

# Attachment A: Housing Catalyst Team Work Plan

Ref #	Work Item	Status	Planned		Stakeholder Groups	Update	Impact	Level of Effort	Anti-Displacement Strategy (y/n)
			Completion	Department(s)					
P-1	Align Zoning with the General Plan	Ongoing	46015 PBCE		HCD	In 2024, staff completed a total of 1588 rezonings across five council districts. Staff rezoned eight housing element sites in January 2024, 702 parcels in March 2024, 514 parcels in May 2024, 67 parcels from Planned Developments in June 2024, and 297 parcels in December 2024. Staff initially prioritized specific growth areas and were able to complete Downtown, the Airport Influence Area, and Coyote Creek Valley, however due to staff and budgeting constraints, the remaining growth areas will be completed as part of their respective council districts. Staff is currently working on the sixth council district (a batch of approximately 900 parcels) and will take this work to City Council in April 2025.	Legally Required	High	No
S-23	Know Your Rights Materials	Active	45682 Housing, CAO		Rental access working group; Indigenous Peoples focus group; Equity Coalition	Housing Department staff conducted a communications campaign entitled “Renting Has Its Rights” April through July 2024. The multi-channel campaign focused on the message that residents and owners should contact the City to better understand the City’s ordinances. The campaign included the creation of two printed brochures that were produced in four languages, four signs that will continue to be reused by the Department, a new City webpage, four educational videos that were produced in three languages, a public service announcement that was produced for a Vietnamese radio station, one podcast episode, 25 social media posts that ran on three social media platforms, 60 educational advertisements on VTA bus exteriors, and 10 educational billboards. The billboards created an estimated 7.1 million impressions. The bus exteriors created an estimated 8.5 million impressions. Each social media post reached approximately 5,000 people, for a total of approximately 125,000 impressions.	High	Moderate	No
S-32	Local Enforcement of State Tenant Protections	Active	46017 IGR	Housing, CAO,	Neighborhood equity working group; veterans focus group; disability focus group; high opportunity areas working group	Senate Bill 567 became effective April 1, 2024. This new law extends state protections to renters against steep rent increases and evictions without cause. It strengthens tenant eviction protection and allows cities and counties to help enforce the state’s existing rent increase caps. The Housing Department has contracted with Project Sentinel to offer landlord tenant counseling (a hotline), and neutral conflict resolution services. Project Sentinel provides services to multiple jurisdictions and is able to interpret and disseminate information about new state laws and applicable renter protections, including the Tenant Protection Act AB 1482, to San José residents. In 2024, the Housing Department also contracted with Legal Link to increase outreach efforts by training community partners on basic rental housing legal issues and processes to sufficiently to support families facing housing instability in accessing the right resources. By increasing outreach efforts, increasing coordination, the City will be able to increase access to renter protection information.	High	Moderate	No
H-1	Interim Homeless Housing Construction	Active	46016 Housing		LGBTQ+ focus group; formerly incarcerated focus group	In 2024, the Housing Department focused on completing several additional Emergency Interim Housing (EIH) developments under construction that should come online in 2025. These include Cerone EIH with 110 units, Cherry EIH with 128 units, Via Del Oro EIH with 135 units, and the Rue Ferrari EIH expansion, which will add 100 more units. Additionally, the Branham & Monterey modular interim housing project, funded through HCD’s Homekey program and City resources, received a temporary certificate of occupancy in December 2024. This site will deliver 204 units, with move-ins beginning in early 2025. Once completed, these projects will add a total of 677 new units and up to 826 beds to the city’s interim housing capacity.  This targeted expansion of interim housing supports the City’s Abatement Strategy, prioritizing families residing within a 1.5-mile radius of encampments or strategic hotspots to ensure the most vulnerable households receive the first opportunity for stable housing. This approach also enables partner departments to clear and maintain these areas—reducing urban camping and improving community health and safety. By accelerating interim housing production and strategically placing resources where they are needed most, the Housing Department continues to enhance the city’s ability to provide safe, stable, and service-enriched housing solutions for San José’s unhoused residents.	High	High	No
H-2	Interim Housing for People Experiencing Homelessness in Hotels/Motels and Other Existing Buildings	Active	2031 Housing		LGBTQ+ focus group; formerly incarcerated focus group for increase in transitional housing; revised from 5th Cycle	In 2024, the City served hundreds of persons experiencing homelessness through the use of existing motels/hotels. These include 159 families (households) served through the Motel Vouchers Program, 61 single adults housed at the Plaza Hotel, 76 households at the SureStay motel, and 102 single adults through the Temporary Housing Assistance program. Housing Department staff also made significant progress on two motel acquisition/rehabilitations that will create interim housing for people experiencing homelessness: Pacific Motor Inn and Pavilion Inn. Utilizing an award from state HCD’s Homekey program, the Pacific Motor Inn began rehabilitation of 72 units in February 2024, received certificate of occupancy six months later in August 2024, and was 100% leased up by early December 2024. The rehabilitation timeline of just six months reflects the City’s dedication to rapidly addressing critical housing needs and delivering much-needed housing. The Pavilion Inn motel – through a strong partnership with HCD’s Homekey staff, the Santa Clara County Housing Authority, the County of Santa Clara’s Office of Supportive Housing, Jamboree Housing, Bill Wilson Center, and the City – was purchased and rehabilitated to provide 43 housing opportunities for transition-aged youth ages 18 to 24. Pavilion Inn opened its doors to residents after receiving a certificate of occupancy in early November 2024. At least 541 households total were assisted through these programs and properties in 2024.	High	High	No

H-7	Safe / Supportive Parking Programs	Active	Ongoing	Housing, DOT, CMO	LGBTQ+ focus group; Public meetings on strategy ideas; Retained and revised from 5th Cycle	In 2024, the City funded the Supportive Parking for RVs program at the Santa Teresa VTA lot, which accommodates 42 RVs and 28 commuter cars for program participants. Last year, 55 households (81 individuals) were served at this location. Housing Department staff also developed the Berryessa Safe Parking Program, which will provide 86 designated spaces for oversized lived-in vehicles as part of the Department of Transportation's Oversized Lived-In Vehicle Engagement (OLIVE) Program. This initiative focuses on universal design layout, operations methodology, and construction timeframes to ensure a well-structured, service-enriched environment that supports individuals and families living in their vehicles while reducing urban camping in residential and commercial areas. The site will offer secure, designated parking with access to restrooms and waste disposal. In alignment with the city's Abatement Strategy, prioritization for safe parking will be given to individuals and families residing in oversized vehicles within a 1.5-mile radius and identified hot spots, ensuring that those most in need receive the first opportunity for placement. This structured approach allows for more effective outreach and engagement while supporting the city's broader efforts to reduce Oversized Lived in Vehicle encampments and restore public spaces through coordinated outreach and service-based interventions.	High	High	No
H-10	Racial and Other Bias of Protected Classes in Homeless Shelter and Supportive Housing Systems	Active	2027	Housing	Formerly homeless focus group and LGBTQ+ focus group; consistent with Community Plan to End Homelessness	The goal of this work item is to proactively eliminate bias in homelessness program design and implementation, ensuring that housing and homelessness services operate in a fair, inclusive, and effective manner. In 2024, the Housing Department began receiving monthly demographic data from the County of Santa Clara and analyzed it to identify any disparities among racial groups and other protected classes within our program offerings and participant outcomes. This data allows the Department to assess whether certain populations are experiencing disproportionate barriers to accessing or successfully transitioning through our housing programs and adjust accordingly. Starting in 2025, if disparities are found, the Department will implement targeted programmatic changes to address disparities. These may include refining outreach strategies, adjusting eligibility criteria, or enhancing service delivery models to ensure equitable access and outcomes for all participants.	High	High	No
I-15	Housing Catalyst Team Work Plan	Ongoing	2031	PBCE, Housing, OEDCA, PRNS		In 2024, City staff across several departments worked on programs in the Housing Catalyst Team Work Plan. Staff updated the Housing Catalyst Dashboard with updates on the progress for the programs. Staff will provide an update on the Housing Catalyst Team Work Plan to the Council Community Economic Development Committee in February 2025, Housing and Community Development Commission in March 2025, and City Council in March 2025.	High	High	No
N-1	Equitable Neighborhoods-based Investment Strategies	Ongoing	2031	Housing, CMO, Budget, PRNS, PW, DOT, ESD, Library	Neighborhood equity working group; African ancestry focus group; Indigenous Peoples focus group	The City's CDBG Internal Notice of Funding Availability for infrastructure projects in other City departments continued to prioritize emphasizing areas in San Jose that are racially and ethnically concentrated. Proposals will be included in the FY2025-2026 Annual Action Plan which will be brought forward in spring 2025. Projects include updating a neighborhood tot lot and replacing traffic signals with accessible traffic signals.	High	High	No
P-7	City Infill Housing Ministerial Approval Ordinance	Active	45833	PBCE	Land Use Coalition	In December 2024, City Council approved a City streamlined ministerial review process for specific projects in identified growth areas that meet objective standards and eligibility criteria. The streamlined process is a local approval process that streamlines Planning project review timelines by not requiring a public hearing and utilizing a statutory exemption for Ministerial Permits. The process applies to approximately 585 sites. Staff anticipates this process will reduce the length of time from Planning application submittal to Planning permit issuance by 25% to 50%. As part of its recommendation for approval, City Council identified future phases to expand this process to additional sites. In 2025, staff will outreach to developers, monitor the number of units entitled using the process, and track the average reduction in length of time of permit issuance.	High	High	No
P-10	Standardize and Streamline Permitting, Fees, Applications	Active	46016	PBCE, Housing, OEDCA, PRNS	Land Use Coalition; Housing production working group; developer focus groups	In 2024, the City's interdepartmental development fee framework working group met bi-weekly to discuss and work toward a draft council policy. In October 2024, staff began drafting the Council policy which will be finalized in early 2025. The draft Council policy will be circulated to the working group followed by public outreach in spring 2025.	High	High	No
P-18	Loans for Affordable Housing	Active	Ongoing	Housing	Focus groups: Veterans; LGBTQ+; Disability; Indigenous Peoples and Rental access working group; Housing Element goals / strategies community meetings	In 2024, the City Council awarded \$78.1M in commitments for four new affordable housing developments and closed financing on one new construction affordable housing development. These properties together will produce 503 new affordable homes. The Department plans on releasing a new funding RFP in Q1 2025 and all waitlisted applications will be refreshed and updated as the department continues to manage the active new construction funding pipeline. Staff has started work on the market feasibility analysis for several missing middle typologies to help shape the work. This analysis is being prepared as a part of the regular Cost of Residential Development Report that will be completed in 2025.	High	High	No
P-35	Small Multifamily Housing	Committeed	45835	PBCE, Housing	African ancestry focus group; Land Use Coalition	In 2024, 25 SB 9 lot split applications were submitted, and 10 applications were approved and/or recorded. The City received 14 SB 9 building permit applications of which 8 were associated with an SB 9 lot split.	High	High	No

P-37	CEQA Analysis for Urban Villages	Committe d	46018	PBCE	Developer focus group	Significant work on this item has not yet commenced, as it is a medium-term goal.  sites for housing beyond those identified in the Housing Element inventory. Staff is currently pursuing three pathways for completing urban village planning, with the goal of expediting the Urban Village planning process. Generally, most sites in unplanned Urban Villages, outside of existing residential, are designated as Neighborhood Community Commercial which does not permit residential or mixed-use development except for 100% affordable housing or through the Signature Project Process (General Plan Policy IP-5.10). The key component of the Urban Village planning process is modifying those designations to allow for housing and mixed-use development.  Combined Station Area Planning – There are two corridors with multiple station areas linked together by light rail: the Highway 87/light rail corridor stations; and the N. Capitol Ave/light rail corridor stations. Staff believes that each of these corridors could be planned together given their proximity and that they are linked by a transit corridor. Additionally, staff is also interested in how this station area planning work for one or both of these corridors could be done in conjunction with work to align the City with the Metropolitan Transportation Commission's Transit Oriented Communities (TOC) policy. Staff has applied for grant funding to do planning work in these corridors; grant awardees will be notified in March 2025.  Neighborhood Villages – There are 20 Urban Villages designated as neighborhood villages with only one of those Urban Villages having a completed plan. These villages are typically small and contain one or two shopping centers with local-serving retail. Staff believes there is an opportunity to create a framework to allow limited mixed-use development in these villages through a single planning process. Staff has begun analysis of these villages to understand potential capacity and the extent this new strategy can be pursued outside of a General Plan Four Year Review. Additionally, further analysis is needed to understand if all neighborhood villages should remain as Urban Villages as some may be the only local-serving retail in the vicinity of many existing residences.	High	High	No
P-40	Evaluate Urban Village Planning Process	Committe d	46016	PBCE	Developer focus group; Land Use Coalition	“Traditional” Urban Village Planning – There are still Urban Villages that staff believes should retain the	High	High	No
PZ-1	Development Incentives for Residential Construction	Active	Ongoing	Housing, PBCE	Council referral	The City is operating two programs that provide development incentives for residential construction. In June 2024, City Council approved changes to and an extension of the City's Downtown Residential High-rise Program for new residential construction. The program gives incentives for the City's Inclusionary Housing Ordinance, Parkland In-lieu Fee, and other construction-related taxes and fees to incent high-rise developments in the Downtown that will meet construction-related deadlines in 2025 and 2026. No developments took advantage of these incentives in 2024. As recommended by Council, City staff will continue to look for ways to streamline construction approvals under the Downtown Residential High-rise Program. In addition, as noted above, in December 2024, City Council approved the new Multifamily Housing Incentive Program for certain dense multifamily developments that received land use entitlements prior to the end of 2022. The goal of the program is to incent multifamily developments that already obtained land use entitlements to start construction more quickly by cutting various City fees. As of January 2025, there are three developments interested in using the Incentive program and starting construction in 2025. Staff will continue to provide updates on these development incentives through the annual Housing Catalyst Team Work Plan update.  In 2024, Housing Department staff continued to update its aggregated list of properties with affordability restrictions expiring between July 1, 2024 and June 30, 2031. Staff works and negotiates ongoing with property owners where affordability restrictions are approaching expiration. In 2025, staff will plan for oversight of owner noticing requirements. In addition, in 2024, staff negotiated for affordability restriction extensions on two affordable housing properties, preserving a total of 146 affordable apartments.	High	High	No
R-1	Monitor At-risk Affordable Units	Committe d	2031	Housing	Equity working group		High	High	No
R-13	Soft Story Program	Active	2031	PBCE, Housing	State guidelines on remedying condition problems in existing housing	City Council approved the proposed Soft Story Retrofit Ordinance and accompanying rebate and financing program in September 2024. The retrofit requirements and associated processes will be effective starting April 1, 2025. Housing and PBCE are coordinating communications to property owners and tenants regarding the Program. During the first phase, property owners will have 18 months to certify that their building is Soft Story and subject to the Ordinance, or to provide evidence that their property is not subject to the Ordinance. In the third quarter of 2024, Housing Department staff started work with a community development financing institution to develop a loan product that will leverage federal rebate funds and local Measure E dollars. The purpose of the financing program is to help owners of buildings with apartments affordable to very low- and extremely low-income tenants to finance any required seismic retrofit work. Staff also plans to use lessons learned to expand the City's apartment preservation programs in the future.	High	High	Yes
S-12	Eviction Prevention - Housing Collaborative Weekly Eviction Prevention Court Clinic, Eviction Diversion Program, and Other Support for Legal Services	Ongoing	2031	Housing, CAO	Rental access working group; Equity Coalition	During 2024, 43 weekly courthouse workshops were conducted on Wednesdays. The Eviction Diversion Settlement Program enabled 194 households to remain stably housed in 2024, and 6,162 households were assisted via calls, walk-ins, and emails. The City is actively engaging in efforts to identify additional funding to continue eviction prevention to meet this need by 2026. Housing is scheduled to provide an annual status report on housing stabilization and eviction prevention to CED in May 2025.	High	High	No

S-13	Affordable Housing Renter Portal Access	Ongoing	2031 Housing	LGBTQ+ focus group; Equity Coalition	In 2024, the City continued to expand utilization of the City of San José Housing Portal (Doorway), which allows people to search and pre-apply online for affordable apartments. All newly-funded affordable housing properties are required to use Doorway, and it remains accessible in the City's top 4 languages. Last year, over 35,000 housing seekers from San Jose accessed the portal, and an additional 34,000 housing seekers accessed the site from other Bay Area cities. Through various outreach efforts and compliance activities from the City's Asset Management team, the number of affordable properties that listed their properties on Doorway increased from 17 in 2023 to 40 in 2024. A total of 67 properties have now been listed in on the portal since its inception. Over 90 property managers received training on the portal and had active accounts in 2024. San Jose's top four languages continue to be available on the portal. To enable implementation of the City's newly-adopted Tenant Preferences, Doorway's creators devised a geolocation module that launched in 2024. Applicants that wish to be considered for the preferences can enter the eligible household address on the on-line application. The system then verifies if the applicant is eligible for the preferences by checking the address against geographic boundaries that have been incorporated into the system, and flags those households in the system. This function allows property managers to use Doorway to place eligible applicants in apartments set aside for households that qualify for the tenant preferences.	High	High	No
SZ-2	Technology (Automation/Software) Needs to Address Recommendations from the Tenant Protection Ordinance Audit Report	Active	2031 Housing, Code	Council referral	Housing Department staff is working internally with Code Enforcement on collectively assessing technology or platform needs that could address data needs across various programs involving multiple housing properties. Many of the programs are interrelated and there is an opportunity to create efficiencies with additional technology. Per City Council direction, staff will continue to provide status updates through the Housing Catalyst Team Work Plan reports on any technology (automation/software) needs related to the recommendations from the City Tenant Protection Ordinance audit report presented to the Community and Economic Development Committee on October 28, 2024.	High	High	No
I-2	Affirmative Marketing to Persons with Disabilities	Ongoing	2031 Housing	Disability focus group; Housing Choices Coalition	Fair Housing Compliance and Reasonable Accommodation requests in the City's affordable housing portfolio are reviewed annually. In 2024, Housing Department staff held a stakeholder meeting to identify which affordable housing developments have units dedicated to Disabled Residents and to understand some of the situations disabled residents have been facing. In 2025, the Department's affirmative fair housing marketing work will be reexamined in conjunction with refreshed Asset Management procedures, and these changes would start to move forward at that time.	Moderate	Moderate	No
I-8	Promotores-based outreach	Ongoing	2031 Housing, CMO	LGBTQ+ focus group	The City's pilot Promotores outreach program continued through mid-2024 via contracts with the Si Se Puede Collective, CommUniversity, Asian American Community Involvement Consortium, Community Health Partnerships, and LUNA. Grantees worked jointly with several City departments to conduct outreach on a variety of City work items. Outreach was done with residents, business owners & other stakeholders.	Moderate	Moderate	No
N-7	External Infrastructure Funding to Create Complete, High-quality Living Environments	Active	2031 PRNS	Housing, DOT, PW, OEDCA, Retained from 5th Cycle and updated	In 2024, the City used federal CDBG to fund two infrastructure projects in CDBG Low-Moderate Income Census tracts that have a majority of residents qualifying as low-income. The City's Department of Transportation started work installing the Accessible Pedestrian Signals (APS) at identified intersections. Public Works also began replacing outdated lighting with energy efficient lighting at identified Fire Stations. This will provide safety lighting for the communities surrounding the Fire Stations. NEPA evaluations were completed in the late summer of 2024 for both projects to enable federal funds to be used.	Moderate	Moderate	No
P-3	North San José Affordable Housing Overlay Zones	Ongoing	46015 PBCE	AFH Advisory Committee	Staff completed work necessary to create the new zoning overlays in North San José and rezoned sites in North San José as described in the December 2023 and January 2024 Council memos defining the strategy. In 2024, staff started analyzing additional sites to be included in the North San José General Plan and zoning overlay. Staff did a site-by-site analysis and established a preliminary list of sites. Staff is preparing the environmental review for the candidate sites and plan to bring the project for Council consideration in 2025.	Moderate	Moderate	No
P-6	Regular Coordination Meetings for Affordable Housing	Ongoing	2031 PBCE, Housing, OEDCA, PW, DOT, Fire, PRNS	Supported at Housing Element goals/ strategies community meetings	Last year, staff from several departments met monthly to coordinate construction related affordable housing permits. In 2024, 6,406 units have, or will soon have, benefited from this effort. The City began the hiring process for a full-time Housing Navigator staff member to coordinate this work and anticipates having the position filled by spring 2025.	Moderate	Moderate	No
P-12	Cost of Residential Development Study Update	Ongoing	2031 Housing, PBCE, OEDCA	Council direction	In 2024, staff engaged a consultant to complete an update to the Cost of Development report for both market-rate and affordable developments. Staff anticipates presenting the report to the City Council in 2025. The report will also analyze certain prototypes that would be consistent with strategy P-35 Small Multifamily Housing to help staff design a program with parameters that optimally could help development feasibility.	Moderate	Moderate	No
P-13	Replacement of Existing Affordable Housing Units	Active	46019 PBCE, Housing	Neighborhood equity working group	In 2024, Housing Department staff worked with a consultant to create draft procedures for replacement housing units under Senate Bill 330. The City Attorney's Office also consulted state HCD to clarify required tenure for replacement units. Procedures will be finalized and posted for use by the development community in spring 2025.	Moderate	Moderate	No

						In 2024, Housing Department staff worked on several affordable housing developments that included units in the moderate-income range as well as more deeply affordable. Through bond policy exceptions and enabling outside bond issuances, staff supported the following new construction multifamily developments that included higher AMI units along with their deeply affordable apartments: Villa Del Sol with 113 units at 70% AMI, Martha Gardens, Monterey Road Apartments and 2880 Alum Rock offering 67 units each at 70% AMI, totaling 314 units. In 2024, the City helped to facilitate or oversee other residential developments that also included a range of rent levels: 905 N. Capitol included 17 units with 100% AMI rents; Tamien Station included 65 units at 100% AMI rents; Alvarado included 8 units at 80% AMI rents; Bellarmino included 10 units at 80% AMI rents; 605 Blossom Hill included 239 units at 100% AMI rents and 23 units at 60% AMI rents; and 80 Glen Eyrie Avenue included 1 unit at 100% AMI rent. In addition, Housing Department staff approved 15 Inclusionary Housing compliance plans and five Affordable Housing Agreements for deals that plan to produce 327 affordable units integrated with market-rate.	Moderate	Moderate	No
P-20	Mixed-income Housing	Ongoing	2031 Housing	Retained from 5th Cycle and updated					
S-4	Updated Relocation Assistance	Active	46016 Housing, PBCE	Neighborhood equity working group; Land Use Coalition		In 2024, Housing Department staff regularly met and maintained a log of all existing projects subject to relocation assistance. Policy Staff is working with Rent Stabilization Program staff to define the protocols for relocation assistance when the City's Code Enforcement Team finds a unit to be substandard. Staff is also actively analyzing relocation assistance for other areas that may cause displacement including, but not limited to, our Urban Village Program.	Moderate	Moderate	Yes
S-10	Study on Rent Increases and Burden in Affordable Housing	Active	45833 Housing, IGR	Rental access working group; Equity Coalition		In 2024, staff tracked and gave feedback on two statewide legislative vehicles that created rent escalation caps for affordable housing and went a long way to solving the Countywide rent escalation issue. First, the state's Tax Credit Allocation Committee (TCAC) sought feedback on and then passed a rent escalation cap for all affordable housing deals newly-awarded with Low Income Housing Tax Credits. In addition, Assembly Bill 846 (M. Bonta, 2024), which became law effective January 2025. The new law allows TCAC to cap rent increases in existing affordable housing properties already awarded tax credits if regulations are approved by the TCAC governing body by June 30, 2025. In 2024, the Housing Department also enhanced its portfolio management system to more easily report data and prioritized refining all its operational procedures; thus, in 2025, staff plans to access and analyze the relevant rent burden data.	Moderate	Moderate	No
S-15	Tenant Preferences in VTA station areas	Active	2031 Housing	Housing Element goals / strategies community meetings		In March 2024, City Council approved the Housing Department's Tenant Preferences Program to help Fight Displacement. Housing staff began implementation of the Tenant Preferences in 2024 for newly-funded forthcoming affordable apartments, and existing affordable apartments that update the City's loan documents. Staff plans to coordinate again with the Valley Transit Authority once the Program's administrative guidelines are completed in early 2025. However, as most developments in VTA station areas are also seeking City funding, those properties will likely become part of the overall Tenant Preferences pipeline that applies to all City-funded developments, and there may not be a need for special implementation by the VTA. In 2025, staff will continue monitor forthcoming station area sites to ensure widespread Program implementation.	Moderate	Moderate	No
S-21	Facilitation of Equal Access to Housing	Active	46016 Housing	Housing Element goals/ strategies community meetings		The City continues to fund fair housing service providers, collectively called the "Fair Housing Consortium," consisting of Project Sentinel, Law Foundation, Asian Law Alliance and Senior Adult Legal Services. Housing Department staff joined their monthly meeting on November 18, 2024, to discuss metrics and reporting of fair housing services. For the first three quarters of 2024, the consortium assisted 645 people, exceeding their contract goals.	Moderate	Moderate	No
S-24	Targeted Fair Housing Outreach and Enforcement	Active	2031 Housing	Rental access working group		Staff has obtained source of income location complaint data from one fair housing provider and is working to collect additional source of income location complaint data from other fair housing providers and the Housing Authority. Staff intends to complete data collection and analysis in early 2025, and then convene a meeting with providers to review and begin development of an outreach plan.	Moderate	Moderate	No
SZ-1	Sale or Use of Algorithmic Devices for Residential Dwelling Units	Active	Ongoing	Housing, CAO	Council referral	In September 2024, City Council requested that Housing Department staff and the City Attorney's Office monitor other jurisdictions' actions, lawsuits, and investigations into potential bans on algorithmic rent setting. Housing Department staff and the City Attorney's Office together prepared and submitted a workload assessment of the amount of time and staff resources that would need to be allocated to enforce a ban on algorithmic devices. The constitutionality of banning the use of algorithmic devices is under question, and such a prohibition would be unlikely to materially change housing costs. Staff will continue to monitor the situation as the issue matures and the City/County of San Francisco proceeds with implementation of its prohibition.	Moderate	Moderate	No
I-4	Create a Housing Balance Report	Active	46016 Housing	Neighborhood equity group		Housing Department staff is working with a consultant to prepare the City's first Housing Balance Report. The goal of the report is to examine changes and trends in the City's total housing stock (restricted affordable homes, Apartment Rent Ordinance apartments, and market-rate housing) to identify needs and to inform the City's Production and Preservation strategies. The report, which is being funded by the Coro Foundation through the Partnership for the Bay's Future, is scheduled to be presented at CEDC in April 2025.	Moderate	High	Yes

P-11	Allow "SB 9" Type Housing on Additional Properties	Active	46015 PBCE, Housing	African Ancestry working group; Land Use Coalition	The City is in the process of updating the Zoning Code to allow SB 9 type projects on properties zoned R-2 and properties listed on the City's Historic Resources Inventory. This could potentially make approximately 10,500 properties eligible for SB 9 type small infill development. As part of this work, staff is also updating the City's existing SB 9 standards to further facilitate SB 9 developments. The City engaged a consultant who assisted with outreach and provided policy recommendations. Two focus groups and two community meetings were held in summer and early fall 2024 to receive input from the public as well as from historic preservation advocates and design professionals. Staff is in the process of drafting final recommendations which will be shared with one more round of community outreach in spring 2025. Staff plans to present final zoning amendments to the City Council for consideration by the end of Fiscal Year 2024-2025.	Moderate	High	No
P-15	Moderate-income Housing Strategy	Active	45741 Housing, PBCE	African ancestry focus group	In 2024, Housing Department staff worked with consultants to analyze demographics and identify possible strategies that are appropriate for residents in the moderate-income range. Staff iterated possible strategies to focus on options that do not require public subsidy, given that the regional bond measure for affordable housing did not go on the ballot in fall 2024. Staff will finalize and present its moderate income housing strategy in Q1 2025 to the Housing and Community Development Committee (HCDC) and the Community and Economic Development (CED) Committee.	Moderate	High	No
P-23	Pursue AHSC Funding near Diridon Station	Ongoing	2031 Housing, DOT	Council referral	There were no AHSC applications in 2024 for improvements in this area. However, the Housing Department will continue to support any developments near the Diridon station that desire to apply for AHSC. The upcoming New Construction Request for Proposals will incentivize developments that secure additional funding sources such as HCD's AHSC.	Moderate	High	No
R-2	Establish a Preservation NOFA	Ongoing	2031 Housing	Neighborhood equity working group	In 2024, Housing Department staff completed feasibility assessment of, and City Council approved a \$5 million preservation loan for, a property being acquired and rehabilitated by the South Bay Community Land Trust. The loan will help to preserve 18 low-cost apartments and turn them into restricted affordable homes.	Moderate	High	Yes
R-9	Creation of a Preservation Policy	Committee	46017 Housing	Neighborhood equity working group; Equity Coalition; Land Use Coalition	In 2024, staff from the City and County did not pursue a definition for FIHPP properties as that program was not funded and was dormant in 2024. In 2025, staff will post a list of affordable housing developers with experience doing acquisition/rehabilitation. Staff will also consider property purchaser engagement with tenants in the context of a future Preservation funding release.	Moderate	High	Yes
R-12	Revised Citywide Residential Anti-Displacement Strategy	Committee	46020 Housing	Neighborhood equity working group; Equity Coalition; Land Use Coalition	Several components of this strategy have been defined and implemented with varied levels of support. The Community Opportunity to Purchase Act (COPA) was declined by City Council in 2023. However, staff conducted some outreach in 2024 on this topic and the City will continue to research and discuss best practices through 2025 in advance of considering a revised strategy.	Moderate	High	No
S-1	Tenant / Landlord Resource Centers and Code Violations Reporting	Active	2031 Housing, PBCE	Neighborhood equity working group; Equity Coalition	The Rent Stabilization Program and Code Enforcement staff initiated monthly meetings in 2024, meeting twice, to improve coordination, processes and outreach. Staff will continue to meet in 2025, and work to identify and serve 3 locations with Code assistance whether that be onsite at a resource center, or pop-up type events.	Moderate	High	No
S-11	Alternative Documentation for Non-Citizens	Committee	45863 Housing, CAO	Neighborhood equity working group; Equity Coalition	Housing Staff is collaborating with the City Attorney's office to increase opportunities for residents to provide alternative documentation in the City's new Tenant Preferences Program to help Fight Displacement. The program resolution requires property managers to accept some alternate documentation as well as advertise that they will accept alternatives. Several limitations are defined in state regulations and Housing staff is working to clarify and utilize these criteria to promote more widespread use of alternative documentation.	Moderate	High	No
S-20	Tenant Preferences that Help Fight Displacement	Active	45833 Housing, CAO	Equity Coalition	City Council approved the Tenant Preferences to Help Mitigate Displacement program in March 2024, which became effective immediately. Immediately following approval, Housing Department staff started coordinating closely with developers of new and existing affordable developments subject to the program to begin implementing the preference unit set-asides for eligible applicants. Staff is finalizing written procedures for implementation.	Moderate	High	No
S-28	Right to Counsel or Alternative	Active	46017 Housing	AFH Advisory Committee; Equity Coalition	In 2024, the Housing Department contracted with HR&A Advisors to complete a County-wide study on Eviction Court Alternatives. The study is an examination of various eviction court interventions and an analysis of the feasibility of those alternatives, including evaluating the Housing Department's current efforts that began during the pandemic. The goal of the study is to identify efforts the City can continue or initiate to prevent families from falling into homelessness after a court action and to reach residents and housing providers further upstream during the eviction process. The study should also highlight the gaps in the existing eviction court process ecosystem with respect to how the Court, community service providers, legal aid, landlord bar, mediators, and the City coordinate efforts to resolve eviction cases and efficiently utilize safety net programs.	Moderate	High	No

I-1	Persons with Disabilities Partnership and Priorities	Active	46017 Housing	AFH Advisory Group; disability focus group; veterans focus group; LGBTQ+ focus group; Indigenous Peoples focus group; homeownership working group	In September 2024, the Housing Department convened a meeting with organizations that support persons with disabilities to discuss issues in housing accessibility including those within the City's affordable housing portfolio. Issues raised include lack of physically accessible units, lack of clarity of which units are accessible and at what levels, and lack of understanding of the breadth of disabilities in designing units. Housing Department staff plan to convene the group again in 2025 to gather additional feedback and conduct tours of affordable housing sites to evaluate accessibility. In addition, the Housing Department's forthcoming New Construction and Preservation Request for Proposals (expected in first quarter of calendar 2025) will incent the creation of affordable apartments for residents with physical disabilities. In addition, the Housing Department's forthcoming New Construction Request for Proposals (expected in first quarter of calendar year 2025) will incent the creation of affordable apartments for residents with physical disabilities.	Low	Low	No
N-6	Reduced Transit Fares for Lower-Income Residents	Ongoing	2031 IGR Housing, DOT,	Indigenous Peoples focus group; high opportunity areas focus group	The City is party to a regional transit task force that is implementing region-wide passes and rationalizing fare structures. In 2024, a pilot of regional passes was found to be successful and is Slater to expand beyond the pilot group (it has been mostly tested with students including those from SJSU). Furthermore, the City continues to work with the Valley Transportation Authority (VTA) to implement its discount dates program for those who already receive public assistance. Staff will work with the Office of Intergovernmental Relations will explore any future possible avenues of funding that can subsidize these reduced transit fares.	Low	Low	No
P-43	Update City Density Bonus	Committeed	46015 PBCE	HCD	In October 2024, staff reviewed the new state density bonus law and determined a Zoning Ordinance update is required to clarify the definition of "replace." The code update will be going to City Council in Spring of 2025.	Low	Low	No
S-25	Tenant-based Vouchers in Higher-resource Areas	Committeed	45864 Housing	Veterans focus group; disability focus group; high opportunities areas working group	City Council adopted a Multifamily Housing Incentive Program in Q4 2024 that provides several incentives, in the form of waived and discounted fees, for new residential development. Several of these potential projects have entitlements in higher opportunity census tracts and staff will hope to maximize the number of tenant-based vouchers available in related projects. Housing staff regularly meets with the SCCHA and will discuss relevant performance measures as needed throughout 2025.	Low	Low	No
H-11	Feedback from Those with Lived Experience in Homelessness in Decision Making	Ongoing	2031 Housing	LGBTQ+ focus group	In CY 2024, the Housing Department worked with LEAB and other persons with lived experience to evaluate and improve various programs serving people experiencing homelessness in San Jose. This collaboration created additional feedback mechanisms including monthly or quarterly meetings. The results were LEAB partners or persons with lived experience helping to change and improve the language in one operator's written communication to clients struggling to follow community guidelines (which LEAB helped to write in CY 2023); LEAB participation in Request for Proposals selection panels for services providers; and starting to develop Participant Advisory Councils. Housing Department is currently working with the City Attorney's Office to integrate requirements into City-funded contracts/agreements for grantees to seek lived-experience feedback. These feedback requirements should be integrated in relevant contracts by mid-2025. All of this work to seek and respond to feedback is intended to center the voices of program participants in program development and improvement.	Low	Moderate	No
I-14	Assessment of Fair Housing Plan	Active	45954 Housing	HUD	In 2024, the Housing Department determined that the Assessment of Fair Housing prepared for the Housing Element is sufficient for Consolidated Plan planning purposes. This Assessment of Fair Housing Plan work item was designed to meet forthcoming rules from President Biden's administration, and the content was going to be a repackaging of the Housing Element work plan. Proposed rules for the Assessment of Fair Housing will be determined by President Trump's Administration priorities. As the Assessment of Fair Housing analysis also forms the basis of the Housing Element Work Plan, the City already has an actionable strategy to help address the community's needs. Strategies contained in the Housing Element were developed to affirmatively further fair housing and will be tracked and reported in the annual Housing Element reporting process.	Low	Moderate	No
N-2	Urban Village Plans with Anti-Displacement Features	Active	46015 PBCE, Housing	Neighborhood organizations on East side	In 2024, staff collaborated further with the VTA and consultants to capture and try to address comments from the community in the Five Wounds Area Urban Village plan. Consultant recommendations were further honed and considered for inclusion in the Plan. As many of the housing anti-displacement strategies suggested by the consultant were already part of the Housing Element work plan, a handful remain under consideration for feasibility and impact. Staff expects to finalize recommendations in 2025. For future Urban Village plans, staff will consider inclusion of identified items to help prevent both residential and small business displacement.	Low	Moderate	No

N-4	Preservation and Community Development Capacity Building	Active	46018	Housing	Homeownership working group; Equity Coalition	In May 2024, City Council approved awards of four capacity building grants related to community development programming to the following nonprofits: South Bay Community Land Trust; Sacred Heart Community Service; SOMOS Mayfair, Inc.; and School of Arts and Culture at Mexican Heritage Plaza. All four are undertaking activities to learn about affordable housing development and/or housing preservation. The funds were special one-time funds obtained through a Community Benefits Agreement with Google for its Downtown West development. Contracts will extend through mid-2026. In addition, the Housing Department joined the Mayor's Office to apply for a Partnership for the Bay's Future two-year policy fellow, which was awarded in late 2024. This is the third round the City has been successful in competing for a policy fellow to help develop production and preservation work items. In addition to exploring the use of health-related funding to support interim housing construction and operations, the fellow will work with the City's partner under the award, SV@Home, to support its nonprofit capacity building cohort in 2025.	Low	Moderate	Yes
P-4	Affordable Housing Tools for North San José	Committeed	46017	Housing	Rental production focus group	This program commits the City to pursue further strategies to catalyze affordable housing creation in North San José. In early 2024, Planning staff completed work on program P-3 "North San José Affordable Housing Overlay Zones" which created two new housing zoning overlays in North San José. One overlay zone allows Mixed-income Housing and requires at least 25% of units be restricted affordable, and the second overlay zone requires 100% restricted Affordable Housing. In 2024, the City received one application for review of a mixed-income project with 362 market-rate units and 122 affordable units. Additionally, staff had preliminary conversations with property owners about one other site under the Mixed-income Overlay that is likely to move forward with a development application. Thus far, the ministerial approval process has been attractive to these developers, and staff intends to evaluate the success of these overlays further before recommending any additional tools or changes in North San José under this program. Additionally, the Housing Department's forthcoming New Construction and Preservation Request for Proposals (expected in the first quarter of 2025) will prioritize for award new construction of affordable housing in the North San José growth area.	Low	Moderate	No
P-30	Updated Feasibility Study for Commercial Linkage Fee	Active	45688	Housing, OEDCA	Council direction	In January 2024, staff published an information memorandum to City Council providing an update on the Commercial Linkage Program. The update stated that due to current market conditions, the feasibility analysis will not be revisited in the coming months. As of December 2024, \$10,320 has been collected in commercial linkage fees. More information the Commercial Linkage fee can be found in the annual report pursuant to the Mitigation Fee Act that was approved by City Council on December 10, 2024 (link <a href="https://sanjose.legistar.com/View.ashx?M=F&amp;ID=13581231&amp;GUID=4632C3C7-1855-4F12-905E-6B130163B114">https://sanjose.legistar.com/View.ashx?M=F&amp;ID=13581231&amp;GUID=4632C3C7-1855-4F12-905E-6B130163B114</a> )	Low	Moderate	No
P-41	Review and Revise Planning Permit Conditions	Committeed	46016	PBCE	HCD	In 2024, staff began review of the existing permit conditions for residential projects. In 2025, staff will work on updating permit findings for Site Development Permits, Special Use Permits, Conditional Use Permits, and Planned Development Permits to ensure residential projects are reviewed against object development and design standards.	Low	Moderate	No
P-42	Group Homes for Seven or More Persons	Committeed	46015	PBCE		In 2024, staff worked on drafting Zoning Ordinance updates. This work has been occurring concurrently with I-19 (Reasonable Accommodations), with a target Council approval date in 2025.	Low	Moderate	No
P-26	Accessory Dwelling Unit (ADU) Amnesty Program	Active	46022	PBCE	Retained from 5th Cycle and updated; Council direction	The ADU Amnesty Program has resumed operations and is now supported by a third-party vendor building inspector as well as a new Permit Specialist position. In 2024, 21 ADUs were inspected from the Amnesty list. The goal is to complete all initial inspections by June 30, 2025 and continue with the permitting process in FY 25-26.	Low	High	No
P-36	Alum Rock East Urban Village Plan	Active	45894	PBCE		In December 2024, the City's Planning Division entered into contract with consultant Skidmore, Owings & Merrill (SOM) to assist in the development of the Eastside Alum Rock Urban Village Plan. In January 2025, staff and consultants started work on the Urban Village Plan with an estimated completion date of June 2026.	Low	High	No
H-13	Regional Homeless Response Coordination and Planning	Complete	45681	Housing	Veteran focus group; LGBTQ+ focus group; high opportunity working group; schools focus group	The City's implementation plan for the Community Plan to End Homelessness was heard at the January 9, 2024, City Council meeting. As recommended by the Neighborhood Services and Education Committee on December 14, 2023, Council accepted the report on how the City would support the Community Plan and held an initial discussion of City engagement for the next regional plan.			No



					<p>In June 2024, City Council approved the proposed ordinance updates related to emergency residential shelters, updating the definition of emergency residential shelters to align with the state's definition, where interim interventions are considered emergency residential shelters, and permitting shelters with 150 beds or less by right in zoning districts that already allow for them on sites outside of the Airport Influence Area. Staff held a virtual community meeting and conducted outreach with shelter providers throughout the spring. By permitting shelters by right in these zoning districts, the City was able to meet its capacity needs for its unhoused residents and comply with the requirements of AB 2339. Ord No. 31149: <a href="https://records.sanjoseca.gov/Ordinances/ORD31149.pdf">https://records.sanjoseca.gov/Ordinances/ORD31149.pdf</a> .</p> <p>In November 2024, City Council approved additional updates related to emergency residential shelters, further updating the definition of emergency residential shelters to include non-congregate forms of shelter, permitting shelters with 150 beds or less by right in the Downtown Zoning District and on applicable sites within the Airport Influence Area, and modifying the specific use regulations for shelters to align with best practices by incorporating objective development standards. Ordinance No. 31097: <a href="https://records.sanjoseca.gov/Ordinances/ORD31097.pdf">https://records.sanjoseca.gov/Ordinances/ORD31097.pdf</a></p>	No
H-14	Emergency Shelters	Complete				
I-3	Farmworker Housing	Complete			This program was approved by City Council in 2023 - completed.	No
				LGBTQ+ focus group; AFH Advisory Committee	Staff completed all work on this strategy 2023. The alternate seat on HCDC has been re-filled, oriented, and the confidential evaluation completed. The Commissioner in that seat and Alternate continue to participate actively in HCDC. Staff will continue to ensure participation of and support for the Lived Experience seat on the HCDC.	
I-10	Lived Experience with Homelessness Seat on Commission	Complete	45864	Housing		No
					<p>In December 2024, City Council approved the proposed ordinance to establish a land use overlay to allow residential uses with specific development standards in the Japantown (Taylor Street only), North 13th Street, and Willow Glen Neighborhood Business Districts. The land use overlay applies to 213 parcels within the Neighborhood Business Districts.</p> <p>Throughout fall 2024, staff conducted virtual community meetings and reached out to interested members of the public with updates on the project's timeline. A total of 4,717 notices for Planning Commission and City Council were mailed to the owners and tenants of properties located within 500 feet of the project site. Ordinance No. 31168: <a href="https://records.sanjoseca.gov/Ordinances/ORD31168.pdf">https://records.sanjoseca.gov/Ordinances/ORD31168.pdf</a></p> <p>In 2024, staff completed the General Plan update to the definition of "permanent supportive housing" to match the definition of 25% of a project being permanent supportive housing as qualifying to allow housing on Public/Quasi-Public lands.</p>	
P-14	Housing in Business Corridors	Complete				No
P-24	Housing on Public/Quasi Public Lands	Complete				No
P-38	Adequate Sites for Lower-Income Households on Nonvacant & Vacant Sites Identified in Previous Housing Element Cycles	Complete			Completed in January 2024.	No
					<p>In June 2024, City Council approved the proposed ordinance to amend the land use designation for 30 mobilehome parks to the Mobilehome Park General Plan land use designation. In 2020, City Council approved the creation of a new General Plan land use designation entitled "Mobilehome Park" and applied it to two mobilehome parks. In 2023, City Council approved the land use designation amendment for 13 of the most at-risk mobilehome parks. The work completed in 2024 concludes the land use designation amendments for the City's remaining mobilehome parks. Resolution No. RES2024-238: <a href="https://records.sanjoseca.gov/Resolutions/RES2024-238.pdf">https://records.sanjoseca.gov/Resolutions/RES2024-238.pdf</a></p>	
R-6	Mobilehome Park General Plan Designation for Remaining 56 Mobilehome Parks	Complete				No
					Significant revisions were made to the Rent Stabilization Program Draft Strategic Plan in summer 2024, leading to City Council approval in September 2024. In 2025, evaluation of the team's efficiency and effectiveness of implementation of the Apartment Rent Ordinance will continue as the Rent Stabilization Program collaborates with the City Attorney on this work.	
S-29	Rent Stabilization Program Strategic Plan and Program Assessment	Complete				No