



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Councilmember Bien Doan

SUBJECT: SEE BELOW

DATE: February 24, 2026

Approved

Date:

February 24, 2026

SUBJECT: Lower Income Voucher and Equity Program

RECOMMENDATION

1. Approve the staff recommendations.
2. Approve the memorandum from Councilmember Casey.
3. Amend the program scope to expand eligibility to include San José Fire Department (SJFD) personnel and teachers.

BACKGROUND

The Lower Income Voucher and Equity Program is designed to support housing affordability for essential employees who face significant cost barriers in San José's rental market. The program proposes a master lease model for housing units funded through the Real Property Transfer Tax Funds and Low and Moderate Income Housing Asset Funds.

Councilmember Casey has proposed reserving 50 units to support San José Police Department recruitment and retention, recognizing that housing costs are a significant barrier to attracting and keeping officers. San José Fire Department personnel, as well as teachers, also face acute affordability challenges, which impact not only recruitment and retention but also community stability. Expanding eligibility aligns with the City's broader goals of public safety, workforce stability, and overall community well-being.

Approval of the staff recommendations and Councilmember Casey's memorandum, combined with an expanded eligibility framework, will strengthen San José's ability to recruit, retain, and support a broader range of essential workers who are vital to every district of our community.