



DRAFT

**FY 2025-2029 CONSOLIDATED PLAN
AND
FY 2025-2026 Annual Action Plan**

CITY OF SAN LEANDRO

***ALAMEDA COUNTY
HOME CONSORTIUM***

30-day Public Comment Period **April 4 – May 5, 2025**
Presented to City Council **June 16, 2025**

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EXECUTIVE SUMMARY

ES-05 Executive Summary – 24 CFR 91.200(c), 91.220(b)

1. Introduction

HUD requires jurisdictions to complete and submit a ConPlan every five years and an Annual Action Plan to receive funding. The City of San Leandro (City) receives an annual CDBG entitlement funding. The City anticipates receiving Community Development Block Grant (CDBG) entitlement funds worth \$3,829,170 from the U.S. Department of Housing and Urban Development (HUD) over the next 5 years.

The Draft FY 2025-2029 Five-Year Consolidated Plan (ConPlan) identifies the housing and community development needs in the City and outlines the strategies for meeting those needs. FY 2025-2026, year one, implements the strategies set forth in this ConPlan and are compliant with CDBG program guidelines, 24 CFR part 91.

The City is part of the Alameda County HOME Consortium (HOME Consortium), which also includes the cities of Alameda, Fremont, Hayward, Livermore, Pleasanton, Union City, and Urban County. A consortium allows jurisdictions that would not otherwise qualify for Home Investment Partnerships Program (HOME) funding to join with other jurisdictions and participate in the HOME program. Alameda County, as the lead agency for the HOME Consortium, submits the Annual Action Plan documents on behalf of all consortium members. Each jurisdiction is responsible for completing its own Annual Action Plan as part of the process.

The use of CDBG funds must pass the low—and moderate-income benefit test, with at least 51% of the beneficiaries being LMI or in a project benefit area containing residents who are low—and moderate-income.

On May 14, 2025, HUD announced the CDBG entitlement allocations. The City's FY 2025-2026 CDBG entitlement allocation is \$765,834, which is a decrease of 3.4% from the prior year amount of \$793,564.

On May 14, 2025, the Alameda County HOME Consortium announced the HOME Consortium allocations. The City's pro-rata share from the HOME Consortium for FY 2025-2026 is \$199,359, which is an increase of 4.77% from the prior year amount of \$190,064. The City's HOME funds will be used for future affordable housing projects.

Through data collection and public participation efforts, the following goals were approved:

1. Support affordable housing needs
2. Support vital community services
3. Improve public infrastructure and community facilities

2. Summary of the objectives and outcomes identified in the Plan Needs Assessment Overview

The priority needs survey identified the highest-priority needs, with at least 60% of respondents selecting them: increasing affordable housing, reducing homelessness, improving public infrastructure and facilities and community resilience, and promoting economic development.

Community development needs – public services:

The Priority Needs Survey, public meetings, and data analysis show the following:

- Shelter services, housing support services to find affordable housing, after-school programs, childcare, and summer youth programs.

Community development needs – public facilities:

Public facility improvements, particularly in areas such as parks and recreation, neighborhood centers, senior and youth centers, walkway accessibility, and street reconstruction. Priority Needs Survey:

- Top Community Facilities Improvements Needed: parks and recreation, neighborhood centers, senior and youth centers.

Housing trends and priorities:

San Leandro housing trends: 89,723 units housing 30,468 households, of which roughly 58% are homeowners and 42% are renters. Rental prices have risen sharply since 2022. Examples include:

- Studio apartment rents have increased almost 30%
- One-bedroom units: 18%
- Two-bedroom units: 15%
- Three-bedroom units: 27%

Median Home Values

- The City's median home value for single-family homes increased by 24%, from \$624,900 in 2020 to \$772,700 in 2022 (2018-2022 ACS 5-year estimates, Table 25077). Please see Figure 1, City Map of Median Home Value.
- The County's median home value for single-family homes increased by 21%, from \$825,300 in 2020 to \$999,200 in 2022 (2018-2022 ACS 5-year estimates, Table 25077).

County's Median Prices

- Historical Housing Data from the California Association of Realtors (CAR) reports:
- The median price for existing single-family homes rose by 43%, from \$945,000 in February 2020 to \$1,350,000 in February 2022.
- As of February 2025, the median price for existing single-family homes remains at \$1.3 million, consistent with the prior year.
- As of February 2025, the median price for existing condos and townhouses has decreased by 4.8% since last year.

City's Median Prices

- As of February 2025, the median price for existing single-family homes decreased by 0.6% year-to-date, from \$875,250 to \$870,000, indicating home prices are less expensive compared to the same time last year.

Both the City and County have seen significant increases in median home values. Recently, the City's median prices for single-family homes have slightly decreased. In contrast, the County's prices for single-family homes have stabilized, and prices for condos and townhouses in the County have decreased.

- Top Housing Needs: affordable rental housing, senior housing, and rental assistance.
- Reasons Why Housing Options Are Limited: could not afford to pay for rent; not enough homes available; low credit/poor history.

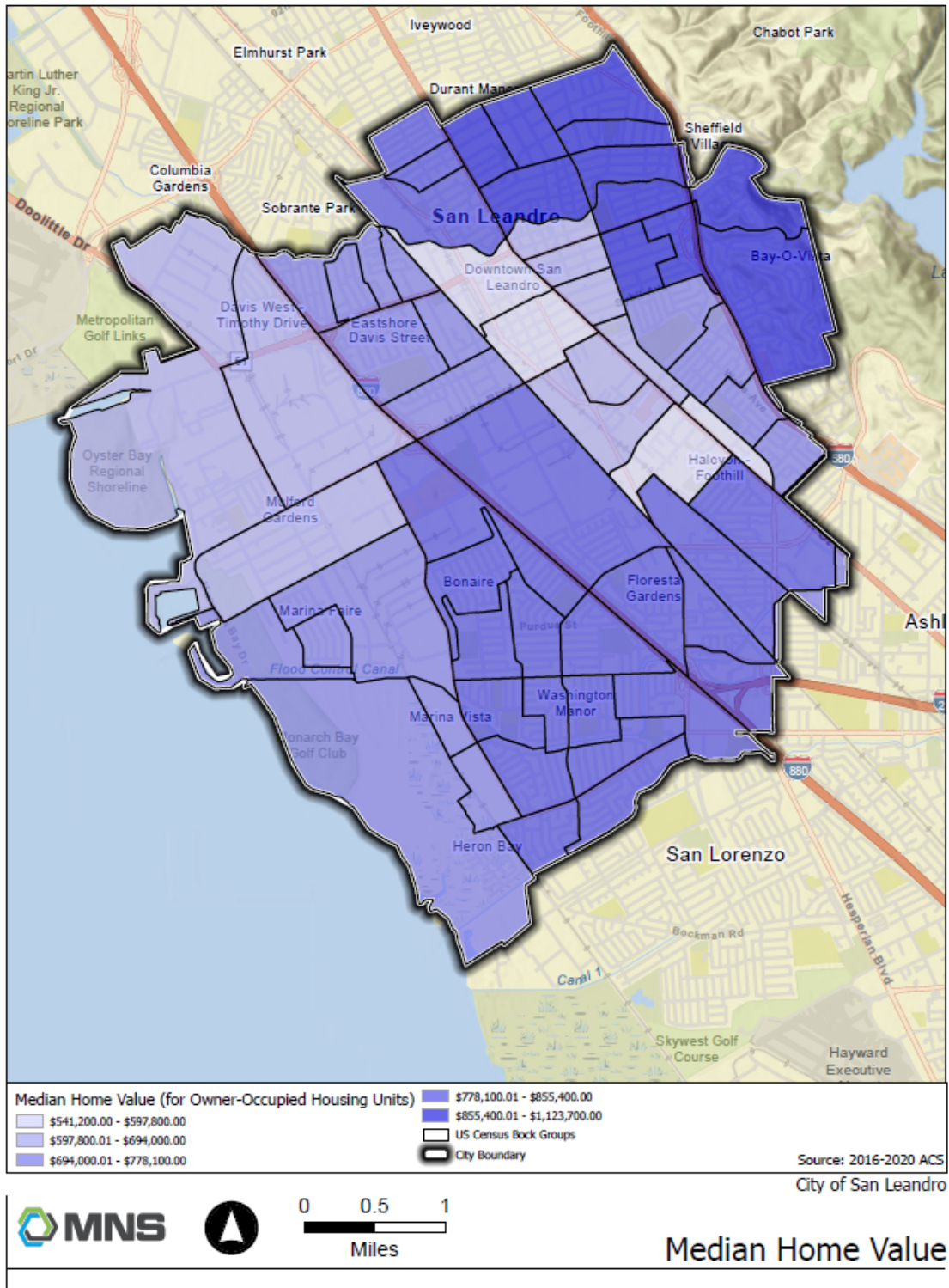


Figure 1 - Median Home Value

Homeless Assistance and Prevention Services Needs:

- Priority Needs Survey on Homeless.
 - Special Population Needs series: senior housing and services, homeless services, and support for low-barrier housing.
 - Top Homeless Needs: wrap-around services, rental/utility assistance, transitional housing and emergency shelter space.
- EveryOne Home Plan. The County and its entitlements support the EveryOne Home Plan developed by the Alameda County-wide Continuum of Care (CoC), which was published in 2006 and is now endorsed by over 136 cities, governmental agencies, and nonprofits. Today, the City remains committed to the plan, continuing to provide pro-rata funding to support its implementation and administration. EveryOne Home Plan addresses the housing needs of individuals experiencing homelessness and extremely low-income residents, including those with serious mental illness or living with HIV/AIDS. In 2020, the “Centering Racial Equity in Homeless System Design Report” (CRE) highlighted the necessary steps for creating a more equitable and effective response to homelessness.

3. Evaluation of past performance

The City HUD-approved Consolidated Annual Performance and Evaluation Reports (CAPER) for each year of the FY 2020-2024 ConPlan period (July 1, 2020, through June 30, 2025) evaluates the effectiveness of the CDBG-funded projects and activities in addressing San Leandro’s priority needs.

4. Summary of citizen participation process and consultation process

HUD requires jurisdictions to have a Citizen Participation Plan (CPP) that details the public input and noticing process for the ConPlan, Annual Action Plans, Substantial Amendments, and the CAPER. These plans use CDBG, HOME, and other funds to address housing and community development needs, goals, objectives, and activities.

The 2025-2029 CDBG ConPlan public participation began in November of 2024 and continued until the ConPlan hearing in May 2025. On September 27, 2024, the community and stakeholder survey were distributed through the City’s website postings, email blasts to both stakeholders and interested parties, staff emails to social service agencies, and promoted on the City’s social media platforms. Additional email survey reminders were sent periodically from October through January to receive a higher response rate. The survey was made available in English, Spanish, and Chinese. Additionally, the survey was promoted on the City’s social media and outreach platforms, including the City of San Leandro Weekly Briefing, San Leandro Next.com, San Leandro’s Facebook Page, and What’s Happening in San Leandro. The Survey closed on January 18, 2025, with a total of 211 survey responses received. Specific dates include: January 2025 City’s Manager’s Monthly News Update, 01/08/25 email blast to stakeholders and interested parties, 01/09/25 San Leandro Next.com. On 01/09/25, the ConPlan and survey were promoted in The San Leandro Next, City’s Facebook, What’s Happening in San Leandro, and San Leandro Peep. Each notice had a link to the Notice in English, Spanish, and Chinese. Email circulation of approximately 500 addresses, including City employees, Board & Commissioners, City Council Members, and the San Leandro Unified School District employees.

On December 5, 2024, the ConPlan & AAP - CDBG NOFA was announced for the 2-year cycle covering FY 2025-26 and FY 2026-2027 Community Assistance Grant Program, with an application deadline of January 23, 2025.

On November 18, 2024, the City's CPP was amended and adopted by the City Council. Please see *Attachment A: Public Participation Summary* for a copy of the resolution to approve the HUD-amended CPP and the adopted CPP.

On January 10, 2025, a public notice of the FY 2025-2029 ConPlan (2) Public Meetings was published in the *East Bay Daily Review* newspaper. The ConPlan Informational virtual public meeting was held on January 21, 2025. Beginning with the ConPlan Informational meeting, residents, stakeholders, and members of the City's Human Services Commissions were invited to provide feedback on the 2025-2029 CDBG Five-Year ConPlan, which will determine how funds will be used to address community needs. The ConPlan virtual public meeting was presented by staff to inform the public regarding the ConPlan process and the future Human Services Commission meeting. A second public notice was published in the *East Bay Daily Review* on April 4, 2025, informing the public about ConPlan 30-day public comment period and public hearing. The Draft ConPlan was made available for review at the City's website (www.sanleandro.org/housing) and on display at City Hall, 835, East 14th Street, 1st Floor, San Leandro, CA 94577. Upon request, the ConPlan documents can be made available in a format that is accessible to persons with disabilities. Additionally, the public notice stated the City Council's public hearing will be conducted on June 16, 2025 to adopt the FY 2025-2029 ConPlan & FY 2025-2026 AAP.

4. Summary of public comments

The public comment email responses from the survey as of April 3, 2025:

- On October 4, 2024, J. Roberts from the Mercy Brown Bag Program inquired about CDBG applications to continue serving 800 low-income seniors without City funding.
- On October 23, 2024, Staff responded to and supported E. Griego's inquiry to forward the survey information to the San Leandro Chamber of Commerce Board.
- January 21, 2025, Public Meeting comments:
 - Kristal Gonzalez from Davis Street stated there is a great need for rental assistance in San Leandro, adding that on average, tenants need ~\$10K to catch up on rent and utilities and that \$500K would potentially keep 50 residents housed.
 - Rachel from Home Match stated they also support shallow rent subsidies to keep people housed. (Home Match is a home-sharing program.)
 - Maria Magallon, would like to see funds used to assist in creating resilience hubs to promote community in San Leandro.
- 30 day public comment period: April 4 – May 5, 2025
- Public hearing comments: May 23 – June 22, 2025

5. Summary of comments or views not accepted and the reasons for not accepting them

All comments received were documented and received as part of the public participation process.

6. Summary

The City will continue funding eligible CDBG programs and activities that address the housing and community development needs that are identified in the FY 2025-2029 ConPlan.

THE PROCESS

PR-05 Lead & Responsible Agencies - 91.200(b)

1. Describe agency/entity responsible for preparing the ConPlan and those responsible for administration of each grant program and funding source

The City's Housing Division, within the Community Development Department, is responsible for preparing the ConPlan.

The following are the agencies/entities responsible for preparing the ConPlan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
Lead Agency	SAN LEANDRO	
CDBG Administrator	SAN LEANDRO	Community Development Department
HOPWA Administrator		
HOME Administrator		
HOPWA-C Administrator		

Table 1 - Responsible Agencies

Narrative

The City serves as the Lead Agency for the HUD CDBG Program. The City's Housing Manager, within the Housing Division of the Community Development Department, oversees the administration of the CDBG program. This includes preparing the ConPlan, Annual Action Plans, and CAPER. The Housing Manager is also the liaison to the Alameda County HOME Consortium.

ConPlan Public Contact Information

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PR-10 Consultation - 91.100, 91.110, 91.200(b), 91.300(b), 91.215(I) and 91.315(I)

1. Introduction

The HUD Five-Year ConPlan is a strategic document that outlines a City's goals for using federal funds to address housing, community development, and economic needs, particularly for low- and moderate-income residents. The plan ensures the effective allocation of resources in alignment with the community's needs and HUD's core objectives: providing decent housing, ensuring a suitable living environment, and expanding economic opportunities.

The City crafted a well-rounded plan by engaging the community through public meetings, surveys, and consultations with key stakeholders. This inclusive approach ensured the plan reflected local priorities, such as affordable housing, infrastructure improvements, and social services. The City also used comprehensive data analysis to assess needs and trends, ensuring evidence-based decision-making that aligns with HUD's three objectives while fostering community-driven solutions.

Provide a concise summary of the jurisdiction's activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(I)).

The City actively enhances coordination between public and assisted housing providers and a variety of governmental, health, and service agencies through a comprehensive approach that prioritizes collaboration and community engagement. The City conducted community outreach and stakeholder surveys to gather insights on housing needs, ensuring resident input is integrated into its strategies. A key component of this coordination is the HOME Consortium Technical Advisory Committee, which includes staff from consortium members across Alameda County. This group meets bimonthly to provide policy guidance for the ConPlan, ensuring a unified regional approach to housing issues. The City works closely with jurisdictions in Alameda County, HOME Consortium members, and nonprofit agencies to address the critical needs for permanent affordable housing, emergency shelters, and transitional housing, while also supporting services like tenant-landlord counseling, fair housing assistance, and legal services.

Additionally, the City collaborates with the Housing Authority of Alameda County (HACA), which administers the HUD Section 8 housing voucher program for residents. The City also supports programs like the TBRA initiative, which provides rental subsidies, job training, and case management to help homeless families achieve stable housing. The City's Human Services Commission and local nonprofits play an essential role in assessing community needs, highlighted by a 2017 Human Services Gap Analysis that identified key gaps in mental health services, child enrollment in programs like CalFresh, and resources for domestic violence victims. To address these gaps, the City funds the Community Assistance Grant Program (CAP) through its general fund, while City departments such as Economic Development collaborate with local business organizations like the San Leandro Chamber of Commerce and San Leandro Downtown Business Association, ensuring that business and housing efforts are aligned. Through these coordinated efforts, the City strives to improve housing stability and access to vital services across the community. The City actively enhances coordination between public and assisted housing providers and

a variety of governmental, health, and service agencies through a comprehensive approach that prioritizes collaboration and community engagement.

The City conducts community outreach and stakeholder surveys to gather insights on housing needs, ensuring that resident input is integrated into its strategies. The City works closely with Alameda County, HOME Consortium members, and nonprofit agencies to address the critical needs for permanent affordable housing, emergency shelters, and transitional housing, while also supporting services like tenant-landlord counseling, fair housing assistance, and legal services.

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness

EveryOne Home serves as the Alameda County-wide Continuum of Care (CoC) coordinating agency, addressing the housing needs of individuals experiencing homelessness and extremely low-income residents, including those with serious mental illness or living with HIV/AIDS. In 2020, the “Centering Racial Equity in Homeless System Design Report” (CRE) highlighted the necessary steps for creating a more equitable and effective response to homelessness. This led to the CoC’s involvement in the Home Consortium.

Together 2026 Community Plan, a five-year strategic initiative focused on racial equity and aimed at reducing homelessness. The plan outlines goals such as preventing homelessness, connecting people to shelter and resources, increasing housing solutions, and improving system coordination and capacity.

Though the CoC reports annual progress on the plan, it is currently in its second year, showing positive outcomes, including increased housing placements and reduced racial disparities. However, despite these successes, resource shortages continue to hinder the system’s ability to meet growing demand. Without a significant increase in resources and housing, the community will struggle to meet the Home Together goals.

Alameda County’s homelessness response efforts began with the EveryOne Home Plan, developed through county-wide planning in 2004 and published in 2006. Since then, the plan has been adopted by the Alameda County Board of Supervisors and all 14 cities within the county, including San Leandro, and supported by numerous community organizations. In 2018, the plan underwent a strategic update, endorsed by over 136 cities, governmental agencies, and nonprofits. The City remains committed to the plan, continuing to provide pro-rata funding to support its implementation and administration.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards and evaluate outcomes, and develop funding, policies and procedures for the administration of HMIS

Alameda County Housing and Community Development (HCD) works closely with the CoC in determining how to allocate Emergency Solutions Grant (ESG) funds, develop performance standards, and evaluate outcomes. The CoC, led by EveryOne Home, coordinates these efforts by implementing county-wide models for homelessness prevention and rapid re-housing programs, funded through sources like ESG. The Alameda County Housing Crisis Response System Manual outlines the standards for assistance,

ensuring that programs like emergency shelters follow established guidelines, including no sobriety or income requirements for ESG assistance.

Alameda County has a centralized coordinated entry system that complies with HUD standards. This system allows households experiencing homelessness or a housing crisis to access assistance through several channels, most commonly through the 211 hotlines. Households are assessed, screened for safety, and connected to Housing Resource Centers (HRCs) or other relevant services, including domestic violence support where necessary. After safety and housing crisis screenings, housing problem-solving resources and legal or economic support are offered. The system prioritizes the most vulnerable households for housing resources like Permanent Supportive Housing, Rapid Re-Housing, and emergency shelter beds using standardized assessments.

The assessment results are recorded in the Homeless Management Information System (HMIS), and vacancies in all relevant housing programs are filled through referrals from the coordinated entry system. This approach ensures transparency, fair prioritization, and maximization of shelter utilization, with an increase in services directed to chronically homeless individuals. Through ongoing collaboration with nonprofits, state, and local agencies, Alameda County ensures that all funded projects, including those under ESG, VASH, SSVF, and local resources, adhere to these standards and reporting requirements, aligning with the county's efforts to provide comprehensive housing solutions

Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdictions consultations with housing, social service agencies and other entities

1	Agency/Group/Organization	City of San Leandro Human Services
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Community Need Assessment Housing Needs Assessment Non-Homeless Special Needs
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Due to the deep involvement in addressing the social and economic needs of vulnerable populations, consultation ensures that the plan is comprehensive and aligns with local needs. The Director of Human Services provided feedback on the community needs stakeholder survey, which focused on the needs of vulnerable populations in the community.
2	Agency/Group/Organization	City of San Leandro Public Works
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Infrastructure and Capital Improvements Non-Homeless Special Needs

	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	<p>The City's Public Works Department manages critical infrastructure like roads, utilities, and public facilities, which are crucial to community development efforts. Public Works also coordinate with various City departments, such as the Recreation and Parks Department. The Housing Manager met directly with Public Works staff to identify five-year priorities.</p> <p>Public Works staff provided feedback on the community needs stakeholder survey, addressing infrastructure and upcoming construction projects, including affordable housing and community facilities.</p>
3	Agency/Group/Organization	City of San Leandro Community Development
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Community Development Non-Homeless Special Needs
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	The Community Development Department manages projects that impact neighborhood services, public spaces, and infrastructure. The Director of Community Development responded to the community needs stakeholder survey, providing insight into areas for improvement in the City and highlighting resources available to communities with the greatest need.
4	Agency/Group/Organization	City of San Leandro Economic Development
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Non-Homeless Special Needs Economic Development
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	The Economic Development Department ensures that projects stimulate local economic growth, create jobs, and enhance business development. The Economic Development Manager responded to the community needs stakeholder survey, emphasizing economic revitalization projects in underserved areas and efforts to enhance economic opportunities for low-income residents.
5	Agency/Group/Organization	City of San Leandro Housing Department
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Non-Homeless Special Needs

	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	The Housing Division has direct expertise in affordable housing development and housing services. The Housing Manager responded to the community needs stakeholder survey, highlighting ongoing housing programs and opportunities to expand the affordable housing stock.
6	Agency/Group/Organization	City of San Leandro Planning Department
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Non-Homeless Special Needs
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	The Planning Division oversees land use and zoning. The Planning Manager responded to the community needs stakeholder survey, focusing on affordable housing and aligning with the City's broader development goals. Their feedback aimed to integrate long-term growth strategies and assess the consistency of local planning regulations in addressing the needs of low-income communities.

Table 2 - Agencies, groups, organizations who participated

Identify any Agency Types not consulted and provide rationale for not consulting

The City made efforts to include as broad a group of community stakeholders as possible. No agency or organizations were excluded from participation.

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	EveryOne Home	Alameda County-wide plans to address homelessness, HIV/AIDS housing & services, rapid rehousing, and those activities to eliminate homelessness.
Housing Element	City of San Leandro, Planning Department, Housing Division	The City's 2023-2031 Housing Element developed six goals that guide the City's housing programs and activities. The goals consist of: Increase Housing Production by Providing Adequate Sites for a Variety of Housing Types and Removing Constraints to Residential Development, Assisting the Development of Housing Affordable to Extremely Low-, Very Low-, Low-, and Moderate-Income Levels and populations with Special Needs, promoting Conservation and Preservation of Existing Housing Stock, Protect Residents from Displacement, Advance Fair Housing, Equity, and Inclusion and Housing for Individuals and Families Experiencing Homelessness.

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
City of San Leandro Economic Development Strategy- 2024	All HOME	The plan expanded on three concurrent solutions: Increase Funding for Targeted Homelessness Prevention, build more permanent housing, Connect People with the Right Solution, and build more interim housing, A Bridge to a Stable Home.
Human Services Gap Analysis	City of San Leandro, Human Services Department	Completed in April 2017, the Human Services Gap Analysis report provides an analysis of human service needs, current human services assets within the City and region, and areas of unmet need. The purpose of the analysis and policy recommendations is to inform the development of priorities and criteria for the City's Human Services Department program direction and decisions.
Age-Friendly Action Plan	City of San Leandro, Human Services Department	Adopted by the City Council in July 2024, the City's first-ever Age-Friendly Action Plan outlines recommendations to make San Leandro a more livable and happier place for adults aged 50+ and people with disabilities.
Alameda County Homeless Point-in-Time Census	EveryOne Home	Homeless population census and analysis of existing needs.
2017 Local Hazard Mitigation Plan	City of San Leandro Community Development Department	Under the San Leandro General Plan 2035 adopted by City Council in 2016, two sections were added: emergency preparedness and hazard mitigation. The 2017 Local Hazard Mitigation Plan is an effort by the City to address these important issues in Its Planning efforts. In 2024, the City put out a Request for Proposal to hire a consultant to create a local hazard mitigation plan.
City of San Leandro Economic Development Strategy And Actions Plan June 20, 2024	Strategic Economics prepared for the City	The San Leandro Economic Development Strategy is a policy document that will guide the City's economic development activities over the next five to ten years. The strategy prioritizes and focuses the City's resources on initiatives with the greatest potential to grow San Leandro's economy and improve residents' quality of life. This strategy document builds on prior policy documents, including the Economic Development Element of San Leandro's General Plan.

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
San Leandro Climate Action Plan – adopted July 19, 2021	City of San Leandro Public Works Department	<p>The 2021 Climate Action Plan is San Leandro’s comprehensive strategy to reduce greenhouse gas (GHG) emissions and to adapt to changing climate conditions. Climate change adaptation strategies includes:</p> <p>Strategy 1: Improve community-wide preparation and response to hazardous conditions,</p> <p>Strategy 2: Improve community-wide public health, safety, and well-being and increase resilience of vulnerable populations.</p> <p>Strategy 3: Improve the resilience of new and existing developments to climate risk.</p> <p>Strategy 4: Support greater resilience, redundancy, robustness, and reliability for local and regional infrastructure networks.</p> <p>Strategy 5: Provide greater protection and reliability for water and energy resources.</p> <p>Strategy 6: Coordinate with local and regional agencies to improve the resilience of biological and cultural resources.</p>
San Leandro ADA Facilities Transition Plan Update	City of San Leandro Engineering and Transportation Department	<p>The 2010 ADA Facilities Transition Plan Update is the City's effort to comply with the Americans with Disabilities Act (ADA), which requires the City to reasonably modify its policies, practices, or procedures to avoid discrimination against people with disabilities. The ADA Transition Plan 14-15 project successfully removed many access barriers at four of the City’s most heavily used sites. The project improved accessibility for all community members at Marina Park, the Main Library, the Marina Community Center, and the Civic Center.</p>
San Leandro Plans to Expand Fiber Optic Network	City of San Leandro	<p>The City plans to expand its fiber optic network. The America Rescue Plan Act (ARPA) provides project funds. The funds provide communities with access to high-speed broadband, which aids members in tasks such as job searches, homework, and much more. The ARPA funds will also be used to find existing issues in the fiber network throughout San Leandro.</p>

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
University of Southern California Broadband Adoption Survey Summary 2023	University of Southern California Results from a Survey Conducted for the California Department of Technology (CDT) and the California Emerging Technology Fund (CETF)	The latest statewide survey indicates that 91% of California households have broadband, yet challenges persist for low-income K-12 families, including some who lost connectivity after COVID-19. In addition, fewer children in K-12 households have a desktop, laptop, or tablet computer available at home to use for school activities that are not shared with other family members.
Alameda Climate Adaptation and Hazard Mitigation Plan June 2022	Alameda County	Key strategies include building: Solar Panels. Encourage installation of solar panels and energy storage equipment, Water Efficiency and Conservation. Infrastructure: Critical Public Assets. Ensure resilience and long-term functionality, Green Infrastructure. Require the use of “green infrastructure.” Land Use: Resilient Rights-of-Way and Open Spaces. Easements. Require the creation and maintenance of easements along drainage ways necessary for adequate drainage. Emergency Response: Heat and Wildfire Smoke Emergencies. Create a network of clean air and cooling emergency shelters throughout Alameda. Emergency coordination. Communication, Community, and Coordination: Public communication to promote community programs.
California Climate Adaptation Strategy 2021	State of California	California is statutorily required to release an updated climate adaptation strategy every three years. The 2021 Strategy builds on the successes and lessons learned since our first iteration in 2009. It also integrates key elements of the latest sector-specific plans, such as the Natural and Working Lands Climate Smart Strategy, Wildfire and Forest Resilience Action Plan, Climate Action Plan for Transportation Infrastructure, and Water Resilience Portfolio.

Table 3 - Other local/ regional/ federal planning efforts

Describe cooperation and coordination with other public entities, including the State and any adjacent units of general local government, in the implementation of the Consolidated Plan (91.215(l))

The City is a member of the Alameda County HOME Consortium, a collaborative effort dedicated to the effective implementation of the ConPlan. Led by Alameda County HCD, the consortium includes the cities of Alameda, Fremont, Hayward, Livermore, Pleasanton, Union City, and San Leandro, along with the Urban County, which encompasses smaller cities and unincorporated areas. Together, these entities coordinate

strategies to address regional housing and community development priorities, such as affordable housing development, homelessness prevention, and services for low- and moderate-income residents.

The consortium meets regularly, particularly during the development and adoption of the ConPlan, to share data, establish goals, and align funding strategies. This collaboration enables resource pooling and leverages collective expertise to maximize the impact of federal HUD funding throughout Alameda County. By addressing local priorities within a regional framework, the consortium ensures that housing initiatives—such as affordable housing development, homelessness prevention, and support services—are both effective and aligned with broader regional challenges.

Additionally, the consortium’s coordinated efforts include emergency shelter operations, support for vulnerable populations, and services that promote housing stability. Through this partnership, the Alameda County HOME Consortium enhances its ability to meet the diverse housing and community development needs across jurisdictions, fostering a more efficient, equitable, and impactful distribution of resources through this partnership.

Narrative

No additional narrative is needed.

PR-15 Citizen Participation - 91.105, 91.115, 91.200(c) and 91.300(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation **Summarize citizen participation process and how it impacted goal-setting**

The City's citizen participation process is designed to enhance public engagement in the planning and allocation of CDBG and HOME funds in compliance with HUD regulations. This process includes public meetings, one of which was held to discuss the ConPlan planning process prior to the publication of the proposed plan for public comment and another after the public comment period regarding funding recommendations. To further involve the community, the City conducted a Priority Needs Survey as part of the 2025-2029 CDBG Five-Year ConPlan.

The priority needs survey was accessible via hyperlink or QR code, was prominently displayed on the City's website, and emailed to key stakeholders. These stakeholders included City officials, departments, the Alameda County Continuum of Care, housing organizations (both nonprofit and for-profit), social service agencies, homelessness service providers, healthcare providers, employment and economic development organizations, fair housing and advocacy groups, lenders, and brokers, senior living agencies, domestic violence organizations, broadband companies, neighborhood groups, and service providers for individuals with disabilities. The feedback collected significantly influenced the City's prioritization of housing needs and resource allocation.

Notice of the availability of the Draft ConPlan for a 30-day public comment period was published in the East Bay Daily Review newspaper on April 4, 2025. The 30-day comment period began April 4 through May 4, 2025. The public notice for the public hearing was published in the East Bay Daily Review on April 4, 2025, and was published in English, Spanish, and Chinese. The City Council held the public hearing on April 23, 2025.

Citizen Participation Outreach

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
1	Stakeholder Outreach	Residents and stakeholders	Stakeholder and community outreach		All comments were accepted.	
2	Internet Outreach	Non-targeted/broad community	<p>The survey link was shared on the City's website and social media platforms. Purpose: ensure diverse community participation.</p> <p><u>Social Media Platforms:</u> City of San Leandro Weekly Briefing, San Leandro Next.com, San Leandro Facebook Page, and What's Happening in San Leandro</p>	<p>Email blast of survey sent Sep. 27, 2024: No comments received.</p> <p>Mercy Brown Bag program provided comments, Oct. 4, 2024, City provided Response.</p> <p>San Leandro Chambers of Commerce comments, Oct. 23, 2024. City provided response.</p>	All comments were accepted, and responses were provided.	https://www.sanleandro.org/civicax/feedback/bloaddownload.aspx?BlobID=31667
3	Internet Outreach	Non-targeted/broad community	The survey link was shared on the City's website and social media platforms. Purpose: ensure diverse community participation.		All comments were accepted.	https://www.sanleandro.org/civicax/feedback/bloaddownload.aspx?BlobID=31667

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
4	Email Outreach	Non-targeted/broad community	Email blast including survey link, to identified City stakeholders. Purpose: provide targeted feedback.		All comments were accepted.	
5	Internet Outreach	Non-targeted/broad community	Public Notice of ConPlan & AAP & CDBG NOFA announcement of 2-Yr funding cycle (FY 2025-26 & 202627)		All comments were accepted.	
6	Public Meeting	Non-targeted/broad community	City Council adopted the amended CPP 11/18/2025		All comments were accepted.	
7	Internet Outreach	Non-targeted/broad community	Public Meeting Notice. Announced in January 2025 City Monthly News Update, Email blasts to stakeholders and interested parties, posting on Housing Division webpage and social media platforms (as noted above)		All comments were accepted.	
8	Newspaper	Non-targeted/broad community	Public Meeting Notice 1/10/2025 East Bay Daily Review Newspaper:		All comments were accepted.	
9	Public Meeting	Residents and stakeholders	Public Meeting with Human Services Commission, Jan 21, 2025	Virtual public meeting, 18 attendees, all comments were documented, See Public Participation Appendix.	All comments were accepted.	Virtual Link: https://sanleandro-org.zoom.us/j/89517521057 Phone:1-888-788-0099; Webinar ID: 895 1752 1057

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
10	Newspaper	Non-targeted/broad community	Public Hearing & 30-day Public Comment Period Notice April 4 – May 5, 2025	No comments were received.	N/A	
11	Public Hearing	Residents and stakeholders	Public Hearing by City Council, June 16, 2025	COMMENTS	All comments were accepted.	

Table 4 - Citizen Participation Outreach

NEEDS ASSESSMENT

NA-05 Overview

Needs Assessment Overview

The Needs Assessment of the ConPlan identifies San Leandro's priority needs in affordable housing, homelessness, supportive housing, and community development. Through consultations, community meetings, surveys, and public comments, the City determined the highest priority needs. Therefore, during this ConPlan planning period from July 1, 2025, to June 30, 2030, the City will allocate CDBG funds only to programs and projects addressing these top priorities.

The City invited residents, non-profit organizations, and the general public to participate in a Priority Needs Survey to create the ConPlan and determine the City's most pressing needs. Outreach efforts were made to ensure the survey reached a broad audience. The Priority Needs Survey was active from September 27, 2024 – January 18, 2025, and distributed through channels including 1) multiple email distribution lists, including social service agencies, the Chamber of Commerce, homeowners associations, and affordable housing developments; 2) posted on the City's website; 3) staff emails to social service agencies; and 4) made available online via SurveyMonkey.com to enhance outreach and provide an easy, efficient way for respondents to submit their feedback to the City.

The City received 211 survey responses. The survey identified the highest-priority needs, with at least 60% of respondents selecting: increasing affordable housing, reducing homelessness, improving public infrastructure and facilities and community resilience, and promoting economic development.

PRIORITY NEEDS SURVEY SUMMARY:

- Top 3 Community Needs: affordable rental housing, senior housing, and rental assistance.
- Reasons Why Housing Options Are Limited: could not afford to pay for rent; not enough homes available; low credit/poor history.
- Top Community Facilities Improvements Needed: parks and recreation, neighborhood centers, senior and youth centers.
- Top Public Services or Programs Needed: shelter services, housing support services to find affordable housing, after-school programs, childcare, and summer youth programs.
- Special Population Needs series: senior housing and services, homeless services, and support for low-barrier housing.
- Top 3 Homeless Needs: wrap-around services, rental/utility assistance, transitional housing, and emergency shelter space.
- Top 3 Economic Development needs: employment training, street lighting, and small business loans.

The loss of financial support received from the CARES Act/COVID-19 has impacted community agencies previously funded. More public services have applied for assistance and support from the City. However, limited funding is available for most nonprofit service organizations. To address these challenges, strategic planning and collaboration are essential. City shelter organizations are reviewing ways of providing housing assistance and case management needs to reduce homelessness and promote alternative permanent housing and living solutions.

If the PJ will establish a preference for a HOME TBRA activity for persons with a specific category of disabilities (e.g., persons with HIV/AIDS or chronic mental illness), describe their unmet need for housing and services needed to narrow the gap in benefits and services received by such persons. (See 24 CFR 92.209(c)(2) (ii))

Alameda County Home Consortium manages the PJ HOME funding to which TBRA is a preference.

NA-50 Non-Housing Community Development Needs - 91.415, 91.215 (f)

Describe the jurisdiction's need for Public Facilities:

The City places importance on public facility improvements, particularly in areas such as parks and recreation, neighborhood centers, senior and youth centers, walkway accessibility, and street reconstruction. Developing and maintaining parks and recreational areas is essential for promoting public health and fostering community engagement. Neighborhood centers need investment to support social interaction, educational programs, and community services, acting as hubs for community engagement. Enhancing and expanding senior centers is crucial to addressing the needs of the growing senior population by offering health and wellness programs, social activities, and support services. Additionally, comprehensive youth programs and facilities are needed to support the development and well-being of young residents through educational, recreational, and extracurricular activities. Addressing these needs will create a more vibrant, inclusive, and resilient community that meets the diverse needs of all residents.

How were these needs determined?

The need for improved public facilities was identified through a blend of community feedback, demographic studies, and an analysis of existing infrastructure conditions. Residents shared their concerns and suggestions during surveys, public forums, and meetings, which provided valuable insights.

Describe the jurisdiction's need for Public Improvements:

The City has internally prioritized certain public improvements that enhance residents' quality of life. Key areas include upgrading ADA accessibility by retrofitting sidewalks and public buildings, investing in green infrastructure for climate resilience, and developing new parks, community centers, and updating libraries in underserved neighborhoods. Other priorities are improving street lighting for crime prevention, creating youth and violence prevention programs, and enhancing transportation safety through better infrastructure and safer bus stops. Addressing these needs will create a more inclusive, safe, and resilient community.

How were these needs determined?

Data analysis, a priority needs survey, ongoing meetings with Public Works Department staff and area social service locations, and public meetings determined public facility improvement needs and priorities.

Describe the jurisdiction's need for Public Services:

The City's need for public services is multifaceted, addressing both immediate and long-term community challenges. There is a critical need to expand emergency shelter capacity by opening more shelters and establishing permanent supportive housing programs for homeless individuals.

Individuals and families may also be considered at risk of homelessness if they live in housing that exhibits characteristics of instability and increased risk of displacement. This includes households experiencing severe rent burden (paying more than 50% of income on rent), residing in units with unsafe or uninhabitable conditions, or lacking a formal lease or legal tenancy protections. Those facing imminent eviction, foreclosure, or displacement due to redevelopment, rising rents, or no-fault eviction notices are also included. Additionally, households with recent utility shut-offs, survivors of domestic violence or human trafficking, individuals aging out of foster care, and those exiting institutions without stable housing arrangements qualify. Individuals or families with a history of homelessness, especially those who have cycled in and out of shelters or unstable housing, are also at heightened risk and may be eligible for

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assistance. Recognizing the growing impact of climate and disaster-related displacement, individuals forced to relocate due to natural disasters, extreme weather, or government redevelopment projects may also be considered at risk. These factors, in alignment with the recipient's approved ConPlan, help identify those most vulnerable to homelessness and in need of prevention assistance.

In particular need are older adults. Adults aged 50+, especially those who live alone and on fixed incomes, with little to no savings, are also increasingly at risk of becoming unhoused. From 2017 to 2021, clients of California services for unhoused people aged 55+ increased 84% from 30,462 to 56,056, compared to a 43% increase for all ages. Two contributing factors are that as rents increase, seniors' income streams, including Social Security benefits and Supplemental Security Income, have not kept pace; and disability rates increase as people age, putting older adults at additional risk of displacement if their housing is not accessible. These trends help explain why adults aged 50+ are the largest share of individuals who are encountering homelessness for the first time in their lives. Without changes to existing policies, San Leandro, much like other communities in California, may face a future with a growing number of unhoused older adults as the state's population ages.

Enhancing prevention services is essential, as well as offering financial assistance and eviction prevention resources to low-income households to maintain stable housing. Strengthening supportive services by partnering with local agencies is crucial, including mental health counseling, job training, and addiction recovery services. Additionally, support for affordable housing is needed to ensure long-term housing stability. Lastly, developing after-school programs, daycare, and summer activities is vital to support working families and provide enriching experiences for children and youth.

How were these needs determined?

Similarly, public service needs and priorities were determined by data analysis, a priority needs survey, ongoing meetings with CofC and area social services, and public meetings.

HOUSING MARKET ANALYSIS

MA-05 Overview

Housing Market Analysis Overview:

San Leandro, like much of the Bay Area, faces significant housing challenges characterized by rising costs, limited supply, and increasing affordability concerns. While the City has historically provided more affordable housing options compared to larger regional job centers such as Oakland and San Francisco, this affordability gap is narrowing due to consistent price increases in both the rental and homeownership markets. The City Council adopted the 2023-2031 Housing Element on December 5, 2022, with certification from the California Department of HCD on February 2, 2023. The Housing Element Needs Assessment, which utilized the 2015-2019 American Community Survey (ACS) 5-Year Estimates, identified critical housing challenges and guided the City's strategies to meet future housing needs. Similarly, the 2025-2029 ConPlan incorporated the most recent data available from 2016-2020 and 2018-2022 ACS 5-Year Estimates to ensure accurate assessments of housing demand and affordability.

Community engagement played a vital role in shaping the 2025-2029 ConPlan. The City conducted a CDBG 2025-2029 ConPlan community and stakeholder survey, which garnered over 210 responses.

Of those who participated, more than

- (83%) agreed that San Leandro needs more affordable housing.

Survey participants identified the top three housing needs as:

- affordable rental housing (70%)
- rental assistance (40%)
- senior housing (43%)

Respondents indicated the issues that have limited housing options for low- and moderate-income residents include:

- (75%) of respondents indicated they could not afford rent, in comparison
- (57%) stated they lacked sufficient funds for an apartment deposit
- (42%) stated low/poor credit history
- (34%) noted there were not enough homes available for larger households

Participants also highlighted the top three public services that should receive financial support from the City:

- (40%) supported affordable housing
- (35%) selected services and shelters for homeless individuals
- (33%) chose affordable childcare

Respondents emphasized that traditional housing, permanent housing, and wrap-around services are the top three homeless priority needs for the City to address during the ConPlan cycle.

Additionally, participants closely tracked the top three public services prioritized for funding: after-school programs (24%), summer day camps for children (24%), and neighborhood crime prevention (20%).

The City has a population of 89,723 across 30,468 households, with 57.9% homeowners and 42.1% renters (2018-2022 ACS). Rental prices have risen sharply, contributing to housing affordability concerns. Studio apartments increased 29.5%, from \$1,139 in 2020 to \$1,475 in 2022. One-bedroom units rose 18.2%, from \$1,454 to \$1,718, while two-bedroom units climbed 14.6%, from \$1,908 to \$2,186. Three-bedroom units experienced the highest percentage increase, rising 27.2% from \$2,108 to \$2,682. Homeownership costs also rose significantly, with the median sales price for single-family homes increasing 13%, from \$740,551 in 2020 to \$834,000 in 2022, and condos/townhouses climbing 11%, from \$475,597 to \$529,802 during the same period.

San Leandro Median Rents:

- Studio – \$1,475 (in 2020 = \$1,139 – an increase of 29.50%)
 - 1-bedroom – \$1,718 (in 2020 = \$1,454 – an increase of 18.16%)
 - 2-bedroom – \$2,186 (in 2020 = \$1,908 – an increase of 14.57%)
 - 3-bedroom – \$2,682 (in 2020 = \$2,108 – an increase of 27.23%)
- Source – Current 2018-2022 ACS 5-Year Estimates (Past: 2016-2020 ACS 5-Year Estimates)*

San Leandro Median Home Sales Prices:

- Condo/Townhouses – \$529,802 (in 2020 \$475,597 – an increase of 11%)
 - Single-Family – \$834,000 (in 2020 \$740,551 – an increase of 13%)
- Source – Current 2022 December Zillow (Past: 2020 December Zillow)*

According to the 2016-2020 Comprehensive Housing Affordability Strategy (CHAS), approximately 60% of San Leandro households, or 18,905 households, earn at or below the HUD Area Median Family Income (HAMFI) of \$119,200. Of these households, 65% include at least one member over 62 years old, and 8.7% have children under six. Cost burdens are widespread, with 36% of households paying more than 30% of their gross income on housing, and 17% of households are severely cost-burdened, spending over 50% of their income on housing. Renters face an even greater challenge, with 22% of renter households cost-burdened and 24% severely cost-burdened. Please see Figure 2, City Map of Contract Rents. As of 2022, the housing market in San Leandro mirrors broader Bay Area trends of high demand, low supply, and increasing affordability challenges. Despite historically offering more affordable housing than nearby cities, the City's housing costs continue to rise, further limiting options for low- and moderate-income families. These trends contribute to housing insecurity and amplify the need for affordable housing solutions.

In response, the City is focusing on expanding affordable housing development and preserving existing units. Collaborating with regional partners like the Alameda County HOME Consortium, the City has implemented policies to boost affordable housing production, such as inclusionary zoning and leveraging state and federal funding, including the CDBG and HOME. The City's 2023-2031 Housing Element emphasizes addressing homelessness, supporting first-time homebuyers, and promoting equitable access to housing resources. Priorities include incentivizing developers, streamlining the permitting process, and

removing barriers for vulnerable populations, such as seniors, individuals with disabilities, and low-income families. Regional initiatives, like the “Home Together 2026” plan, aim to reduce homelessness and enhance housing stability, with a focus on racial equity. San Leandro’s housing market reflects regional challenges, making comprehensive planning and coordinated policy actions essential to meeting the needs of its residents.

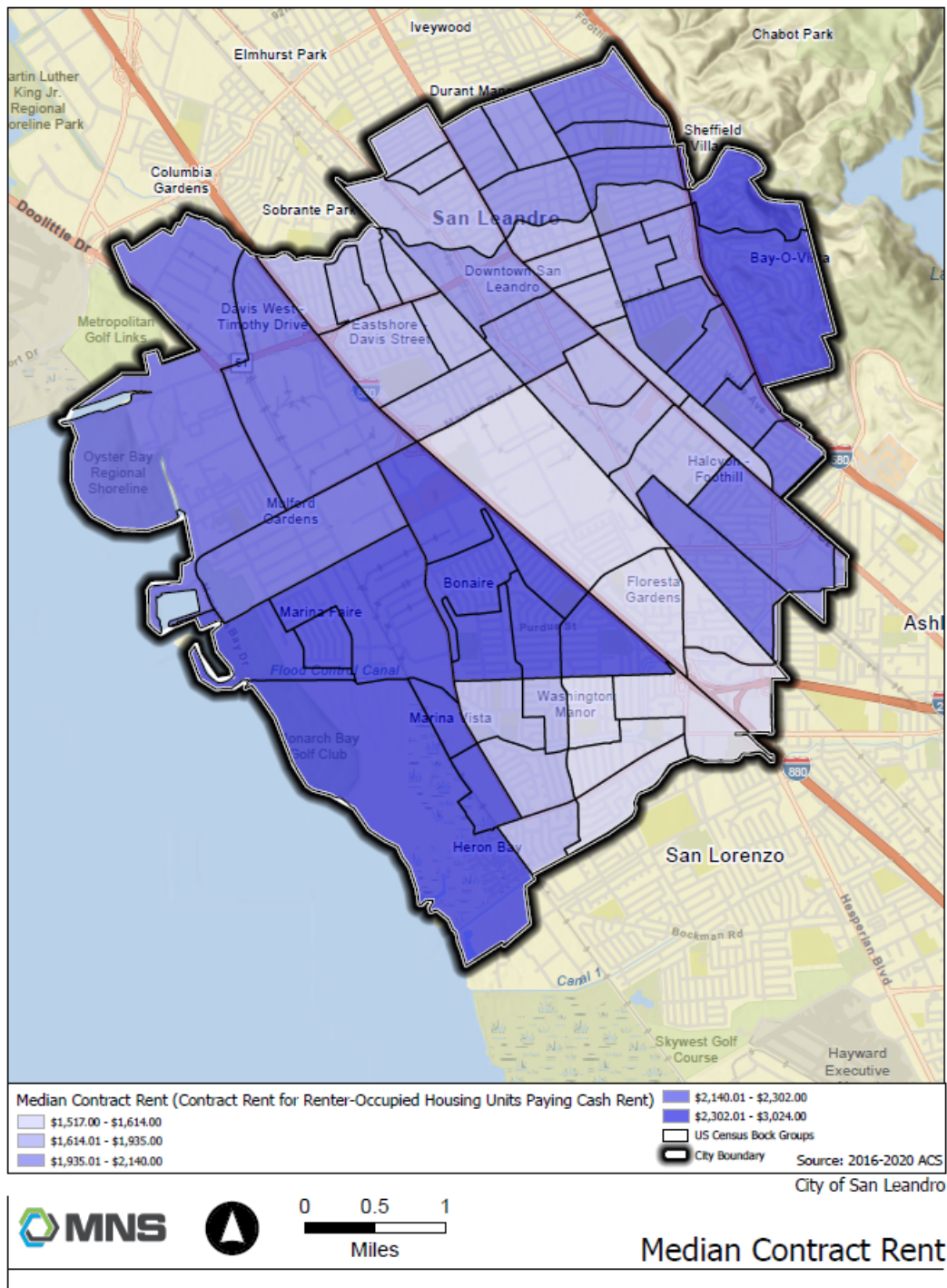


Figure 2 - Median Contract Rent

MA-45 Non-Housing Community Development Assets - 91.410, 91.210(f)

Introduction

San Leandro, a City celebrated for its vibrant diversity and community spirit, is strategically located in the heart of the Bay Area. Its proximity to major transportation hubs and employment centers makes it an attractive destination for residents and businesses alike. The City is conveniently situated near Oakland International Airport, two BART stations (Bay Fair and San Leandro), Interstates 880 and 580, the Port of Oakland, and Silicon Valley, providing seamless connectivity to the broader region. This prime location, coupled with its robust infrastructure, positions San Leandro as a dynamic and accessible urban hub.

San Leandro's economic vitality is further supported by its highly skilled and diverse workforce. The City is home to advanced manufacturing facilities, technology companies, and a growing number of small businesses. Notable employers reflect a blend of innovation and tradition, and the City's focus on fostering business growth is exemplified by initiatives like the *San Leandro Fiber Loop*, a high-speed broadband network that supports innovation and attracts technology-driven companies. San Leandro is committed to addressing challenges while maintaining its unique identity as a diverse and inclusive community. The City's strategic location, economic resilience, and ongoing efforts to expand affordable housing and community services ensure that San Leandro remains a thriving and accessible place to live, work, and grow.

Economic Development Market Analysis

Business Activity

Business by Sector	Number of Workers	Number of Jobs	Share of Workers %	Share of Jobs %	Jobs less workers %
Agriculture, Mining, Oil & Gas Extraction	187	61	0.40%	0.13%	-0.27%
Arts, Entertainment, Accommodations	4,610	2,940	9.78%	6.23%	-3.54%
Construction	3,807	5,702	8.07%	12.09%	4.01%
Education and Health Care Services	10,134	12,762	21.49%	27.05%	5.56%
Finance, Insurance, and Real Estate	2,879	1,272	6.11%	2.70%	-3.41%
Information	913	338	1.94%	0.72%	-1.22%
Manufacturing	4,603	5,129	9.76%	10.87%	1.11%
Other Services	2,559	1,222	5.43%	2.59%	-2.84%
Professional, Scientific, Management Services	5,916	1,640	12.55%	3.48%	-9.07%
Public Administration	1,884	712	4.00%	1.51%	-2.49%
Retail Trade	5,134	5,970	10.89%	12.66%	1.77%
Transportation & Warehousing	3,228	2,184	6.85%	4.63%	-2.22%
Wholesale Trade	1,304	3,604	2.77%	7.64%	4.87%
Companies and Enterprises	0	699	0.00%	1.48%	1.48%
Administration & Support, Waste Management and Remediation	0	2,938	0.00%	6.23%	6.23%
Grand Total	47,158	47,173	100.00%	100.00%	

Table 5 - Business Activity

Data Source: 2016-2020 ACS (Workers), 2020 Longitudinal Employer-Household Dynamics (Jobs)

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Labor Force

Total Population in the Civilian Labor Force	49,633
Civilian Employed Population 16 years and over	47,158
Unemployment Rate	5.0%
Unemployment Rate for Ages 16-24	8.91%
Unemployment Rate for Ages 25-65	4.66%

Table 6 - Labor Force

Data Source: 2016-2020 ACS

Occupations by Sector	Number of People	Median Income
Management, business and financial	17,581	\$76,483
Farming, fisheries and forestry occupations	72	\$26,250
Service	8,687	\$29,146
Sales and office	10,370	\$40,000
Construction, extraction, installation, maintenance, and repair	3,767	\$56,414
Production, transportation and material moving	6,681	\$62,880
Total	47,158	

Table 7 - Occupations by Sector

Data Source: 2016-2020 ACS

Travel Time

Travel Time	Number	Percentage
< 30 Minutes	18,258	43%
30-59 Minutes	17,544	41%
60 or More Minutes	6,800	16%
Total	42,602	100%

Table 8 - Travel Time

Data Source: 2016-2020 ACS

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Education:**Educational Attainment by Employment Status (Population 16 and Older)****Table 9 -**

Educational Attainment	In Labor Force		Not in Labor Force
	Civilian Employed	Unemployed	
Less than high school graduate	4,502	222	2,682
High school graduate (includes equivalency)	8,646	519	2,605
Some college or Associate's degree	12,048	604	2,434
Bachelor's degree or higher	14,930	626	2,183
Grand Total	40,126	1,971	9,904

Educational Attainment by Employment Status**Data Source:** 2016-2020 ACS**Educational Attainment by Age**

	Age				
	18–24 yrs	25–34 yrs	35–44 yrs	45–65 yrs	65+ yrs
Less than 9th grade	54	332	491	2,245	2,300
9th to 12th grade, no diploma	318	718	1,293	2,327	1,427
High school graduate, GED, or alternative	2,335	2,850	2,560	6,372	3,921
Some college, no degree	2,775	2,855	2,611	5,265	2,914
Associate's degree	550	943	1,332	2,108	908
Bachelor's degree	877	4,455	2,160	5,465	2,260
Graduate or professional degree	42	1,406	1,769	2,491	1,130
Grand Total	6,951	13,559	12,216	26,273	14,860

Table 10 - Educational Attainment by Age**Data Source:** 2016-2020 ACS**-- DRAFT --**

Educational Attainment – Median Earnings in the Past 12 Months

Educational Attainment	Median Earnings in the Past 12 Months
Less than high school graduate	\$28,901
High school graduate (includes equivalency)	\$38,231
Some college or Associate’s degree	\$50,315
Bachelor’s degree	\$66,986
Graduate or professional degree	\$85,641

Table 11 - Median Earnings in the Past 12 Months

Data Source: 2016-2020 ACS

Based on the Business Activity table above, what are the major employment sectors within your jurisdiction?

According to the most recent U.S. Economic Census, business activity in San Leandro has evolved significantly since the last 5-Year ConPlan analysis. The public draft of the City of San Leandro Economic Development Strategy and Actions (June 20, 2024) highlights key economic trends shaping the City’s growth. San Leandro’s economy is anchored by the health care, retail, and advanced manufacturing sectors, which benefit from the City’s strategic location and ample industrial land. The City is ideally positioned near Oakland International Airport, the Port of Oakland, and major transportation corridors such as I-880 and I-580. This location has helped industries like manufacturing, construction, and warehousing thrive, with the City serving as a hub for goods movement in the East Bay region.

The City’s job market reflects its industrial and service-sector strengths. Education and Health Care Services dominate employment, accounting for over 12,762 jobs—a figure bolstered by the presence of Kaiser Permanente’s hospital and associated medical offices. Retail trade employs 5,970 workers, manufacturing supports 5,129 jobs, and construction provides 5,702 jobs. Despite its reliance on service and industrial jobs, San Leandro is experiencing growth in higher-wage industries. Professional, scientific, and technical services employ 1,640 workers, finance, insurance, and real estate account for 1,272 jobs. These growing sectors align with the City’s emphasis on diversifying its economy and attracting businesses that support long-term economic stability.

Sector Highlights and Emerging Trends

- **Advanced Manufacturing:** San Leandro’s advanced manufacturing sector has seen a surge in innovation, particularly with the adoption of smart manufacturing technologies and robotics. The City is home to prominent companies like “OSIsoft,” which develops industrial software solutions.
- **Food and Beverage Manufacturing:** The City’s industrial food production sector includes leaders like Ghirardelli Chocolate and Torani Syrups, leveraging proximity to supply chains and transportation networks.
- **Health Care:** In addition to Kaiser Permanente, health care services include an expanding network of specialized clinics and senior care facilities, reflecting San Leandro’s aging population and increased demand for health services.
- **Retail Development:** Key retail hubs like Bayfair Center and the Marina Square Shopping Center continue to anchor local consumer spending while new small businesses contribute to a revitalized downtown corridor.

Describe the workforce and infrastructure needs of the business community:

The business community in San Leandro faces significant workforce and infrastructure needs that impact its ability to remain competitive and sustain growth. Among the 4,920 individuals aged 16-19 in the civilian labor force, 438 are unemployed, resulting in an unemployment rate of 8.91%. Among the 2,475 unemployed individuals in the civilian labor force, 438 are aged 16-24, resulting in an unemployment rate of 17.70% for this age group. Among the 42,132 individuals aged 25-65 (not including 65) in the civilian labor force, 1,962 are unemployed, resulting in an unemployment rate of 4.66%. Among the 2,475 unemployed individuals in the civilian labor force, 1,962 are aged 25-65, resulting in an unemployment rate of 79.28% for this age group.

Workforce Needs

1. Educational Attainment and Skills Training

- Only 32% of San Leandro adults have a bachelor’s degree, well below the Alameda County average of 50%. This limits the pool of highly skilled workers, particularly for industries requiring advanced technical or professional expertise.
- There is an ongoing need for workforce training programs that address skills gaps in sectors like advanced manufacturing, healthcare, and technology. These programs should focus on equipping residents for “career-ladder” jobs that provide living wages and opportunities for advancement.

2. Employee Retention and Housing Affordability

- Businesses struggle to attract and retain employees due to high housing costs and limited availability of affordable housing within reasonable commuting distances.
- Workforce stability is further challenged by the high cost of living in the Bay Area, which contributes to higher labor costs and increases employee turnover.

3. Support for Low-Wage Workers

- Many jobs in San Leandro are concentrated in lower-wage sectors, such as retail and hospitality, which may not offer long-term stability or growth.

Infrastructure Needs

1. Aging Industrial Stock

- Much of San Leandro's industrial infrastructure predates 1980, making it less attractive to modern tenants in research and development (R&D) and advanced manufacturing.
- Recent projects like the Prologis Logistics Center and the Torani headquarters highlight the potential for modernizing the City's industrial base, but more investment is required to bring older facilities up to contemporary standards.

2. Transportation and Roadway Improvements

- The City's heavily trafficked street system requires ongoing maintenance and upgrades to support local businesses and regional connectivity.

3. Utilities and Technology

- Aging potable water and electrical systems, managed by East Bay Municipal Utility District and PG&E, present reliability and capacity issues.
- The City's Lit San Leandro fiber network is a significant asset, providing high-speed internet to support tech-driven industries. Continued expansion of this infrastructure could attract more businesses requiring innovative connectivity.

San Leandro businesses need a more skilled workforce, greater housing affordability, and modernized infrastructure to thrive. Addressing these needs will require coordinated efforts among the City, educational institutions, and private developers to invest in training, facility upgrades, and utility enhancements. By tackling these challenges, San Leandro can create a more resilient and competitive business environment.

Describe any major changes that may have an economic impact, such as planned local or regional public or private sector investments or initiatives that have affected or may affect job and business growth opportunities during the planning period. Describe any needs for workforce development, business support or infrastructure these changes may create.

San Leandro is undergoing significant changes that are expected to have a substantial economic impact. These changes will create opportunities for job and business growth while introducing new workforce and infrastructure needs. Key projects like the Bay Fair Transit-Oriented Development (TOD), Kaiser North Parcel, and Monarch Bay Shoreline Development are set to diversify the City's economic base and enhance its attractiveness as a regional hub for innovation and commerce.

The Bay Fair TOD project, supported by over \$1.8 million in Metropolitan Transportation Commission grants, aims to transform a 150-acre area around the BayFair BART station into a vibrant transit village. This development will improve multimodal transportation networks, streamline land use, and incorporate green infrastructure. It also includes detailed plans for infrastructure upgrades, such as ADA-accessible crossings and complete street designs, which will address long-standing mobility challenges and catalyze further development. With BART's expansion to San Jose, the TOD area is poised to attract businesses and commuters, generating high-quality jobs, and boosting local retail activity. The Kaiser North Parcel represents another transformative opportunity. This nearly 25-acre property, located strategically along I-880, offers flexible development scenarios, including a mixed-use project with residential units and a hotel or a retail-focused development. Both approaches would serve the growing demand for goods, services, and housing near San Leandro's industrial corridor. As one of the largest vacant parcels in the area, this site is projected to draw significant regional retail and commercial activity, creating jobs across various sectors, including retail, hospitality, and construction. The Monarch Bay Shoreline Development exemplifies San Leandro's vision for creating a regional destination that combines housing, recreation, and commercial amenities. The project includes up to 500 new housing units, a hotel, restaurants, a library, and expanded recreational spaces such as the San Francisco Bay Trail. This development will support a mix of income levels, attract visitors, and generate employment in retail, hospitality, and public services, while enhancing community connections to the Bay.

Recent private sector investments are also reshaping San Leandro's economic landscape. B3 Investors' acquisition and adaptive reuse of the Bay Fair Center mall align with the Bay Fair TOD Plan, focusing on employment-generating uses like office, life sciences, and research and development. The new Speedway at Bay Fair campus, a 400,000-square-foot R&D facility that opened in 2024, is set to bring high-paying jobs to San Leandro and increase foot traffic for nearby businesses.

San Leandro's infrastructure upgrades further support economic development. The Lit San Leandro broadband network, powered by a partnership between San Leandro Dark Fiber and Lit San Leandro, positions the City as a prime location for technology companies and start-ups. The installation

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of a high-speed fiber optic loop enhances productivity for businesses while providing residents and students with improved internet access. Additionally, the City's annual Capital Improvement Plans—encompassing street rehabilitation, bike lane installations, and updates to the Water Pollution Control Plant—address critical infrastructure needs and improve overall quality of life.

Recent development projects in San Leandro highlight the City's commitment to expanding affordable housing and diversifying its economic landscape. Notable projects include:

1. **15101 Washington Avenue Affordable Housing Project:** This planned 72-unit development will provide much-needed affordable housing in the Washington Manor area, addressing the City's housing shortage, these initiatives demonstrate San Leandro's strategic focus on housing accessibility, economic development, and sustainability.
2. **60-Unit Housing Development in Downtown San Leandro:** Approved at Washington Avenue and Thornton Street, this project contributes to the downtown revitalization by adding market-rate housing, and boosting local economic activities.
3. **Infill Developments:** Additional projects are proposed at key locations, including San Leandro Boulevard and Thornton Street, MacArthur Boulevard and Herma Court, and Alvarado Street north of Marina Boulevard. These will further address housing needs while promoting compact, sustainable growth.

How do the skills and education of the current workforce correspond to employment opportunities in the jurisdiction?

According to the ACS 2016-2020 data, San Leandro has 18,038 residents (out of a total population of 73,859) who have obtained a high school diploma or GED, compared to 15,217 who hold a bachelor's degree, and 16,420 with some college education. The difference in earnings between these groups is significant, with the median earnings of individuals with a high school diploma or GED being \$38,231 in the past 12 months, while those with a bachelor's degree earn a median of \$66,986. These disparities highlight the importance of workforce development initiatives that focus on skills and certifications that can bridge the gap for those who do not have a four-year degree. San Leandro's largest employment sector, Education and Health Care Services, generally requires higher education credentials. However, other key sectors such as Manufacturing, Construction, Wholesale Trade, and Retail Trade are more accessible to individuals without bachelor's degrees, especially for roles that emphasize vocational skills or technical training. The Manufacturing sector, for example, with thousands of jobs in the region, offers significant opportunities for individuals skilled in areas like machinery operation, welding, and logistics, while the Construction sector similarly offers pathways to employment for workers who have completed training or apprenticeships in construction trades.

Given this context, there is a strong need for workforce development programs that can help San Leandro residents access these opportunities. Programs that provide training and certification in technical fields, like those offered through community colleges such as Chabot College and partnerships with organizations like the Alameda County Workforce Development Board, can play a crucial role in equipping individuals with the

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skills needed to succeed in high-demand industries. By focusing on vocational skills and aligning training programs with the needs of local employers, these initiatives can support residents in securing well-paid jobs, thereby improving their economic stability, and reducing income disparities. As San Leandro's job market continues to grow, especially with development projects like the Bayfair Transit-Oriented Development and Kaiser North Parcel, these workforce development programs will be essential in ensuring that residents can fill the new jobs being created and capitalize on emerging employment opportunities.

Describe any current workforce training initiatives, including those supported by Workforce Investment Boards, community colleges and other organizations. Describe how these efforts will support the jurisdiction's Consolidated Plan.

San Leandro actively participates in various workforce training initiatives designed to align residents with employment opportunities while addressing local labor market shortages. These programs directly support the jurisdiction's ConPlan goals by fostering economic growth, reducing unemployment, and promoting career advancement for residents, particularly those in low-income or disadvantaged groups.

The City collaborates with the Alameda County Workforce Development Board (ACWDB) to connect residents with training and employment opportunities in high-demand industries. Programs like On-the-Job Training (OJT), individual Training Account (ITA) to refresh skills or learn new ones, and apprenticeships incentivize businesses to invest in workforce development, while youth employment services provide job search assistance, skills workshops, and internships for individuals aged 16–24. Similarly, the Eden Area Regional Occupation Program (ROP) offers vocational training in fields such as healthcare, advanced manufacturing, and information technology, preparing both high school and adult students for career pathways in industries experiencing local labor shortages. Chabot College contributes to these efforts by offering targeted educational programs, including STEM career pathways and career technical education, as well as job placement services. Partnerships with local employers facilitate internships and direct hiring opportunities, ensuring students are ready for hire upon graduation. Organizations like PilotCity further strengthen these efforts by connecting high school students with internships in technology and engineering, bridging the gap between education and employment. PilotCity is an education technology startup on a mission to enable the area's youngest citizens to shape the future of their own communities and cities. Through innovative work-based learning systems, PilotCity believes that students can become engines for innovation, benefiting the places in which they live. PilotCity further believes we must grow our own culture of innovation, starting with the massive sums of students in our schools, in partnership with our teachers and employers.

One of the region's most significant initiatives is the Career Pathways Trust, a \$15 million workforce training program aimed at creating integrated K-14 career pathways. With strong employer engagement and a focus on high-demand industries like computer science, engineering technology, and biotech, the program provides internships, mentorships, and job placement opportunities. These efforts help address critical gaps in educational and career pathways while supporting career advancement for low-wage workers. San Leandro Unified School District (SLUSD) plays a vital role in workforce development by improving educational quality and expanding access to technology. Career and Technical Education (CTE) courses prepare high school students for immediate entry into the workforce or further education, while partnerships with public libraries and community centers provide internet access and computer literacy training for residents. The City also works with the Chamber of Commerce and

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local businesses to create customized training programs tailored to employer-specific needs. For example, partnerships in advanced manufacturing and healthcare have resulted in sector-specific training initiatives that align the local workforce with the demands of these key industries.

The nonprofit Teen Advocacy Going Strong (TAGS) offers teens and young adults the opportunity to work at a thrift store as a volunteer or staff member. This program gives young people the experience in both forming and running a small, startup business.

These initiatives directly address the workforce development goals outlined in the City's 2025-2029 ConPlan by increasing educational attainment, improving economic opportunities for low-wage workers, and reducing employment barriers. By aligning local talent with employer needs, these efforts not only strengthen the local economy but also improve the quality of life for residents, ensuring sustainable economic growth for the City.

Does your jurisdiction participate in a Comprehensive Economic Development Strategy (CEDS)?

If so, what economic development initiatives are you undertaking that may be coordinated with the Consolidated Plan? If not, describe other local/regional plans or initiatives that impact economic growth.

San Leandro participates in the Comprehensive Economic Development Strategy (CEDS) for the San Francisco Bay Area, led by the Association of Bay Area Governments (ABAG). This strategy provides a framework for regional economic growth, ensuring that planning efforts are aligned with the broader economic landscape of the Bay Area. More information about CEDS can be found at the ABAG website (<https://abag.ca.gov/our-work/land-use/economic-development-district>). The City's economic development priorities focus on supporting and enhancing local businesses, particularly small businesses, to foster growth and create a more resilient economy. San Leandro offers various financial assistance programs, such as the Commercial Rehabilitation Program and the Awning, Sign, and Paint Program, which provide forgivable loans to help businesses improve their properties. Additionally, the City has loan programs designed to connect businesses to the Lit San Leandro fiber optic network and to facilitate energy efficiency upgrades. In addition to financial assistance, the City also provides design assistance and professional architectural services to support the renovation of older commercial spaces, further encouraging business expansion and revitalization.

Transportation improvements play a key role in the City's economic development efforts. Recognizing that many businesses are located further from BART stations, San Leandro helped create a Business Improvement District that funds the LINKS shuttle. This free service connects local workplaces to BART, improving employees' access to transit. The LINKS service was expanded significantly in 2015. San Leandro is also investing in streetscape improvements, bike lanes, and sidewalks to make walking and cycling easier while enhancing access to BART and other shopping areas. These initiatives are designed to stimulate local economic growth, improve mobility for workers, and support the success of businesses in San Leandro.

San Leandro also offers transportation services for seniors over the age of 50 and people with disabilities who reside within San Leandro city limits through the FLEX RIDES program. The program consists of two flexible transportation options, FLEX Shuttle service and FLEX RIDES On-Demand concierge service. FLEX Shuttle is a fixed route service that consists of a series of shuttle stops at popular locations throughout the City of San

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Leandro and offers unlimited rides to FLEX members. There are two shuttle buses: North Route and South Route. Each route runs separately around the North and South sections of San Leandro. Riders can transfer between the North and South routes at the San Leandro Senior Community Center stop. Seniors ages 50+ and persons with disabilities ages 18+ who are East Bay Paratransit certified and reside within the incorporated San Leandro city limits are eligible for this free service. FLEX RIDES On Demand provides a low-cost, fast, and convenient travel option through subsidized Uber rides for members who need to travel door-to-door to specific locations or locations outside of San Leandro. To be eligible for FLEX RIDES On Demand, applicants must be registered FLEX RIDES members, 70 years old or older, or at least 18 years old plus East Bay Paratransit Certified.

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MA-50 Needs and Market Analysis Discussion

Are there areas where households with multiple housing problems are concentrated? (include a definition of "concentration")

According to the HUD Office of Community Planning and Development's CPD Mapping Tool, the City includes 20 Census Tracts, which encompass 65 Census Block Groups. Of these, 32 are classified as Low-Mod Census Block Groups under the CDBG program. Low-Mod Census Block Groups are defined as areas where more than 50% of residents earn 80% or less of the median family income. In FY 2023, the median family income for a household of four in the area is \$147,900, meaning households earning \$112,150 or less fall into this category. Figure 3 illustrates The City's LMI Block Groups.

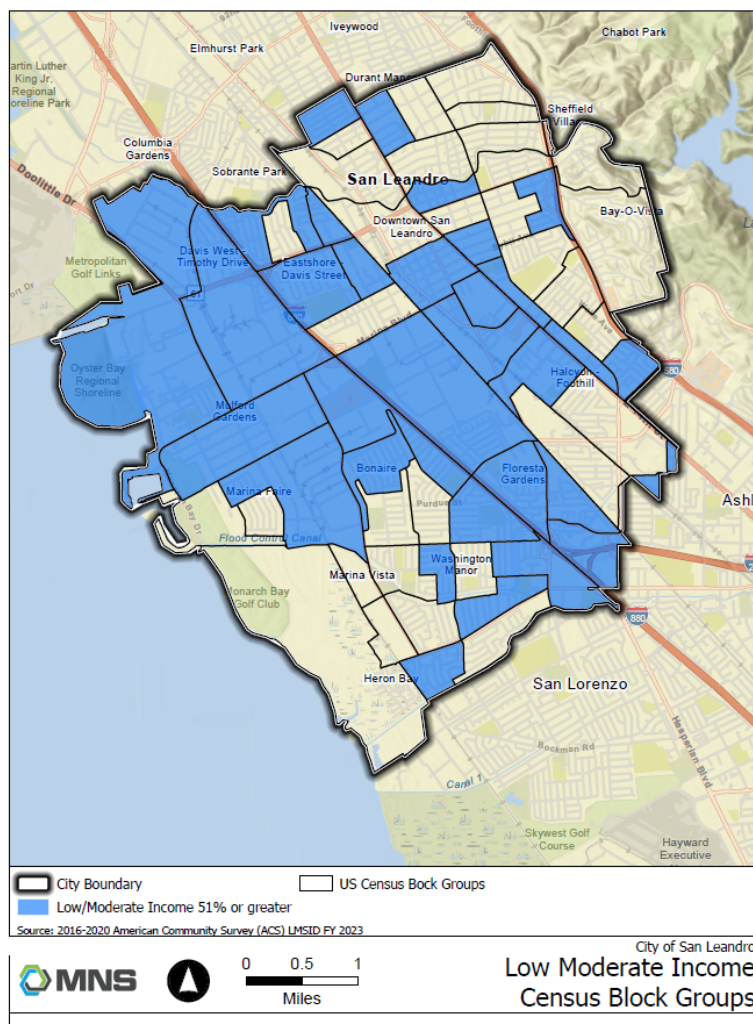


Figure 3: LMI Block Groups

The Census block groups that contain Low-Mod Census block groups are as follows:

San Leandro Low- and Moderate-Income Summary Data (LMISD) for Block Groups 51% or Greater				
Census Tract	Block Group	Total LMI Population	Total Population	Low to Moderate Income Percentage
432200	1	835	1,130	73.90%
432300	1	800	1,525	52.50%
432400	3	1,260	1,985	63.50%
432400	2	1,705	2,740	62.20%
432400	1	1,300	2,250	57.80%
432501	2	710	1,030	68.90%
432501	3	1,345	2,340	57.50%
432502	1	1,500	2,620	57.30%
432502	3	810	1,465	55.30%
432601	2	1,390	2,250	61.80%
432602	1	485	800	60.60%
432602	2	735	1,380	53.30%
432700	2	360	705	51.10%
433000	4	465	870	53.40%
433103	2	535	755	70.90%
433103	1	1,770	2,735	64.70%
433104	1	440	530	83.00%
433104	2	635	800	79.40%
433104	3	1,960	2,710	72.30%
433200	3	890	1,075	82.80%
433200	2	1,310	2,165	60.50%
433200	1	1,925	3,320	58.00%
433200	4	690	1,280	53.90%
433300	4	1,280	1,870	68.40%
433300	2	530	925	57.30%
433300	1	1,015	1,945	52.20%
433400	1	1,170	1,675	69.90%
433500	2	490	860	57.00%
433500	4	555	1,025	54.10%
433600	2	1,260	1,615	78.00%
433600	4	1,185	1,815	65.30%
433802	1	1,165	1,920	60.70%

Table 12 - LMISD Block Groups

Data Source: 2016-2020 ACS

HUD's Comprehensive Housing Affordability Strategy (CHAS) identifies four primary housing problems:

1. Overcrowded housing conditions (more than one person per room)
2. Cost burden (paying more than 30% of income on housing costs, including utilities)
3. Housing that lacks complete plumbing facilities
4. Housing that lacks complete kitchen facilities

Additionally, "severe housing problems" are defined as:

1. Severely overcrowded housing conditions (more than one and a half people per room)
2. Severely cost-burdened households (paying more than 50% of income on housing costs)
3. Housing that lacks complete plumbing facilities
4. Housing that lacks complete kitchen facilities

Based on CHAS data from the 2016-2020 American Community Survey 5-Year Estimates, San Leandro has approximately 31,274 households, with 56.2% being owner-occupied and 13,692 renter-occupied. A significant issue in the City is housing cost burden. Over 19,815 households (63.3%) are cost-burdened,

spending more than 30% of their gross income on housing. Of these, 11,139 households (35.6%) are severely cost-burdened, allocating more than 50% of their income to housing expenses. Renters are disproportionately affected, experiencing a significantly higher rate of cost burden compared to homeowners.

Are there any areas in the jurisdiction where racial or ethnic minorities or low-income families are concentrated? (include a definition of "concentration")

According to CHAS data, there are areas in San Leandro where low-income families are concentrated. HUD defines a low-income concentration as any Census Block Group where more than 50% of residents earn 80% or less of the Median Family Income (MFI). In FY 2023, the MFI for Alameda County is \$147,900 for a family of four, with 80% of MFI equaling \$118,320. Under this definition, over 30 out of San Leandro's 65 Census Block Groups qualify as Low-Mod Census Block Groups, where more than half of the population meets the low-income threshold.

For racial and ethnic minority concentrations, HUD defines these as Census tracts where more than 50% of the population belongs to a single racial or ethnic group. San Leandro does not meet this definition of minority concentration because it is one of the most ethnically diverse cities in Alameda County, with no single racial or ethnic group comprising more than 50% of the population. In summary, while San Leandro has identified low-income concentrations using CHAS data, its diversity means there are no Census tracts that meet HUD's definition of racial or ethnic minority concentration.

What are the characteristics of the market in these areas/neighborhoods?

Approximately half of San Leandro's Low-Mod Census Block Groups are concentrated along the East 14th Street commercial corridor. Four of these groups are located southwest of the Bay Fair BART station, with the remainder scattered along the borders of West San Leandro's commercial and industrial properties and waterfront. The distribution of these Block Groups is relatively even throughout the City.

The market characteristics in these neighborhoods mirror those of the City overall. Housing costs remain high, but many of these areas offer proximity to transit, retail centers, and essential services, contributing to their desirability.

Are there any community assets in these areas/neighborhoods?

Yes, San Leandro's Low-Mod Census Block Groups benefit from numerous community assets. Along the East 14th Street commercial corridor, assets include affordable housing developments, grocery stores, schools, health centers, and the San Leandro Senior Center. The Bay Fair Shopping Center, a major retail hub, is also located in this area. In the western part of the City, community assets include the Marina Community Center, multiple parks and sports fields, the Marina and Manor Branch Libraries, schools, and retail shopping areas. These assets enhance the quality of life for residents in these neighborhoods and support community well-being.

Are there other strategic opportunities in any of these areas?

Strategic opportunities in these areas align with the broader goals of the City's ConPlan, focusing on affordable housing, economic development, and sustainability. As noted earlier in this section, key projects include:

1. **15101 Washington Avenue Affordable Housing Project:** A planned 72-unit development
2. **60-Unit Housing Development in Downtown San Leandro:** Located at Washington Avenue and Thornton Street
3. **Infill Developments:** Scattered location affordable units

These initiatives demonstrate San Leandro's commitment to fostering equitable development, addressing housing affordability, and supporting community vitality.

MA-60 Broadband Needs of Housing occupied by Low- and Moderate-Income Households - 91.210(a)(4), 91.310(a)(2)

Describe the need for broadband wiring and connections for households, including low- and moderate-income households and neighborhoods.

San Leandro is making significant strides to expand its broadband infrastructure to meet the needs of its residents, particularly those in low- and moderate-income households. The City plans to expand its fiber optic network with a budget of approximately half a million dollars, focusing on a key section of the City from Williams Street and Doolittle Drive, extending to Wicks Boulevard. This expansion is part of the second phase of the 2013 “Fiber Conduit for Broadband Network Project.” Additionally, the project will incorporate traffic signals into the fiber loop along Doolittle Drive, further enhancing the connectivity of the area. The expansion is funded by the ARPA, which aims to provide equitable access to high-speed broadband, especially benefiting communities that rely on the Internet for essential activities like job searches, education, and communication. According to statewide surveys, while 91% of California households have broadband, challenges remain, especially for low-income families, many of whom lost connectivity during the pandemic. Furthermore, a lack of devices, such as desktop computers or tablets, is a barrier for children in K-12 households who need them for schoolwork.

In San Leandro, 17 affordable housing developments exist, with many built in the 1990s. These older properties often lack modern broadband infrastructure, such as in-unit Ethernet (Cat-6) wiring, limiting easy access to broadband providers. Even some newer developments, such as Marea Alta and La Vereda, do not feature this wiring. To bridge this gap, the City must prioritize broadband wiring projects for affordable housing. By upgrading these developments with modern broadband wiring, multiple providers can compete to service the buildings, driving down costs for residents and offering more options for internet service.

Describe the need for increased competition by having more than one broadband Internet service provider serve the jurisdiction.

Broadband competition in San Leandro is relatively robust, with 23 internet service providers operating in the City, seven of which provide residential service. According to the City’s Fiber Optics Master Plan, San Leandro is the 23rd most connected City in California, which reflects a positive level of connectivity across the City. However, this competition is not evenly distributed, especially when it comes to affordable broadband options.

The Fiber Master Plan notes that 22% of households in San Leandro lack a broadband service subscription, which suggests that affordability is a significant factor. While there is healthy overall competition among providers, affordable pricing for lower-income residents remains a challenge. To address this issue, the City needs to increase competition among broadband providers, particularly in low-income neighborhoods, to ensure more affordable and accessible options for all residents.

MA-65 Hazard Mitigation - 91.210(a)(5), 91.310(a)(3)

Describe the jurisdiction's increased natural hazard risks associated with climate change.

San Leandro, located along the shoreline of the San Francisco Bay at an average elevation of 56 feet, is highly vulnerable to climate change. The City's urbanization, which includes residential, industrial, and mixed-use areas along the southwest shoreline, makes it particularly susceptible to a variety of climate hazards. Key risks include sea level rise, high tides, and flooding, particularly in the southwestern portion of the City. These risks threaten to disrupt mobility and damage essential infrastructure and industry that are vital to the City and regional economy.

In addition to flooding, San Leandro faces increased temperature levels due to climate change, contributing to more frequent and severe heat waves. Projections from the California Climate Adaptation Strategy (2023) indicate that California's average annual temperature will rise by 5.6°F to 8.8°F by 2100, with urban areas like San Leandro experiencing more intense and frequent heat events. This temperature increase is expected to lead to higher risks of heat-related illnesses, especially for vulnerable populations. Furthermore, the state's rising temperatures contribute to drier conditions in summer months, increasing the risk of wildfires and putting further pressure on water resources and energy infrastructure. The California Climate Adaptation Strategy also highlights the potential impacts of sea level rise and extreme weather events, with projections showing rising sea levels impacting low-lying coastal areas such as San Leandro's shoreline. This could cause substantial flooding, exacerbating risks for vulnerable populations living in flood-prone areas. The City's 2025-2029 CDBG ConPlan Community Stakeholder survey revealed that the Marina area, located along the City's shoreline, is particularly vulnerable to natural disasters, particularly flooding. This sentiment underscores the heightened vulnerability of San Leandro's coastal and low-lying areas to climate change impacts.

Local plans, such as the Alameda County 2022 Climate Adaptation and Hazard Mitigation Plan, outline strategies for reducing the risks of natural hazards, including flooding, sea level rise, and heat waves. These plans call for enhanced climate resilience efforts, particularly in communities like San Leandro that are at risk of compounded climate hazards. Furthermore, addressing climate change in San Leandro requires a comprehensive approach to mitigate the risks associated with sea level rise, flooding, and extreme heat. The California Climate Adaptation Strategy (2023) emphasizes the urgency of preparing for these challenges and enhancing climate resilience in the City.

Describe the vulnerability to these risks of housing occupied by low- and moderate-income households based on an analysis of data, findings, and methods.

Low- and moderate-income households in San Leandro, particularly those in affordable housing developments, are especially vulnerable to climate hazards, including flooding and extreme heat. According to the City's Climate Hazard Assessment (July 2017) and updated FEMA flood maps (2018), a significant number of affordable housing assets are situated in areas with a one percent and 0.2 percent chance of flooding annually. While the Climate Hazard Assessment focused on the City's overall assets, a review of affordable housing locations shows that these areas are at considerable risk of flooding, particularly along the shoreline and the southern edge of the City.

Notably, a large portion of affordable housing is concentrated in these flood-prone zones. The largest privately held low-income housing tax credit development in the City, Lakeside Village, which contains

830 affordable housing units, is in a flood zone with a one percent annual flood risk. Similarly, Eden Lodge, a non-profit senior housing facility with 143 units, also lies within this flood zone. Additionally, several mobile home parks that are part of the City's rent-regulated affordable housing stock, which house approximately 500 mobile homes, are situated in or near flood-prone areas.

These findings underscore the vulnerability of affordable housing to climate hazards, especially flooding, which poses a direct risk to both the physical safety of residents and the long-term viability of these housing assets. Given these risks, efforts to enhance the resilience of these communities—through flood mitigation strategies, infrastructure upgrades, and better access to climate adaptation resources, including cooling centers for the public and warming centers for unhoused community members—are critical for protecting low- and moderate-income residents in San Leandro.

STRATEGIC PLAN

SP-05 Overview

Strategic Plan Overview

A required aspect of a ConPlan is the Five-Year Strategic Plan, which outlines specific goals and long-term actions aimed at addressing the City's priority needs with the City's annual HUD funding allocations. The City's priority needs were identified through a combination of socio-economic and demographic data alongside community outreach efforts. The priority needs and goals for the FY 2025-2029 ConPlan are outlined in the following charts: "SP-25 Priority Needs Summary" and "SP-45 Goals Summary".

SP-10 Geographic Priorities - 91.415, 91.215(a)(1)

Geographic Area

No targeted area

1	Area Name:	City-Wide
	Area Type:	Local Target area
	Other Target Area Description:	
	HUD Approval Date:	
	% of Low/ Mod:	
	Revital Type:	Comprehensive
	Other Revital Description:	
	Identify the neighborhood boundaries for this target area.	
	Include specific housing and commercial characteristics of this target area.	
	How did your consultation and citizen participation process help you to identify this neighborhood as a target area?	
	Identify the needs in this target area.	
	What are the opportunities for improvement in this target area?	
	Are there barriers to improvement in this target area?	

Table 13 - Geographic Priority Areas

General Allocation Priorities

All CDBG funding will be dedicated to low- and moderate-income individuals, households, and areas citywide.

Describe the basis for allocating investments geographically within the state

The City has not established a specific target area to focus on the investment of CDBG funds. Instead, the City will continue to fund programs that meet the national objectives of serving low- and moderate-income clientele (LMC) or low- and moderate-income housing (LMH), ensuring that each activity benefits at least 51% low- and moderate-income individuals and families. This approach provides greater flexibility, allowing the City to support a broader range of programs that can address diverse needs throughout the community. Additionally, the City will continue funding programs whose headquarters may be in other jurisdictions if the agency receiving CDBG funds serves San Leandro residents.

The benefits of not having a targeted area include the ability to address a wide variety of needs across the City, ensuring that funding can be directed to where it is most urgently needed, regardless of geographical boundaries. This approach enables the City to provide equitable access to resources and services across all neighborhoods, including those with varying socio-economic backgrounds. By focusing on the overall needs of low- and moderate-income individuals rather than narrowing the scope to specific areas, the City maximizes the impact of its CDBG investments, promoting broader community resilience and improving the quality of life for all eligible residents.

SP-25 Priority Needs - 91.415, 91.215(a)(2)

Narrative (Optional):

Priority Needs

1	Priority Need Name	Increase affordable housing for low- and moderate-income households and special populations.
	Priority Level	High
	Population	Extremely Low, Low Income Large Families Families with Children Elderly Chronic Homelessness Individuals Families with Children Mentally Ill Veterans Victims of Domestic Violence Unaccompanied Youth Persons with Mental Disabilities Persons with Physical Disabilities Persons with Developmental Disabilities Victims of Domestic Violence
	Geographic Areas Affected	City-wide
	Associated Goals	Support affordable housing
	Description	<ul style="list-style-type: none"> Expand Rental Assistance: Provide housing subsidies for extremely low- and very low-income residents, particularly seniors, single-parent households, and disabled individuals. Develop New Affordable Housing: Focus on TODs near Bay Fair and Downtown BART stations, increasing accessibility to jobs and services. Preserve At-Risk Units: Prevent the loss of affordable housing with expiring affordability covenants by supporting property owners and acquiring properties at risk.
	Basis for Relative Priority	<ul style="list-style-type: none"> In San Leandro, approximately 46% of renters are cost-burdened, and 21% are severely cost-burdened, reflecting a statewide trend where lower-income families struggle with housing costs. Additionally, a shortage of affordable rental units exacerbates the issue, with only 68

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		<p>affordable and available homes per 100 renter households at or below 50% of the area median income (AMI).</p> <ul style="list-style-type: none"> • With over 60% of housing stock built before 1980, significant portions of the housing inventory require updates to maintain safety and affordability. • The Community Survey revealed that more than 87% of residents need affordable housing.
2	Priority Need Name	Support a network of easily accessible needed services
	Priority Level	High
	Population	<p>Extremely Low, Low, Moderate Income Large Families Families with Children Elderly Chronic Homelessness Individuals Families with Children Mentally Ill Veterans Victims of Domestic Violence Unaccompanied Youth Persons with Mental Disabilities Persons with Physical Disabilities Persons with Developmental Disabilities Victims of Domestic Violence</p>
	Geographic Areas Affected	City-wide
	Associated Goals	Support vital community services
	Description	<ul style="list-style-type: none"> • Creating youth and violence prevention programs, such as afterschool programs or mentorship initiatives targeting at-risk youth and offering community workshops focused on conflict resolution and anti-bullying. • Support needed services, including but not limited to senior residents, domestic violence, drug and alcohol rehabilitation/counseling, disabled, food banks, and other supportive housing wrap-around services.
	Basis for Relative Priority	The City has prioritized allocated CDBG funds to support non-profit social service providers that assist San Leandro residents. Helping residents in need remains a top priority for the City.
3	Priority Need Name	Improve infrastructure and public facilities in underserved areas.

	Priority Level	High
	Population	Extremely Low, Low Income Large Families Families with Children Elderly Chronic Homelessness Individuals Families with Children Mentally Ill Chronic Substance Abuse Veterans Persons with HIV/AIDS Victims of Domestic Violence Unaccompanied Youth Frail Elderly Persons with Mental Disabilities Persons with Physical Disabilities Persons with Developmental Disabilities Persons with Alcohol or Other Addictions Persons with HIV/AIDS and their Families Victims of Domestic Violence
	Geographic Areas Affected	City-wide
	Associated Goals	Improve public infrastructure and facilities
	Description	Ensure equitable access to safe, climate-resilient, and inclusive public infrastructure while creating a safe resilient neighborhood.
	Basis for Relative Priority	<ul style="list-style-type: none"> • In low- and moderate-income areas, residents report insufficient access to safe recreational facilities, while aging infrastructure limits mobility and accessibility. • Climate impacts, such as increased flooding and heatwaves, disproportionately affect neighborhoods with outdated infrastructure. • Rising crime rates in certain neighborhoods highlight the need for improved safety measures.
4	Priority Need Name	Implement facilities projects that promote community resilience.
	Priority Level	Medium
	Population	

	Geographic Areas Affected	City-wide
	Associated Goals	Improve public infrastructure and facilities
	Description	Improve neighborhood and government centers, nonprofit facilities, and accessibility to those facilities that promote community resilience.
	Basis for Relative Priority	
5	Priority Need Name	Improve neighborhood safety and resiliency
	Priority Level	Medium
	Population	
	Geographic Areas Affected	City-wide
	Associated Goals	Improve public infrastructure and facilities
	Description	Implement projects and activities that enable residents to feel safe in their neighborhoods, schools, parks, government facilities, and gathering places.
	Basis for Relative Priority	

Table 14 - Priority Needs Summary

SP-35 Anticipated Resources - 91.420(b), 91.215(a)(4), 91.220(c)(1,2)

Introduction

The City receives funding from HUD for the CDBG program. The City has received an average of \$778,000 per year for CDBG activities. The City anticipates receiving an estimated annual CDBG allocation of \$793,564 for FY 2025-26. These funds are eligible for the use of program administration, public service programs, infrastructure projects, and housing initiatives benefiting low- and moderate-income residents. The City's selected eligible uses of CDBG funds include CDBG program administration, public services, public facilities, and improvements. San Leandro also participates in the Alameda County HOME Consortium for HOME funding. However, specific annual HOME allocations to the City are managed at the county level. The Emergency Solutions Grant (ESG) program funding for San Leandro residents is provided through Alameda County's ESG funds, supporting homelessness prevention and shelter services.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	public - federal	Admin and Planning Public Facilities Public Services	\$765,834	0	\$408,959.35	\$1,174,793.35	\$3,012,000	CDBG activities will include administration, public services, public facilities/improvements benefiting low-mod income households and areas in the City.

Table 15 - Anticipated Resources

Explain how federal funds will in those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

Federal funds in San Leandro are strategically leveraged with local, regional, and state resources to maximize their impact. A key local resource is the Affordable Housing Trust Fund (AHTF), supported by in-lieu fees collected under the City's Inclusionary Housing Ordinance. Adopted in 2004 and amended to address legal changes, this ordinance encourages the development of affordable housing by requiring residential developers to either include affordable units in their projects or pay in-lieu fees to the AHTF. These funds support initiatives to expand housing options for moderate, low-, and very low-income households. The City also plans to amend the ordinance based on a forthcoming economic feasibility study to ensure its continued effectiveness.

In FY 2022-2023, the City awarded \$65,000 from the AHTF to the Housing Consortium of the East Bay (HCEB) for predevelopment work on the Lewelling Interim Housing and Drop-In Center. An additional \$309,500 was spent to acquire the former Nimitz Motel site for the project. These local efforts leverage external resources such as California's Project Homekey, HUD Community Project Funding, and ARPA allocations. The City anticipates partial reimbursement for some project expenditures through state programs. As of mid-2024, the AHTF had a fund balance of approximately \$620,984, reflecting responsible fiscal management. Other local resources include the Low/Mod Housing Asset Fund, which was repurposed from former Redevelopment Agency assets. In FY 2023-2024, approximately \$1.65 million from this fund was committed to support affordable housing projects. These financial contributions are complemented by non-financial resources such as zoning incentives to encourage private sector participation in affordable housing development.

Regionally, Alameda County's Measure A1 Bond allocates \$10 million to San Leandro for affordable rental housing projects. This funding is part of a \$580 million countywide initiative approved in 2016 to address the housing crisis. At the state level, programs like the Building Homes and Jobs Act (SB 2) and the Affordable Housing Bond Act (SB 3) provide additional funding sources, while the Greenhouse Gas Reduction Fund's Affordable Housing and Sustainable Communities (AHSC) program integrates housing projects with transit improvements to reduce emissions. Federal Low-Income Housing Tax Credits (LIHTC), both 4% and 9%, remain a crucial source of funding for the construction and rehabilitation of affordable housing. San Leandro effectively combines CDBG funds with these local, regional, and federal resources to meet its housing and community development objectives.

The City also prioritizes addressing homelessness in collaboration with Alameda County's Coordinated Entry System. The City has been awarded \$9.3 million from the State Project Homekey Program to acquire, renovate, and operate the Nimitz Motel as interim housing and a navigation center.

Of the \$9.3 million Homekey grant, about \$8 million will be used for acquisition and renovation costs related to transforming the motel into interim housing and a navigation center, while about \$1.3 million will be used for operations and services in the first three years of operations. The City has also leveraged other State and federal funds for this project, including a \$2.5 million grant from a State budget bill in Summer 2023. The total project cost to acquire and renovate the motel is estimated at around \$12 million, while annual operation/services costs will average about \$1.8 million. The project is anticipated to open in Spring 2025. Furthermore, projects like Fuller Gardens, which provides housing for individuals with developmental disabilities, exemplify San Leandro's commitment to leveraging diverse resources to achieve impactful results. Through diligent monitoring and strategic planning, the City continues to

position itself competitively for funding opportunities while advancing its housing and community development goals.

If appropriate, describe publicly owned land or property located within the state that may be used to address the needs identified in the plan

The City has identified strategies to leverage publicly owned land and properties to address the housing needs outlined in its 2023-2031 Housing Element. The City actively evaluates its inventory of surplus properties in compliance with California's Surplus Lands Act (AB 1486, AB 1255, and SB 6) to prioritize sites that can support affordable housing development.

Available Land and Housing Development Sites:

San Leandro's Housing Sites Inventory highlights specific locations, particularly within Priority Development Areas (PDAs), for future residential development. These PDAs are transit-oriented, high-density areas aimed at meeting the City's Regional Housing Needs Allocation (RHNA) of 3,855 housing units. This allocation includes affordable housing categories, with a focus on Extremely Low-, Very Low-, and Low-Income households. Sites in the Downtown Mixed-Use and Transit-Oriented Mixed-Use Districts have been identified for increased density to accommodate affordable housing development.

Partnerships and Resources:

In addition to leveraging City-owned land, San Leandro's AHTF and Inclusionary Housing Program support affordable housing efforts. The AHTF, sourced from development in-lieu fees, funds projects for moderate-, low-, and very low-income households. Developers are also required to include affordable housing units in new residential projects, further bolstering housing availability.

SP-40 Institutional Delivery Structure - 91.415, 91.215(k)

Explain the institutional structure through which the jurisdiction will carry out its ConPlan including private industry, non-profit organizations, and public institutions.

Responsible Entity	Responsible Entity Type	Role	Geographic Area Served
City of San Leandro	Government	Economic Development Homelessness non-homeless special needs Ownership Planning Rental neighborhood improvements public facilities public services	Jurisdiction
La Clinica	Non-profit organizations	Non-homeless special needs public services	Jurisdiction
CALICO Center	Non-profit organizations	Non-homeless special needs public services	Jurisdiction
Davis Street Family Resource Center	Non-profit organizations	Homelessness Non-homeless special needs public services	Jurisdiction
SOS / Meals on Wheels	Non-profit organizations	Non-homeless special needs public services	Jurisdiction
Spectrum Community Services	Non-profit organizations	Non-homeless special needs public services	Jurisdiction
ECHO Housing	Non-profit organizations	Non-homeless special needs public services	Jurisdiction
Lewelling Interim Housing & Drop-In Ctr (HCEB)	Non-profit organizations	Non-homeless special needs public services	Jurisdiction

Table 16 - Institutional Delivery Structure

Assess of Strengths and Gaps in the Institutional Delivery System

The City's institutional delivery system for housing and community development is built on robust collaboration between public agencies, private entities, and nonprofit organizations. Key players include the City's Housing Services Division, Alameda County HCD, and the broader HOME Consortium. The City actively coordinates with these partners to address housing and social service needs, ensuring alignment with local and regional goals.

Strengths:

1. Coordinated Leadership and Partnerships:

- The Housing Division leads the implementation of housing programs and collaborates closely with the Economic Development Division to support affordable housing development.
- Alameda County HCD administers key programs such as the HOME program, CoC, and the Mortgage Credit Certificate (MCC) Program, providing a solid foundation for regional housing efforts.

2. Alignment with Regional Plans:

- San Leandro aligns with Alameda County's "EveryOne Home Plan," which focuses on ending homelessness through strategic planning, regional partnerships, and the development of permanent supportive housing.

3. Housing Element Goals (2023-2031):

- The City has established comprehensive housing policies that prioritize affordable housing, tenant protections, displacement prevention, and equitable development. The Housing Element sets targets to meet RHNA goals, which include providing units for extremely low to above-moderate-income households.

4. Accessory Dwelling Unit (ADU) Development:

- Recent zoning updates facilitate the development of ADUs, which are affordable options for various demographic groups, including low-income residents and seniors. The City projects the creation of 245 ADUs during the current Housing Element cycle.

5. Innovative Zoning and Density Increases:

- The City has implemented higher allowable densities in areas such as the Bay Fair Transit-Oriented Development (B-TOD) and Downtown Mixed-Use Districts to support future housing growth.

Gaps and Challenges:

1. Homelessness Persistency:

- Despite progress, homelessness remains a challenge. The City's goals include continuing partnerships with EveryOne Home and building additional permanent supportive housing units.

2. Resource Limitations for Affordable Housing:

- Meeting the RHNA target requires significant funding and public-private cooperation, particularly for very low- and low-income housing categories.

3. Tenant and Vulnerable Resident Protections:

- While policies exist to minimize displacement, the scale of implementation and enforcement must be expanded to meet growing needs, particularly for low-income renters.

4. Equitable Access to Housing:

- Challenges persist in affirmatively furthering fair housing and reducing barriers for underrepresented groups. More comprehensive education and outreach programs are necessary.

5. Regional Coordination:

- While San Leandro collaborates effectively, continued efforts are needed to ensure consistency and efficiency across Alameda County jurisdictions, particularly in addressing homelessness and housing affordability.

Future Commitments:

- San Leandro plans to enhance regional collaboration with Alameda County and neighboring cities through EveryOne Home and other initiatives. It also aims to expand tenant protections and housing equity programs.
- Continued development of affordable housing projects in key locations, such as transit-oriented and mixed-use areas, will help meet regional housing needs.

Availability of services targeted to homeless persons and persons with HIV and mainstream services

Homelessness Prevention Services	Available in the Community	Targeted to Homeless	Targeted to People with HIV
Homelessness Prevention Services			
Counseling/Advocacy	X	X	
Legal Assistance	X		
Mortgage Assistance			
Rental Assistance	X		
Utilities Assistance			

Street Outreach Services			
Law Enforcement	X	X	
Mobile Clinics			
Other Street Outreach Services	X	X	X

Supportive Services			
Alcohol & Drug Abuse	X	X	
Childcare			
Education	X		
Employment and Employment Training	X	X	
Healthcare	X	X	
HIV/AIDS	X	X	X
Life Skills	X	X	
Mental Health Counseling	X	X	
Transportation	X	X	

Other			

Table 17 - Homeless Prevention Services Summary

Describe how the service delivery system including, but not limited to, the services listed above meet the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth)

The City provides a range of services to address homelessness, focusing on chronically homeless individuals, families with children, veterans and their families, and unaccompanied youth. As of the 2024 Point-in-Time Count (PIT), the City had an estimated 284 individuals experiencing homelessness, with 228 unsheltered and 56 sheltered. This represents 3.17% of Alameda County's total homeless population of 8,958. Compared to the 2022 PIT count, the City experienced a decrease in homelessness, with unsheltered individuals decreasing by -27% and sheltered individuals decreasing by -42%.

In response, the City has implemented targeted programs and partnerships to meet these needs, although substantial gaps remain. Central to these efforts is the CAP Program, which allocates financial support to non-profit organizations delivering social services to low-income residents. In addition to CDBG Public Service dollars, the City distributes its own General Fund monies, ranging from \$150,000 - \$300,000 bi-annually.

In addition to CAP, San Leandro has been awarded a \$9.3 million grant through the State of California's Homekey program to acquire and rehabilitate the former Nimitz Motel, transforming it into an interim homeless navigation center with shelter and housing units and eventually into a permanent supportive rental housing for homeless and at-risk families. The City collaborates with local non-profit Building Futures for supportive services and the Housing Consortium of the East Bay (HCEB) for project development and management.

Furthermore, the City receives funding through the State of California Homeless Housing, Assistance, and Prevention Program (passed through Alameda County) to support operations in emergency shelters, non-congregate shelters, interim or bridge housing, and navigation centers. The City awards 100% of these funds to local nonprofits to support homelessness efforts in the community. Since 2019, the City has allocated nearly \$1.5 million in these grant funds directly to nonprofits. Additionally, the City will utilize Permanent Local Housing Allocation (PLHA) funds to pilot a Rental Assistance program for extremely low-income households at-risk of homelessness. The program is set to launch in 2025.

State and federal funds, including a \$2.5 million state grant, have brought the total project funding to approximately \$12 million, with annual operating costs estimated at \$1.8 million. The navigation center is anticipated to open by Spring 2025. San Leandro offers various outreach programs to connect unsheltered individuals with resources. Building Futures conducts mobile outreach and hosts drop-in sessions for unhoused individuals, while the Downtown Safety Ambassador Program, operated by the San Leandro Improvement Association, provides wellness checks and referrals to resources. Domestic violence survivors receive specialized support through the Family Violence Law Center in collaboration with local organizations like Building Futures and SAVE. For basic needs, the City contracts with nonprofits to offer services such as transportation assistance, emergency housing, and food distribution. Programs like the Mercy Brown Bag and April Showers ensure access to essential resources, including groceries and hygiene services.

Shelter and respite services include the Winter Warming Shelter, operated in collaboration with faith-based organizations, and the San Leandro Homeless Shelter, which provides 30 beds for women and children. The City has also established a daytime drop-in center during the winter months to offer temporary shelter and referrals. Despite these efforts, the demand for shelter beds and transitional housing options far exceeds availability, leaving many unhoused individuals on waiting lists and forcing them to remain on the streets. Collaboration across City, county, and regional partners is essential to San Leandro's homelessness response. The City participates in the Alameda County Mayors Conference and Homelessness Working Group, among other regional initiatives. Biweekly case management meetings coordinate services among City staff and nonprofit providers. Training programs for staff and community members emphasize mental health awareness, conflict de-escalation, and trauma-informed care.

Despite these efforts, the 2017 Human Services Gap Analysis identified several areas of unmet need, including enhanced communication about available services, culturally competent program planning, and increased focus on vulnerable populations such as seniors, immigrants, and people with disabilities. To address these gaps, San Leandro's strategy involves leveraging partnerships with community-based organizations, faith groups, and regional agencies while pursuing self-sustaining programs integrated into the existing care system. The City's Human Services Department leads this effort, despite having limited staff capacity. Future efforts will emphasize cross-sector collaboration, targeted resource allocation, and engaging diverse community voices in program planning to ensure an equitable and effective response to homelessness and human service needs.

Describe the strengths and gaps of the service delivery system for special needs population and persons experiencing homelessness, including, but not limited to, the services listed above

Homelessness. The City's service delivery system for special needs populations and individuals experiencing homelessness reflects both notable strengths and critical gaps. Drawing on findings from the 2017 Human Services Gap Analysis, along with recent updates, the City has made strides in improving access to essential services while continuing to face challenges in meeting the growing demand for support.

The City's strengths lie in its collaborative initiatives and targeted programs. Notably, the redevelopment of the Nimitz Motel into the Lewelling Interim Housing and Drop-In Center includes creating a navigation center and emergency shelter. This adaptive reuse of an older motel demonstrates a commitment to addressing homelessness with sustainable solutions. Funded through a \$12 million combination of state and federal grants, this project is expected to open in 2025 and transition to permanent supportive housing for homeless families.

In addition to local efforts, the City is aligned with regional initiatives to address homelessness. Alameda County's EveryOne Home initiative, part of the broader Homelessness Regional Plan, provides a framework for coordinated action among cities and service providers across the county. The goal of EveryOne Home is to reduce homelessness across Alameda County by creating a system of care that prioritizes permanent housing, supportive services, and prevention. The plan emphasizes the need for regional collaboration to increase affordable housing, provide intensive case management, and ensure timely access to services for those at risk of or experiencing homelessness. San Leandro, as part of Alameda County, is working to implement strategies outlined in this regional plan, such as improving the coordination of outreach services and expanding shelter capacity, especially for individuals with high barriers to housing.

Programs like Building Futures' outreach services, the Downtown Safety Ambassador Program, and partnerships with regional organizations ensure that residents can access wellness checks, referrals, and emergency assistance.

Food Security. The City also supports food security through efforts such as the Mercy Brown Bag program, the Spectrum Senior Lunch program, collaborations with Fresh Approach and 18 Reasons, and hygiene services via April Showers.

Victims of Domestic Violence and Veterans. The Alameda County Family Justice Center provides resources and supportive services to victims of domestic violence, sexual assault and exploitation, child abuse, elder and dependent adult abuse, and human trafficking, including counseling, case management, self-sufficiency program, childcare, and public health clinic, among other resources. Additionally, the Family Violence Law Center, which provides services at the county level, offers programs for crisis intervention, legal services, and youth programs. The Domestic Violence Outreach and Mobile Unit, a 24/7-hour program by the Family Violence Law Center in collaboration with Building Futures and Safe Alternatives to Violent Environments (SAVE), offers intensive case management to domestic violence survivors.

The City Public Library also hosts a Veteran's Resource Center that offers assistance through trained volunteers. These volunteers connect veterans and their families to benefits and resources, including library materials, transitioning from military to civilian life, job searching, coping with change, accessing veterans' benefits, and managing post-traumatic stress disorders. Veterans can also receive services through the Alameda County Veterans Service Office (CVSO), which helps with information regarding the US Department of Veterans Affairs, benefits across different programs, and claims for benefits.

However, despite these regional efforts, the City continues to face significant gaps in service delivery. The 2017 Human Services Gap Analysis identified critical areas of unmet need that persist today, including insufficient communication about available services, limited access to culturally competent programs, and inadequate resources for specific vulnerable populations such as seniors, immigrants, and individuals with disabilities. Sheltered housing remains insufficient, with demand outpacing the capacity of programs like the Winter Warming Shelter and the San Leandro Homeless Shelter. This scarcity results in extended waiting lists, leaving many unhoused individuals without immediate support. The City's Human Services Gap Analysis outlined a series of policy recommendations to guide the Human Services Department in addressing these challenges. These recommendations include articulating and communicating strategic priorities, improving awareness of regional services, fostering cross-sector collaboration, and increasing opportunities for diverse community engagement in planning and decision-making. Other priorities include creating formal food security programs, leveraging partnerships like the San Leandro Homeless Compact, and addressing the specific needs of unique populations such as grandparents raising grandchildren and people with disabilities. To address the ongoing gaps in the service delivery system, the City is focused on strengthening collaboration with multi-sector partners and increasing community engagement. Cross-departmental efforts, modeled after the San Leandro Homeless Compact, aim to integrate human services planning across all City operations. Additionally, the City recognizes the importance of adapting to federal funding uncertainties by convening stakeholders to strategize sustainable program development.

Overall, while the City has demonstrated a strong commitment to addressing homelessness and supporting special needs populations, further action is needed to realize the vision articulated in the 2017

analysis fully. Enhanced communication has expanded housing capacity, and culturally responsive programming remains a priority to ensure an equitable and effective human services system. Additionally, continued implementation of the EveryOne Home regional plan and active participation in Alameda County's homelessness efforts will be crucial to addressing the broader systemic issues that contribute to homelessness in San Leandro and the region.

Provide a summary of the strategy for overcoming gaps in the institutional structure and service delivery system for carrying out a strategy to address priority needs

The strategy for overcoming gaps in the institutional structure and service delivery system for addressing priority needs in San Leandro is centered around a strategic, collaborative, and culturally competent approach. To address existing gaps, the City's strategy includes a focus on sustainable programs that integrate into a larger system of care, ensuring that services are not just temporary but are designed for long-term impact. A key element of this approach is increasing the capacity of existing partners and leveraging regional resources, such as the EveryOne Home initiative, to ensure that the services provided are comprehensive and aligned with broader countywide efforts to combat homelessness.

Additionally, San Leandro aims to enhance the cultural competence of its services to better meet the needs of its diverse population. This involves tailoring programs and outreach efforts to ensure they are accessible and relevant to various cultural and economic groups, including immigrants, seniors, and people with disabilities. The City is committed to ensuring that its service delivery system is inclusive and provides equitable access to all residents, especially those who are most vulnerable. Key strategies include improving the coordination of services, expanding outreach and engagement, and enhancing communication about available resources. The City's ongoing collaboration with regional partners, such as the Alameda County Homeless CofC, will help address gaps in shelter capacity and increase access to permanent supportive housing options. Furthermore, San Leandro is focused on developing programs that are flexible and adaptable, capable of responding to evolving community needs and the potential challenges posed by future funding fluctuations.

By working in tandem with external partners and continually evaluating the effectiveness of its programs, San Leandro aims to overcome current gaps in its institutional structure and service delivery system. The goal is to create a more integrated, efficient, and sustainable system of care that can effectively address homelessness and other priority needs for the City's residents.

SP-45 Goals - 91.415, 91.215(a)(4)

Goals Summary Information

Sort Order	Goal Name	Category	Start Year	End Year	Outcome	Objective	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Support affordable housing needs	Affordable Housing	2025	2029	Availability/Accessibility	Provide decent affordable housing	City-Wide	Increase affordable housing for low- and moderate-income households and special populations.	\$	
2	Support vital community services	Non-Housing Community Development	2025	2029	Availability/Accessibility	Create suitable living environment	City-Wide	Support a network of easily accessible services needed	\$793,564	Public service activities other than Low/Moderate Income Housing Benefit: 19980 Persons Assisted
3	Improve public infrastructure and facilities	Non-Housing Community Development	2025	2029	Sustainability	Create suitable living environment	City-Wide	Ensure equitable access to safe, climate-resilient, and inclusive public infrastructure while creating a safe resilient neighborhood	\$2,579,083	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: 9500 Persons Assisted
4	Planning & Administration	Non-Housing Community Development	2025	2029	Sustainability	Create suitable living environment	City-Wide	Build a thriving local economy by empowering residents and businesses through targeted investments.	\$595,173	1

Table 18 - Goals Summary - Strategic Plan

-- DRAFT --

Goal Descriptions

1	Goal Name	Support affordable housing
	Goal Description	Support the affordable housing projects by implementing ancillary development improvements needs. Eligible CDBG projects may include: <ul style="list-style-type: none"> • housing subsidies for extremely low- and very low-income residents, particularly seniors, single-parent households, and disabled individuals. • off-site improvements for affordable housing development projects including transit improvements, lighting, infrastructure, curbing and sidewalks, drainage improvements, and other supportive facilities improvements.
2	Goal Name	Support vital community services
	Goal Description	Support a network of easily accessible needed services. Eligible CDBG activities include: permanent supportive housing programs, homeless prevention, eviction prevention, mental health counseling, job training, addiction recovery services, food xxx, senior and youth services, housing and financial counseling, youth and violence prevention programs: mentorship programs that benefit low- and moderate-income individuals and households.
3	Goal Name	Improve public infrastructure, facilities
	Goal Description	Ensure equitable access to safe public infrastructure while creating a safe resilient neighborhood. Eligible CDBG activities include: <ul style="list-style-type: none"> • ADA Accessibility/reduce accessibility barriers • Flood and drainage mitigation • Public facilities improvements to parks, community centers, youth centers, libraries, and other government facilities that serve low- and moderate-income households • Crime prevention activities including street lighting in high-crime areas and designing safer public spaces with clear visibility and access points. • Transportation safety projects including safe routes to school, street and infrastructure improvements, street improvements that reduce pedestrian accidents, improve, or add transit bus shelters and walkways.
4	Goal Name	Planning and Administration
	Goal Description	Provide planning and administration that achieve HUD compliance.

Table 19 - Goal Descriptions - Strategic Plan

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 91.315(b)(2)

The City has a total RHNA under the State's Housing Accountability Act to construct. During the period of January 2023 through January 2031, 431 housing units were affordable to households earning up to 30% Area Median Income (AMI), and 431 housing units were affordable to households earning between 50-80% AMI. 495 housing units are affordable to households earning between 50-80% AMI. From 2018 to 2023, the City had 17 planned, approved, and pending projects; out of a total of 2535 units, 155 are very low-income units, 415 are low-income units, and 30 are moderate-income units. It is estimated that over the next five years, the City will construct at least one multi-unit family affordable housing apartment complex consisting of 57 units affordable to Veterans and families at or below 60% AMI.

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SP-65 Lead-based Paint Hazards - 91.415, 91.215(i)

Actions to address LBP hazards and increase access to housing without LBP hazards

The City continues to address lead hazards, particularly in its older housing stock, where approximately 80% of homes were built before 1979, the year lead-based paint was banned. Given the older housing stock, with approximately 25,776 housing units built before 1979, San Leandro faces ongoing risks of lead-based paint hazards. Around 30% of renter-occupied units and 48% of owner-occupied units fall into this category. 2020 Data from the California Public Health Department in their California Progress in Preventing and managing childhood lead exposure states Alameda County tested a total of 14608 children under the age of 6 years old were screened for Blood lead levels, 458, 3% tested with blood lead levels greater than 3.5 µg/dL.

The Alameda County Healthy Homes Department (ACHHD) continues to lead efforts in lead poisoning prevention, with particular emphasis on the health of vulnerable populations such as children and seniors. The City remains committed to understanding and addressing lead hazards in compliance with HUD regulations, particularly in housing constructed before 1979. ACHHD plays a key role in this effort through a HUD Lead Hazard Control grant aimed at remediating lead hazards in qualifying housing units, grants of up to \$12,000 per unit for lead paint hazard repair work. Lead Paint Hazard Repair funds may be used for lead paint hazard control work as identified by the lead paint inspection and risk assessment and by the ACHHD project specialist. The amount of funds provided will be based on the cost of the repairs, which may be less than the funding limits. ACHHD also provides lead safety training and has conducted outreach and education campaigns, collaborating with organizations such as Safe Kids Alameda County, Meals on Wheels, and the Alameda County Public Health Department. These activities promote lead safety, regulatory compliance, and grant program participation. The City's Building & Safety Services Division requires contractors working on pre-1978 homes to be EPA lead-certified, ensuring compliance with federal lead safety standards.

The Department was most recently awarded a new Lead Hazard Control Grant in the amount of \$5.7 million for 48 months. This new round of funding will allow the Department to continue to provide safe remediation of low-income residential units where lead hazards in older housing pose a threat to young children in Alameda County. Additionally, a grant extension was approved for the existing Lead Hazard Control Program through July 5, 2024. Furthermore, the Department will continue the Fixing to Stay Project, this is a partnership with health and social services partner agencies to improve the lives of older adults living in homes in need of minor repairs and/or accessibility modifications by applying multi-strategy home interventions that include home hazard reduction so older adults can live securely and remain independent.

From October 2021 to May 2024, about 24 homes were determined to be lead-safe following their participation in the Alameda County "Affordable Lead-Safe Housing" Program. According to ACHHD Outreach and Education Report for July-August 2024, County-wide services provided 1 Presentation: Alameda Alliance for Health, (120 reached) 8 Collaboration Meetings: Alameda Alliance for Health; Family Paths; Safe Kids Alameda County Collaboration Meeting; Community Advisory Network Meeting; Alameda County Council for Age-Friendly Communities; Child Injury Prevention Network Collaboration Meeting; Black Maternal Health Birth, Breastfeeding, & Mental Health, (186 reached) Social Media outreach through: Facebook, X; Instagram; YouTube; E-subscribe; Tik Tok, Information calls 233 and website visitors consisted of 37,571.

In May 2024, the Alameda County Lead Poisoning Prevention Program, a joint powers authority serving the cities of Alameda, Berkeley, Emeryville, and Oakland, met and voted to approve goals and objectives for FY 2024-2025 these include:

Activities such as outreach events, home visits, and an increase in social media presence.

ACHHD will educate and engage the public on lead poisoning prevention measures and services supporting the nexus between health and housing.

In FY 2024-2025, ACHHD will partner with community allies and industry organizations and leverage collaborations with local small business partners to encourage public engagement in the Healthy Homes community. ACHHD will continue activities under the Lead Safe Alameda County Program, which benefits areas outside of Oakland, including other cities and the unincorporated area.

Reorganization Efforts. ACHHD launched organizational development activities, which began in 2023 and included a thorough inventory and review of all contractual and legal obligations for the administration and delivery of department services. ACHHD leaders conducted a SWOT analysis and interviewed team leaders to understand the organizational strengths and challenges with program implementation and expansion. Moving forward, the Fund Development team will work in collaboration with department sections to identify and apply for fundraising opportunities that align with our system's values and strategic plan. Fund development activities will prioritize donor expansion, program expansion, and promote community engagement

The Environmental Protection Agency (EPA) rule, effective April 22, 2010, requires that contractors be EPA-lead certified prior to beginning work on structures built before 1978. The City, specifically its Building & Safety Services Division, requires contractors who are working on homes built prior to 1978 to demonstrate that they have satisfied the EPA law prior to providing them with the City building permits needed. Should San Leandro use federal funds like HOME for acquiring or rehabilitating apartments, the City will comply with both EPA lead regulations and HUD lead-based paint hazard reduction guidelines. Tenants will be informed of any lead hazards, and proper remediation will be carried out to maintain safe housing conditions.

How are the actions listed above related to the extent of lead poisoning and hazards?

The actions listed by the City, in collaboration with ACHHD and other partners, directly address the risks and prevalence of lead-based paint hazards and lead poisoning, especially in older homes. Since 80% of San Leandro's housing stock was built before 1979, lead-based paint is a significant concern. These efforts, including lead hazard remediation, outreach, and regulatory enforcement, align with the extent of lead poisoning by mitigating exposure risks and addressing cases where lead hazards are present.

1. Housing Stock Risks: Approximately 25,776 housing units in San Leandro were constructed before 1979, representing a high potential for lead-based paint hazards. Roughly 30% of renter-occupied units and 48% of owner-occupied units fall within this category, making it crucial to address lead-based risks through targeted interventions.

2. Lead Hazard Control: ACHHD has received grants, including the \$5.7 million Lead Hazard Control Grant, which funds the remediation of lead hazards in older homes occupied by low-income families, particularly

those with children under 6 years old. The grants provide up to \$12,000 per unit for hazard control, with a focus on repairing and mitigating lead exposure risks. In recent years, 24 homes in Alameda County have been made lead-safe through these efforts.

3. Testing and Incidence: According to 2020 data from the California Department of Public Health (CDPH), 14,608 children under the age of 6 in Alameda County were screened for blood lead levels, with 458 (3%) testing above the level of concern ($>3.5 \mu\text{g/dL}$). These figures highlight the ongoing risk of lead poisoning in the county, especially in areas like San Leandro with older housing.

4. Outreach and Education: ACHHD's outreach efforts include collaboration with local organizations (e.g., Safe Kids Alameda County, Meals on Wheels) to educate the public and enforce compliance. They have conducted social media campaigns, community presentations, and distributed materials to promote safety and participation in remediation programs.

5. Regulatory Compliance: The City enforces EPA regulations requiring contractors to be EPA-lead certified before working on pre-1978 homes. This ensures compliance with both federal and HUD guidelines, especially for projects involving federal funding (e.g., HOME funds).

Relevance to Lead Poisoning and Hazards:

These actions are critical in reducing lead exposure in high-risk homes and in preventing lead poisoning, particularly among young children. The combination of direct remediation efforts, public education, and regulatory enforcement addresses both the existing hazards and the need to prevent future incidents of lead poisoning in vulnerable populations. By continuing these efforts, the City and ACHHD aim to decrease the number of children affected by lead-based paint hazards and ensure long-term compliance with federal and local lead safety standards.

How are the actions listed above integrated into housing policies and procedures?

The actions listed above are closely integrated into the City's housing policies and procedures in several keyways, aligning with federal, state, and local regulations on lead safety and housing standards.

1. Lead Hazard Control in Housing Policy:

The City, in partnership with ACHHD, incorporates lead hazard remediation directly into its housing programs. For housing units built before 1979, especially those occupied by low-income families, lead hazard control is prioritized through the HUD Lead Hazard Control Grant. This funding allows the City to remediate lead hazards in eligible homes, providing safer living conditions for vulnerable populations. In housing programs where federal funds, like HOME, are used for the acquisition or rehabilitation of apartments, the City follows HUD's lead-based paint hazard reduction guidelines. This ensures that units either meet or exceed safety requirements and tenants are informed of lead-based hazards with appropriate measures taken to address the risks.

2. Regulatory Compliance:

The City's Building & Safety Services Division ensures that contractors working on homes built before 1978 comply with EPA regulations requiring them to be EPA-certified for lead safety. This integration of federal

standards into local permitting processes ensures that lead hazards are properly addressed during renovations, maintaining safe housing conditions.

3. Program Outreach and Public Engagement:

The City's housing procedures also include outreach and education, led by ACHHD, to engage property owners, tenants, and contractors in understanding and mitigating lead hazards. Policies encourage property owners to take advantage of programs offering lead hazard remediation funds, such as the "Affordable Lead-Safe Housing" Program. Moreover, ACHHD's efforts to provide lead safety training and organize community presentations are integrated into housing policies, ensuring that property managers and contractors are informed about lead-safe practices and regulatory compliance. This education is a crucial part of keeping housing policies proactive about health and safety risks.

4. Housing Code Enforcement:

Policies ensure that City housing codes are enforced in line with HUD's lead safety standards. The requirement for EPA-certified contractors is an example of how the City integrates safety measures into its housing maintenance and improvement processes. Lead safety checks, and the enforcement of renovation standards form part of the broader housing code enforcement strategy.

By combining these actions with federal compliance guidelines, the City effectively integrates lead hazard control, outreach, and enforcement into its housing policies, ensuring safer housing and adherence to public health standards.

SP-70 Anti-Poverty Strategy - 91.415, 91.215(j)

Jurisdiction Goals, Programs and Policies for reducing the number of Poverty-Level Families

San Leandro's anti-poverty initiatives focus on enhancing the employment prospects of low-income residents by supporting vital services, such as those offered by the Davis Street Family Resource Center (DSFRC). DSFRC provides financial counseling, employment support, and job readiness workshops to help individuals transition into stable employment. Additionally, Building Futures with Women and Children (BFWC) collaborates with DSFRC to secure affordable housing for homeless families, addressing both housing and employment challenges simultaneously.

The City's Economic Development Division plays a key role by fostering commercial and retail projects aimed at creating job opportunities for residents. Working closely with CDBG staff, the division supports economic development initiatives designed to enhance job creation for those eligible under the program. These efforts are outlined in San Leandro's most recent Economic Strategy Plan, which included extensive community engagement through one-on-one interviews, focus groups, and workshops. The plan identified top community priorities, including the need to improve workforce access and create partnerships for job training and school-to-employment pathways. Specific goals included:

- Increasing job access for residents and recent graduates
- Establishing educational partnerships to enhance training opportunities
- Cultivating business relationships to improve career pathways from school to work
- Promoting access to childcare to support workforce participation
- Ensuring equitable and inclusive access to new employment opportunities for all residents

The City's commitment to these goals is reinforced by a focus on improving the employment potential of low-income residents. In addition, the 2017 Human Services Gap Analysis by the City's Human Services Department made several recommendations to enhance support for vulnerable populations. These include:

1. Articulating and communicating clear strategies for the Department's roles
2. Raising awareness of services beyond San Leandro
3. Improving communication about available human services
4. Convening stakeholders to address potential federal program cuts impacting low-income individuals, including Medicaid, childcare, and SNAP
5. Expanding opportunities for a culturally and economically diverse population
6. Integrating human services needs into other City departments
7. Engaging partners to meet the needs of San Leandro's diverse communities, especially those impacted by poverty
8. Highlighting special populations, such as seniors, homeless families, and immigrants, for targeted services and advocacy
9. Developing a formal food security program to address concerns about food access

Additionally, the City enforces Section 3 of the Housing Act, ensuring that employment and economic opportunities generated by HUD-funded projects are available to low—and very-low-income residents. This is especially crucial for advancing the economic standing of individuals receiving HUD assistance for housing, as the City requires contractors to comply with Section 3 mandates on relevant projects.

In conclusion, San Leandro's housing and anti-poverty strategies are integrated. They emphasize lead hazard reduction, economic development, and leveraging federal funding to create safer, more affordable housing for vulnerable populations. These efforts are coordinated to reduce poverty and housing insecurity, fostering a more equitable community.

How are the Jurisdiction poverty reducing goals, programs, and policies coordinated with this affordable housing plan

San Leandro's poverty reduction goals are closely coordinated with its affordable housing initiatives through a comprehensive approach that combines employment support, human services, and housing policy. The jurisdiction focuses on improving economic opportunities while addressing housing affordability for vulnerable populations.

Integration of Poverty Reduction Goals with Housing Policy

1. Economic Development and Job Creation:

The City's Economic Development Division actively seeks commercial and retail projects to create employment opportunities, particularly for low-income residents. The City's most recent Economic Strategy Plan, which involved community engagement through workshops and focus groups, identified key priorities such as increasing job access, creating educational partnerships for workforce training, and ensuring equitable employment opportunities. These efforts align with anti-poverty measures by promoting pathways out of poverty through job readiness, employment opportunities, and skill development.

2. Supportive Services and Housing Stability:

The City partners with organizations like DSFRC and BFWC to offer holistic services that connect low-income residents with both affordable housing and employment support. DSFRC provides financial counseling, job readiness workshops, and employment support, while BFWC helps secure housing for homeless families. These programs work in tandem with affordable housing initiatives to stabilize households by addressing both employment potential and housing insecurity.

3. Human Services Coordination:

The 2017 Human Services Gap Analysis conducted by the City's Human Services Department outlined several strategies to support low-income and vulnerable residents, including improved communication about services, cross-sector collaboration, and advocacy for federal program continuity. These recommendations are being implemented alongside affordable housing plans to ensure that housing strategies are part of a broader social safety net.

4. Section 3 Compliance:

The City enforces Section 3 of the Housing Act, which mandates that employment and other economic opportunities generated by HUD-funded projects are directed to low- and very-low-income residents. This policy is crucial for ensuring that affordable housing development also contributes to the economic advancement of those receiving housing assistance.

Affordable Housing Focus

San Leandro's housing policies, including those targeting lead hazard reduction, rehabilitation of older housing stock, and development of new affordable housing, are aligned with broader anti-poverty objectives. The City's affordable housing plan emphasizes using federal funding (e.g., HOME and CDBG) to create safer, more affordable housing while also addressing lead hazards, particularly in homes built before 1979. ACHHD plays a key role in reducing lead risks in affordable housing units for low-income families through a HUD Lead Hazard Control grant, which aims to remediate lead hazards in qualifying housing units.

Recent Data and Focus

According to data from the California Department of Public Health, Alameda County tested 14,608 children under six years old for blood lead levels, with 458 children (3%) testing above 3.5 µg/dL. These figures underscore the ongoing need to mitigate health risks in older, affordable housing units, making hazard reduction an essential part of the City's housing and poverty alleviation efforts.

By combining economic development, supportive services, and housing policy, San Leandro's poverty reduction goals are directly linked to its affordable housing strategy. This ensures that vulnerable populations not only have access to safe, affordable housing but also the tools and opportunities needed to achieve economic stability.

SP-80 Monitoring - 91.230

Describe the standards and procedures that the jurisdiction will use to monitor activities carried out in furtherance of the plan and will use to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements

The City has established comprehensive procedures to monitor CDBG funded activities and ensure ongoing compliance with program regulations.

Public Services Agencies:

City staff conduct both desk and onsite monitoring of public services agencies. These agencies must submit quarterly invoices and progress reports, which City staff rigorously review before processing the reimbursement. Quarterly reports are compiled, detailing both quantitative metrics and narratives to illustrate program progress. Additionally, onsite visits allow staff to assess compliance through facility walkthroughs, staff interviews, and reviews of client files and financial records.

Capital Improvements:

Monitoring capital improvement projects focuses on adherence to CDBG regulations, particularly concerning Davis-Bacon requirements, Section 3 regulations, and Minority Business Enterprises/Women's Business Enterprises (MBE/WBE) regulations. City staff reviews certified payroll records and conducts HUD-11 onsite interviews with construction workers. They gather necessary information from contractors to ensure timely submission of required reports, such as the HUD Section 3 Report and the HUD-2516 WBE/MBE report, ahead of annual deadlines.

EXPECTED RESOURCES

AP-15 Expected Resources - 91.420(b), 91.220(c)(1,2)

Introduction

During the 2020-2024 ConPlan 5-Year planning period, the average amount of CDBG funding received was \$778,000 per year. The City anticipates annually receiving \$765,834 and \$3,829,170 in total over the next 5 years. The City's FY starts July 1 and runs through June 30.

The government-wide Uniform Administrative Requirements, Cost Principles, and Audit Requirements regulation at 2 CFR § 200 contains language concerning agency approval of pre-award costs. The language at 2 CFR § 200.458 applies to any program that does not have separate provisions concerning authorization of pre-award costs:

2 CFR § 200.458. Pre-award costs are those incurred prior to the effective date of the Federal award directly pursuant to the negotiation and in anticipation of the Federal award where such costs are necessary for efficient and timely performance of the scope of work. Such costs are allowable only to the extent that they would have been allowable if incurred after the date of the Federal award and only with the written approval of the Federal awarding agency.

In FY 2025-26, the City will spend prior year resources, unspent funds, of approximately \$408,959.35. Therefore, the City anticipates spending \$1,174,793.35 in FY 2025-26. The anticipated administration funds over the next five years are \$765,834, and public services are \$114,875.10.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	public - federal	Admin and Planning Public Facilities Improvements Public Services	\$765,834	0	\$408,959.35	\$1,174,793.35	\$3,174,256	CDBG activities will include administration, public services, public facilities/improvements , benefiting low-income individuals, households, and areas in the City.

Table 20 - Expected Resources - Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

Currently, the City's regular meetings with the HOME Consortium provide key insight into shared data, goals, and funding strategies that support the City in leveraging its federal funds with local, regional, and state resources. As a local resource, the City is supported by in-lie fees collected under the City's Inclusionary Housing Ordinance, in which fees are deposited into the AHTF. The AHTF encourages the development of affordable housing. As for regionally, Alameda County's Measure A1 Bond had allocated \$10 million to the City for affordable rental projects out of the \$580 million countywide that was approved in 2016 to address the housing crisis. Additionally, grants, tax credits, bonds, acts, and other programs provide additional funding sources. Lastly, the City also leverages its general funds to provide financial support to non-profits that provide social services, such as the CAP Program. By carefully monitoring and strategically planning, the City consistently places itself to compete effectively for funding opportunities, all while progressing its housing and community development objectives.

If appropriate, describe publicly owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

In reference to SP-35, the City's 2023-2031 Housing Element plans to use publicly owned land to meet housing needs. The City will actively monitor surplus properties to prioritize sites for affordable housing development, as by California's Surplus Lands Act.

There are no publicly owned land(s) that are part of the ConPlan's strategic plan.

Discussion

ANNUAL GOALS AND OBJECTIVES

AP-20 Annual Goals and Objectives - 91.420, 91.220(c)(3)&(e)

Goals Summary Information

Sort Order	Goal Name	Category	Start Year	End Year	Outcome	Objective	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
2	Support vital community services	Non-Housing Community Development	2025	2029	Availability Accessibility	Create suitable living environment	City-Wide	Support a network of easily accessible needed services	\$ 119,034.60	Public service activities other than Low/Moderate Income Housing Benefit: 3,900 Persons Assisted
3	Improve public infrastructure and facilities	Non-Housing Community Development	2025	2029	Sustainability	Create suitable living environment	City-Wide	Ensure equitable access to safe, climate-resilient, and inclusive public infrastructure while creating a safe resilient neighborhood	\$ 924,775.95	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: 1,900 Persons Assisted
4	Planning & Administration	Non-Housing Community Development	2025	2029	Sustainability	Create suitable living environment	City-Wide	Build a thriving local economy by empowering residents and businesses through targeted investments.	\$ 158,712.80	1

Table 21 - Goals Summary - Annual Goals and Objectives

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Goal Descriptions

1	Goal Name	Support affordable housing
	Goal Description	Support the affordable housing projects by implementing ancillary development improvements needs. Eligible CDBG projects may include: <ul style="list-style-type: none"> • housing subsidies for extremely low- and very low-income residents, particularly seniors, single-parent households, and disabled individuals. • off-site improvements for affordable housing development projects including transit improvements, lighting, infrastructure, curbing and sidewalks, drainage improvements, and other supportive facilities improvements.
2	Goal Name	Support vital community services
	Goal Description	Support a network of easily accessible needed services. Eligible CDBG activities include: permanent supportive housing programs, homeless prevention, eviction prevention, mental health counseling, job training, addiction recovery services, food, senior and youth services, housing and financial counseling, youth and violence prevention programs: mentorship programs that benefit low- and moderate-income individuals and households.
3	Goal Name	Improve public infrastructure, facilities
	Goal Description	Ensure equitable access to safe public infrastructure while creating a safe resilient neighborhood. Eligible CDBG activities include: <ul style="list-style-type: none"> • ADA Accessibility/reduce accessibility barriers • Flood and drainage mitigation • Public facilities improvements to parks, community centers, youth centers, libraries, and other government facilities that serve low- and moderate-income households • Crime prevention activities, including street lighting in high-crime areas and designing safer public spaces with clear visibility and access points. • Transportation safety projects, including safe routes to school, street and infrastructure improvements, street improvements that reduce pedestrian accidents, and improve or add transit bus shelters and walkways.
4	Goal Name	Planning and Administration
	Goal Description	Provide planning and administration that achieve HUD compliance.

Table 22 - Goal Description - Annual Goals and Objectives

AP-35 Projects - 91.420, 91.220(d)

Introduction

All projects must meet at least one (1) of HUD's national objectives: 1) to benefit low/moderate-income people; 2) to prevent or eliminate slums and blight; and 3) to meet an urgent community development need. San Leandro's projects focus on a range of priorities, including affordable housing, economic development, public services, and infrastructure improvements. By targeting these areas, the City aims to foster a more inclusive and sustainable community, ensuring that all residents have access to essential services and opportunities for growth.

CDBG funds can be utilized for (4) main categories of projects: housing, capital improvements, economic development, and public services. All projects must meet at least one of HUD's national objectives: 1) benefit low/moderate-income people, 2) prevent or eliminate slums and blight, or 3) address an urgent community development need. After assessing the City's housing and community development priority needs, evaluating the Five-Year Strategic Plan objectives for FY 2025-2029, and analyzing CDBG eligibility criteria compliant with 24 CFR §570.201 – 570.207, the City proposes to allocate its available CDBG dollars to the following eligible funding categories: Program Administration, Public Services, and Public Facilities and improvements.

In FY 2025-2026, the City will allocate an estimated:

- \$153,166.80 for staff costs associated with program planning and administration;
- **\$114,875.10** to three service providers assisting over 662 persons; and
- \$906,751.45 to the City's public facilities and improvements.

#	Project – Activity Name FY 2025-2026	Proposed Amount
1	CDBG Program Administration 2025	\$153,166.80
2	CDBG Public Services 2025 – CALICO	\$25,179.87
3	CDBG Public Services 2025 – Meals on Wheels SOS	\$55,259.34
4	CDBG Public Services 2025 – Spectrum Community Services	\$34,435.89
5	CDBG Public Facilities & Improvements Funding 2025	\$906,751.45
	Total	\$1,174,793.35

Table 23 - Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

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The City prioritizes funding to achieve housing and community development goals by first maximizing funding for CDBG Program Administration and CDBG Public Services within HUD’s allowed capped limits. The Public services funded are considered low risk, and priorities ensure stability and reliability in the services delivered. However, an obstacle seen on an annual basis regarding underserved needs would be the high volume of Public Services applicants and limited funding resources to meet all community needs because of regulatory compliance and geographic barriers to reach all areas of underserved. Despite these obstacles, the City focuses on providing funding support to Public Facilities and improvements for capital improvement projects led by the Economic Development Department to ensure the strategic use of long-term benefits.

AP-38 Project Summary

Project Summary Information

1	Project Name	CDBG Program Administration 2025
	Target Area	Citywide
	Goals Supported	Planning & Administration
	Needs Addressed	Increase the availability of affordable housing Support Vital Community Services Ensure equitable access to safe, climate-resilient, and inclusive public infrastructure while creating a safe resilient neighborhood
	Funding	CDBG: \$153,166.80
	Description	The City will continue to allocate 20% of annual CDBG entitlement funds to the City's CDBG program administration. Eligible Activity (Matrix Code): 21A General Program Administration National Objective: N/A
	Target Date	6/30/2026

-- DRAFT --

	Estimate the number and type of families that will benefit from the proposed activities	1
	Location Description	City-Wide
	Planned Activities	Provide program administration services to the City.
2	Project Name	CDBG Public Services 2025 - CALICO
	Target Area	Citywide
	Goals Supported	Support vital community services
	Needs Addressed	Support a network of easily accessible needed services
	Funding	CDBG: \$25,179.87
	Description	Provide family support services for children who have suffered abuse. 05N; LMC
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	62 Children and their families
	Location Description	Citywide
	Planned Activities	Provide 62 services for low-income families, including support services for children who have suffered abuse; clothing; childcare; job readiness training; medical services and other support services programs; and healthy meals.
3	Project Name	CDBG Public Services 2025 – Meals on Wheels SOS

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	Target Area	City-Wide
	Goals Supported	Support vital community services
	Needs Addressed	Support a network of easily accessible needed services
	Funding	CDBG: \$55,259.34
	Description	Provide support services programs for low-income seniors, including meal delivery service to homebound Seniors. 05A; LMC
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	300
	Location Description	Citywide
	Planned Activities	Provide support services programs to at least 300 low-income seniors, including meal delivery service to homebound Seniors
4	Project Name	CDBG Public Services 2025 – Spectrum Community Services
	Target Area	City-Wide
	Goals Supported	Support vital community services
	Needs Addressed	Support a network of easily accessible needed services
	Funding	CDBG: \$34,435.89
	Description	Provide seniors with meals and supportive services. 05A; LMC

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	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	300 seniors
	Location Description	San Leandro Senior Community Center – 13909 E 14th St, San Leandro 94578
	Planned Activities	Prepare meals and supportive services for at least 300 seniors living in San Leandro.
5	Project Name	2025 CDBG Public Facilities and Improvements
	Target Area	City-Wide
	Goals Supported	Improve public infrastructure, facilities
	Needs Addressed	Ensure equitable access to safe, climate-resilient, and inclusive public infrastructure while creating a safe resilient neighborhood
	Funding	CDBG: \$906,751.45
	Description	<p>Phase 1: Design to remove barriers in the public right-of-way which will include upgrading of curb ramps and reconstructing sidewalk gaps City-wide</p> <p>Phase 2: Start construction for citywide barrier removal project</p> <p>Eligible Activity (Matrix Code): 03L Sidewalks 24 <i>CFR 570.201(c)</i></p> <p>National Objective: LMA</p>
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	TBD
	Location Description	Citywide
	Planned Activities	Design of barrier removal along the public right-of-way involving various curb ramps and sidewalk gaps city-wide. Barrier removal project for various curb ramps and sidewalk gaps citywide

Table 24 - Project Summary Information

AP-50 Geographic Distribution - 91.420, 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

The City's needs are mostly met by activities listed in the Annual Action Plan. Approximately 49% of all the census block groups are low-to-moderate-income households. The City's 2023-2031 Housing Element identifies prospective sites that can perhaps accommodate affordable housing and homeless facilities. The determination of funding allocation priorities was not based on geography.

Geographic Distribution

Target Area	Percentage of Funds
Citywide	100

Table 25 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

Geography was not used to determine funding allocation priorities.

Discussion

Not applicable.

AP-85 Other Actions - 91.420, 91.220(k)

Introduction

The City will take the following actions to implement the strategies in the 2025-2029 CDBG ConPlan.

Actions planned to address obstacles to meeting underserved needs

The City plans to secure adequate funding resources and support low-risk subrecipients in the plan.

Actions planned to foster and maintain affordable housing

Actions that will be taking place during the next year to preserve affordable housing units include:

- Ensure the City's Housing Programs website (rental and ownership) has current information for residents' accessible use.
- Provide general funds to support Echo Housing, which provides fair housing services to San Leandro residents and reduces housing discrimination in the City.
- Continue annual monitoring of 56 inclusionary BMR homeownership units and approximately 1,446 housing rental units. Rental units are funded and regulated by the State Low-Income Housing Tax Credit.
- Continue coordination and collaborative efforts with the Alameda County HOME Consortium coordinator to effectively utilize HOME funds for the acquisition, rehabilitation, and new construction of rental units.
- Continue funding consortium-wide Tenant-Based Rental Assistance (TBRA) for the Homeless Families Program.
- Continue support and commitment to the City's first Age-Friendly Action Plan FY 2024- 2029, which aims to provide older adults with a more vibrant city by focusing on the needs of senior residents.

These actions demonstrate the City's dedication to fostering and maintaining affordable housing.

Actions planned to reduce lead-based paint hazards

In reference to Section SP-65, the strategy outlined to reduce lead base paint hazard:

- Address lead hazards in pre-1978 housing units to update the City's housing stock.
- The City's Building & Safety Services Division ensures contractors working pre-1978 homes are EPA lead-certified
- Utilize the FY 25 Lead Hazard Reduction Grant Program to protect children under six from lead poisoning by identifying and controlling lead-based paint hazards in eligible housing units. The estimated opening Date is June 2025.
- Continued use of HOME funding for the acquisition or rehabilitation of affordable units will ensure, through the HOME guidelines, that tenants are informed of lead-based points and comply with the safety regulations of the EPA and HUD.
- Collaborate with other organizations by utilizing resources provided by ACHHD, such as lead safety training, outreach, and education campaigns.

Actions planned to reduce the number of poverty-level families

In reference to Section SP-70, the efforts to reduce the number of poverty-level families:

- Ensure the City's Human Services Homelessness Resource Guide website has current information for residents' accessible use.

- Continue to support vital services, including DSFRC, for support and job readiness workshops, and Building Futures with Women and Children BFWC, for securing affordable housing for homeless families.
- Continue partnering with the City's Economic Development Division to support projects that create jobs for eligible individuals.
- Implement workforce access, job training, and school-to-employment pathways outlined in the City's Economic Strategy Plan.
- Provide childcare for workforce-eligible individuals.
- Ensure equitable access to new employment opportunities.
- Continue funding support to the CAP Program, which provides financial support to non-profits that provide social services to individuals and households living in San Leandro.
- Create and foster partnerships with organizations to meet the needs of those impacted by poverty.
- Advocate for special populations.

Actions planned to develop institutional structure

In reference to Section SP-40, the City's institutional delivery system includes partnerships with private entities, nonprofit organizations, and public agencies, including the City's Housing Division and Alameda County HCD Department. Actions planned to improve the City's institutional structure include continually enhancing collaboration, building upon the strengths of the current structure, and monitoring the progress made to ensure weaknesses are addressed regularly.

Actions planned to address gaps and weaknesses of the institutional structure include:

- Continue partnership with EveryOne Home to build additional permanent supportive housing units.
- Seek supplementary funding to achieve RHNA goals for very low-and low-income housing.
- Expand policies to minimize displacement as the special population needs evolve.
- Provide additional wide-range education outreach programs in affirmatively furthering fair housing practices.
- Continue to participate in regional coordination that is consistent and efficient across all jurisdictions to address housing needs.

Actions planned to enhance coordination between public and private housing and social service agencies

The City will continue supporting EveryOne Home's operations and providing technical assistance from City Housing Division staff to support its Board committees and activities as needed.

Discussion

No further discussion is required.

PROGRAM SPECIFIC REQUIREMENTS

AP-90 Program Specific Requirements - 91.420, 91.220(I)(1,2,4)

Introduction

Not Applicable.

Community Development Block Grant Program (CDBG) Reference 24 CFR 91.220(I)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	0
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan	0
3. The amount of surplus funds from urban renewal settlements	0
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.	0
5. The amount of income from float-funded activities	0
Total Program Income	0

Other CDBG Requirements

1. The amount of urgent need activities	0
2. The estimated percentage of CDBG funds that will be used for activities that benefit persons of low and moderate income . Overall Benefit - A consecutive period of one, two or three years may be used to determine that a minimum overall benefit of 70% of CDBG funds is used to benefit persons of low and moderate income. Specify the years covered that include this Annual Action Plan.	0.00 %

Discussion

Not Applicable.