies by limiting excessive rent increases and evictions while assuring landlords a fair return; provides balanced treatment for both tenants and landlords through efficient and consistent administration of the Apartment Rent Ordinance program.
Mobilehome Rent Ordinance Administration	Administers the Mobilehome Rent Ordinance by supporting mobilehome residents in maintaining affordable housing by limiting excessive rent increases while assuring park owners receive a fair return through efficient and consistent administration of the Mobilehome Rent Ordinance program.
Tenant Protection Ordinance	Administers the Tenant Protection Ordinance by educating tenants and landlords about the Tenant Protection Ordinance and validating just termination of tenancies to ensure compliance with the Ordinance; supports tenants and landlords in understanding their rights and obligations under the Tenant Protection Ordinance and mitigates unnecessary displacement of apartment residents.
<i>Strategic Support Core Service</i>	
Housing Planning and Policy Development	Analyzes and reports on Housing Department programs, and tracks implementation of the Housing Element.
Housing Management and Administration	Administers oversight for the department, including executive management, financial management, human resources, and analytical support.
Housing Emergency Response and Recovery	Provides for the coordination and delivery of emergency services and recovery activities.

Housing Department

Department Budget Summary

Expected 2025-2026 Service Delivery

- Continue to advance funding commitments for affordable housing developments by releasing two Notices of Funding Availability totaling at minimum \$60 million between 2024-2025 and 2025-2026.
- Begin construction on four major projects that will produce 759 affordable apartments.
- Enhance Targeted Outreach and Engagement Program (TOEP) services and coordination of resources for individuals and households experiencing homelessness, including prioritizing outreach and intervention within designated TOEP target areas across the City.
- Implement the Rent Stabilization Program Strategic Plan; update the Multifamily Revenue Bond Policy; and revise the regulations for the Inclusionary Housing Ordinance, Apartment Rent Ordinance, Tenant Protection Ordinance, and Mobilehome Ordinance.
- Improve management of the City's shelter system to reduce operating costs, occupancy, throughput to permanent housing, and coordination with the County Coordinated Entry System while meeting local needs.
- Continue enhancements to the Housing Production Dashboard and improving neighborhood investment grant monitoring and compliance.

2025-2026 Key Budget Actions

- Allocates \$55.0 million of Measure E funding collected in the Real Property Transfer Tax Fund:
 - \$47.0 million towards Homeless Support Programs: construction and operations of interim housing (\$25.0 million); Beautify San José encampment management services (\$6.7 million); homeless rapid rehousing services (\$4.0 million); outreach, sanitation, and other support services focused on waterways and stormwater permit compliance (\$3.5 million); homeless support programs reserve (\$2.9 million); maintenance and repairs of interim housing (\$2.2 million); lease costs for a safe parking site at Berryessa Road (\$1.8 million); and maintenance and operations at First Street Interim Housing (\$1.0 million).
 - \$5.2 million for homeless prevention and rental assistance services including \$800,000 for eviction prevention staffing.
 - \$2.8 million in administrative costs for personnel and outside costs that support initiatives within Measure E.
- As directed by the Mayor's March Budget Message for Fiscal Year 2025-2026, as approved by the City Council, continues temporary filled positions by adding 8.0 Community Coordinator and 2.0 Community Activity Worker positions, through June 30, 2027, to deploy outreach services along the City's waterways and as new interim housing sites open. In addition, \$200,000 in one-time funding to support the Homeward Bound Program has been allocated where outreach workers have access to flexible funding to reunite homeless residents with loved ones by paying for relocation costs.
- Continues and makes permanent 3.0 Analyst I/II and 1.0 Staff Specialist positions to support the rent stabilization and eviction prevention services.
- Continues and makes permanent 3.0 Analyst I/II and 1.0 Staff Specialist positions to support contract development and management, performance tracking, non-profit agency support, community engagement and federal reporting to distribute and monitor the grant funding related to federal and State programs.

Operating Funds Managed

- Affordable Housing Impact Fee Fund
- Building Home and Jobs Act Fund
- Community Development Block Grant Fund
- Economic Development Administration Loan Fund
- Home Investment Partnership Program Trust Fund
- Homeless Housing, Assistance, & Prevention Fund
- Housing Trust Fund
- Inclusionary Fee Fund
- Low and Moderate Income Housing Asset Fund
- Multi-Source Housing Fund
- Real Property Transfer Tax Fund
- Rent Stabilization Fee Fund

Housing Department

Department Budget Summary

	2023-2024 Actuals ***	2024-2025 Adopted ****	2025-2026 Forecast	2025-2026 Proposed
Dollars by Core Service				
Affordable Housing Portfolio Management	3,066,247	4,670,045	2,968,429	2,968,429
Homelessness Response and Solutions	52,810,509	136,059,722	57,031,215	58,510,506
Housing Production and Preservation	78,797,249	74,624,609	21,414,838	20,842,015
Neighborhood Investments	9,532,327	16,444,993	9,505,589	10,011,039
Rent Stabilization and Tenant Protections	3,163,505	4,867,080	3,767,674	3,767,674
Strategic Support - Community & Economic Development	15,681,305	6,343,423	5,726,421	5,880,713
Strategic Support - Other - Community & Economic Development	25,020,129	4,385,979	2,719,620	2,750,251
Strategic Support - Other - Neighborhood Services	0	323,459	570,263	702,497
Total	\$188,071,271	\$247,719,310	\$103,704,049	\$105,433,124
Dollars by Category				
Personal Services and Non-Personal/Equipment				
Salaries/Benefits	15,821,025	22,035,329	21,048,819	24,799,108
Overtime	82,216	34,830	34,830	34,830
Subtotal Personal Services	\$15,903,241	\$22,070,159	\$21,083,649	\$24,833,938
Non-Personal/Equipment	2,095,502	2,541,941	2,235,140	2,435,140
Total Personal Services & Non-Personal/Equipment	\$17,998,743	\$24,612,100	\$23,318,789	\$27,269,078
Other Costs *				
City-Wide Expenses	63,312,848	27,019,187	32,600,000	100,000
Housing Loans and Grants	69,133,574	38,544,536	22,776,666	22,776,666
Other	35,367,626	155,082,085	22,224,159	52,340,080
Other - Capital	0	0	0	0
Overhead Costs	2,258,480	2,386,402	2,784,435	2,947,300
Workers' Compensation	0	75,000	0	0
Total Other Costs	\$170,072,528	\$223,107,210	\$80,385,260	\$78,164,046
Total	\$188,071,271	\$247,719,310	\$103,704,049	\$105,433,124

* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

** The position counts displayed in the 2023-2024 Actuals column reflect those included in the 2023-2024 Adopted Budget.

*** 2023-2024 Actuals may not subtotal due to rounding.

**** The amounts in the 2024-2025 Adopted Budget column may vary from the published Adopted Budget due to the realignment of Other Costs (primarily City-Wide Expenses and General Fund Capital) between Departments.

Housing Department

Department Budget Summary

	2023-2024 Actuals ***	2024-2025 Adopted ****	2025-2026 Forecast	2025-2026 Proposed
Dollars by Fund				
General Fund (001)	63,906,829	27,687,156	33,236,996	736,996
Affordable Housing Impact Fee Fund (452)	793,160	3,119,309	125,380	125,380
Building Homes and Jobs Act Fund (456)	2,978	6,432,279	54,801	66,813
Community Development Block Grant Fund (441)	5,444,253	11,890,490	5,853,942	6,202,039
Emergency Reserve Fund (406)	19,761	0	0	0
Home Investment Partnership Program Trust Fund (445)	6,486,343	14,681,463	2,451,548	2,522,607
Homeless Housing, Assistance, and Prevention Fund (454)	26,940,251	24,030,338	9,808,778	10,246,639
Housing Trust Fund (440)	1,901,293	2,428,146	1,373,717	1,573,717
Inclusionary Fee Fund (451)	13,641,058	273,172	283,787	337,449
Low And Moderate Income Housing Asset Fund (346)	53,767,481	36,492,513	15,832,023	15,271,049
Multi-Source Housing Fund (448)	11,946,416	23,285,775	19,946,422	20,459,931
Real Property Transfer Tax Fund (404)	0	92,965,686	10,380,536	43,534,385
Rental Stabilization Program Fee Fund (450)	3,221,448	4,432,983	4,356,119	4,356,119
Total	\$188,071,271	\$247,719,310	\$103,704,049	\$105,433,124
Positions by Core Service **				
Affordable Housing Portfolio Management	11.50	13.00	13.00	13.00
Homelessness Response and Solutions	18.00	32.59	26.19	45.84
Housing Production and Preservation	19.00	13.10	13.10	10.55
Neighborhood Investments	7.60	7.75	6.45	9.55
Rent Stabilization and Tenant Protections	18.07	17.77	17.47	17.47
Strategic Support - Community & Economic Development	26.58	25.49	25.49	26.29
Strategic Support - Other - Community & Economic Development	8.75	1.80	1.80	1.80
Total	109.50	111.50	103.50	124.50

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Housing Department

Department Budget Summary

	2023-2024	2024-2025	2025-2026	2025-2026	2025-2026
	Actuals **	Adopted	Forecast	Proposed	Proposed Positions
Dollars by Program*					
Affordable Housing Portfolio Management					
Loan Collections	16,237	0	0	0	0.00
Loan Compliance	2,929,346	2,768,657	2,809,798	2,809,798	12.00
Property Maintenance and Inspection	120,664	1,901,388	158,631	158,631	1.00
Sub-Total	3,066,247	4,670,045	2,968,429	2,968,429	13.00
Housing Production and Preservation					
Affordable Housing Development Loans	78,476,099	72,859,060	7,397,844	7,397,844	5.90
Homeownership Opportunities	133,751	0	9,239,579	9,239,579	0.00
Inclusionary Housing	209,365	399,527	418,894	418,894	2.00
Permanent Supportive Housing (PSH)	0	514,386	220,148	220,148	1.00
Rehabilitation Loans and Grants	(21,966)	851,636	4,138,373	3,565,550	1.65
Sub-Total	78,797,249	74,624,609	21,414,838	20,842,015	10.55
Homelessness Response and Solutions					
Congregate Shelter	1,024,936	341,010	0	0	0.00
Homeless Administrative Support	1,027,762	3,493,583	1,807,223	2,302,594	9.27
Homeless Hygiene & Meals	443,015	2,691,681	2,000,715	2,037,119	0.00
Homeless Outreach and Case Management	15,590,097	0	0	0	0.00
Homeless Outreach and Engagement	1,952,638	20,897,480	6,995,540	7,159,136	23.36
Homeless Prevention, Shelter Diversion and Rental Assistance	0	18,169,762	999,860	1,492,281	7.91
Homeless Supportive Services	1,200,000	6,649,884	225,000	225,000	0.00
Interim Housing Construction and Operations	8,138,831	75,919,664	41,177,877	41,762,888	5.30
Interim Supportive Housing Development	6,682,156	0	0	0	0.00
Joint Encampment Response Team	702,991	0	0	0	0.00
Local and Regional Coordination/Policy Development to End Homelessness	350,332	0	0	0	0.00
Rapid Rehousing (RRH)	0	7,896,658	3,825,000	3,531,488	0.00
Tenant Based Rental Assistance and Rapid Rehousing	15,697,751	0	0	0	0.00
Sub-Total	52,810,509	136,059,722	57,031,215	58,510,506	45.84
Neighborhood Investments					
Community Development Block Grant - Infrastructure Investments	3,479,269	8,705,444	2,908,997	3,117,185	5.15
Neighborhood Stabilization	5,000	0	0	0	0.00
Non-Profit Service Grants to Support Housing and Community Development Needs	5,805,319	7,730,049	6,587,092	6,884,354	4.40
Place-Based Neighborhood Strategy	242,739	9,500	9,500	9,500	0.00

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Housing Department

Department Budget Summary

	2023-2024 Actuals **	2024-2025 Adopted	2025-2026 Forecast	2025-2026 Proposed	2025-2026 Proposed Positions
Sub-Total	9,532,327	16,444,993	9,505,589	10,011,039	9.55
Rent Stabilization and Tenant Protections					
Apartment Rent Ordinance Administration	2,195,771	2,956,275	2,774,573	2,774,573	12.22
Mobilehome Rent Ordinance Administration	570,555	219,111	235,457	235,457	1.15
Tenant Protection Ordinance	397,179	1,691,694	757,644	757,644	4.10
Sub-Total	3,163,505	4,867,080	3,767,674	3,767,674	17.47
Strategic Support - Community & Economic Development					
Housing Emergency Response and Recovery	9,263,683	0	0	0	0.00
Housing Management and Administration	5,667,609	4,882,642	4,241,953	4,396,245	19.89
Housing Planning and Policy Development	750,013	1,460,781	1,484,468	1,484,468	6.40
Sub-Total	15,681,305	6,343,423	5,726,421	5,880,713	26.29
Strategic Support - Other - Community & Economic Development					
Housing Other Departmental - City-Wide	18,242,446	2,128,489	470,901	470,901	1.80
Housing Other Departmental - Grants	4,131,806	119,547	34,547	34,547	0.00
Housing Other Operational - Administration	25,274	0	0	0	0.00
Housing Overhead - Community and Economic Development	2,178,166	2,062,943	2,214,172	2,244,803	0.00
Housing Transfers	442,437	0	0	0	0.00
Housing Workers' Compensation	0	75,000	0	0	0.00
Sub-Total	25,020,129	4,385,979	2,719,620	2,750,251	1.80
Strategic Support - Other - Neighborhood Services					
Housing Overhead - Neighborhood Services	0	323,459	570,263	702,497	0.00
Sub-Total	0	323,459	570,263	702,497	0.00
Total	\$188,071,271	\$247,719,310	\$103,704,049	\$105,433,124	124.50

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Housing Department

Budget Reconciliation

Personal Services and Non-Personal/Equipment

(2024-2025 Adopted to 2025-2026 Proposed)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2024-2025):	111.50	24,612,100	667,969
<hr/> Base Adjustments <hr/>			
One-Time Prior Year Expenditures Deleted			
• Rebudgets		(500,000)	0
• Rent Stabilization and Eviction Prevention Staffing (3.0 Analyst II, 1.0 Staff Specialist)	(4.00)	(618,950)	0
• Housing Grants Program Management Staffing (3.0 Analyst II, 1.0 Staff Specialist)	(4.00)	(614,166)	0
• West Valley Community Services		(75,000)	0
• Community SEVA		(10,000)	(10,000)
• Housing Program Development and Monitoring		279,199	0
One-Time Prior Year Expenditures Subtotal:	(8.00)	(1,538,917)	(10,000)
Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes and the following position reallocations: - 1.0 Assistant Director to 1.0 Deputy Director - 1.0 Public Information Representative I/II to 1.0 Senior Public Information Representative - 1.0 Senior Systems Application Programmer to 1.0 Information Systems Analyst		246,606	(20,973)
• Vehicle Operations & Maintenance	0.00	(1,000)	0
Technical Adjustments Subtotal:	0.00	245,606	(20,973)
2025-2026 Forecast Base Budget:	103.50	23,318,789	636,996
<hr/> Budget Proposals Recommended <hr/>			
1. Homeless Outreach and Support Services Staffing	10.00	1,463,596	0
2. Eviction Prevention Staffing	4.00	653,849	0
3. Housing Grants Program Management Staffing	4.00	653,843	0
4. Homeless Rapid Rehousing	0.00	493,512	0
5. Contracts Monitoring and Compliance Staffing	2.00	346,978	0
6. Homeward Bound		200,000	0
7. Procurement Staffing	1.00	192,864	0
8. Property Management Staffing	0.00	(54,353)	0
Total Budget Proposals Recommended	21.00	3,950,289	0
<hr/> 2025-2026 Proposed Budget Total <hr/>			
	124.50	27,269,078	636,996

Housing Department

Budget Changes by Department

Personal Services and Non-Personal/Equipment

2025-2026 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Homeless Outreach and Support Services Staffing	10.00	1,463,596	0

*Neighborhood Services CSA
Homelessness Response and Solutions Core Service
Homeless Outreach and Engagement Program*

As directed by the Mayor’s March Budget Message for Fiscal Year 2025-2026, as approved by the City Council, this action continues temporary filled positions by adding 8.0 Community Coordinator and 2.0 Community Activity Worker positions, through June 30, 2027, to deploy homeless outreach services along the city’s waterways and as new interim housing sites open. These positions coordinate with City-funded homeless outreach providers, the City of San José’s Oversized Lived-In Vehicle Program and BeautifySJ in transitioning from encampments and lived-in vehicles to available sheltering options.

Previously, the City relied on contracted outreach teams consisting of approximately 40 full-time employees through the Targeted Outreach and Engagement Program, focusing on high visibility, targeted areas. These teams served approximately 1,000 individuals annually. However, as part of the City’s efforts to comply with the Stormwater Permit, additional resources are needed to transition unhoused individuals away from the waterways. A recent survey identified 736 unhoused individuals living along a 12-mile stretch of Coyote Creek with another 13 miles yet to be counted.

These positions will support connecting those individuals to resources such as interim housing sites and managing the Homeward Bound Program aimed at connecting the unhoused to their families and other critical services. The team will also identify and address high-impact encampment areas that pose significant costs and safety concerns for residents and the environment and will respond to Council-directed oversized vehicle and school setback programs, and other related programs as part of the Reducing Unsheltered Homelessness Focus Area. These positions will be funded by the Real Property Transfer Tax Fund. (Ongoing costs: \$1,475,644)

2. Eviction Prevention Staffing	4.00	653,849	0
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*Neighborhood Services CSA
Homelessness Response and Solutions Core Service
Homeless Prevention, Shelter Diversion and Rental Assistance Program*

This action continues and makes permanent 3.0 Analyst II and 1.0 Staff Specialist positions supporting rent stabilization and eviction prevention services. These positions were previously funded by a State of California grant for the Eviction Diversion Program which provides landlords and tenants a continuum of services to help avoid eviction court orders by reaching a settlement plan that works for both parties. With the grant spending deadline for positions expiring at the end of 2024-2025, the Real Property Transfer Tax Fund will support them beginning in 2025-2026 from the homelessness prevention allocation. Staff responsibilities include attending the Santa Clara Superior Court two to three times a week during the unlawful detainer (eviction) calendar and for the weekly courthouse clinic; screening cases for eligibility; managing eviction diversion cases including coordinating with court staff, mediators, parties, landlord and tenant attorneys and community service organizations; and responding to eviction prevention inquiries via phone, emails, and walk-in. The Program will continue efforts to connect at least 4,000 households facing eviction with resources and services, assist 300 tenants and landlords during the unlawful detainer (eviction) calendar at Santa Clara County Superior Court, and stabilize at least 125 low-income households and compensate landlords involved in eviction court actions through the Program. (Ongoing costs: \$659,283)

Housing Department

Budget Changes by Department

Personal Services and Non-Personal/Equipment

2025-2026 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
3. Housing Grants Program Management Staffing	4.00	653,843	0

*Community and Economic Development CSA
 Neighborhood Investments Core Service
 Non-Profit Service Grants to Support Housing and Community Development Needs Program*

*Neighborhood Services CSA
 Homelessness Response and Solutions Core Service
 Homeless Administrative Support Program*

This action continues and makes permanent 3.0 Analyst II and 1.0 Staff Specialist positions to administer contracts with various agencies and vendors. These positions will perform agreement development and management, performance tracking, non-profit agency support, community engagement, and reporting to distribute and monitor grant funding related to federal and State programs to support vulnerable residents in the community and homelessness solutions including interim housing operator agreements. The Grants team is currently managing 80 grant agreements and will manage an additional five or more new agreements in 2025-2026. The positions are funded by a combination of federal grant programs (Community Development Block Grant, Emergency Shelter Grant, Home Investment Partnership Program, and Housing Opportunities for Persons with AIDS Program) and State grant programs (Homeless Housing, and Assistance and Prevention grant and Encampment Resolution Funding grant). (Ongoing costs: \$659,281)

4. Homeless Rapid Rehousing	0.00	493,512	0
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*Neighborhood Services CSA
 Homelessness Response and Solutions Core Service
 Interim Housing Construction and Operations Program*

As directed in the Mayor's March Budget Message for Fiscal Year 2025-2026, as approved by the City Council, this action shifts 2.35 full-time equivalent positions and \$493,512 in personal services funding from the General Fund to the Real Property Transfer Tax Fund on a one-time basis to align with the modification to City Council Policy 1-18. To minimize the need to cut community services previously authorized by the City Council, the modification to City Council Policy 1-18 allows the reallocation of Measure E revenues (Measure E revenue is deposited into the Real Property Transfer Tax Fund) from affordable housing to homeless support programs that may include, but are not limited to, case management, outreach teams, encampment services, safe parking, homeless shelters, and interim housing construction and operations. Homeless Rapid Rehousing aims to quickly move individuals and families experiencing homelessness into permanent housing by providing short-term rental assistance, housing relocation services, and case management. The action is offset by a larger shift of \$4.0 million out of the General Fund to the Real Property Transfer Tax Fund and is reflected in the City-Wide Expenses section. (Ongoing savings: \$0)

Housing Department

Budget Changes by Department

Personal Services and Non-Personal/Equipment

2025-2026 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
5. Contracts Monitoring and Compliance Staffing	2.00	346,978	0

*Community and Economic Development CSA
 Neighborhood Investments Core Service
 Community Development Block Grant - Infrastructure Investments Program*

*Neighborhood Services CSA
 Homelessness Response and Solutions Core Service
 Homeless Administrative Support Program*

This action adds 1.0 Senior Development Officer and 1.0 Development Officer positions to establish an internal contracts monitoring and compliance team. This team will oversee contract monitoring, conduct risk assessments, and review quarterly contract reports to ensure compliance with performance measures. This action addresses a recommendation from the State Auditor’s Homelessness Spending Audit, which emphasized the need to monitor performance measures in agreements. Additionally, past audits and discussions with the U.S. Department of Housing and Urban Development (HUD) have reinforced the expectation that the Housing Department conduct regular monitoring to identify and address potential compliance issues. Effective monitoring is a key internal control that assesses program performance over time, ensures compliance with program requirements, and helps detect fraud, waste, and abuse. The Housing Department currently oversees 80 contracts with additional interim housing operating agreements coming online. As additional performance metrics reporting requirements take effect in 2025-2026, contract agreements will become more complex, further necessitating these positions. These positions will be funded by the Community Development Block Grant Fund and Homeless Housing, Assistance, and Prevention Fund. (Ongoing costs: \$416,374)

6. Homeward Bound		200,000	0
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*Neighborhood Services CSA
 Homelessness Response and Solutions Core Service
 Homeless Outreach and Engagement Program*

As directed by the Mayor’s March Budget Message for Fiscal Year 2025-2026, as approved by the City Council, this action adds one-time non-personal/equipment funding of \$200,000 in the Housing Trust Fund to continue the Homeward Bound pilot program for another year. The City will explore integrating Homeward Bound as an ongoing, immediate offering to people in need of shelter, based on program performance as data is collected and assessed. (Ongoing costs: \$0)

Housing Department





Budget Changes by Department

Personal Services and Non-Personal/Equipment

2025-2026 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
7. Procurement Staffing <i>Community and Economic Development CSA</i> Strategic Support – Community and Economic Development Core Service <i>Housing Management and Administration Program</i> <i>Neighborhood Services CSA</i> Homelessness Response and Solutions Core Service <i>Homeless Prevention, Shelter Diversion and Rental Assistance Program</i> <p>This action continues and makes permanent 1.0 Senior Analyst position to lead solicitations and procurement for the Housing Department. This position will serve as the primary contact for procurements, ensuring compliance with standards, rules, and regulations governing consultant services, procurement card, development agreements, and the acquisition of equipment, supplies, materials, information technology, and non-consulting services per San José Municipal Code. Additionally, the Senior Analyst will train staff, oversee all department procurements, and work to reduce interim housing operating costs by standardizing service expenses such as security and meals through bulk purchase agreements. This position will also ensure the regular and consistent issuance of solicitations and incorporate performance measurements to assess contract effectiveness. This position will be funded by multiple sources, including the Building Homes and Jobs Act Fund, Low and Moderate Income Housing Asset Fund, Multi-Source Housing Fund, Inclusionary Fee Fund, and Homeless Housing, Assistance, and Prevention Fund. (Ongoing costs: \$192,864)</p>	1.00	192,864	0
8. Property Management Staffing <i>Community and Economic Development CSA</i> Housing Production and Preservation Core Service <i>Rehabilitation Loans and Grants Program</i> <i>Neighborhood Services CSA</i> Homelessness Response and Solutions Core Service <i>Interim Housing Construction and Operations Program</i> <p>This action eliminates 1.0 Building Rehabilitation Supervisor and 2.0 Building Rehabilitation Inspector II positions and adds 1.0 Senior Development Officer and 2.0 Development Officer positions to better align job duties with operational needs. The Senior Development Officer will supervise the 2.0 Development Officer positions and oversee property management and maintenance for Housing Department-owned properties. This position will also serve as the Housing Department’s representative to internal City departments and act as a liaison to the Office of Equality Assurance, tracking enforcement of prevailing wage requirements for all interim housing units maintained by external parties. The 2.0 Development Officer positions will manage the maintenance and rehabilitation of hotels, motels, and other properties acquired by the Housing Department, as well as oversee emergency interim housing communities constructed by the City. These positions will be funded through a combination of the Real Property Transfer Tax Fund, Multi-Source Housing Fund, and the Low and Moderate Income Housing Asset Fund. (Ongoing savings: \$78,010)</p>	0.00	(54,353)	0
2025-2026 Proposed Budget Changes Total	21.00	3,950,289	0



Housing Department

Performance Summary

Four Key Budget Performance Measure Measurement Areas			
			
Access and Quality - How well does a service enable participation, visitation, and usage? How well does the service lead to its intended outcome, condition, state of compliance, or opportunity pathway?	Customer Satisfaction - How well does a service meet customer needs? How well does a service resolve a customer's problem? How well does a service deliver its intended experience for a customer?	Reliability and Responsiveness - How well does a service meet response time targets? How well does a service deliver resolution? How well does a service meet its efficiency goals?	Cost Effectiveness - How well does a service resource deliver its intended outcome? How well does a service resource deliver its intended output?

Affordable Housing Portfolio Management

Performance Measures

	2023-2024 Actual	2024-2025 Target	2024-2025 Estimated	2025-2026 Target
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">  <i>PM</i> 1 </div> <div> # of portfolio units brought into compliance with safe and sanitary condition requirements within 90 days¹: </div> </div> <ul style="list-style-type: none"> - Projects inspected - Units inspected 	N/A	N/A	N/A	N/A
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">  <i>PM</i> 2 </div> <div> % of affordable housing units occupied¹ </div> </div>	N/A	N/A	N/A	N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department Performance Summary

Affordable Housing Portfolio Management

Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
<i>AWH 1</i>	# of single-family Loan Management transactions (refinances, subordinations, assumptions, payoffs) ¹	N/A	N/A	N/A	N/A
<i>AWH 2</i>	Single Family Rehabilitation and/or Homebuyer loans ¹ : - Total loan principal (\$) ~ Project Loans ~ Rehabilitation and Homebuyer Loans ~ Multi-family Acquisition/Rehabilitation loans Total - Total number of loans ~ Project Loans ~ Rehabilitation and Homebuyer Loans ~ Multi-family Acquisition/Rehabilitation loans Total	N/A	N/A	N/A	N/A
<i>AWH 3</i>	# of City invested and issued bonds for affordable rental units: - Direct investment/loans - Issued bonds	145	529	448	307
<i>AWH 4</i>	# of income restricted for sale homes	0	0	8	3
<i>AWH 5</i>	# of existing units refinanced to keep them affordable ¹	N/A	N/A	N/A	N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Data Sources: Affordable Housing Portfolio Management






Number	Data Source
<i>PM 1</i>	N/A
<i>PM 2</i>	N/A
<i>AWH 1</i>	N/A
<i>AWH 2</i>	N/A
<i>AWH 3</i>	Project Tracker, City Council memos
<i>AWH 4</i>	Project Tracker
<i>AWH 5</i>	N/A

Housing Department

Performance Summary

Housing Production and Preservation

Performance Measures

		2023-2024 Actual	2024-2025 Target	2024-2025 Estimated	2025-2026 Target
	<i>PM</i> 1	% of funding committed to Black, Indigenous, and People of Color (BIPOC)/Emerging Developers in the last fiscal year ¹		N/A	N/A
	<i>PM</i> 2	% City annual moderate housing Regional Housing Needs Allocation (RHNA) goal met through Accessory Dwelling Unit permits approved ¹		N/A	N/A
	<i>PM</i> 3	Average per unit subsidy in funding commitments for new construction projects		\$157,000	\$225,000
	<i>PM</i> 4	PM 4a: % of housing units preserved by type ¹ : - Permanent Supportive housing PM 4b: % of housing units preserved by type ¹ : - Family - Seniors		N/A	N/A
	<i>PM</i> 5	PM 5a: % of housing units completed by type ¹ : - Permanent Supportive Housing - Rapid Rehousing PM 5b: % of housing units completed by type: - Disabled - Family - Seniors - Veterans - Youth ¹		N/A	N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department

Performance Summary

Housing Production and Preservation

Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
AWH 1	# of affordable housing units completed	527	340	334	510
New Construction Funding Subsidy:					
AWH 2	- # of affordable units	496	271	191	220
	- \$ in funding commitments	\$69,401,066	\$45,275,000	\$9,898,877	\$50,000,000
Funding committed for total affordable housing units by area:					
AWH 3	- Overall	\$69,401,066	\$45,275,000	\$64,025,000	\$54,912,022
	~ Continued investment areas	\$19,251,066	\$29,428,750	\$64,025,000	\$35,692,814
	~ Housing Expansion Area	\$50,150,000	\$15,846,250	\$0 ¹	\$19,219,208
AWH 4a: # of housing units preserved					
by type ² :					
AWH 4	- Permanent Supportive Housing	N/A	N/A	N/A	N/A
AWH 4b: # of housing units preserved					
by type ² :					
	- Family	N/A	N/A	N/A	N/A
	- Seniors	N/A	N/A	N/A	N/A
AWH 5a: # of housing units completed					
by type ² :					
	- Permanent Supportive Housing	N/A	N/A	N/A	N/A
	- Rapid Rehousing	N/A	N/A	N/A	N/A
AWH 5	AWH 5b: # of housing units completed				
by type:					
	- Disabled	39	0	10	0
	- Family	396	290	300	409
	- Seniors	96	0	0	0
	- Veterans	5	0	0	0
	- Youth ²	N/A	N/A	N/A	N/A

¹ In 2024-2025, no developments were in a Housing Expansion Area. The three developments funded are all located in continued investment areas.

² The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department Performance Summary

Housing Production and Preservation

Data Sources: Housing Production and Preservation






Number	Data Source
<i>PM 1</i>	N/A
<i>PM 2</i>	N/A
<i>PM 3</i>	Project tracker, City Council memos □
<i>PM 4a</i>	N/A
<i>PM 4b</i>	N/A
<i>PM 5a</i>	N/A
<i>PM 5b</i>	Project Tracker, Project Descriptions
<i>AWH 1</i>	Project Tracker, Temporary/Final Certificate of Occupancy □
<i>AWH 2</i>	Project Tracker, City Council memos
<i>AWH 3</i>	Project Tracker, City Council memos, Siting policy
<i>AWH 4a</i>	N/A
<i>AWH 4b</i>	N/A
<i>AWH 5a</i>	N/A
<i>AWH 5b</i>	Project Tracker, Project Descriptions

Housing Department

Performance Summary

Homelessness Response and Solutions

Performance Measures

		2023-2024 Actual	2024-2025 Target	2024-2025 Estimated ⁶	2025-2026 Target
 PM 1	Average length of stay (days) for San José funded Temporary/Interim Housing and Supportive Parking:				
	- Temporary Programs	20	7	19	18
	- Interim Programs ¹	211	220	328	340
	- Supportive Parking Programs	102	98	189	225
 PM 2	% of clients based on exits for all San José funded shelter programs ² :				
	- Permanent	24%	35%	35%	41%
	- Temporary	5%	35%	11%	14%
	- Institutional	6%	17%	7%	6%
	- Homeless Situations	38%	13%	24%	20%
	- Other	27%	0%	23%	19%
 PM 3	% Unit occupancy of each shelter type:				
	- Interim Housing/Temporary Sites	88%	90%	88% ³	95%
	- Supportive Parking	80%	95%	80% ⁴	95%
 PM 4	% of individuals who return to homelessness from San José funded programs by program type ⁷ :				
	- Interim and Temporary Housing programs	N/A	N/A	N/A	N/A
	- Outreach and Supportive Parking Programs	N/A	N/A	N/A	N/A
	- Rapid ReHousing Programs	N/A	N/A	N/A	N/A
 PM 5	% of clients that moved to sheltered homelessness by program enrollment:				
	- Outreach Programs	15%	17%	11%	16%
	- Supportive Parking Programs	7%	5%	4% ⁵	7%

¹ The average length of stay increased in 2024-2025 due to the length of stay requirement being removed at Interim Shelter Programs in 2023-2024 and impacts of economic inflation.

² The categories Institutional, Homeless Situations, and Other (Situations) are defined further in the U.S. Department of Housing and Urban Development's FY 2024 HMIS Data Standards Data Dictionary. Institutional situations include six possible exit destinations of 1) foster care home or foster care group home, 2) hospital or other residential non-psychiatric medical facility, 3) jail, prison, or juvenile detention facility, 4) long-term care facility or nursing home, 5) psychiatric hospital or other psychiatric facility, and 6) substance abuse treatment facility or detox center. Homeless Situations include three possible exit destinations of 1) place not meant for habitation (e.g., a vehicle, an abandoned building, bus/train/subway station/airport or anywhere outside), 2) emergency shelter, including hotel or motel paid for with emergency shelter voucher, host home shelter, and 3) safe haven. Other situations represent five categories of 1) no exit interview completed, 2) other, 3) deceased 4) client doesn't know / prefers not to answer, and 5) data not collected.

³ Monterey Branham and Via Del Oro interim shelters added 339 units into the shelter portfolio, however, they were not immediately utilized due to ramp up period at the new sites.

⁴ Berryessa Supportive Parking site added 86 units into the supportive parking portfolio, however, they were not immediately utilized due to ramp up period at new site(s).

⁵ Accounts for program participants longer length of stay and Berryessa Supportive Parking being added into Supportive Parking portfolio.

⁶ Estimates based on Homeless Management Information System (HMIS) data from 2024-2025 quarters 1 and 2.

⁷ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department Performance Summary

Homelessness Response and Solutions

Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
<i>AWH 1</i>	# of San José affiliated homeless households who secured new permanent housing:				
	- Chronically	751	800	642	813
	- Non-chronically	1,274	1,000	880	944
<i>AWH 2</i>	# of San José affiliated households accessing prevention services	1,648	1,800	1,573	1,968
<i>AWH 3</i>	# of San José affiliated homeless individuals assessed with Vulnerability Index – Service Prioritization Decision Assistance Tool (VISPDAT) and entered the Santa Clara County Homeless Management Information System (HMIS) system for the first time ¹	N/A	N/A	N/A	N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Data Sources: Homelessness Response and Solutions



Number	Data Source
<i>PM 1</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>PM 2</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>PM 3</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>PM 4</i>	N/A
<i>PM 5</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>AWH 1</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>AWH 2</i>	Clarity Human Services Homeless Management Information System (HMIS)
<i>AWH 3</i>	N/A

Housing Department

Performance Summary

Neighborhood Investments

Performance Measures

		2023-2024 Actual	2024-2025 Target	2024-2025 Estimated	2025-2026 Target
	PM 1 % of Community Development Block Grants (CDBG) reimbursement invoices processed within 30 days of receipt containing required documentation	90%	90%	90%	90%
	PM 2 % of Community Development Block Grants (CDBG) funds used for projects by type ¹ : <ul style="list-style-type: none"> - Public Services - Community Development Investment (CDI) Non-Construction Projects - Community Development Investment (CDI) Construction Projects 	N/A	N/A	N/A	N/A
		N/A	N/A	N/A	N/A
		N/A	N/A	N/A	N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department Performance Summary

Neighborhood Investments

Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
<i>AWH 1</i>	# of rehabilitation projects completed:				
	- Rehabilitation projects	2	1	0	0
	- Minor repair	222	230	150	150
	- Total	224	231	150	150
<i>AWH 2</i>	Grant funding for low-income residents to provide Senior Nutrition meals				
	- Amount (\$)	\$302,875	\$302,530	\$585,000	\$585,000
	- # of residents	337	300	440	440
<i>AWH 3</i>	# of U.S. Department of Housing and Urban Development (HUD) grants disbursed to the community ¹				
	- # of residents impacted by Housing disbursed grants (approximate)	N/A	N/A	N/A	N/A
	- # of programs supported by Housing disbursed grants	N/A	N/A	N/A	N/A
	- # of organizations supported by Housing disbursed grants	N/A	N/A	N/A	N/A
<i>AWH 4</i>	# of enhanced code enforcement program for multifamily housing inspections funded by Community Development Block Grants (CDBG) by neighborhood:				
	- Enhanced Code Program	427	430	660	660

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.




Data Sources: Neighborhood Investments

Number	Data Source
<i>PM 1</i>	Fiscal Team tracking reports
<i>PM 2</i>	Quarterly Reports
<i>AWH 1</i>	Quarterly Reports
<i>AWH 2</i>	CDBG Quarterly Reports
<i>AWH 3</i>	N/A
<i>AWH 4</i>	Quarterly Reports

Housing Department Performance Summary

Rent Stabilization and Tenant Protection

Performance Measures

			2023-2024 Actual	2024-2025 Target	2024-2025 Estimated	2025-2026 Target
	<i>PM</i> 1	% of households stabilized by Eviction Diversion Program of total cases received	84%	84%	82%	84%
★★★★	<i>PM</i> 2	% of tenant/landlord petitions resolved	81%	90%	59%	90%
★★★★	<i>PM</i> 3	% of tenant/landlord petitions that resulted in voluntary agreement without an appeal	45%	50%	53%	50%
	<i>PM</i> 4	% of rent-stabilized units registered annually with the Rent Stabilization Program Rent Registry	96%	90%	93%	96%
	<i>PM</i> 5	% of Rent Stabilization Program inquires received by intake channel ¹ : - Rent Stabilization Program - Legal Services advice and neutral tenant/landlord counseling hotlines - Eviction Prevention Program	N/A	N/A	N/A	N/A

¹

The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Housing Department Performance Summary

Rent Stabilization and Tenant Protection

Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
<i>AWH 1</i>	# of mobilehome and apartment client interactions with the Rent Stabilization Program ¹ : - Mobile Home - Apartment	N/A	N/A	N/A	N/A
<i>AWH 2</i>	# of tenant petitions submitted for: - Housing services reduction - Unlawful rent	75 15	75 10	59 17	75 10
<i>AWH 3</i>	# of Rent Stabilization and Tenant Protection outreach events ¹ : - Number of events	N/A	N/A	N/A	N/A
<i>AWH 4</i>	# of Rent Stabilization and Tenant Protection property owner workshops and meetings: - Number of events - Number of attendees	8 161	4 100	6 100	6 150
<i>AWH 5</i>	Eviction Prevention: - # of eviction concern interactions with the tenants and property owners - # of tenants and property owners assisted during the unlawful detainer (eviction) calendar at Santa Clara County Superior Court - # of eviction diversion assistance requests received ¹ - # of households stabilized by Eviction Diversion Program ¹	 6,160 662 N/A N/A	 4,000 300 N/A N/A	 4,000 210 N/A N/A	 3,500 250 N/A N/A

¹ The Housing Department is reevaluating its Core Service Performance Measures and Activity and Workload Highlights metrics to ensure that this data accurately reflects Departmental and City Council priorities. Revisions to these metrics will be developed as part of the 2025-2026 Adopted Budget process.

Data Sources: Rent Stabilization and Tenant Protection

Number	Data Source
<i>PM 1</i>	EDSP Combined Data FY23-24.xlsx; EDSP Combined Data.xlsx
<i>PM 2</i>	Salesforce
<i>PM 3</i>	Salesforce
<i>PM 4</i>	Salesforce
<i>PM 5</i>	N/A
<i>AWH 1</i>	N/A
<i>AWH 2</i>	Salesforce
<i>AWH 3</i>	N/A
<i>AWH 4</i>	Housing Provider Meeting & Workshops.xls
<i>AWH 5</i>	Data Tracker FY23-24; Reference files for FY21-23 Report

Housing Department

Department Position Detail

Position	2024-2025 Adopted	2025-2026 Proposed	Change
Account Clerk I/II	1.00	1.00	-
Accountant I/II	1.00	1.00	-
Accounting Technician	1.00	1.00	-
Administrative Assistant	1.00	1.00	-
Administrative Officer	1.00	1.00	-
Analyst I/II	30.00	30.00	-
Assistant Director	1.00	0.00	(1.00)
Assistant to the Director	1.00	1.00	-
Building Rehabilitation Supervisor	1.00	0.00	(1.00)
Building Rehabilitation Inspector I/II	3.00	1.00	(2.00)
Community Activity Worker	0.00	2.00	2.00
Community Coordinator	0.00	8.00	8.00
Deputy Director	2.00	3.00	1.00
Development Officer	17.00	20.00	3.00
Development Specialist	4.00	4.00	-
Development Specialist PT	0.50	0.50	-
Director of Housing	1.00	1.00	-
Division Manager	4.00	4.00	-
Housing Policy and Plan Administrator	3.00	3.00	-
Information Systems Analyst	1.00	2.00	1.00
Office Specialist I/II	3.00	3.00	-
Public Information Manager	1.00	1.00	-
Public Information Representative I/II	2.00	1.00	(1.00)
Senior Accountant	1.00	1.00	-
Senior Analyst	4.00	5.00	1.00
Senior Development Officer	15.00	17.00	2.00
Senior Public Information Representative	0.00	1.00	1.00
Senior Supervisor, Administration	1.00	1.00	-
Senior Systems Applications Programmer	1.00	0.00	(1.00)
Staff Specialist	9.00	9.00	-
Student Intern PT	1.00	1.00	-
Total Positions	111.50	124.50	13.00