

Table of Contents

6	Housing Plan	6-1
6.1	Updates to the Housing Plan	6-1
6.2	Goals and Policies	6-3
6.3	Implementation Programs	6-8
6.4	Quantified Objectives	6-38

Tables

Table 6.1	Summary of Programs to Further Fair Housing Goals	6-33
Table 6.2	San Leandro Quantified Housing Objectives 2023-2031	6-39

Figures

None.

6 Housing Plan

The Housing Plan identifies the City's housing goals, policies, and implementing programs. The Housing Plan seeks to address community needs as identified in Chapter 2, *Housing Needs Assessment*, constraints as identified in Chapter 3, *Housing Constraints*, concerns identified through community input, and patterns of segregation and barriers that restrict access to opportunity as identified in Chapter 5, *Affirmatively Furthering Fair Housing*. Programs from the 2015-2023 Housing Element (5th Cycle) have been carried forward where applicable, as identified in Appendix C, *Review of Past Accomplishments*. The goals and policies contained in the Housing Element address the identified housing needs in San Leandro and are implemented through a series of housing programs. Each program includes a set of specific actions that the City will take during the 2023-2031 planning period to achieve objectives.

6.1 Updates to the Housing Plan

New goals, policies, and programs in the 6th Cycle Housing Element support the city's diverse community and housing needs by addressing the following issues:

- Housing and support for residents experiencing homelessness
- Affordable housing production and preservation
- Overall housing development, especially near transit
- Homeownership education and opportunities
- Development of accessory dwelling units (ADUs) and diverse housing types
- Workforce and moderate-income housing
- Fair housing and tenant protections
- Mobile home park affordability and protections
- Housing that accommodates special needs residents
- Community development, planning, and infrastructure
- Racial/ethnic and economic equity, integration, and opportunities
- Encourage all-electric construction in new housing

New programs to support residents experiencing homelessness consider both the need for shelter and supportive services. The City will explore the feasibility of providing a safe parking location for unhoused residents living in their car, and partnerships to facilitate the development of tiny homes. The City will annually assess the capacity to accommodate individuals experiencing homelessness, the number of shelter beds available, and the percentage of those in emergency shelters that move to permanent housing. The City will also contract with Building Futures for a three-year pilot Mobile Street Outreach Program that will provide homeless services, and to explore the possibility of a Mobile Crisis Team. In response to new State legislative requirements, the City will amend the municipal code to comply with AB 139 (2019-Quirk-Silva) and AB 101 (2019-Budget Committee) to reduce constraints to the development of emergency shelters and low barrier navigation centers, and allow emergency shelters by right in at least one additional zoning district that would allow emergency shelters to be close to services and amenities.

Several programs support housing development, particularly in areas near the city's two BART stations, and support development of housing that can maximize the city's existing resources and serve the needs of residents. The City will amend the Zoning Code and land use designations to allow increased densities and height maximums in the city's Priority Development Areas, supporting the type of residential and mixed use development envisioned in the City's 2035 General Plan. To encourage development, the City will maintain an inventory of housing opportunity sites, create a web-based housing development toolkit, promote the highest allowable densities on properties, provide technical assistance, and streamline the development process. The City will evaluate parking standards, development fees, and other requirements to reduce potential constraints to housing development, and review the Zoning Code to encourage a greater mix of dwelling types and sizes in lower-density areas. The City will update Zoning Code, as necessary, to accommodate alternative housing types such as housing co-operatives, tiny homes, and collective home ownership models. The City will also meet with labor groups and organizations to discuss ways in which the City can support an adequate supply of labor to build new housing. Additionally, the City will adopt a local Building Code amendment to encourage all-electric construction.

The City will monitor lot splits and two-unit developments under SB 9 (2021-Atkins), provide technical assistance to homeowners, and develop or adjust development standards as needed. The City will annually monitor the City's remaining housing capacity to ensure compliance with the City's obligation to affirmatively further fair housing and promote racial/ethnic and economic integration between neighborhoods as much as possible. To support workforce and moderate-income housing, the City will annually monitor sites that could be appropriate for moderate-income households, and explore financing tools that encourage the production of housing appropriate for moderate-income households. Various programs specifically target the development of ADUs, including the creation of pre-approved ADU plans and identification of cost saving tools for developers, providing increased education and outreach about ADUs to residents, and monitoring ADU development.

The Housing Plan prioritizes the preservation and development of housing affordable to city residents. The City will evaluate its current Inclusionary Housing Ordinance, identify City-owned land for the development of affordable housing, leverage the City's Affordable Housing Trust Fund (AHTF), and Low/Mod Housing Asset Fund to leverage public affordable housing funding. As a part of the City's Comprehensive Impact Fee Study, the City will explore a standardized fee reduction and/or impact fee waiver program for affordable housing projects, and analyze ADU development impact fees with the goal of reducing, loaning, granting, or waiving those costs in exchange for providing rents affordable to low- or moderate-income households for a set period of time.

The Housing Plan supports preservation of existing deed-restricted and "naturally occurring" affordable housing. The City will provide developers the ability to acquire and refurbish foreclosed properties and resell them as deed-restricted affordable housing for low- and moderate-income households. The City will also support a local non-profit organization that offers CalHOME funding for loans to lower income homeowners of housing in need rehabilitation, and seek funding to assist local property owners/managers operating rental housing in need of rehabilitation. Additionally, the City will work with the owners of existing affordable housing with expiring affordability covenants that are scheduled for conversion and work with private and non-profit entities to solicit interest in acquiring and managing this housing. The City will develop an outreach strategy in multiple languages for long-standing property owners who own fewer than 10 residential units (either in single-family or multi-family rental housing) to assess needs and connect them with resources, such as housing unit rehabilitation and financing programs. The program will seek to prioritize communities vulnerable to displacement.

To preserve the affordability and viability of mobile home parks, the City will re-evaluate the Mobile Home Rent Stabilization Ordinance and enact identified updates to enhance its effectiveness and objectives and explore feasibility of a right of first refusal mechanism for mobile homeowners to buy a park upon notice of sale of mobile home park by owner.

To support the needs of all residents, including those with disabilities and needing services, the City will review the City's existing reasonable accommodation policy and grievance procedure, update as needed, and provide a link to its Reasonable Accommodations policy on the Housing page of the City website. The City will explore development of an ordinance that promotes and encourages the use of Universal Design Principles in new construction and/or rehabilitation of housing. To accommodate the needs of large households, the City will explore providing incentives for developers to include three- and four-bedroom apartments in affordable, multi-family, and/or mixed-use projects to expand rental opportunities. The City will also amend the municipal code to comply with AB 2162 (2018-Chiu), to reduce constraints to the development of supportive housing in zones where multi-family and mixed use is permitted.

The City will focus community development, housing stabilization, and infrastructure programs in areas determined to be of need in Chapter 5, *Affirmatively Furthering Fair Housing*. Programs and initiatives include infrastructure and transportation planning, and public health, education, economic, and safety programs. The City will also prioritize resources supporting lower-income small business owners to assist with permitting and other costs associated with public improvements.

The Housing Plan contains several actions focused on preventing displacement of residents. The City will augment its existing tenant protection and assistance services by continuing to provide tenant services in conciliation and tenant/owner counseling and legal assistance to evaluate existing State and federal "just cause for eviction," exploring the development of a rental assistance program, and exploring opportunities to provide rental assistance for emancipated youth. The City will also update the Condominium Conversion Ordinance to address conversion of duplexes and triplexes not covered by the Tenant Relocation Ordinance.

To provide greater home ownership opportunities for residents, the City will pursue public funding to reinstate the First-Time Homebuyer Loan Program and other public down payment assistance programs. Additionally, the City will annually seek and publish third party review of City or regional housing loan data to identify areas of need regarding fair access to lending.

6.2 Goals and Policies

Goal 1: Increase Housing Production by Providing Adequate Sites for a Variety of Housing Types and Removing Constraints to Residential Development



The City must provide sufficient capacity to accommodate San Leandro's share of the regional housing need through its General Plan land use and zoning framework. Strategic infill development of vacant or underutilized sites near transit focuses new construction within existing communities, which reduces dependency on automobile travel, and increases the number of residents near commercial businesses, jobs, and community services.

Constraints to providing adequate housing for all income levels are caused by many factors, including governmental controls. These constraints may increase the cost of housing or render residential construction physically or economically infeasible for developers and reduce opportunities for residents to live in non-traditional housing types. The City will work to make it easier for different housing types to be developed, which supports housing for all residents with varying housing needs and desires.

- P.1.1 Reduce Barriers to Housing Development.** Facilitate innovative housing models and promote regulatory reforms that reduce the costs of housing production while also promoting broader citywide housing priorities.
- P.1.2 Provide and Maintain Adequate Sites to Accommodate the RHNA.** The City shall maintain appropriate land use designations and densities to accommodate an increased supply of housing units by type, cost, and size to meet its share of the regional housing need in alignment with citywide housing priorities.
- P.1.3 Streamline Housing Entitlement and Permitting Process.** The City shall streamline the housing approval and permitting process, particularly for affordable housing, throughout City departments.
- P.1.4 Facilitate Infill Development.** The City shall utilize infill development strategies to support neighborhoods and living environments that are served by public transit and services and are conducive to public health and wellness.

Goal 2: Assist the Development of Housing Affordable to Extremely Low-, Very Low-, Low-, and Moderate-Income Levels and populations with Special Needs



In the last two decades, San Leandro experienced slow new housing construction compared to surrounding cities and Alameda County as a whole. Housing construction has not kept pace with population growth, contributing to overcrowding and displacement, particularly for moderate and low-income households. Although there are significant factors outside of the City's control that affect the housing market and cost of construction, the City will do its part to make it easier for different types of housing to be built at a variety of affordability levels to serve the needs of current and future San Leandrans.

Certain residents may have more difficulty in finding suitable, affordable housing due to special needs and circumstances related to employment and income, disability, or family/household characteristics. Persons with disabilities comprise 10.4 percent of San Leandro's population over the age of five. Physical, mental, and/or developmental disabilities may provide challenges to gaining employment, mobility, or independent living. Persons with disabilities may experience housing burdens and other challenges due to restricted income and/or accessibility needs. Many persons with disabilities, including developmental disabilities, can live and work independently in a conventional housing environment.

Special needs populations also include female-headed single-parent households, and seniors. Most older adults desire to live in their own homes as long as possible. Most special needs groups benefit from affordable housing options, particularly located near public transportation, employment, schools, and medical and community services. Expanding housing accessibility, including physical design and financial access to housing, can support residents with special needs.

- P.2.1 Promote Housing Development Affordable to Residents at All Economic Levels.** The City shall support the production of rental and for-sale housing for people of all income levels.
- P.2.2 Support and Increase Funding for Deed-Restricted Affordable Housing.** The City shall promote affordable housing development through financial and strategic support, including administrative and technical assistance to affordable housing developers.
- P.2.3 Update Inclusionary Housing Ordinance.** The City shall conduct an economic feasibility study to guide updates to the Inclusionary Housing Ordinance.
- P.2.4 Promote Moderate-Income Housing Development.** The City shall review and update its zoning standards to encourage the development of “missing middle” housing types (e.g., duplexes, triplexes, fourplexes, townhouses, courtyard buildings) in lower-density residential areas.
- P.2.5 Support Housing Production for All Needs.** The City shall encourage the production of housing that is physically and financially suitable for individuals and families experiencing homelessness, residents with special needs, including but not limited to large households, seniors, extremely low-income residents, and persons with physical and developmental disabilities.
- P.2.6 Prioritize Housing Location Near Public Transit.** The City shall prioritize affordable housing development and rehabilitation of existing housing for low-income households in locations near public transit.
- P.2.7 Promote Universal Design.** The City shall promote universal accessibility in design and the inclusion of units that are set aside for persons with developmental and physical disabilities.

Goal 3: Promote Conservation and Preservation of Existing Housing Stock



The city’s existing housing stock is a valuable asset to the community. There is a need to maintain and improve the quality of existing market rate and deed-restricted subsidized affordable housing. More than 77 percent of the city’s current housing stock is greater than 40 years old. While the age of housing, by itself, does not necessarily equate with poor housing conditions, there is greater potential for housing problems in older structures. Supporting the maintenance and preservation of the existing housing stock, including mobile home parks, stabilizes neighborhoods and protects against displacement, particularly for low-income residents.

- P.3.1 Rehabilitation and Preservation.** The City shall support existing homeowners with affording and maintaining their home, with a focus on vulnerable populations such as low-income, owner-occupied households, seniors, and people with disabilities.
- P.3.2 Safe and Livable Housing.** The City shall enforce building, safety, and housing codes to ensure safe and sanitary housing conditions.
- P.3.3 Maximize Existing Housing Stock for Area Residents.** The City shall promote the use of housing for San Leandro residents and workers, in compliance with Fair Housing Law, and seek to limit short-term rentals, and prolonged vacancies.
- P.3.4 Preserve Existing Affordable Housing.** The City shall facilitate the renewal of existing affordable housing covenants and promote opportunities for acquisition of units with expiring covenants to preserve affordability. The City will explore opportunities to preserve “Naturally Occurring Affordable Housing” under the auspices of AB 787 (2021, Gabriel).
- P.3.5 Mobile Home Park Preservation.** The City shall preserve existing mobile home parks and support measures to maintain affordability.

P.3.6 Support Alternative Housing Solutions and Efficient Use of Housing Stock. The City shall explore and support alternative housing such as home-sharing programs, land trusts, the construction of ADUs, and other methods of utilizing existing housing stock to increase housing supply and affordability.

Goal 4: Protect Residents from Displacement



In the Bay Area, economic disparities have worsened in recent years, displacing residents of low and moderate-income households, and San Leandro is no exception. San Leandro households earned a median annual income above \$75,000; however, the city had a higher proportion of low- and moderate-income households compared to Alameda County as whole. San Leandro residents also experienced a higher rate of cost burden (when a household spends more than 30 percent of monthly income on housing costs). The median home value in 2022 in San Leandro was \$1,000,000, which reflects a 62 percent increase over the City's 2015 median home value (adjusted for inflation). The City will continue to assess and strengthen anti-displacement measures and tenant protections.

- P.4.1 Minimize Displacement of Vulnerable Residents.** The City shall make all neighborhoods places of opportunity while minimizing the involuntary displacement of vulnerable populations, such as low-income households, seniors on fixed incomes, and people with disabilities, due to increased housing costs.
- P.4.2 Strengthen Tenant Protections.** The City shall explore options to strengthen measures for eviction prevention, limits on sudden or annual rent increases, and tenant relocation assistance.
- P.4.3 Support Households Impacted by Foreclosure.** The City shall work to identify funding to establish counseling and other resources to assist households at risk of foreclosure.
- P.4.4 Support Alternative Ownership Models.** The City shall support resident-driven alternative ownership models to help low-income residents remain in their communities and build equity (e.g.: land trusts, tenant opportunity to purchase programs, etc.).
- P.4.5 Support Affordable Home Ownership Opportunities.** The City shall promote home ownership programs and opportunities for moderate and low-income households.
- P.4.6 Support Regional Partnerships.** The City shall partner with local and regional organizations to identify joint strategies and funding opportunities to help stabilize neighborhoods and protect vulnerable residents.

Goal 5: Advance Fair Housing, Equity, and Inclusion



There is no one ethnic group that constitutes a majority in the city's population, making San Leandro one of the most diverse cities in Alameda County. However, long-standing historic discrimination, such as mortgage redlining practices and a predominance of single-family housing development resulted in disparities in housing resources among racial and ethnic groups, particularly for Hispanic/Latino and Black/African-American households. In a comparison of racial/ethnic groups, Hispanic/Latino and Black/African-American households had median household income levels below the city average. Housing opportunities and housing mobility are often limited for low-income households, persons with disabilities, and other special needs groups. The City will prevent or counter geographic discrimination by implementing equitable investment in neighborhoods and housing resources, promoting mixed-income neighborhoods, and

by supporting housing education and opportunities for low-income, minority, and special needs residents

- P.5.1 Fair Housing Services and Education.** The City shall support effective programs that work toward eliminating housing discrimination of protected classes under State and federal law.
- P.5.2 Affirmatively Further Fair Housing.** The City shall monitor and ensure compliance with the City’s obligation to Affirmatively Further Fair Housing.
- P.5.3 Commit Resources to Ensure Equitable Neighborhoods.** The City shall invest in historically underserved communities while promoting housing stability, preservation, and new stable housing opportunities for current residents, particularly those vulnerable to displacement.
- P.5.4 Promote Mixed-Income Neighborhoods.** The City shall promote mixed-income neighborhoods with an equitable distribution of housing types and housing mobility opportunities for people of all incomes throughout the city.
- P.5.6 Support Wealth-Building Activities for Low-Income Residents.** The City shall support efforts to connect low-income residents with financial empowerment resources, homeownership programs, first-time homebuyer opportunities, small business assistance, and workforce training resources and services.
- P.5.7 Leverage Resources for Housing Assistance and Education.** The City shall pursue and administer, where feasible, all available federal, State, and local resources to provide financial assistance, housing rights and financial education, and other services related to homeownership, housing stability, and housing mobility.
- P.5.8 Focus Housing Opportunity Programs for Vulnerable and Underrepresented Residents.** The City shall focus outreach for homeownership and affordable housing opportunity programs to residents in areas vulnerable to displacement and to populations that are underrepresented in the housing market.
- P.5.9 Engage Underrepresented Residents.** The City shall prioritize engagement of underrepresented residents and people of all racial, ethnic, and economic backgrounds in the City’s Community Development and Human Services Departments’ programs to achieve equitable outcomes.
- P.5.10 Reduce Barriers.** Evaluate and reduce barriers to housing that disproportionately affect populations in protected classes, lower income households, and special needs populations by rescinding or mitigating development standards that are exclusionary, discriminatory, or otherwise impede the development of housing that is affordable to lower income households, including prohibitions on multi-family housing, limitations on density, and other standards that increase the cost of constructing housing.

Goal 6: Housing for Individuals and Families Experiencing Homelessness



Alameda County's January 2019 point-in-time (PIT) count showed a significant increase in residents experiencing homelessness over the 2017 PIT count revealed that one in five unsheltered people had lost their housing during that time period. For the 2022 PIT count there was only a slight decrease in the population of San Leandro residents experiencing homelessness (in 2019 there were 418; in 2022 there were 409 individuals) indicating that there continues to be significant work to address those who are unhoused and residing in the city. Factors contributing to the rise in homelessness include a lack of housing affordable available for low- and moderate-income households, increases in the number of persons whose incomes fall below the poverty level, and reductions in public subsidies. Homelessness is often compounded by a

lack of job training and supportive services to treat mental illness, substance abuse, or domestic violence. San Leandro has a higher per capita rate of people experiencing homelessness than neighboring cities of Hayward, Alameda, and Union City.

- P.6.1 Support Residents at Risk of Homelessness.** The City shall utilize data-supported strategies to create impactful, long-term solutions to reduce the risk of homelessness for vulnerable households and individuals, with a focus on affordable housing production, financial and supportive services and resources, and workforce training.
- P.6.2 Support Existing and New Transitional and Emergency Shelters.** The City shall remove barriers to interim and emergency shelter access and continue to prioritize the use of available funds to support emergency shelters and transitional and supportive housing programs for people experiencing homelessness and those who are at risk of becoming homeless.
- P.6.3 Fund Construction of New Permanent Supportive Housing.** The City shall facilitate and provide permanent supportive housing options that offer appropriate services for people experiencing chronic homelessness.
- P.6.4 Actively Engage in the Regional Response to End Homelessness.** The City shall participate with the Alameda County Office of Homeless Care and Coordination, Continuum of Care, and partner agencies to develop and implement strategies that address homelessness through a shared vision, coordinated programs, and joint funding opportunities.

6.3 Implementation Programs

The City is committed to implementing the programs outlined in this chapter over the eight-year planning period. These implementation programs were developed with extensive community input and prioritize equitable resource distribution to not only preserve and develop housing, but to improve the quality of life for all residents and strengthen the City's neighborhoods. The implementation programs describe the overarching program description and goals, and then list the actions that the City will take to achieve specific objectives, and identify the responsible agency and funding sources. The icons next to the program correspond with the associated housing element goals.

The City will continually monitor progress and report on these programs annually to the City Council and to the California Department of Housing and Community Development (HCD). Many programs incorporate fair housing strategies to actively counter disparities in housing affordability, resources, and accessibility among residents and neighborhoods based on such factors as income level, race and ethnicity, disability status, and other characteristics.

Program 1: Residential Rehabilitation



The City is committed to maintaining, improving, and monitoring housing conditions for vulnerable and extremely low-, very low-, low-, and moderate-income populations. The City will continue to implement the Residential Rehabilitation Program which offers financial assistance through grants and identifies new funding opportunities for loans to qualified lower-income households to repair or correct health and safety issues in their homes. The City may also use funds from sources such as HOME, Community Development Block Grant (CDBG), the local Affordable Housing Trust Fund, and State and federal tax credits to rehabilitate rental properties. Incentives are provided to all types of affordable housing permitted by the federal HOME program, including needed capital

repairs for existing deed restricted affordable rental housing, permanent supportive housing, transitional housing, and group homes. The rehabilitated units are required to remain affordable for a minimum of 15 years.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 1.1: Continue annual funding for the Owner Occupied Rehabilitation Grant Program and enhance outreach/marketing to lower- and moderate-income owner-occupied households, with a focus on vulnerable and low-income households including seniors on a fixed income and persons with disabilities. The City will monitor substandard or deteriorating housing to identify priority repairs and rehabilitation.</p>	<p>Provide grants for minor home repairs of at least 5 owner-occupied housing units per year for a total of 40 housing units during the 2023-2031 planning period.</p>
<p>Action 1.2: Support efforts by Alameda County and non-profit organizations that provide services and funding for the Owner-Occupied Housing Rehabilitation Loan Program (AC Renew and leveraged funding) to assist low-income owner-occupied residents conduct rehabilitation of properties in need of capital improvements for health and safety or structural issues. Support policy programming and applications to potential new funding sources.</p>	<p>Support a non-profit organization operating in San Leandro that offers CalHOME funding for loans to lower income Owner-Occupants of housing in need rehabilitation by Spring 2023.</p>
<p>Action 1.3: Seek funding to assist local property owners/managers operating rental housing in need of rehabilitation. The goal of this action is to preserve “naturally occurring affordable housing”. Focus of program resources will be advanced using principles to Affirmatively Further Fair Housing.</p>	<p>Seek funding for loan or grant resources that support this action on an ongoing basis.</p>
<p>Implements the Following Policies</p>	<p>P.3.1, P.3.2, P.5.2</p>
<p>Responsible Agency</p>	<p>Housing Division</p>
<p>Funding Sources</p>	<p>CDBG, HOME, Affordable Housing Trust Fund</p>

Program 2: Safe and Sanitary Housing



The City’s Code Enforcement Program was moved from the Police Department to the Community Development Department in 2017 as part of the Community Care Initiative. The mission of the Community Care Initiative is to work in partnership with residents to improve the quality of life and aesthetics in the community through education, cooperation, and responsive enforcement. The Code Enforcement Division and Building Division work together to promote safe and sanitary housing in the community.

Actions	Objectives and Timeframe
<p>Action 2.1: Continue monitoring Short-Term Rental activity and enforce municipal code requirements accordingly.</p>	<p>Ongoing</p>
<p>Action 2.2: Provide annual trainings during the 6th Cycle Housing Element planning period to improve capacity of building and code enforcement staff to work with diverse communities, in a culturally competent manner with a focus on problem solving and with connections to social and economic support services.</p>	<p>Beginning 2025, at least five trainings held during the planning period.</p>
<p>Action 2.3: Continue offering San Leandro’s Earthquake Home Strengthening Program, including:</p> <ul style="list-style-type: none"> ▪ Earthquake Home Strengthening Workshops ▪ Disseminating Earthquake Retrofit Handbook 	<p>Ongoing</p>

Actions	Objectives and Timeframe
<ul style="list-style-type: none"> ▪ Offering a Prescribed Retrofit Standard and Plan Set ▪ Maintaining a Tool-Lending Library 	
<p>Action 2.4: Explore establishment of a Soft Story Program to address earthquake preparedness.</p> <ul style="list-style-type: none"> ▪ Review and update the soft story housing inventory for the city. ▪ Identify the soft story residential structures in the city and identify neighborhoods with concentrations of soft-story structures. ▪ Conduct outreach to owners/property managers of identified residential soft-story structures to notify them that their residential asset is at-risk in the case of a major earthquake. ▪ Explore the feasibility of a formal program to retrofit soft-story multi-family buildings in San Leandro, thereby protecting an important and potentially vulnerable component of the City’s housing supply. 	<p>Explore Soft Story Program beginning in 2023 and, if feasible, begin program operations in 2024.</p>
<p>Action 2.5: Partner with Alameda County Healthy Homes to disseminate housing and public health information and resources such as rehabilitation standards, preventative maintenance, and energy conservation measures in various community locations such as City Hall, San Leandro Public Library, San Leandro Senior Center, and Marina Community Center. Conduct community workshops and upload video information onto the City’s website.</p>	<p>Ongoing. Monitor participation by San Leandro residences annually and, if participation decreases, work with Alameda County Healthy Homes to increase outreach efforts.</p>
<p>Implements the Following Policies</p>	<p>P.3.1, P.3.2, P.5.2</p>
<p>Responsible Agency</p>	<p>Housing Division, Building Division, Code Enforcement Division</p>
<p>Funding Sources</p>	<p>CDBG, HOME, Affordable Housing Trust Fund</p>

Program 3: Preservation of At-Risk Housing



Support the preservation of affordable housing units that could potentially convert to market-rate during the planning period. The City will monitor all regulated affordable units and assist property owners in maintaining the affordability of these units and assist tenants if preservation is unsuccessful.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 3.1: Work with the owners of existing affordable housing with expiring affordability covenants that are scheduled for conversion to discuss the City’s desire to preserve affordable housing.</p> <p>Work with owners to provide information to the tenants of these units regarding tenant’s rights and conversion procedures pursuant to California AB 1521 (2017, Bloom).</p>	<p>Prior to expiration of the at-risk units, meet with existing owner of property to discuss required actions under CA law and seek possible solutions that allow for the preservation of the 35 at-risk regulated affordable housing units set to expire in 2025.</p>
<p>Action 3.2: Explore program to regulate city’s existing and unregulated naturally occurring housing affordable to low- and moderate-income households using AB 787 (2021, Gabriel) as a guide for program implementation.</p>	<p>Explore program by 2027.</p>

Actions	Objectives and Timeframe
Action 3.3: Contact private and non-profit entities to solicit interest in acquiring and managing existing deed-restricted affordable housing that are at-risk of converting to market-rate housing.	Maintain a list of established bona fide nonprofit housing developers and annually solicit interest in acquiring and managing affordable projects in order to prevent losses to the City’s existing deed-restricted affordable housing.
Implements the Following Policy	P.3.4
Responsible Agency	Housing Division
Funding Sources	HOME, CDBG, and other federal and State housing funds

Program 4: Mobile Home Preservation



Mobile home parks are recognized as an important affordable housing resource for San Leandro’s seniors and low-income households. The City of San Leandro prioritizes preserving the existing mobile home communities that retain affordable housing for residents. The City has adopted an overlay zone for mobile home parks and has enacted regulations limiting space rent increases. The City will continue to look for opportunities to strengthen existing regulations and consider new opportunities to advance the preservation of mobile home parks. Rehabilitation efforts for mobile home parks should not displace mobile home residents nor reduce the number of affordable units. Financial support for maintaining mobile homes will continue through the City’s CDBG grant to assist with minor mobile home repairs and the Mobile Home Rent Stabilization Ordinance.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 4.1: Continue to provide annual financial support for minor home repairs for owner-occupied mobile homes through the City’s CDGB funding for income-qualifying mobile home residents under the Owner-Occupied Minor Repair and Rehabilitation Grant Program.	Provide financial support for minor home repairs for at least two mobile homes annually.
Action 4.2: As needed, assist with conservation and rehabilitation of mobile home parks without displacing tenants or reducing the number of affordable units.	Explore public and private resources to establish funding for conservation and rehabilitation of mobile home parks.
Action 4.3: Re-evaluate the Mobile Home Rent Stabilization Ordinance and enact identified updates to enhance its effectiveness and objectives.	Produce a report on the findings by January 2025.
Action 4.4: Explore feasibility of a right of first refusal mechanism for mobile homeowners to buy a park upon notice of sale of mobile home park by owner.	Produce a report on the findings by January 2026.
Implements the Following Policies	P.3.1, P.3.5
Responsible Agency	Housing Division
Funding Sources	CDBG, General Fund, State

Program 5: Maintain Adequate Sites to Meet the RHNA



An important component of meeting the housing needs of all segments of the community is promoting and supporting the development of adequate sites to facilitate the development of all types, sizes, and affordability of housing. Providing an adequate supply and diversity of housing accommodates the changing housing needs and desires of residents, based on household size and living arrangements, incomes, and physical accessibility. The City is tasked with planning for its share of the Regional Housing Needs Allocation (RHNA) of 3,855 units, across all income levels. The City can count 723 lower-income units, 107 moderate-income units, and all 1,802 above moderate-income units towards the RHNA through planned and approved projects and estimated ADU production. The City can accommodate the remaining 1,223 units needed to meet the RHNA on vacant and underutilized land with zoning and land use changes to accommodate higher residential densities (see Chapter 4, *Housing Resources*, for more information). These zoning and land use amendments will be adopted concurrently with the Housing Element update and described in the actions below.

In 2017, Senate Bill 166 (SB 166; 2017, Skinner), otherwise known as “no net loss,” was passed to ensure that cities and counties “identify and make available” additional adequate sites if a housing project is approved at a lower density or with fewer units by income category than what is identified in the Housing Element. Consistent with SB 166, the City will monitor housing sites to ensure adequate sites to accommodate the remaining unmet RHNA by each income category are maintained at all times.

To comply with Government Code Section 65583, the City will also amend the Zoning Code concurrently with the adoption of the housing element to allow by-right approval for housing developments that include at least 20 percent of units as affordable to lower-income households on non-vacant sites included in one previous housing element inventory and vacant sites included in two previous housing element inventories.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 5.1: Maintain a sites inventory and make it available to developers. Actively promote available parcels appropriate for development that can accommodate low-income and/or moderate-income households to private or non-profit housing providers to support the production of at least 2,053 units available to lower- and moderate-income households during the planning period.</p>	<p>Development of 2,053 units available to lower- and moderate-income households.</p>
<p>Action 5.2: To ensure that the City monitors its compliance with SB 166 (No Net Loss), the City will develop a procedure to track:</p> <ul style="list-style-type: none"> ▪ Unit count and income/affordability assumed on parcels included in the sites inventory. ▪ Actual units constructed and income/affordability when parcels are entitled and developed. <p>Net change in capacity and summary of remaining capacity in meeting remaining Regional Housing Needs Allocation (RHNA).</p>	<p>Ongoing</p>
<p>Action 5.3: Annually monitor the City’s remaining housing capacity to ensure compliance with the City’s obligation to affirmatively further fair housing.</p>	<p>Annual</p>

Actions	Objectives and Timeframe
<p>Action 5.4: Pursuant to AB 1397 (2017, Low), amend the Zoning Code to require by-right approval for housing developments that include at least 20 percent of units as affordable to lower-income households on non-vacant sites included in one previous housing element inventory and vacant sites included in two previous housing element inventories and on sites that are being rezoned to accommodate the lower-income RHNA.</p>	<p>January 2024</p>
<p>Action 5.5: Although the current General Plan land use designations and zoning standards are adequate to meet the City’s RHNA, the City will complete General Plan and zoning amendments by January 2024 to provide additional housing opportunities:</p> <ul style="list-style-type: none"> ▪ Increase the allowable densities in the General Plan Land Use Element and the San Leandro Zoning Code in the Downtown Mixed Use and Transit Oriented Mixed Use land use designations ▪ Increase the allowable Floor Area Ratio (FAR) in the Corridor Mixed Use land use designation ▪ Increase the allowable density in the DA-1, DA-2, DA-3, DA-4 (Downtown Areas 1, 2, 3, and 4) and SA-1, SA-2, SA-3 (South Area 1, 2, and 3) zoning districts ▪ Increase the maximum height limit in the DA-2, SA-1, SA-2, and SA-3 zoning districts 	<p>January 2024</p>
<p>Implements the Following Policies</p>	<p>P.1.1, P.1.2, P.1.4, P.2.1, P.2.4, P.2.6, P.5.2, P.5.4</p>
<p>Responsible Agency</p>	<p>Planning Division, Housing Division</p>
<p>Funding Sources</p>	<p>General Fund</p>

Program 6: Data-Informed Tools for Increased Housing Development



Although the City does not build housing, the City can ensure that there is sufficient capacity for development through its zoning framework. Cities also do not control local market realities, but the City can provide greater access to information that developers need, remove barriers, and increase incentives for housing development.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 6.1: Evaluate the current City website for compliance with the new transparency requirements per Government Code Section 65940.1(a)(1) and make changes as necessary.</p>	<p>By January 2025, evaluate City website for compliance with transparency requirements.</p>
<p>Action 6.2: Create a page on the City’s website with an easily accessible, map-based inventory and dashboard that identifies vacant and nonvacant housing development opportunity sites, including multi-family residential and mixed-use sites.</p>	<p>By January 2025, display housing site information via digital map.</p>
<p>Action 6.3: Maintain a current inventory of major residential housing developments on the City’s website that have been submitted, approved, and denied.</p>	<p>Create inventory by 2025.</p>
<p>Action 6.4: Provide technical assistance to applicants receptive to lot consolidation to encourage housing development, with priority for developments that support low- and moderate-income housing.</p>	<p>Ongoing</p>

Actions	Objectives and Timeframe
<p>Action 6.5: Develop a web-based Housing Development Toolkit that outlines a step-by-step process for residential development, including identifying steps in the entitlement and building permit process, detailed information on development incentives, and funding programs and resources for affordable housing development.</p>	<p>Housing Development Toolkit published on City’s website by January 2025</p>
<p>Action 6.6: Maximize the density potential of limited land resources by promoting residential densities that achieve the highest allowable density for specific properties, particularly within 0.25-mile of high-quality public transit stops.</p>	<p>Annually review the City’s existing Zoning Code to remove potential constraints to achieving highest possible densities.</p>
<p>Action 6.7: Monitor lot splits and two-unit developments under SB 9, provide technical assistance to homeowners, and develop or adjust development standards as needed. Provide easily accessible information and resources about SB 9 on the City website.</p>	<p>Update City website by January 2024. Monitor activities on an ongoing basis.</p>
<p>Action 6.8: Increase promotion of or support for housing development through technical assistance, incentives, or other actions as appropriate.</p>	<p>Ongoing</p>
<p>Action 6.9: Meet with labor groups and organizations to discuss ways in which the City can support an adequate supply of labor to build new housing.</p>	<p>Hold at least one meeting with labor groups per year.</p>
<p>Responsible Agency</p>	<p>Housing Division, Planning Division</p>
<p>Funding Sources</p>	<p>General Fund</p>

Program 7: Support New Moderate-Income and Workforce Housing



The City has a shortage of available housing for the “missing middle”—households that earn too much annual income to qualify for traditional affordable housing, but not enough to afford market-rate rents.

These households, which typically include residents in professions such as teachers, healthcare workers, first responders, and government employees, are likely to have a housing cost burden (where housing costs are more than 30 percent of household income) and are vulnerable to displacement when the cost of housing increases. Workforce housing (also known as middle-income or moderate-income housing) is typically defined as housing for households that earn between 80 percent and 120 percent area median income (AMI). This program aims to facilitate the production of middle-income and workforce housing by expanding partnerships with potential developers and seeking additional funding sources.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframes
<p>Action 7.1: Review the Zoning Code to identify opportunities to increase and encourage a greater mix of dwelling types and sizes, specifically housing types that may accommodate moderate-income households (e.g., duplexes, triplexes, fourplexes, townhouses, courtyard buildings), in lower-density residential areas and amend the Zoning Code as needed.</p>	<p>Review Zoning Code by January 2026 and implement any changes by January 2027.</p>
<p>Action 7.2: Explore financing tools, such as Enhanced Infrastructure Financing District, Housing Opportunity Zone, Housing Sustainability District, Neighborhood Infill Finance, and/or Transit Improvement District, as allowed through Government Code Sections 65620 – 65625 that encourage the production of moderate-income housing units.</p>	<p>Report on feasibility of financing mechanisms by January 2026.</p>

Actions	Objectives and Timeframes
Action 7.3: Annually monitor sites that could support workforce and moderate-income housing and encourage development on those sites that is appropriate for moderate-income households.	Support the development of at least 696 units appropriate for moderate-income households.
Implements the Following Policies	P.1.1, P.1.2, P.1.4, P.2.4, P.4.1, P.5.2, P.5.3, P.5.4
Responsible Agency	Planning Division, Housing Division
Funding Sources	General Fund

Program 8: Facilitate Infill Development with an Emphasis on Transit-Oriented Development



Transit-Oriented Developments (TODs) will add more housing units in strategic areas near services and transit and will enhance the areas around the San Leandro and Bay Fair BART stations as vibrant, pedestrian-oriented destinations with a strong sense of place and identity. Such development is also expected to maximize the cost-effectiveness of transit services by increasing transit ridership, support local businesses, and provide significant opportunities for affordable housing development. Residential proximity to goods and services also benefit seniors, persons with disabilities, and less mobile residents. Most infill housing production during the next housing cycle is anticipated in the Downtown Mixed Use, Corridor Mixed Use, Transit-Oriented Mixed Use, and Bay Fair TOD General Plan land use designations.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 8.1: Continue implementing the Bay Fair TOD Specific Plan by: <ul style="list-style-type: none"> ▪ Pursuing grant funding for active-transportation improvements and implementation projects, ▪ Coordinating with regional partners and transportation stakeholders (ACTC, BART, AC Transit, etc.), ▪ Evaluating infrastructure financing and funding options, and ▪ Convening property owner and stakeholder meetings periodically. 	Study infrastructure and phasing options for Bay Fair TOD by January 2025. Hold a minimum of four stakeholder meetings during the planning period.
Action 8.2: Continue to promote the San Leandro BART Transit Oriented Development (TOD) Area as a major regional opportunity for mixed use development. The City will continue to market development opportunities in this area, work with property owners to facilitate development, and continue to improve the pedestrian environment, streetscape, and circulation system to attract investment.	Ongoing
Implements the Following Policies	P.1.4, P.2.1, P.2.6, P.5.2, P.5.4
Responsible Agency	Planning Division, Economic Development Division, Housing Division
Funding Sources	General Fund

Program 9: Tenant Protections and Support



As the cost of housing increases, low-income renters and other vulnerable populations are disproportionately at risk of displacement. As discussed in Chapter 5, most of the city is considered sensitive to displacement, except for neighborhoods in the southwestern and northeastern areas of the city. Areas vulnerable to displacement have higher rates of low- and moderate-income households and overcrowded households. Displacement could result directly from development (and removal of lower cost housing) or indirectly from rising rents, evictions, Notices to Vacate, condominium conversions, and other activities which result in lower income tenants losing their homes.

The City already enacts anti-displacement strategies, including tenant relocation assistance, preservation of existing affordable housing, assistance with free legal services for lower-income households facing displacement, and educational outreach. The City maintains a contract with the nonprofit ECHO Housing to provide San Leandro tenants and/or landlords information on their housing rights and responsibilities, while the nonprofit Centro Legal de la Raza provides eviction defense and legal counseling. The City also maintains a Rent Review Board (RRB) to assist tenants and landlords with publicly and mutually settling disputes related to significant rent increases in residential rental units. The City will continue to promote public awareness of the role of the RRB, including providing outreach materials on tenant’s rights and the appeals procedure in English, Spanish, and Chinese. The City will also continue providing an annual status report on RRB activities, along with suggested policy and program changes as appropriate.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 9.1: Review the City's Rent Review Board Ordinance with input from tenants and property owners/managers, ensuring representation across the economic spectrum, and update as appropriate.	Review completed by January 2026
Action 9.2: Review the City's Tenant Relocation Ordinance with input from tenants and property owners/managers, ensuring representation across the economic spectrum, and update as appropriate.	Review completed by January 2026
Action 9.3: Determine feasibility and seek funding for a local displacement study that includes policy measures to address any findings of displacement. This effort will ensure the City's compliance with Fair Housing Law and will be used as a basis for a City Preference Policy for any new regulated affordable housing development.	Feasibility report completed by January 2028
Action 9.4: Update the Condominium Conversion Ordinance to address conversion of duplexes and triplexes not covered by the Tenant Relocation Ordinance. Updates may include changing the condominium conversion fee to be based on sales price, removing the existing exemption for two- and three-unit rental buildings, setting a minimum cost per unit for upgrades as part of condominium conversions, and/or requiring a marketing plan for the converted units.	Update completed by January 2027
Action 9.5: Continue to provide tenant services in conciliation and tenant/owner counseling and legal assistance to evaluate existing State and federal “just cause for eviction” (AB 1482; 2019-Chiu) provisions to determine if additional protections through a local ordinance is warranted.	Ongoing
Action 9.6: Explore the development of a rental assistance program to provide relief to tenants and landlords to avoid the displacement of vulnerable communities.	Report on rental assistance program study by January 2025

Actions	Objectives and Timeframe
Action 9.7: Explore opportunities to provide rental assistance for emancipated youth with organizations like “Project Independence” and utilize HOME funds for this purpose.	Ongoing
Implements the Following Policies	P.3.1, P.4.1, P.4.2, P.4.6, P.5.1, P.5.2, P.5.8, P.5.9, P.5.10
Responsible Agency	Housing Division
Funding Sources	General Fund

Program 10: Support Production of Regulated Affordable Housing for All Income Levels and Special Needs.



The City is committed to maintaining, developing, and monitoring affordable housing and will continue to prioritize housing for very low- and low-income households in the development of additional housing stock. The City will continue to support the development of housing appropriate for extremely low-income households and seek new funding opportunities and partnerships.

High construction and land costs, NIMBYism, inadequacy of public affordable housing subsidies and burdensome regulations have created challenges to building new affordable housing. The City was able to support the development of several affordable housing projects in the previous 5th Cycle Housing Element. The City will continue to work with developers to facilitate affordable housing development and seek to provide gap financing as a local match to State, federal, and other public funding sources. When possible, the City will utilize State, federal, and local funds to write down the cost of land for the development of affordable housing. The City will also consider assisting in the assembly of property and providing greater streamlining, fee reductions, and other possible measures to support affordable housing development.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 10.1: When a critical mass of local (AHTF, Low/Mod Housing Asset Fund), State and/or federal (CDBG, HOME) funding is available, the City will evaluate issuing a competitive Notice of Funding Availability with objective criteria to transparently identify the best non-profit affordable housing developer to partner with on new affordable housing developments in the city.	Reach out to at least two new affordable housing developers for potential partnership by January 2026.
Action 10.2 Actively promote sites available for affordable housing development to potential developers, private and nonprofit organizations, and other interested persons and organizations through regularly posting public information on the City’s website.	Facilitate the entitlement of at least 400 subsidized housing units affordable to extremely low-, very low-, and low-income households in the city during the planning period.
Action 10.3: In compliance with recent updates to the Surplus Land Act (AB1255, 2019-Rivas; AB 1486, 2019-Ting), identify City-owned land for the development of affordable housing. Explore the adoption of an ordinance that identifies public land and where a portion or all of the land should be used for the development of affordable housing by non-profit, mission-based developers.	Beginning January 1, 2023.

City of San Leandro
2023-2031 Housing Element Update

Actions	Objectives and Timeframe
<p>Action 10.4: Explore adoption of a “Boomerang” affordable housing funding policy. If adopted, a large portion of property tax revenue, similar to former redevelopment tax-increment funds, received annually by the City in the wake of the RDA dissolution would be set aside to establish a more robust and permanent City Affordable Housing Program in conjunction with the City’s Affordable Housing Trust Fund.</p>	<p>Ongoing</p>
<p>Action 10.5: Support efforts (including local and regional financing tools needed) to establish the Bay Area Housing Finance Authority (aka BAHFA; AB 1487, 2019-Chiu). The intent of BAHFA is to create a permanent source of funding for the construction of regulated affordable housing financed by regional housing infrastructure bonds.</p>	<p>Ongoing</p>
<p>Action 10.6: Leverage the City’s Affordable Housing Trust Fund (AHTF), and Low/Mod Housing Asset Fund to leverage public affordable housing funding (e.g., CA HCD Local Housing Trust Fund Program).</p>	<p>Ongoing</p>
<p>Action 10.7: Apply for the State Pro-housing Designation Program to be more competitive for various State funding sources and actively maintain this designation.</p>	<p>Evaluate any necessary new or amendments to ordinances or City policies to maximize scoring for application to State Pro-housing Designation Program by January 2024 and make recommendations to City Council by January 2025.</p>
<p>Action 10.8: As a part of the City’s Comprehensive Impact Fee Study, explore a standardized fee reduction and/or impact fee waiver program for affordable housing projects. The Fee Study shall address non-profit affordable housing projects as well as for-profit affordable housing projects and affordable units in mixed-income developments (e.g., inclusionary units).</p>	<p>Develop a report for a potential fee reduction or waiver program by January 2025 as part of a Comprehensive Impact Fee Study.</p>
<p>Action 10.9: Assess and monitor, on an annual basis and as data is available, the need for farmworker housing in the city and region. If it is determined that farmworker housing is an identified need, support and facilitate efforts by private, non-profit, and public agencies to provide safe, affordable, and adequate housing for farmworkers, and explore new funding opportunities to support permanent farmworker housing.</p>	<p>Annual review of data.</p>
<p>Action 10.10: Amend Zoning Code to incorporate all recent changes to State density bonus law and develop summary materials to promote the use of density bonuses.</p>	<p>Create summary materials for use by staff and developers with the goal of promoting this program and add information as needed to the City website by January 2024.</p>
<p>Action 10.11: Prioritize affordable housing development and rehabilitation of existing housing for low-income households in locations near public transit.</p>	<p>Ongoing</p>
<p>Action 10.12: Continue to meet with developers of pipeline projects to monitor progress, especially those with very low and low-income units.</p>	<p>Ongoing</p>
<p>Implements the Following Policies</p>	<p>P.1.1, P.1.3, P.1.4, P.2.1, P.2.2, P.2.5, P.2.6, P.5.7, P.5.10</p>
<p>Responsible Agency</p>	<p>Housing Division, Planning Division, Economic Development Division</p>
<p>Funding Sources</p>	<p>General Fund, Low Mod Housing Asset Fund, Affordable Housing Trust Fund</p>

Program 11: Support Homeownership Opportunities



The City recognizes that homeownership allows households to gain housing security and build wealth through equity, and can serve to strengthen and stabilize neighborhoods. The City maintains a contract with Bay Area Affordable Homeownership Alliance (BAAHA) to administer first-time homebuyer seminars, homebuyer education and counseling, and below market rate ownership units under the Inclusionary Housing Program. The City will continue to fund homebuyer counseling services in financial planning and credit clean-up, conduct periodic City-sponsored education workshops for first-time homebuyers, and publicize these educational opportunities to assist first time homebuyers in San Leandro.

The City will continue supporting and participating in the Alameda County Housing and Community Development Department’s Mortgage Credit Certificate (MCC) program. The MCC program provides eligible first-time homebuyers with federal income tax relief and can allow a household to qualify for a larger mortgage. The program is funded by the California Debt Limit Allocation Committee.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 11.1: Assist first time homebuyers by promoting the County Mortgage Credit Certificate (MCC) program on the City’s website and at educational events.	As funding allows, assist at least two homebuyers per year with obtaining an MCC allocation.
Action 11.2: Increase participation in homeownership education and assistance programs for historically underrepresented residents in the homeownership market.	Increase participation in homeownership education and outreach programs by minority and/or low and moderate-income residents by 25 percent by 2028.
Action 11.3: Pursue public funding, including CA HCD Cal HOME program, to reinstate the First-Time Homebuyer Loan Program and other public down payment assistance programs (e.g.: FHLB WISH Program).	Ongoing
Implements the Following Policies	P.4.5, P.5.3, P.5.6, P.5.7, P.5.8, P.5.9
Responsible Agency	Housing Division
Funding Sources	California Debt Limit Allocation Committee, General Fund, State, Federal Home Loan Bank

Program 12: Update Inclusionary Housing Ordinance



Inclusionary housing regulations help increase the availability of affordable housing stock in the city by requiring market-rate developments to include a portion of below-market-rate units and/or payment of fees to support the production of affordable housing. San Leandro’s Inclusionary Housing Ordinance requires that a certain percentage of units in new residential developments be made affordable to low- and moderate-income households, depending on whether the project is intended as ownership or rental housing. Currently, for all new residential developments, at least 15 percent of the total units must be inclusionary units restricted for occupancy by moderate-, low-, or very low-income households at either the affordable rent or affordable ownership cost appropriate for the income of the household.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 12.1: Hire third party consultant objective consultant to conduct an economic feasibility study to guide an update of the Inclusionary Housing Ordinance, including consideration of:</p> <ul style="list-style-type: none"> ▪ An increased inclusionary housing component (e.g., up to 25%), ▪ Changes to the in-lieu fee structure, ▪ Feasibility of developer contribution to the Affordable Housing Trust Fund, ▪ Incentives such as increased densities, increased height limits, reduced parking standards, and ministerial review, for projects that incorporate increased affordable units or deeper levels of affordability. <p>The City will ensure that any revisions to the Ordinance are made with input from developers, builders, realtors, and regional housing advocates with San Leandro members, as well as the community at large. Based on the findings of the evaluation and the study, the City shall consider amendments to the ordinance with the goal of increasing the amount of deed restricted affordable housing built in the city while ensuring the requirements do not pose a constraint to overall housing production.</p>	<p>Feasibility study on the Inclusionary Housing Ordinance and make changes by January 2025.</p>
<p>Action 12.2: Provide developers the ability to acquire and refurbish foreclosed properties and resell them as deed-restricted affordable housing for low- and moderate-income households.</p>	<p>Review inclusionary housing ordinance and make changes by January 2025.</p>
<p>Implements the Following Policies</p>	<p>P.2.3, P.5.10</p>
<p>Responsible Agency</p>	<p>Housing Division</p>
<p>Funding Sources</p>	<p>General Fund</p>

Program 13: Incentivize and Track the Development of Accessory Dwelling Units (also known as ADUs, Casitas, In-law Units, Granny Flats)



The City of San Leandro prioritizes and encourages the development of Accessory Dwelling Units (ADUs) as opportunities for infill housing and in support of various state laws encouraging their construction (AB 68, 2019-Ting; AB 670, 2019-Friedman; AB 881, 2019-Bloom; SB 13, 2019-Wieckowski). ADUs are an innovative approach to adding more housing, particularly in single-family residential neighborhoods. ADUs can also offer a reliable source of income for moderate to lower income homeowners. The City aims to reduce barriers to the development of ADUs and will explore options including fee waivers, and expediting the process for ADU permitting. The City has seen an increase in ADU production in recent years, particularly since 2018 when the State passed several bills to facilitate ADUs statewide. In recent years, multiple bills have added requirements for local governments related to ADU permitting and requirements. The City will continue to monitor the extent of ADU production to ensure that ADU-related policies and procedures are successful and that the Housing Element goals and RHNA production can be met.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 13.1: Monitor ADU production on an annual basis to ensure that they are satisfying the construction targets adopted to meet RHNA obligations. If the City is not meeting ADU goals, consider implementing additional action(s) to promote the construction of ADUs depending on the severity of the gap.</p>	<p>Support the promotion and development of ADUs with a goal of permitting 256 ADUs during the planning period.</p>
<p>Action 13.2: As a part of the City’s Comprehensive Impact Fee Study, the City will analyze ADU development impact fees with the goal of reducing, loaning, granting, or waiving those costs in exchange for providing rents affordable to low- or moderate-income households for a set period of time. (AB 671, 2019-Friedman)</p>	<p>Ordinance or grant/loan program developed by January 2026</p>
<p>Action 13.4: Assist and educate homeowners with developing ADUs by maintaining and updating informational brochures in English, Spanish, and Chinese characters. The City will maintain an updated page on the City’s website that provides information on ADUs, City requirements, ADU construction resources, and links to necessary applications and building requirements.</p>	<p>Update website with ADU information and update informational brochures by 2024.</p>
<p>Action 13.5: Participate and support any County-wide collaborative that works to advance the development of ADUs, including by:</p> <ul style="list-style-type: none"> ▪ Creating pre-approved ADU plans for a variety of unit sizes, construction type, and design aesthetic to streamline the ADU building approval and construction process. ▪ Evaluating and improving financing structures. ▪ Accessing State funding to support planning, construction, and property management of ADU (AB 671, 2019-Friedman). ▪ Identifying cost-saving tools such as property tax welfare exemptions in exchange for affordability covenants (AB 587, 2019-Friedman). 	<p>Ongoing</p>
<p>Action 13.5: Monitor the City’s ADU permitting process and development tracking in the Accela system, to understand the average processing times for ADU permits. Use data on building permit application processing times to identify trends and, if necessary, work to improve building plan reviews to reduce approval times and associated costs.</p>	<p>Ongoing</p>
<p>Implements the Following Policies</p>	<p>P.1.1, P.1.3, P.1.4, P.2.1, P.2.2, P.2.4, P.5.4</p>
<p>Responsible Agency</p>	<p>Housing Division, Planning Division, Building Division</p>
<p>Funding Sources</p>	<p>General Fund, State</p>

Program 14: Remove Barriers to Housing by Updating Development Standards and Development Review Process



The City must regularly evaluate and update its development review and permitting policies, standards, and practices in response to State and federal laws intended to facilitate residential development. The City also takes into consideration the needs and desires of the community as it undertakes such policy updates.

The City also continues to improve the efficiency of the development review process. As a response to the State housing crisis, Senate Bill 35 (SB 35; 2017-Wiener) made changes to Housing Element law to limit local discretion for qualified housing projects. The City has adopted objective

development standards for multi-family and mixed-use developments and will continue to coordinate with stakeholders to identify opportunities for more efficient development review and permitting processes.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 14.1: Retain services of third-party parking consultant and conduct stakeholder outreach to identify feasible reductions or eliminations to parking minimums, with a focus on projects with transit access, to make housing developments more financially feasible. Consider establishing a Transportation Demand Management (TDM) Ordinance to encourage reduction in vehicle trips and reliance on automobile parking. Stakeholder outreach shall include discussions with for-profit and non-profit housing developers, housing advocates, and environmental groups. Recommend any necessary changes to the City’s Zoning Code by January 2025.</p>	<p>January 2025</p>
<p>Action 14.2: Remove single-family residences as a permitted use in the RM zoning district. Continue to monitor multi-family residential development activity and make recommendations, as appropriate, to provide additional incentives and/or updated development standards to facilitate housing development, particularly for lower-income households.</p> <p>Update Zoning Code, as necessary, to accommodate alternative housing types such as housing co-operatives, tiny homes, and collective home ownership models. Stakeholder outreach shall include discussions with for-profit and non-profit housing developers.</p> <p>Monitor changes in State law and update the Zoning Code as needed.</p>	<p>Removal of single-family residences as a permitted use in the RM zoning district by January 2024; monitoring of development activity and updates to the Zoning Code ongoing</p>
<p>Action 14.3: Prepare an update to the City’s impact fees by conducting a Comprehensive Impact Fee Study. The City will support the development of an impact fee nexus study by January 2024 and implement necessary changes by January 2025.</p>	<p>Development fee nexus study by January 2024, implementation of changes by January 2025</p>
<p>Action 14.4: Explore reducing the number of hearings needed to streamline development review including:</p> <ul style="list-style-type: none"> ▪ Limiting the total number of public hearings for any project to three or fewer ▪ Eliminating public hearings for projects that are consistent with zoning and the General Plan. 	<p>Ongoing</p>
<p>Action 14.5: Continue to improve the City’s development project tracking system, which is used to coordinate and complete project reviews. Monitor average processing times for new housing projects and use data on processing times and applications to track review times and trends in citywide development.</p> <p>Improve electronic plan review process with the goal of reducing approval times and related staff costs.</p>	<p>Ongoing</p>
<p>Action 14.6: Initiate an amendment to the Zoning Code in compliance with SB 9 (2021, Atkins) to address objective standards and lot split criteria. Enact any necessary changes to the City’s Zoning Code by January 2024.</p>	<p>January 2024</p>
<p>Implements the Following Policies</p>	<p>P.1.1, P.1.2, P.4.4, P.5.10</p>

Actions	Objectives and Timeframe
Responsible Agency	Planning Division, Housing Division, Building Division, Engineering/Transportation Department
Funding Sources	General Fund

Program 15: Housing for Special Needs Populations



The City of San Leandro is a diverse community with many residents who have special housing needs. State law requires the housing element to address the needs of specific “special needs” groups,

including extremely low-income residents, seniors, persons with disabilities, large families, female-headed households with children, and persons experiencing homelessness. The City will continue to monitor its policies, standards, and regulations to ensure that they comply with applicable laws pertaining to housing for special needs populations. The City will also work with experienced nonprofits developing affordable special needs housing through aid, incentives, or concessions such as direct financial assistance (when available), density increases, or other financial, land or regulatory assistance that would result in enhancing development feasibility. The City will consider supporting the development of alternative forms of housing such as tiny homes, single room occupancy units (SROs), housing cooperatives, and dormitory-style housing, to reduce housing costs and increase community-driven methods of support.

Additionally, the City will encourage residential development to employ Universal Design, which allows housing to be usable by all people, to the greatest extent possible, without the need for adaptation or specialization.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 15.1: Facilitate the development of housing for persons with disabilities (including developmental disabilities) through incentives for affordable housing development with services, resources, and assistance.	Goal of developing 40 housing units for special needs households during the planning period.
Action 15.2: The City shall review the City’s existing reasonable accommodation policy and grievance procedure, update as needed, and provide a link to its Reasonable Accommodations policy on the Housing and City Clerk pages of the City website.	January 2025
Action 15.3: Identify existing nonprofits experienced in operating and explore establishment of a shared housing/roommate matching program for homeowners to rent out rooms or ADUs in their homes for low-income residents.	January 2027
Action 15.4: Amend the Zoning Code to adjust definitions and allowances of uses for agricultural employee housing to be consistent with California Law, including but not limited to Health and Safety Code Section 17021.6, and allow agricultural employee housing for six or fewer persons by right in zoning districts that allow single-family dwellings, subject to the same regulations as a single-family dwelling.	January 2024
Action 15.5: Explore development of an ordinance that promotes and encourages the use of Universal Design Principles in new construction and/or rehabilitation of housing.	January 2025

Actions	Objectives and Timeframe
Action 15.6: Continue to implement the Municipal Code and facilitate requests for reasonable accommodation to land use decisions and procedures regulating the siting, funding, development, and use of housing for people with disabilities.	Ongoing
Action 15.7: Work with the Regional Center of the East Bay to implement an outreach program informing residents of the housing and services available for persons with developmental disabilities. The City shall make information available on the City website. (SB 812; Ashburn, 2010)	Outreach program by January 2025
Implements the Following Policies	P.1.3, P.2.1, P.2.2, P.2.6, P.2.7, P.3.6, P.5.2, P.5.10
Responsible Agency	Housing Division, Planning Division, Building Division, Engineering/Transportation Department. Public Works Department
Funding Sources	CDBG, HOME, HUD, General Fund, State HCD, State/federal low-income housing tax credits

Program 16: Homelessness Prevention and Housing



On November 20, 2018, the 2018-2021 Alameda County Homeless Action Plan was published to help guide the jurisdictions in Alameda County, including San Leandro, in more effectively addressing homelessness. The County’s Homeless Action Plan sets forth a new set of countywide financial initiatives, updated homeless programs, and high priority goals to help address homelessness throughout the county. The County’s Action Plan is updated every three years to address recent changes and changing circumstances within the County and each of its jurisdictions. At the time of this draft document was released for review, the 2026 Alameda County Home Together Community Plan had only been recently adopted in May 2022.

The City’s Homeless Prevention Program aims to connect San Leandro’s residents to programs set forth in the Alameda County Homeless Action Plan. Additionally, this program aims to strengthen existing City initiatives such as the San Leandro Homeless Compact. The City is committed to preserving existing initiatives while continuing to explore new opportunities to identify new housing resources and expand services.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 16.1: Housing Navigation Center. The City will identify and pursue State, regional, and local funding to purchase a property for a Housing Navigation Center and shelter. The City will work with area service providers and Alameda County to open a facility available to people who are experiencing homelessness, or who are at risk of homelessness, by identifying immediate and long-term housing solutions, providing crisis management, accessing benefits that are important to housing stability, case management and housing navigation, and providing on-site access and referrals to medical, mental health, and substance use disorder services.	If City’s initial application is not awarded, re-apply for Project Homekey Funding at least once during the planning period.
Action 16.2: In collaboration with Alameda County and Building Futures among other non-profit organizations, the Mobile Outreach Program will leverage Alameda County funding to provide street outreach, case management, and summarize needs of clients to inform other needed services.	Ongoing

Actions	Objectives and Timeframe
Action 16.3: Safe Parking Program. The City will explore the feasibility to identify a location and support a location for unhoused area residents who are living in their car. Services contemplated include restroom facilities and referrals to programs that assist with securing stable housing.	January 2026
Action 16.4: Annually assess the capacity to accommodate individuals experiencing homelessness by comparing the most recent homeless point-in-time count to the number of shelter beds available on a year-round and seasonal basis, the number of beds that go unused on an average monthly basis, and the percentage of those in emergency shelters that move to permanent housing. (AB 362, 2021-Quirk-Silva)	Annually
Action 16.5: Continue to provide funding for local and regional service providers that operate temporary, permanent, and emergency shelters in the City such as Building Futures, assisting persons experiencing homelessness and at risk of becoming homeless.	Ongoing
Action 16.6: Explore partnering with nonprofits or community-based organizations to build tiny homes to shelter persons experiencing homelessness with the goal of facilitating or funding at least 10 tiny homes during the planning period.	Facilitate or fund at least 10 tiny homes during the planning period.
Action 16.7: Support and coordinate with Alameda County Health Care Services Agency, Office of Homeless Care and Coordination in their efforts to develop a comprehensive homelessness prevention plan for the Alameda County and “Pathways to Housing” program that incentivizes property owners/managers with available units to rent to formerly homeless individuals and families.	Ongoing
Action 16.8: Support regional collaboration with Alameda County jurisdictions to provide Coordinated Entry Services to assist individuals and families experience homelessness through Alameda County 2-1-1 Social Services helpline.	Ongoing
Action 16.9: Financially support local and regional programs that provide a variety of homelessness prevention and rehousing services including temporary financial assistance (e.g.: rental assistance, utility assistance, rental deposits, etc.)	Ongoing
Action 16.10: Monitor data and metrics to improve the efficacy of homeless services, programs, and investments on an annual basis.	Ongoing
Action 16.11: Permanent Supportive Housing. Seek resources for the acquisition/rehabilitation and operations of Permanent Supportive Housing that offers appropriate services so that people experiencing chronic homelessness can maintain permanent housing, including finding opportunity sites and dedicating City affordable housing funds.	Ongoing
Action 16.12: Contract with Building Futures for a three-year pilot Mobile Street Outreach Program that will provide homeless services.	July 1, 2025
Action 16.13: Explore feasibility and assess financial resources available to establish a Mobile Crisis Team in partnership with Cardea Health and other public entities such as the Alameda County Fire Department and San Leandro Police Department	June 2023
Action 16.14 Continue to engage local community-based organizations and stakeholders to inform the design and development of homeless services, programming and needs assessments. (e.g., understanding the needs of unsheltered youth, elderly, etc.)	Ongoing
Action 16.15: Amend the Zoning Code to comply with AB 2162 (2018-Chiu), to ensure that supportive housing with up to 50 units be a use by-right in zones where multi-family and mixed use is permitted, including nonresidential zones permitting multi-family uses, and ensure that there is no minimum parking requirements for units occupied by supportive housing residents if the development is located within 0.5-mile of a public transit stop.	January 2024
Action 16.16: Amend the Zoning Code to comply with provisions of AB 139 (2019-Quirk-Silva), which mandates that emergency shelters may only be subject to those standards which apply to residential and commercial development within the same zone, except that a city can apply standards regulating the number of beds, parking for staff provided	January 2024

Actions	Objectives and Timeframe
that the standards do not require more parking for emergency shelters than other residential or commercial uses within the same zone, length of stay, and other minor standards.	
Action 16.17: Amend the Zoning Code to allow emergency shelters by right in at least one additional zoning district than Industrial Limited (IL) that would allow emergency shelters to be close to services and amenities. Amend the Zoning Code to permit shelters larger than 25 beds with a use permit in zoning districts where emergency shelters are permitted.	January 2024
Action 16.18: Review and adopt updates to the Zoning Code that allow for “low barrier navigation centers” by-right in areas zoned for mixed uses and in nonresidential zones permitting multifamily uses and conditioned on if the center meets specified requirements. (AB 101, 2019-Budget Committee).	January 2024
Implements the Following Policies	P.5.10, P.6.1, P.6.2, P.6.3, P.6.4
Responsible Agency	Housing Division, Human Services Department, Alameda County, Non-profits
Funding Sources	General Fund, CDBG, HOME, HUD, State HCD, Alameda County

Program 17: Fair Housing Services



The City of San Leandro maintains a contract with the Eden Council for Hope and Opportunity (ECHO) to provide fair housing and tenant/landlord services. ECHO's Fair Housing Counseling Program conducts site investigations and enforcement in response to reports of housing discrimination, performs audit-based investigations to determine degrees of housing discrimination in designated areas, and provides fair housing education for members of the housing industry including managers, owners, and realtors. ECHO's Tenant/Landlord Counseling Program is run through Centro Legal de la Raza's Housing Law Practice, provides information to tenants and landlords in the city on their housing rights and responsibilities.

Actions, Objectives, and Timeframe

Actions	Objectives
<p>Action 17.1: Fair Housing Services and Education.</p> <ul style="list-style-type: none"> ▪ Provide informational seminars to area residential real estate agents and brokers on fair housing laws and regulations. ▪ Work with tenants, tenant advocates to identify violations of fair housing federal and State fair housing laws and support prospective and existing tenants who are experiencing discrimination. ▪ Provide trainings for property owners/managers on the requirements of federal and State fair housing laws to prevent discrimination. 	<p>Provide trainings to at least 30 real estate agents and brokers annually.</p> <p>Provide trainings to at least 50 property owners and managers annually.</p>
<p>Action 17.2: Support annual Fair Housing Audit Report that assesses typical or timely market-based suspected areas of discrimination. ECHO staff trains testers who act as home seekers and who are randomly assigned to area property owners and managers to</p>	<p>Seek third party independent review of the Annual Fair Housing Audit. Independent review should provide guidance on needed improvements, if any, on subject-matter selection, sampling, statistical testing</p>

Actions	Objectives
determine if any denials to offer rental housing was based on discrimination.	methodology and general observations on updates or improvements.
Action 17.3: Affordable Rental Housing Counseling Services. Continue and if feasible expand funding for information and referral services that direct families and individuals with financial resources for housing rental or purchase, locating suitable housing, and obtaining housing with special needs facilities such as disabled-accessible units.	Hold at least eight informational events during the planning period to disseminate informational materials or provide trainings to residents, prioritizing communities sensitive to displacement.
Action 17.4: Review and update the City’s Language Access Plan based on HUD guidelines and publish on the City’s website. The goal of the Language Access Plan is to survey, maintain and publish a list of resources that facilitate communication between City staff and those households with Limited English Proficiency so that their housing needs are met. The City seeks to ensure that all residents may participate fully and equally in the housing market by maintain access to written and oral City resources.	Review the City’s Language Access Plan and update by January 2026.
Action 17.5: Fair Housing Marketing Plans. Ensure that local housing programs respond to the needs of a culturally diverse community that includes multi-generational families, a variety of living arrangements, and Limited English Proficiency households. Plans should ensure collaboration with community groups, including faith-based and nonprofit organizations, to provide outreach on housing resources to all types of households and those households with Limited English Proficiency. Conduct an annual review of the City’s regulated affordable housing assets to ensure and/or modify Fair Housing Marketing Plan.	Ongoing
Action 17.6: Fair Lending. Work to promote fair lending practices throughout the city: <ul style="list-style-type: none"> ▪ Ensure that low-income and minority residents have fair access to capital resources needed to acquire and maintain housing. ▪ Prevent predatory lending through information and referrals. 	Annually seek and publish third party review of City or regional HMDA data to identify areas of need regarding fair access to lending.
Implements the Following Policies	P.5.1, P.5.6, P.5.7, P.5.8, P.5.9
Responsible Agency	Housing Division
Funding Sources	General Fund and CDBG

Program 18: Affirmatively Furthering Fair Housing



AB 686 (2017, Santiago) requires each city to administer its programs and activities related to housing in a manner that affirmatively furthers fair housing. The City will take actions to overcome

patterns of segregation, address disparities in housing needs and access to opportunity, and foster inclusive communities. Chapter 5, *Affirmatively Furthering Fair Housing (AFFH)*, summarizes the fair housing issues and concerns in San Leandro based on findings of the 2020 Alameda County Regional Analysis of Impediments to Fair Housing Choice (AI) and additional research conducted as part of this Housing Element update. Programs under this goal are designed to affirmatively reduce barriers to housing and increase equitable conditions across neighborhoods, addressing issues such as historic and existing racial and economic inequities, housing mobility and access, community investment and engagement, and environmental health. The findings of the AFFH analysis were used to develop meaningful actions and metrics and milestones that promote inclusive communities, increase housing opportunities, and address racial/ethnic and economic disparities

within the city. The actions for this program are separated under the headers of each AFFH identified housing issue.

AFFH Identified Housing Issue: Outreach Capacity and Enforcement

The AI identified Contributing Factors to AFFH-related issues in the city that impact fair housing. The AI specifically noted the following concerns: insufficient and inaccessible outreach and enforcement, lack of public input and feedback on issues and strategies, and lack of marketing community meetings. Feedback from community members and representatives of service organizations during the community and stakeholder workshops held in October 2021 through January 2022 also reinforced the need to increase community outreach and housing opportunities.

Outreach Capacity and Enforcement Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 18.1: Seek opportunities to expand outreach and public education strategies on available tenant protection and fair housing services to reach vulnerable households by offering information in multiple languages, targeted social media efforts, combining information with other assistance programs, distributing resources through local schools and colleges, and partnering with community-based organizations.</p>	<p>Partner with at least three new schools or community-based organizations during the planning period to disseminate materials and provide trainings to residents, prioritizing services in communities sensitive to displacement.</p>
<p>Action 18.2: Expand awareness of predatory lending practices, fair housing requirements, regulations, and services by distributing educational materials to property owners, realtors, apartment managers, and tenants.</p>	<p>Distribute materials to at least 2,000 property owners, apartment managers, and tenants during the planning period, with at least half distributed in communities with majority non-white residents, particularly in the areas around East 14th Street and Davis Street, and southwestern San Leandro, and areas with higher concentrations of persons with disabilities, such as the area around San Leandro Boulevard and Washington Avenue.</p> <p>Annually seek and publish summaries of third-party research and review of lenders and brokers suspected of selling predatory financial products.</p>
<p>Action 18.3: Continue to effectively address the requirements of Government Code Sections 8899.50 and 65583 by coordinating with ECHO and other fair housing agencies to provide fair housing and tenant/landlord services, including investigation of discrimination complaints, fair housing counseling and education, fair housing testing, and tenant/landlord counseling and mediation.</p>	<p>Assist at least 20 residents and landlords with fair housing counseling annually.</p>
<p>Action 18.4: Review the City’s outreach methods biannually, using feedback from resident surveys and focused discussions with community organizations to inform online, mail, and in-person outreach methods. Increase participation of historically underrepresented residents in all City housing programs and community planning activities. Collaborate with existing and new community stakeholders from all sectors and geographic areas to engage in the public participation process.</p>	<p>Conduct at least one resident survey biannually to obtain feedback about City outreach methods, prioritizing feedback from underrepresented residents.</p>

Actions	Objectives and Timeframe
<p>Action 18.5: Expand and improve access to public meetings by conducting public meetings at suitable times (using information from public feedback and survey results), using both in-person and online methods such as Zoom. In-person meetings must accommodate persons with disabilities, be accessible to nearby transit centers, and provide resources such as childcare, translation, and food services. Develop an outreach checklist that will be used for all outreach campaigns.</p>	<p>Develop the outreach checklist by January 2026.</p>
<p>Action 18.6: Utilize and promote links to online affordable housing search and application services on the City’s website. Add links and publicize regional affordable rental housing lottery application and lease-up portals. At least once annually, update available multi-family affordable rental housing and ownership Below Market Rate (BMR) assets as needed. Provide information on affordable housing in Spanish and Chinese where possible.</p>	<p>Updated website content and affordable housing inventory, ongoing.</p>
<p>Action 18.7: Coordinate with non-profit organizations and employment-related organizations, such as teachers’ associations, school districts, the San Leandro Adult School, and community-based service providers to provide educational seminars on housing resources and financial planning to increase housing mobility.</p>	<p>Provide housing mobility seminars to at least 50 residents annually.</p>
<p>Action 18.9: Add information on fair housing laws and resources on the City’s website regarding housing programs in several languages.</p>	<p>Updated website content with updated information on fair housing services and programs by January 2025.</p>
<p>Implements the Following Policies</p>	<p>P.5.1, P.5.6, P.5.7, P.5.8, P.5.9</p>
<p>Responsible Agency</p>	<p>Housing Division</p>
<p>Funding Sources</p>	<p>CDBG</p>

AFFH Identified Housing Issue: Replacing Segregated Living Patterns with Integrated and Balanced Living Patterns

An AFFH-identified issue of socio-economic segregation and the need for integration of special needs populations. As indicated in the AFFH analysis in Chapter 5, the city does not have any HUD-identified racially and/or ethnically concentrated areas of poverty (R/ECAPs), but there are areas where lower household income and racial and ethnic concentration overlap, predominantly in the northwestern area of the city such as the Davis West, Eastshore (between Davis Street and Marina Boulevard), and Marina neighborhoods. These areas have a sizeable Hispanic/Latino majority and higher rates of housing issues such as overcrowding and/or overpayment on housing costs. Hispanic/Latino and Black/African American residents in the city experience higher rates of housing problems than non-Hispanic white and Asian American residents.

This program complements other programs and objectives that are designed to increase integration in the community.

Segregation and Integration Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
<p>Action 18.8: As part of the Housing Element Annual Report, describe how programs have assisted in desegregation of housing to serve the entire population.</p>	<p>Annual Progress Report findings</p>

Actions	Objectives and Timeframe
<p>Action 18.9: Continue to budget for and implement plans and strategies for areas designated to increase low-, moderate-, and mixed-income housing development during the planning period, including Downtown TOD, the East 14th Street South Area, and Bay Fair TOD area. Continue to look for opportunities for placemaking improvements, including:</p> <ul style="list-style-type: none"> ▪ Wayfinding ▪ Active transportation opportunities ▪ Public art reflective of cultural identity and diversity ▪ Recreation and community programming ▪ Identifying and actively pursuing economic development opportunities, training, and programs that empower local residents ▪ Support neighborhood-serving needs and opportunities ▪ Continue to collaborate with regional partners and seek grant funding for implementation when practicable. Coordinate with Engineering and Transportation Department to review the City’s biannual Capital Improvement Projects to ensure public facilities and infrastructure are supportive the needs of underserved communities. 	<p>Biannually with Capital Improvement Program Adoption</p>
<p>Implements the Following Policies</p>	<p>P.5.2, P.5.3, P.5.4, P.5.9</p>
<p>Responsible Agency</p>	<p>Planning Division, Housing Division, Economic Development Division, Engineering and Transportation Department</p>
<p>Funding Sources</p>	<p>CDBG</p>

AFFH Identified Housing Issue: Significant Disparities in Housing Needs and Access to Opportunity

According to State HCD, “access to opportunity” is a concept that seeks to support development of housing and other place-based resources that serve historically underserved and disadvantaged populations and that is near job centers, high achieving schools, and other beneficial community resources. The goal is to improve critical life outcomes as identified by Alameda County Place Matters Housing Workgroup (2010). Access to opportunity also means improving the quality of life for existing residents of low-income communities with fewer resources. As discussed in the AFFH analysis in Chapter 5, areas with greater proportions of low- and moderate-income households areas tend to have higher degrees overcrowding, housing burdens, exposure to pollutants, single-parent, female-headed households, and persons with disabilities than other areas of the city.

As indicated in the AFFH analysis in Chapter 5, the central area of the city along I-880 is generally associated with lower access to opportunity in terms of environmental outcomes and economic and educational opportunities, as identified by the California Tax Credit Allocation Committee (TCAC) opportunity indicators. There is also a disparity between ethnic and racial groups for homeownership opportunities. Hispanic/Latino, Black/African-American, and American Indian or Alaskan Native residents have lower rates of housing-related loan applications and degree of loan origination compared to other groups, limiting housing access and mobility options. The City will focus housing education and outreach efforts and community planning resources in areas with higher proportions of minority and/or low-income households.

The AI identified that San Leandro needed to increase access to publicly supported housing for persons with disabilities and affordable, integrated housing for individuals who need supportive services. As discussed in Section 2, *Housing Needs Assessment*, San Leandro also has a greater share

of large households (five or more members) than Alameda County as a whole. Although San Leandro currently has sufficient housing units to accommodate large households residing in the city, large households often have a difficult time locating appropriately sized rental opportunities. The City will explore incentives for developers to include three- and four-bedroom apartments in affordable, multi-family, and/or mixed-use projects to expand rental opportunities for large households.

Additionally, as identified in the AFFH analysis in Chapter 5, much of the city is considered sensitive to displacement, and low-income residents are most vulnerable. Feedback from community members and representatives of service organizations during the community and stakeholder workshops (held in October 2021 through January 2022), desired a greater mix of housing opportunities, equitable development, community-serving uses to complement increasing density, preservation of existing Naturally Occurring Affordable Housing (NOAHs) via land trusts or other alternate forms of affordable housing, and the City’s involvement in encouraging community acceptance of housing development. Community stakeholders also addressed the need for affordable housing with wraparound services, particularly for women and families. As discussed in Section 2, *Housing Needs Assessment*, there are 1,385 households in poverty in the city, including 272 single-parent, female-headed households.

Disparities in Access to Opportunity Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 18.10: Prioritize public health, education, economic, and safety programs in lower resource areas as defined by TCAC. Provide public reports on how all City initiatives address AFFH goals to increase equity and decrease disparities among neighborhoods.	Annual reports
Action 18.11: Prioritize resources supporting lower-income small business owners to assist with permitting and other costs associated with public improvements.	Ongoing
Action 18.12: Develop an outreach strategy in multiple languages for long-standing property owners who own fewer than 10 residential units (either in single-family or multi-family rental housing) to assess needs and connect them with resources, such as housing unit rehabilitation and financing programs. The intent of this program is to preserve Naturally Occurring Affordable Housing (i.e., not currently regulated with affordability deed restrictions). The program will seek to prioritize communities vulnerable to displacement, generally in the central and western areas of the city (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor; and with a focus on neighborhoods with lower median income: Halcyon-Foothill.)	Develop an outreach strategy for “mom and pop” property owners by January 2026.
Action 18.13: Explore providing incentives for developers to include three- and four-bedroom apartments in affordable, multi-family, and/or mixed-use projects to expand rental opportunities for large households.	Report on incentives by January 2025.
Action 18.14: Facilitate the development of Permanent Supportive Housing with wraparound services including employment assistance, childcare, and other social service programs.	Support the development of at least 50 affordable and permanent supportive housing units during the planning period.
Action 18.15: Identify addresses and compile mailing list and email addresses to focus outreach to neighborhoods with higher concentrations of low-income and minority residents (Davis West, Eastshore, and Marina neighborhoods) to ensure that any and all existing City Departments with high resource programs focus their services in these areas.	Identify City Departments/Programs that would benefit target populations and work with City program staff to augment outreach to neighborhoods with higher concentrations of low-income and minority residents. Provide outreach

Actions	Objectives and Timeframe
<p>Other actions targeted to benefit neighborhoods with higher concentrations of low-income and minority residents will include exploring preference policy for affordable housing opportunities, land use, transportation, urban design, public facilities and services, and economic development strategies. The City will seek involvement from community organizations and advocates, business councils, and residents to further refine program scope.</p>	<p>addresses/mailling lists as needed and report activities on an annual basis.</p>
<p>Action 18.16: Provide educational seminars on housing resources and financial planning to increase housing mobility to “areas of opportunity.”</p>	<p>Provide at least three educational seminars for Davis West, Eastshore, and Marina neighborhood residents during the planning period.</p>
<p>Implements the Following Policies</p>	<p>P.2.1, P.2.5, P.2.6, P.3.1, P.4.1, P.5.1, P.5.2, P.5.3, P.5.4, P.5.6, P.5.7, P.5.8, P.5.9, P.5.10</p>
<p>Responsible Agency</p>	<p>Housing Division, Economic Development Division, Human Services Department, School Districts</p>
<p>Funding Sources</p>	<p>CDBG</p>

Table 6.1 lists the programs and actions that address fair housing issues.

Table 6.1 Summary of Programs to Further Fair Housing Goals

Action Area	Programs	Specific Commitment	Timeline	Geographic/ Population Targeting	Metrics
Housing Mobility	Program 11: Support Homeownership Opportunities	Action 11.2: Increase participation in homeownership education and assistance programs for historically underrepresented residents in the homeownership market.	2028	Low-income and minority residents	Increase participation in homeownership education and outreach programs by minority and/or low and moderate-income residents by 25 percent.
	Program 17: Fair Housing Services	Action 17.6: Fair Lending. Work to promote fair lending practices throughout the city: <ul style="list-style-type: none"> ▪ Ensure that low-income and minority residents have fair access to capital resources needed to acquire and maintain housing. ▪ Prevent predatory lending through information and referrals. 	Ongoing	Low-income and minority residents	Annually seek and publish third party review of City or regional HMDA data to identify areas of need regarding fair access to lending.
	Program 18: Affirmatively Furthering Fair Housing	Action 18.16: Provide educational seminars on housing resources and financial planning to increase housing mobility in neighborhoods with higher concentrations of low-income and minority residents.	Complete by 2031	Davis West, Eastshore, and Marina neighborhoods	At least three educational seminars.
New Opportunities in Higher Opportunity Areas	Program 5: Data-Informed Tools for Increased Housing Development	Action 5.6: Monitor lot splits and two-unit developments under SB 9, provide technical assistance to homeowners, and develop or adjust development standards as needed. Provide easily accessible information and resources about SB 9 on the City website.	Update City website by January 2024. Monitor activities on an ongoing basis.	Low-density residential areas	Updated website with information and resources about SB 9.
	Program 7: Support New Moderate-Income and Workforce Housing	Action 7.1: Review the zoning code to identify opportunities to increase and encourage a greater mix of dwelling types and sizes, specifically housing types that may accommodate moderate-income households (e.g., duplexes, triplexes, fourplexes, townhouses, courtyard buildings), in lower-density residential areas, and amend the zoning code as needed.	Review zoning code by January 2028 and implement any changes by January 2029.	Low-density residential areas	Review of zoning code and implementation of changes.

City of San Leandro
2023-2031 Housing Element Update

Action Area	Programs	Specific Commitment	Timeline	Geographic/ Population Targeting	Metrics
Place Based Strategies for Community Revitalization	Program 18: Affirmatively Furthering Fair Housing	<p>Action 18.9: Continue to implement plans and strategies for areas designated to increase low-, moderate, and mixed-income housing development during the planning period, including Downtown TOD, the East 14th Street South Area, and Bay Fair TOD area. Continue to look for opportunities for placemaking, including:</p> <ul style="list-style-type: none"> ▪ Wayfinding ▪ Active transportation opportunities ▪ Public art reflective of cultural identity and diversity ▪ Recreation and community programming ▪ Identifying and actively pursuing economic development opportunities, training, and programs that empower local residents ▪ Neighborhood-serving needs and opportunities <p>Continue to collaborate with regional partners and seek grant funding for implementation when practicable. Coordinate with Engineering and Transportation Department to review the City’s biannual Capital Improvement Projects to ensure public facilities and infrastructure are supportive the needs of underserved communities.</p>	Biannually with Capital Improvement Program Adoption	Downtown TOD, the East 14 th Street South Area, and Bay Fair TOD area	Biannual review of Capital Improvement Program
	Program 18: Affirmatively Furthering Fair Housing	<p>Action 18.10: Prioritize public health, education, economic, and safety programs in lower resource areas as defined by TCAC. Provide public reports on how all City initiatives address AFFH goals to increase equity and decrease disparities among neighborhoods.</p>	Annual	Low-resource areas (northwestern and central San Leandro)	Annual reports
	Program 18: Affirmatively Furthering Fair Housing	<p>Action 18.15: Identify addresses and compile mailing list and email addresses to focus outreach to neighborhoods with higher</p>	Identify addresses and compile mailing list by 2024.	Davis West, Eastshore, and	Identify City Departments/Programs that would benefit

Action Area	Programs	Specific Commitment	Timeline	Geographic/ Population Targeting	Metrics
		concentrations of low-income and minority residents (Davis West, Eastshore, and Marina neighborhoods) to ensure that any and all existing City Departments and high resource programs to focus City services in these areas. Actions targeted to benefit neighborhoods with higher concentrations of low-income and minority residents will include exploring preference policy for affordable housing opportunities, land use, transportation, urban design, public facilities and services, and economic development strategies. The City will see involvement from community organizations and advocates, business councils, and residents to further refine program scope.		Marina neighborhoods	target populations and work with City program staff to augment outreach to neighborhoods with higher concentrations of low-income and minority residents. Provide outreach addresses/ mailing lists as needed and report activities on an annual basis.
Displacement	Program 9: Tenant Protections and Support	Action 9.1: Review the City's Rent Review Board Ordinance with input from tenants and property owners/managers, ensuring representation across the economic spectrum, and update as appropriate.	January 2025	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	Review of rent review board
	Program 9: Tenant Protections and Support	Action 9.2: Review the City's Tenant Relocation Ordinance with input from tenants and property owners/managers, ensuring representation across the economic spectrum, and update as appropriate.	January 2025	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	Review of the City's Tenant Relocation Ordinance
	Program 9: Tenant Protections and Support	Action 9.3: Determine feasibility and seek funding for a local displacement study. The City will require that this study include policy measures to address any findings of	Ongoing	Vulnerable communities (all neighborhoods except Bay-O-Vista,	Local displacement study

Action Area	Programs	Specific Commitment	Timeline	Geographic/ Population Targeting	Metrics
		displacement. This effort will ensure the City’s compliance with Fair Housing Law and will be used as a basis for a City Preference Policy for any new regulated affordable housing development.		West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	
	Program 9: Tenant Protections and Support	Action 9.4: Explore updating the Condominium Conversion Ordinance to address conversion of duplexes and triplexes not covered by the Tenant Relocation Ordinance. Updates may include changing the condominium conversion fee to be based on sales price, removing the existing exemption for two- and three-unit rental buildings, setting a minimum cost per unit for upgrades as part of condominium conversions, and/or requiring a marketing plan for the converted units.	January 2025	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	Update of Condominium Conversion Ordinance
	Program 9: Tenant Protections and Support	Action 9.5: Require reporting from consultants providing tenant services in Conciliation/Mediation and Legal Assistance to evaluate existing State and federal “just cause for eviction” (AB 1482, 2019-Chiu) provisions to determine if additional protections through a local ordinance is warranted.	Ongoing	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	
	Program 9: Tenant Protections and Support	Action 9.6: Explore the development of a rental assistance program to provide relief to tenants and landlords to avoid the displacement of vulnerable communities.	January 2025	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor)	Exploration of development of a rental assistance program

Action Area	Programs	Specific Commitment	Timeline	Geographic/ Population Targeting	Metrics
	Program 18: Affirmatively Furthering Fair Housing	<p>Action 18.12: Develop an outreach strategy in multiple languages for property owners who own fewer than 10 residential units (either in single-family or multi-family rental housing) to assess needs and connect them with resources, such as housing unit rehabilitation and financing programs. The intent of this program is to preserve Naturally Occurring Affordable Housing (i.e., not currently regulated with affordability restrictions). The program will seek to prioritize communities vulnerable to displacement, generally in the central and western areas of the city (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor; and with a focus on neighborhoods with lower median income: Halcyon-Foothill).</p>	Develop an outreach strategy for “mom and pop” property owners by January 2026.	Vulnerable communities (all neighborhoods except Bay-O-Vista, West of Wicks, Marina Faire, Estudillo Estates, Farrelly Pond, and Best Manor; and with a focus on neighborhoods with lower median income: Halcyon-Foothill)	Development of an outreach strategy for “mom and pop” property owners

Program 19: Energy-Efficient Buildings



The City of San Leandro has existing building code and development review standards to incentivize energy-efficient building development. An energy-efficient buildings program is necessary to keep providing resources and support to developers engaging with sustainable design and energy-efficient building construction methods as the City works to adopt a building electrification and electric vehicle REACH code, which is a local building code that aims to advance decarbonization efforts and exceed state minimum requirements for energy use in buildings. The San Leandro City Council adopted the 2021 Climate Action Plan (CAP) on July 19, 2021. The actions in this program support the objectives and strategies of the CAP to reduce greenhouse gas emissions and to adapt to changing climate conditions.

Actions, Objectives, and Timeframe

Actions	Objectives and Timeframe
Action 19.1: Increase resident participation in programs designed to reduce household energy costs, particularly home weatherization programs and utility tax exemptions or discounts geared toward lower-income households. Coordinate with PG&E to inform lower-income households about potential ways to reduce home energy costs.	Hold at least eight outreach events during the planning period, prioritizing low- and moderate-income residents.
Action 19.2: Adopt a local Building Code amendment to encourage all-electric construction. The City will monitor code change proposals at the State level and amend its ordinances accordingly. Any changes to the Building Code beyond those required by State law will be thoroughly vetted through discussions with builders, developers, contractors, and property owners.	January 2026
Action 19.3: Explore financial incentives for residents and landlords for certain types of environmentally friendly building improvements such as solar panel installation and energy and water efficiency upgrades, induction cooking, and outdoor water conservation techniques, with priority given to units affordable to lower and moderate-income households.	January 2026
Implements the Following Policies	P.3.1
Responsible Agency	Building Division, Office of Sustainability, Planning Division, Housing Division
Funding Sources	General Fund, Regional (StopWaste, ABAG), State, Federal

6.4 Quantified Objectives

California Housing Element Law requires jurisdictions to estimate the number of units achieved for maintenance, preservation, and construction of housing over the eight-year planning period. The City has two sets of numerical housing goals included in the Housing Element: the City’s share of the RHNA (with adequate buffer) and the Quantified Objectives for Affordable Housing Production. The City’s share of the RHNA is 3,855 total housing units. The analysis of adequacy of available land resources to meet the RHNA is provided in detail in Section 4, *Housing Resources*.

The second set of numerical goals is quantified objectives for the creation of affordable housing opportunities and the provision of other housing assistance. These quantified objectives are based on the goals, policies, and programs described in this section and summarized in Table 6.2. The quantified objectives set a target goal for the City based on needs, resources, and constraints.

Table 6.2 San Leandro Quantified Housing Objectives 2023-2031

Activity	Very Low-Income Units (<50% AMI)	Low-Income Units (50-80% AMI)	Moderate-Income Units (80-120% AMI)	Total Units
New Construction				
Affordable Housing	200	200		400
Permanent Supportive Housing	50			50
Housing for Special Needs	40			40
Tiny Homes for Unhoused Individuals	10			10
Total New Construction	300	200		500
Rehabilitation				
Mobile Home Units		2		2
Total Rehabilitation		2		2
Conservation/Preservation				
Preservation of At-Risk Units		35		25
Total Conservation/Preservation		35		25
Total	300	237	0	537
Definitions				
AMI – Area Median Income				

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