Jacky Morales-Ferrand, Director

M I S S I O N

o strengthen and revitalize our community through housing and neighborhood investment

City Service Area

Community and Economic Development

Core Services

Community Development and Investment

Invest in at-risk residents and neighborhoods by providing housing and community development loans and support to public service providers; coordinate regional efforts to end homelessness

Housing Development and Preservation

Provide funding and technical assistance for the construction of new affordable housing and the acquisition and rehabilitation of existing housing; preserve existing affordable housing through loans and grants and effective management of the City's loan portfolio; provide homebuyer assistance and rehabilitation loans and grants, as funds are available; and provide Inclusionary and Market Rate Housing assistance to the housing development community

Neighborhood Development and Stabilization

Provide investment and support to neighborhoods through funding infrastructure improvements and provide Rental Rights and Referrals services to community residents

Strategic Support: Public Education, Long Range Planning, Financial Management, Computer Services, Clerical Support, Human Resources, Audit Supervision, Policy Development and Loan Servicing and Oversight

Service Delivery Framework

3ei vice	Delivery Frame	9VVOI K
Core Service		Key Operational Services
Community Development and Investment: Invest in at-risk residents and neighborhoods by providing housing and community development loans and support to public service providers; coordinate regional efforts to end homelessness		 Non-Profit Partnership to End Chronic Homelessness Coordination of Interdepartmental Response to Homeless Encampments Homelessness Response Team City-wide Homeless Outreach and Engagement Job Training and Placement for Unhoused Individuals Non-Profit Services Grants for neighborhood engagement, limited senior programs, facility improvements, and homeless outreach programs
Housing Development and Preservation: Provide funding and technical assistance for the construction of new affordable housing and the acquisition and rehabilitation of existing housing; preserve existing affordable housing through loans and grants and effective management of the City's loan portfolio; provide homebuyer assistance and rehabilitation loans and grants, as funds are available; and provide Inclusionary and Market Rate Housing assistance to the housing development community		 Affordable Housing Development Loans Homeless Tenant Based Rental Assistance Program Place-Based Rapid Re- Housing Encampment Program Limited Rehabilitation Homeowner Loans Inclusionary Housing Program Facilitate Market Rate Housing Development
Neighborhood Development and Stabilization: Provide investment and support to neighborhoods through funding infrastructure improvements, and provide Rental Rights and Referral services to community residents		 Fair Housing Programs Rental Rights and Referral Services Community Development Block Grant Program – Infrastructure Investments Neighborhood Stabilization Program Place-Based Neighborhood Strategy
Strategic Support: Public Education, Long Range Planning, Financial Management, Computer Services, Clerical Support, Human Resources, Audit Supervision, Policy Development and Loan Servicing and Oversight		 Loan Compliance and Collections Policy Development Financial Management Clerical Support Audit Supervision Public Education

Exp	ected 2016-2017 Service Delivery								
	Assist in the creation and preservation of affordable housing by committing \$41 million to provide financing for 211 newly constructed affordable rental apartments, including up to 110 homeless units and another 21 units for other vulnerable populations.								
	Begin implementing the modified Apartment Rent Ordinance by providing additional resources as well as creating new systems and procedures.								
	Continue implementing the Affordable Housing Impact Fee (AHIF) Program on new market-rate rental housing developments and begin implementing the Citywide Inclusionary Housing Ordinance to help address the need for affordable housing throughout the City. Respond to the impacts of homelessness in the community. Activities will include:								
_	 Implementing mobile response services such as safe parking programs, mobile hygiene services, and inclement weather centers to meet the needs of vulnerable populations throughout the City while also continuing encampment abatement and deterrent measures; 								
	 Developing additional interim housing options, including potential hotel/motel master leasing or conversion, manufactured home developments, and other alternative housing types; 								
	 Overseeing the tenant-based rental assistance program with a focus on employable and transitional homeless populations; 								
	 Providing multi-disciplinary outreach and case management teams for both city-wide and downtown-specific responses; 								
	 Continue coordinating with the County of Santa Clara, Destination: Home, and the Housing Authority on the implementation of the Community Plan to End Homelessness; 								
	 Supporting the "All the Way Home" campaign to end veteran homelessness by 2018; and, 								
	 Continue providing homeless services through Opportunity Court, as directed in the Mayor's March Budget Message for Fiscal Year 2016-2017, as approved by the City Council. 								
	Continue employing a place-based, neighborhood-focused strategy as part of the Community Development Block Grant (CDBG) program, which will continue to be applied in three neighborhoods: Mayfair, Santee, and Five Wounds/Brookwood Terrace.								
201	6-2017 Key Budget Actions								
	Adds 1.0 limit-dated Development Officer (through June 2018) funded by the City-Wide Homeless Rapid Rehousing Program to support the homelessness program by researching solutions to land use and regulatory challenges, as well as focusing on Department-wide initiatives for this program.								
	Adds 2.0 Deputy Director and eliminates 1.0 Assistant Director to enhance leadership capacity and meet demands of the organization and community for affordable housing policies and programs.								
	Adds 1.0 Development Officer to prepare loan documentation for projects and coordinate database entries and reporting for the Affordable Housing Impact Fee Program.								
	Adds 1.0 Building Rehabilitation Supervisor to manage contractual services agreements for inspection services in the Single Family and Mobilehome Rehabilitation Program.								
	Realigns staffing between various Housing funding sources with work to be performed by shifting staff to increase housing production activities and improve management of the \$780 million loan portfolio and adds one-time non-personal/equipment funding of \$190,000 for a consultant								
	agreement to develop short- and long-term portfolio cash flow models, residual receipts projections and recommendations on loan management practices and staffing levels.								
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Department Budget Summary

The table below identifies the programs that are currently provided by the Housing Department. In each fund, the fund's total budget, full-time equivalent (FTE) position count, source of funds, and program name and activity are described.

		Source of	
Fund	FTEs	Funds	Program/Activity
General Fund (Fund 001) Total Fund Budget: \$266,593	5.50	General Fund	Neighborhood Engagement - Implement place-based strategy Homeless Response Team* - Clean-up homeless encampments - Rapid Re-Housing * Funding in City-Wide Expenses
Housing Trust Fund (Fund 440) Total Fund Budget: \$2,906,042	3.50	Bond Administration Fees Tax Credit Review Fees	Grants for homeless programs/activities
Community Development Block Grant Fund (Fund 441) Total Fund Budget: \$13,068,821	7.34	Federal CDBG Funding	Grant management - Grants to non-profits - Place-based strategy - Infrastructure - Code Enforcement Housing Rehabilitation Loans and Grants Land Acquisition
Home Investment Partnership Program Trust Fund (Fund 445) Total Fund Budget: \$14,301,353	0.80	Federal HOME Investment Partnership Funding	Loans/Grants - New Construction - Acquisition/Rehabilitation - Home Rehabilitation Rental Assistance/Permanent Housing for Homeless Persons Grant to a non-profit for an acquisition and rehabilitation program

		Source of	
Fund	FTEs	Funds	Program/Activity
Multi-Source Housing Fund (Fund 448) Total Fund Budget: \$22,240,998	1.21	Other Federal/Entitlement Programs:	Loans/Grants – Large Projects - New Construction - Acquisition/Rehabilitation
		Neighborhood Stabilization Program (NSP) 1 and 2	Loans/Grants – Small Projects - Acquisition/Rehabilitation/ Resale of Single Family Homes
		Emergency Shelter Grants (ESG)	Grants to homeless service providers for shelter, outreach, and care management
		Housing Opportunities for Persons with AIDS (HOPWA)	Grants for services to persons living with HIV/AIDS including tenant based rental assistance
	3.65	Fees from Mobilehome Park Owners/Residents	Mediation and arbitration services to landlords and tenants living in rent-controlled apartments
		Fees from Apartment Owners	Referral and arbitration services to mobilehome owners and mobilehome park owners
	1.75	State Funding: CalHome	Affordable Homeownership Programs - First Time Homebuyer down payment loans
		BEGIN	Home Rehabilitation Down payment assistance loans

		Source of	
Fund	FTEs	Funds	Program/Activity
Low and Moderate Income Housing Asset Fund (Fund 346) Total Fund Budget: \$86,097,208	10.10	Loan Repayments Interest Affordable Housing	Executive Office Information Technology Policy - Data Collection and Report Preparation - Planning/Policy Development and Support - Legislative Analysis and Advocacy
	3.95	Impact Fees	Project Development - Acquisitions - New Construction
	3.60		Asset Management – Single Family - Single Family Loan Portfolio Management - Homebuyer Assistance - Repayments/Refinancing - Affordability Restriction Monitoring - Homeowner Transactions
	7.00		Asset Management – Multi-Family - Multi-Family Rental Portfolio Management - Project Transactions - Income/Rent Compliance - Loan Repayment Collections - Physical Building Inspections
	5.00		Housing Rehabilitation - Small Projects - Acquisition/Rehabilitation/Resale of Single Family Homes
	2.00		Developer Funded Affordable Housing Programs - Monitor Inclusionary Properties - Implement new Inclusionary Housing Policy - Implement new Housing Impact Fee Program - Implement new Affordable Housing Impact Fee Program
	6.60		Management & Analysis - Budget - Human Resources - Contract Administration - Accounting - Audit

	2	2014-2015 Actual 1	4	2015-2016 Adopted 2	 016-2017 Forecast 3	 2016-2017 Proposed 4	% Change (2 to 4)
Dollars by Core Service							
Community Development and Investment	\$	59,199	\$	348,416	\$ 192,910	\$ 157,305	(54.9%)
Housing Development and Preservation		631,804		1,113,785	1,194,390	1,189,799	6.8%
Neighborhood Development and Stabilization		2,614,637		3,216,512	3,136,639	3,617,064	(12.5%)
Strategic Support		4,757,407		5,553,021	5,158,381	5,311,442	(4.4%)
Total	\$	8,063,047	\$	10,231,734	\$ 9,682,320	\$ 10,275,610	0.4%
Dollars by Category							
Personal Services							
Salaries/Benefits	\$	7,288,498	\$	8,388,691	\$ 8,595,777	\$ 8,999,067	7.3%
Overtime		9,234		24,831	24,831	24,831	0.0%
Subtotal	\$	7,297,732	\$	8,413,522	\$ 8,620,608	\$ 9,023,898	7.3%
Non-Personal/Equipment		765,315		1,818,212	1,061,712	1,251,712	(31.2%)
Total	\$	8,063,047	\$	10,231,734	\$ 9,682,320	\$ 10,275,610	0.4%
Dollars by Fund							
General Fund	\$	230,461	\$	253,746	\$ 266,593	\$ 266,593	5.1%
Comm Dev Block Grant		1,272,752		1,253,646	1,330,130	1,253,846	0.0%
Home Invest Partnership		393,811		288,531	303,008	209,155	(27.5%)
Housing Trust Fund		380,805		429,430	430,335	430,335	0.2%
Low/Mod Income Hsg Asset		4,999,065		6,735,972	6,132,026	6,850,544	1.7%
Multi-Source Housing		786,153		1,270,409	1,220,228	1,265,137	(0.4%)
Total	\$	8,063,047	\$	10,231,734	\$ 9,682,320	\$ 10,275,610	0.4%
Authorized Positions by Core	Se	rvice					
Community Development and Investment		3.50		3.50	2.50	3.10	(11.4%)
Housing Development and Preservation		4.30		5.20	5.20	5.15	(1.0%)
Neighborhood Development and Stabilization		21.55		19.65	20.15	22.85	16.3%
Strategic Support		28.65		29.65	30.15	30.90	4.2%
Total		58.00		58.00	58.00	62.00	6.9%

Budget Reconciliation

(2015-2016 Adopted to 2016-2017 Proposed)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2015-2016):	58.00	10,231,734	253,746
Base Adjustments	_		
One-Time Prior Year Expenditures Deleted			
Rebudget: Executive Recruitment		(100,000)	0
 Rebudget: High Density File Storage System 		(40,000)	0
Special Projects Funding		(295,000)	0
Responsible Landlord Engagement Initiative		(150,000)	0
Downtown Core Homeless Drop In Center		(12,500)	0
One-Time Prior Year Expenditures Subtotal:	0.00	(597,500)	0
Technical Adjustments to Costs of Ongoing Activities			
 Salary/benefit changes and the following position reallocation: - 1.0 Office Specialist II to 1.0 Staff Specialist 		207,586	12,847
Financial advising and consulting		(115,000)	0
Technical assistance and consulting		(20,000)	0
 Reallocation of non-personal/equipment funding to the Public Works Department for Geographic Information System software 		(16,000)	0
contractual services		(40.000)	•
Database maintenance Duilding and interaction		(10,000)	0
Building maintenance Valviale maintenance and energtions		(5,000)	0
Vehicle maintenance and operationsProfessional development program		7,000	0
Technical Adjustments Subtotal:	0.00	(500) 48,086	12,847
2016-2017 Forecast Base Budget:	58.00	9,682,320	266,593
Pudget Prenocals Pecemmended			
Budget Proposals Recommended	-		
Housing Loan Portfolio Management		190,000	0
Housing Department Management Realignment	1.00	187,684	0
3. Single Family and Mobilehome Rehabilitation Program	1.00	111,512	0
4. Affordable Housing Impact Fee Program	1.00	104,098	0
5. Homelessness Program Support	1.00	0	0
Low and Moderate Income Housing Asset Fund Staffing Realignment		(4)	0
Total Budget Proposals Recommended	4.00	593,290	0
2016-2017 Proposed Budget Total	62.00	10,275,610	266,593

Budget Changes By Department

Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
Housing Loan Portfolio Management		190.000	0

Community and Economic Development CSA

Neighborhood Development and Stabilization

This action adds one-time non-personal/equipment funding of \$190,000 in the Low and Moderate Income Housing Asset Fund for the second phase of a consultant agreement with Tax Credit Asset Management (TCAM). In Phase II, TCAM will develop a robust, long-term portfolio cash flow model, residual receipts projections, and recommendations on loan management practices and staffing levels. (Ongoing costs: \$0)

2. Housing Department Management Realignment 1.00 187,684 0

Community and Economic Development CSA

Strategic Support

This action adds 2.0 Deputy Director positions in the Low and Moderate Income Housing Asset Fund and eliminates 1.0 Assistant Director position, funded by the Low and Moderate Income Housing Asset Fund and the Community Development Block Grant Fund, to enhance leadership capacity and meet growing demands of the organization and community for affordable housing policies and programs. The Deputy Director of Policy and Neighborhood Programs will be responsible for monitoring, coordinating, and evaluating the activities of the Department's Policy and Planning, Neighborhood Development, Mobile Home and Apartment Rent Control Programs, and the Administrative and Compliance Divisions. The Deputy Director of Housing Production and Asset Management will be responsible for monitoring, coordinating, and evaluating the activities, work plans, and operating budgets for the Department's Housing Production, Asset Management, and Homelessness Response Divisions. (Ongoing costs: \$187,684)

3. Single Family and Mobilehome Rehabilitation 1.00 111,512 0 Program

Community and Economic Development CSA

Neighborhood Development and Stabilization

This action adds 1.0 Building Rehabilitation Supervisor position in the Low and Moderate Income Housing Asset Fund to oversee the Department's building inspection services for affordable housing and non-profit facility enhancements funded by the City. This position will manage contractual service agreements and provide technical support as necessary. Previously, the Single Family and Mobilehome Rehabilitation loan and grant program for low-income individuals was very successful. This position will oversee a modified, outsourced version of this program as well as oversee several affordable housing rehabilitation projects. (Ongoing costs: \$121,799)

Budget Changes By Department

Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
4. Affordable Housing Impact Fee Program	1.00	104,098	0

Community and Economic Development CSA

Neighborhood Development and Stabilization

On November 18, 2014, the City Council adopted a resolution that established an Affordable Housing Impact Fee on new market-rate rental housing development of three or more units, which was recently upheld by the Supreme Court. This program is expected to grow to approximately \$20 million annually by 2020. This action adds 1.0 Development Officer position in the Low and Moderate Income Housing Asset Fund to support the Multi-Family Affordable Housing Impact Fee Program. This position will work in concert with a Senior Development Officer to prepare loan documentation for all projects being underwritten and coordinate the Loan Management System database entries and reports. This position will also enable the Department to increase the production of loans and grants, which will allow more affordable housing projects to proceed more expeditiously. In addition, this action shifts funding for 1.0 Development Officer position from the Low and Moderate Income Housing Asset Fund to the Multi-Source Housing Fund to support the Affordable Housing Impact Fee Program. (Ongoing costs: \$113,694)

5. Homelessness Program Support

1.00

0

0

Community and Economic Development CSA

Community Development and Investment

This action adds 1.0 limit-dated Development Officer position (through June 30, 2018) to provide additional capacity to support the homelessness program. The Development Officer will focus on land use and regulatory challenges associated with siting housing options. This position will also contribute to several new Department-wide initiatives identified for the program this year, which include: warming centers, temporary church shelters, mobile hygiene services, and sanctioned encampments. In addition, a key responsibility of this position will be to research best practices to address homelessness. This position will be funded by the City-Wide Homeless Rapid Rehousing appropriation as described in the City-Wide Expenses section of this document. (Ongoing costs: \$0)

Budget Changes By Department

Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
Low and Moderate Income Housing Asset Fund Staffing Realignment		(4)	0

Community and Economic Development CSA

Community Development and Investment Housing Development and Preservation Neighborhood Development and Stabilization Strategic Support

This action shifts funding for several administrative positions in the Housing Department from various Housing Funds to the Low and Moderate Income Housing Asset Fund in order to align funding sources with the work performed by staff. This action shifts a portion of an Accounting Technician position from the Home Investment Partnership Program Fund, shifts a Staff Specialist position from the Home Investment Partnership Program Fund and Multi-Source Housing Fund, a Development Specialist position from the Multi-Source Housing Fund, and a Development Officer position from the Home Investment Partnership, the Multi-Source Housing, and Community Development Block Grant Funds. Staff will be shifted into the Low and Moderate Income Housing Asset Fund to work on affordable housing policy development and the Affordable Housing and Sustainable Communities (Cap and Trade) grant application. With the recent completion of several large affordable housing projects (including Japantown Apartments, and Donner Lofts), and several grant-funded projects (Neighborhood Stabilization Program I/II, Hazard Mitigation Grant Program, and Homebuyer Program), staff will be reallocated to work on new affordable housing projects. (Ongoing savings: \$3)

2016-2017 Proposed Budget Changes Total	4.00	593,290	0
		,	•

Performance Summary

Community Development and Investment

Performance Measures

	2014-2015 Actual	2015-2016 Target	2015-2016 Estimated	2016-2017 Target
Reduction in the number of homeless individuals from prior two years*	707	400	700	500
% of tenant/landlord mediations that resulted in mutual agreement	80%	88%	88%	88%

	2014-2015	2015-2016	2015-2016	2016-2017
	Actual	Forecast	Estimated	Forecast
Estimated number of homeless individuals*:	1,409	1,320	1,400	1,300
	2,654	2,680	2,650	2,600
# of homeless individuals who secured new permanent housing: - chronically - non-chronically	227	200	130	200
	822	760	650	700
# of unduplicated mobilehome and apartment clients served by the Rental Rights and Referrals Program	2,334	2,400	2,700	2,500

^{*} This number is collected on a biennial basis.

Performance Summary

Housing Development and Preservation

Performance Measures

		2014-2015 Actual	2015-2016 Target	2015-2016 Estimated	2016-2017 Target
©	% of annual target achieved for production of affordable housing/# of units	179% (168)	100% (70)	303%* (212)*	100% (211)
\$	% of all rehab program funds that are loaned versus granted	100%	100%	100%	100%
\$	Cumulative ratio of non-City funds to City funds over the last five years in the New Construction Program		2.57:1	3.72:1	2.60:1
R	% of rehabilitation and mobilehome clients satisfied or very satisfied based on overall service	N/A**	85%	75%	85%

^{*} The increase in the 2015-2016 Estimate is due to several large affordable housing projects, including: Santa Clara Inn, Metropolitan Apartments South, and Interim Housing Community at Evans Lane.

	2014-2015 Actual	2015-2016 Forecast	2015-2016 Estimated	2016-2017 Forecast
# of homebuyer loans closed:				
- CalHome BEGIN	4	5	6	15
- Other downpayment assistance	2	1	7	10
Total	6	6	13	25
# of unduplicated households assisted				
by the homebuyer program*	6	6	7	15
# of affordable housing units completed				_
in the fiscal year	168	70	584**	171
Average per-unit subsidy in funding				_
commitments for new construction projects (\$)	\$79,631	\$175,000	\$114,000	\$200,000
# of mobilehome retrofits completed	83	0***	0***	0***
# of rehabilitation projects completed:				_
- Rehabilitation projects	14	20	4	10
- Mobilehome projects	0	0	0	0
- Minor repair	215	250	130	140
Total	229	270	130	150

^{*} Some homebuyers received multiple loans.

^{**} The Department did not receive any survey feedback from its clients.

^{**} The increase in affordable housing units estimated to be completed in 2015-2016 includes non-subsidized affordable housing, which is expected to be completed per the Hitachi Development Agreement. However, these units were not included in the 2015-2016 Target

^{***} This program was only funded through October 2015; however given current trends, the allocated funding was spent in April 2015

Performance Summary

Neighborhood Development and Stabilization

Performance Measures

		2014-2015 Actual	2015-2016 Target	2015-2016 Estimated	2016-2017 Target
©	% of CDBG-funded projects meeting all stated outcomes: - City projects - Non-City projects	67% 86%	90% 90%	90% 85%	90% 90%
•	% of CDBG invoices processed within 30 days of receipt of all required documentation	95%	90%	95%	90%
•	% of CDBG contracts completed by July 1	0%	80%	0%*	80%
\$	% of all non-mobilehome rehabilitation project funds approved within place-based neighborho	18% ods	15%	0%**	20%

Due to delays in the Request for Proposals (RFP) process, no contracts were completed by July 1, 2015; however, approximately 50% of the contracts are expected to be completed by July 1, 2016.

** Although non-mobilehome rehabilitation projects were completed in 2015-2016, they were not completed in place-based

	2014-2015 Actual	2015-2016 Forecast	2015-2016 Estimated	2016-2017 Forecast
# of single family Loan Management transactions (refinances, subordinations, assumptions, payoffs)	259	180	140	120
# of non-mobilehome rehabilitation projects completed in targeted neighborhood areas	4	8	2	4
# of neighborhood stabilization projects completed (homes sold)	2	0*	0*	0*

^{*} The San José Dream Home Homebuyer Program concluded at the end of 2012-2013. However, the department acquired the final seven homes and sold five in 2013-2014. The remaining two homes were sold in 2014-2015.

neighborhoods.

Performance Summary

Strategic Support

Performance Measures

		2014-2015 Actual	2015-2016 Target	2015-2016 Estimated	2016-2017 Target
<u></u>	Monetary default rate of loan portfolio by				
	category: % of total loan principal:				
	1. Project Loans	0%	0%	0%	0%
	2. Rehabilitation Loans	0%	0%	0%	0%
	3. Homebuyer Loans	1%	1%	1%	1%
	% of total loans:				
	1. Project Loans	0%	0%	0%	0%
	2. Rehabilitation Loans	0%	0%	0%	0%
	3. Homebuyer Loans	1%	1%	1%	1%
4	% of portfolio units brought into compliance with safe and sanitary condition requirements within 90 days	74%	80%	80%	80%

	2014-2015 Actual	2015-2016 Forecast	2015-2016 Estimated	2016-2017 Forecast
Size of Housing Department loan portfolio by				
category:				
Total loan principal (\$):				
1. Project Loans	646,990,584	653,155,731	645,215,000	665,115,000
Rehabilitation Loans	14,000,000	15,000,000	16,000,000	15,000,000
3. Homebuyer Loans	68,700,000	75,500,000	68,000,000	70,000,000
Total	729,690,584	743,655,731	729,215,000	750,115,000
Total number of loans:	, ,	, ,	, ,	
Project Loans	175	170	180	180
2. Rehabilitation Loans	305	360	350	300
3. Homebuyer Loans	1,290	1,390	1,200	1,225
Total	1,770	1,920	1,730	1,705
# of major projects in loan portfolio inspected annually				
- Projects	80	85	40	85
- Units	1,507	1,550	740	1,550
# of City facilitated affordable rental units	15,934	15,934	17,300	17,500
# of deed restricted for-sale homes	1,800	1,750	1,600	1,750

Departmental Position Detail

Position	2015-2016 Adopted	2016-2017 Proposed	Change
Account Clerk I	1.00	1.00	-
Accountant II	1.00	1.00	-
Accounting Technician	1.00	1.00	-
Administrative Assistant	1.00	1.00	-
Administrative Officer	1.00	1.00	-
Analyst I/II	8.00	8.00	-
Assistant Director of Housing	1.00	0.00	(1.00)
Building Rehabilitation Inspector II	3.00	3.00	-
Building Rehabilitation Supervisor	0.00	1.00	1.00
Community Activity Worker FT	1.00	1.00	-
Community Activity Worker PT	0.50	0.50	-
Community Programs Administrator	1.00	1.00	-
Community Services Supervisor	1.00	1.00	-
Deputy Director	0.00	2.00	2.00
Development Officer	8.00	10.00	2.00
Development Specialist	5.00	5.00	-
Development Specialist PT	0.50	0.50	-
Director of Housing	1.00	1.00	-
Division Manager	2.00	2.00	-
Housing Policy and Plan Administrator	1.00	1.00	-
Office Specialist II	4.00	3.00	(1.00)
Program Manager II	1.00	1.00	-
Senior Accountant	1.00	1.00	-
Senior Development Officer	8.00	8.00	-
Senior Systems Applications Programmer	1.00	1.00	-
Staff Specialist	4.00	5.00	1.00
Student Intern PT	1.00	1.00	-
Total Positions	58.00	62.00	4.00