



President and CEO  
**Dontrelle Young Foster**

## HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

### **Board of Commissioners**

DeJuana L. Thompson, Chairwoman  
Abra A. Barnes, Vice-Chair  
Anthony C. Hood, Commissioner  
D.G. Pantazis, Commissioner  
Alyshia Cook, Commissioner

**March 2, 2026**

Ms. DeJuana L. Thompson, Chairwoman  
Ms. Abra A. Barnes, Vice-Chair  
Mr. D.G. Pantazis, Jr., Commissioner  
Mr. Anthony C. Hood, Commissioner  
Ms. Alyshia Cook, Commissioner  
Birmingham, AL 35233

### NOTICE OF PUBLIC HEARING

Notice is hereby given that a Public Hearing of the Housing Authority of the Birmingham District will be held on **Thursday, March 19, 2026, at 2:30 p.m.** at the George W. McCoy Facility, located at 1301 25<sup>th</sup> Avenue North, Birmingham, Alabama 35204. This is a public hearing to present HABD's Annual Plan for Year 2027. The meeting will be live-streamed via Zoom. To access the meeting, go to [HABD.org](http://HABD.org) for more information.

Sincerely,

**Dontrelle Young Foster**  
President/CEO

DYF: ab



President and CEO  
**Dontrelle Young Foster**

## **HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT**

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DeJuana L. Thompson, Chairwoman  
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### **Public Hearing**

**Housing Authority of the Birmingham District**  
**George W. McCoy Building**  
**1301 25<sup>th</sup> Avenue North**  
**Birmingham, AL 35204**

**Thursday, March 19, 2026**  
**2:30 p.m.**

### **AGENDA**

- I. Call to Order**
- II. Roll Call**
- III. Adoption of Agenda**
- IV. Presentation of the HABD Annual Plan for Fiscal Year (FY) 2027**
  1. Approval of the HABD Annual Plan for Fiscal Year (FY) 2027
- V. Person(s) Desiring to Speak before the Board of Commissioners**
- VI. Adjournment**

**HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT**  
**Board of Commissioners' Meeting**  
**Agenda Item**  
**Control Document**

**HABD Staff Representative:** Seth Embry, Senior Advisor and Chief Strategist  
Kelley L. Terry, Senior Policy and Planning Strategist

**Date:** Tuesday, March 2, 2026

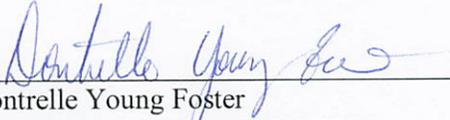
**Department** Executive

**Board of Commissioners' Meeting Date:** Public Hearing, Thursday, March 19, 2026, at 2:30 p.m.

**Board Agenda Item(s):**

Approval of PHA 2027 Annual Plan

**Board of Commissioners' Committee Meeting Date/Time:** Tuesday, March 10, 2026, at 1:00 p.m.

**Approved by:**  / 3/5/2026  
Dontrelle Young Foster / Date  
President/CEO/Contracting Officer

**Duration of Presentation:** 10 Minutes

**Board Agenda Topic (Narrative):** Board approval and public hearing of PHA 2027 Annual Plan

**Extract from Minutes of Committee Meeting:**

Specimen copy of the HABD Attorney's opinion relative to the form, content, and legality of the proposed agenda item(s), if applicable (*attached*). Yes / No (*circle one*)

**Department's Committee's Certification:**

We have reviewed the above-referenced Board of Commissioners' agenda items, together with the related and supportive documents, and have found them satisfactory. We further concur with the Staff's recommendation to place them on the approved, final agenda to be presented to the Board for appropriate action with respect to the adoption of the resolution(s) approving and/or authorizing the execution of the said action(s).

**HABD Board Committee Member:** DeJuana Thompson Chairwoman Date: 3/10/26

**HABD Board Committee Member:** Abra Barnes, Vice Chairwoman Date: 3/10/26

**HABD Staff Member:** Kelley L. Terry Date: 3/10/26

# **HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT**

## **REQUEST FOR BOARD ACTION**

### **Approval of the HABD Annual Plan for Fiscal Year (FY) 2027**

**March 19, 2026**

#### **INTRODUCTION**

The HABD is required to submit a Five Year and Annual Plan (together known as the PHA Plan) to HUD in accordance with the Quality Housing and Work Responsibility Act of 1998 (QHWRA). The Public Housing Authority (PHA) plan is a comprehensive guide to policies, programs, operations, and strategies for meeting goals related to local housing needs. The HABD PHA Plan was prepared in accordance with established HUD rules and regulations. It is through the PHA plan that the Authority receives capital funding and operating subsidy. The Authority is not eligible for funding under these programs if HUD does not approve the Authority's PHA Plan.

On October 23, 2015, HUD issued Notice PIH 2015-18 requiring the use of a revised streamlined PHA Five-Year and Annual Plan template (50075). According to the notice, the Authority is only required to provide information that has been revised or modified from the previous Annual Plan, and to submit a Five-Year Plan every five fiscal years.

#### **PURPOSE/OBJECTIVE**

The purpose of this Request for Board Action is to obtain Board approval of the FY2026 PHA Annual Plan. The Authority is required to submit the PHA Annual Plan to comply with current HUD regulations and continue to receive HUD funding.

#### **DESCRIPTION/JUSTIFICATION**

The Authority has met the requirements under the QHWRA regarding resident participation through the Resident Advisory Board (RAB). The Authority provided copies of the plans to the members of the RAB. Additionally, the Authority posted the FY 2027 Plan elements on the HABD website, [www.habd.org](http://www.habd.org), and in The Birmingham Times. HABD staff met with the RAB on February 13, 2026, to discuss the plans, and the comments are available for review. The public hearing requirement is being met on March 19, 2026.

#### **POLICY IMPACT**

This action is consistent with the Authority's policy to comply with HUD regulations.

#### **ECONOMIC IMPACT/FUNDING SOURCE**

N/A

## **ATTACHMENTS**

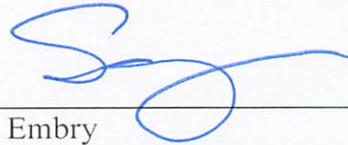
The HABD FY 2027 PHA Annual Plan and the Civil Rights Certification – HUD-50077 ST-HCV-HP are attached.

## **ALTERNATIVES**

No alternatives were considered.

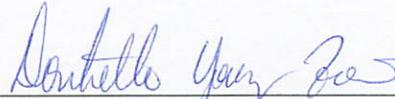
## **CERTIFICATION**

The requested action is in conformance with all legal policy, regulatory requirements, and existing procurement practices and policies.



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Seth Embry  
Senior Advisor and Chief Strategist



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Dontrelle Young Foster  
President and CEO

**HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT**

**RESOLUTION NO. 2026-12820**

**Approval of the HABD PHA Annual Plan for Fiscal Year (FY) 2027**

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the Chairperson be and she is hereby authorized to execute required document for submission of the HABD FY 2027 PHA Annual Plan to HUD.

RESOLVED FURTHER that the President/CEO be and she hereby is authorized to attest to the submission of the HABD FY 2027 PHA Annual Plan document as referenced above.

Adopted this 19<sup>th</sup> day of March 2026.

Attest:

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Dontrelle Young Foster, Secretary

(Seal)

<b>Certifications of Compliance with PHA Plan and Related Regulations (Standard, Troubled, HCV-Only, and High Performer PHAs)</b>	<b>U.S. Department of Housing and Urban Development</b> Office of Public and Indian Housing <b>OMB No. 2577-0226</b> <b>Expires 09/30/2027</b>
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**PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations  
including PHA Plan Elements that Have Changed**

*Acting on behalf of the Board of Commissioners of the Public Housing Agency (PHA) listed below, as its Chairperson or other authorized PHA official if there is no Board of Commissioners, I approve the submission of the 5-Year and/or X Annual PHA Plan, hereinafter referred to as "the Plan," of which this document is a part, and make the following certification and agreements with the Department of Housing and Urban Development (HUD) for the PHA fiscal year beginning 07/2026, in which the PHA receives assistance under 42 U.S.C. 1437f and/or 1437g in connection with the submission of the Plan and implementation thereof:*

1. The Plan is consistent with the applicable comprehensive housing affordability strategy (or any plan incorporating such strategy) for the jurisdiction in which the PHA is located (24 CFR § 91.2).
2. The Plan contains a signed certification by the appropriate State or local official (form HUD-50077-SL) that the Plan is consistent with the applicable Consolidated Plan, which includes any applicable fair housing goals or strategies, for the PHA's jurisdiction and a description of the way the PHA Plan is consistent with the applicable Consolidated Plan (24 CFR §§ 91.2, 91.225, 91.325, and 91.425).
3. The PHA has established a Resident Advisory Board or Boards, the membership of which represents the residents assisted by the PHA, consulted with this Resident Advisory Board or Boards in developing the Plan, including any changes or revisions to the policies and programs identified in the Plan before they were implemented, and considered the recommendations of the Resident Advisory Board (24 CFR 903.13). The PHA has included in the Plan submission a copy of the recommendations made by the Resident Advisory Board or Boards and a description of the way the Plan addresses these recommendations.
4. The PHA provides assurance as part of this certification that:
  - i. The Resident Advisory Board had an opportunity to review and comment on the changes to the policies and programs before implementation by the PHA;
  - ii. The changes were duly approved by the PHA Board of Directors (or similar governing body); and
  - iii. The revised policies and programs are available for review and inspection, at the principal office of the PHA during normal business hours. Where possible, PHAs should make documents available electronically, for public inspection upon request.
5. The PHA made the proposed Plan and all information relevant to the public hearing available for public inspection at least 45 days before the hearing, published a notice that a hearing would be held and conducted a hearing to discuss the Plan and invited public comment. The PHA ensured all notices and meetings provided effective communication with persons with disabilities and further provided meaningful language access for persons with Limited English Proficiency (LEP).
6. The PHA certifies that it will carry out the public housing program of the agency in conformity with Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d-2000d-4), the Fair Housing Act (42 U.S.C. 3601-19), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), Title II of the Americans with Disabilities Act (42 U.S.C. 12101 et seq.), the Violence Against Women Act (34 U.S.C. § 12291 et seq.), and other applicable civil rights requirements, and that it will affirmatively further fair housing in the administration of all HUD programs. In addition, if it administers a Housing Choice Voucher Program, the PHA certifies that it will administer the program in conformity with Title VI of the Civil Rights Act of 1964, the Fair Housing Act, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, the Violence Against Women Act, and other applicable civil rights requirements, and that it will affirmatively further fair housing in the administration of all HUD programs.
7. The PHA will affirmatively further fair housing, in compliance with the Fair Housing Act, 24 CFR § 5.150 et seq., 24 CFR § 903.7(o), and 24 CFR § 903.15, which means that it will take meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics. Specifically, affirmatively furthering fair housing means taking meaningful actions that, taken together, address significant disparities in housing needs

and in access to opportunity, replacing segregated living patterns with truly integrated and balanced living patterns, transforming racially or ethnically concentrated areas of poverty into areas of opportunity, and fostering and maintaining compliance with civil rights and fair housing laws (24 CFR § 5.151). Pursuant to 24 CFR § 903.15(c)(2), a PHA's policies should be designed to reduce the concentration of tenants and other assisted persons by race, national origin, and disability. PHA policies should include affirmative steps stated in 24 CFR § 903.15(c)(2)(i) and 24 CFR § 903.15(c)(2)(ii). Furthermore, under 24 CFR § 903.7(o), a PHA must submit a civil rights certification with its Annual and 5-year PHA Plans, except for qualified PHAs who submit the Form HUD-50077-CR as a standalone document. The PHA certifies that it will take no action that is materially inconsistent with its obligation to affirmatively further fair housing.

8. For PHA Plans that include a policy for site-based waiting lists:
  - The PHA regularly submits required data to HUD's 50058 PIC/IMS Module and/or its successor system: the Housing Information Portal (HIP) in an accurate, complete and timely manner (as specified in PIH Notice 2011-65);
  - The system of site-based waiting lists provides for full disclosure to each applicant in the selection of the development in which to reside, including basic information about available sites; and an estimate of the period of time the applicant would likely have to wait to be admitted to units of different sizes and types at each site;
  - Adoption of a site-based waiting list would not violate any court order or settlement agreement or be inconsistent with a pending complaint brought by HUD;
  - The PHA shall take reasonable measures to assure that such a waiting list is consistent with affirmatively furthering fair housing; and
  - The PHA provides for review of its site-based waiting list policy to determine if it is consistent with civil rights laws and certifications, as specified in 24 CFR 903.7(o)(1).
9. The PHA will comply with the prohibitions against discrimination based on age pursuant to the Age Discrimination Act of 1975.
10. In accordance with the Fair Housing Act, the PHA will not base a determination of eligibility for housing on marital status and will not otherwise discriminate because of sex.
11. The PHA will comply with the Architectural Barriers Act of 1968 and 24 CFR Part 41, 'Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped' for people with physical disabilities.
12. The PHA will comply with the requirements of Section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low-or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 135.
13. The PHA will comply with the acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implement the regulations at 49 CFR Part 24 as applicable.
14. The PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).
15. The PHA will provide the responsible entity or HUD any documentation that the responsible entity or HUD needs to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58 or Part 50, respectively.
16. With respect to public housing the PHA will comply with Davis-Bacon or HUD determined wage rate requirements under Section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.
17. The PHA will keep records in accordance with 2 CFR 200.302 and facilitate an effective audit to determine compliance with program requirements.
18. The PHA will comply with the Lead-Based Paint Poisoning Prevention Act, the Residential Lead-Based Paint Hazard Reduction Act of 1992, and 24 CFR Part 35.
19. The PHA will comply with the policies, guidelines, and requirements of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Financial Assistance, including but not limited to submitting the assurances required under 24 CFR §§ 1.5, 3.115, 8.50, and 107.25 by submitting an SF-424, including the required assurances in SF-424B or D, as applicable.
20. The PHA will undertake only activities and programs covered by the Plan in a manner consistent with its Plan and will utilize covered grant funds only for activities that are approvable under the regulations and included in its Plan.
21. All attachments to the Plan have been and will continue to always be available at all locations that the PHA Plan is available for public inspection. All required supporting documents have been made available for public inspection along with the Plan and additional requirements at the primary business office of the PHA and at all other times

and locations identified by the PHA in its PHA Plan and will continue to be made available at least at the primary business office of the PHA and, where possible, should be made available for public inspection in an electronic format.

22. The PHA certifies that it is following all applicable Federal statutory and regulatory requirements, including the Declaration of Trust(s).

**Housing Authority of the Birmingham District**

**AL001**

PHA Name

PHA Number/HA Code

Annual PHA Plan for Fiscal Year **2026**

5-Year PHA Plan for Fiscal Years 20-20

I/We, the undersigned, certify under penalty of perjury that the information provided above is true and correct. WARNING: Anyone who knowingly submits a false claim or makes a false statement is subject to criminal and/or civil penalties, including confinement for up to 5 years, fines, and civil and administrative penalties. (18 U.S.C. §§ 287, 1001, 1010, 1012, 1014; 31 U.S.C. §3729, 3802)

Name of Executive Director: <b>MS Dontrelle Young Foster</b>		Name of Board Chairman: <b>DeJuana Thompson</b>	
Signature:	Date:	Signature:	Date:

This information is collected to ensure compliance with PHA Plan, Civil Rights, and related laws and regulations including PHA plan elements that have changed.

Public reporting burden for this information collection is estimated to average 0.16 hours per year per response, including the time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions to reduce this burden, to the Reports Management Officer, REE, Department of Housing and Urban Development, 451 7th Street, SW, Room 4176, Washington, DC 20410-5000. When providing comments, please refer to OMB Approval No. 2577-0226. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Privacy Notice.** The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality.

**Form identification:** *AL001-Housing Authority of the Birmingham District form HUD-50077-ST-HCV-HP (Form ID -2085) for CY 2026 printed by Kelley Terry in HUD Secure Systems/Public Housing Portal at 01/09/2026 09:58AM EST*

## HABD 2027 Annual Plan Summary of Revisions and New Activities

The plan elements in B.1 have been revised as follows:

- 1. Statement of Housing Needs and Strategy for Addressing Housing Needs.** Current data was added to the statement of housing needs which focuses on Rental Assistance Demonstration (RAD) provisions. The plan includes the most recent Notices issued by HUD which define Resident Rights, Participation, Waiting List and Grievance Procedures.
- 2. Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions.** The incomes were updated for each Public Housing Asset Management Project (AMP). Also, the anticipated Administrative Plan changes for the Housing Choice Voucher (HCV) Program have been outlined.
- 3. Financial Resources.** The financial resources have been updated to reflect the current budget expenditures.
- 4. Rent Determination.** The HOTMA date was revised.
- 5. Operation and Management.** This element has been revised to reflect current information and the most up to date organizational chart. The IT department has been upgrading the agency's computers, phones, printers, and web cameras since November 2025. IT also implemented a cloud-based telephone system through RingCentral, transforming communication capabilities. HR launched an Alternate Work Program/Policy and revised the On-Call policy based on staff feedback and to help boost employee morale through offering greater flexibility that improves work-life balance. HR is working to expand leadership development opportunities for both leaders and staff through June 2029.
- 6. Homeownership Programs.** Section 32 Homeownership Plan relocated to new activities.
- 7. Community Service and Self-Sufficiency Programs.** The Client Services, Section 3, and Workforce Development Programs were revised. Notably, residents are now required to complete the Triage questionnaire (needs assessment) during their initial move-in process and subsequent recertification periods. Thoughtful aesthetic updates of fresh paint and new furniture began at our Colledgeville Center location (Empowerment Center), and will continue

across HABD public housing communities to inspire greater participation by our residents.

8. **Safety and Crime Prevention.** Revised Safety and Crime Prevention efforts highlighting the role of the additional safety officer, and that the new police contract will exclude these sites: Southtown Court and Cooper Green Homes. Also, noting an increased usage of the HABD community complaint form, and the public safety anonymous tip line to address concerns. The HUD Forms for VAWA and ETF were revised by HUD in December 2025. See 2025 VAWA Update.
9. **Substantial Deviation.** The decision to convert to either Project Based Rental Assistance (PBRA) or Project Based Voucher Assistance (PBV) will also be excluded from HABD's the definition of substantial deviation.

The plan elements in B.2 reflecting HABD's new activities have been updated as follows:

1. **Choice Neighborhoods Grants.** This attachment remained the same as the previous annual plan, but has activities which are yet to be completed in 2026 and beyond.
2. **Demolition and/or Disposition.** The attachment reflects Section 18 demolition and disposition activities that HABD intends to commence and/or complete during the plan year.
3. **Conversion of Public Housing to Project-Based Rental Assistance or Project-Based Vouchers under RAD.** This attachment remained the same as the previous annual plan. However, new activities for the initiatives applicable to the PHA's fiscal year and beyond are reflected in the attachment.
4. **Project-Based Vouchers (PBVs) and Homeownership Program under Section 32.** New activities PBV usage applicable to the PHA's fiscal year are reflected in the attachment. Also, Section 32 Homeownership was added to this section of the annual plan to clarify that HABD will seek HUD approval on a new Section 32 Homeownership Plan as a new activity per HUD's guidance.

5. **Units Approved Vacancies for Modernization.** We have identified modernization AMPs in accordance with HABD's occupancy approach, which strategically utilizes HUD-approved vacancies.
6. **B.3 Progress Report.** Describes the PHA's progress in meeting its Mission and Goals described in the PHA 5-Year and Annual Plan. Please see the color coded version of the Progress Report. Blue and red fonts indicate updated information while black font indicates no change since the last annual plan.
7. **B.4 Capital Improvements.** HUD-approved 5-Year Action Plan in EPIC February 12, 2026.
8. **B.5 Most Recent Fiscal Year Audit.**
9. **C.1 RAB Comments.** HABD consulted with the Resident Advisory Board (RAB) on February 13, 2026 and their comments are included in the plan.



## HABD 2027 Annual Plan Summary - Attachment: 2025 VAWA Update

## 2025 VAWA Update

In 2025, the U.S. Department of Housing and Urban Development (HUD) released significant updates to the Violence Against Women Act (VAWA) forms, which are mandatory for housing providers operating federally subsidized programs (such as Section 8 and public housing).

The primary changes across the 2025 VAWA forms include:

### New Expiration Date

All updated forms now carry a new OMB expiration date of January 31, 2028. Housing providers must replace all older versions immediately to remain compliant.

### Key Form Changes

HUD-5380 (Notice of Occupancy Rights):

Expanded Definitions: Clarifies the definition of "affiliated individual" to cover a broader range of protected persons.

- **Improved Guidance:** Includes more detailed instructions for residents on the documents and processes required to seek protection.
- **Enhanced Confidentiality:** Strengthens provisions to ensure housing providers handle sensitive information more securely.
- **HUD-5382 (Certification of Abuse):**
  - **Self-Certification:** Reaffirms that survivors can self-certify their experience without needing third-party proof unless there is conflicting information.
  - **Reasonable Accommodations:** Now explicitly includes a section regarding requests for reasonable accommodations, such as extra time to submit documents due to a disability.
- **HUD-5383 (Emergency Transfer Request):**
  - **Housing Preferences:** Requests more specific information from the applicant regarding housing requirements to better facilitate a safe transfer.
  - **Documentation Rights:** Clarifies that providers may request documentation but removes language that encouraged residents to provide it unprompted.
- **HUD-5384 (Emergency Transfer Data Collection):**
  - This **new form** was introduced to track emergency transfer requests and outcomes. It allows HUD to monitor response times and identify systemic barriers to safety.

## Distribution Requirements

Housing providers must now provide [Form HUD-5380](#) and [Form HUD-5382](#) at three specific points:

1. At **move-in** for new tenants.
2. With any **notice of eviction** or lease termination.
3. When **denying an application** for a subsidized unit.

For immigration-related VAWA updates (Form I-360), U.S. Citizenship and Immigration Services (USCIS) has also tightened **evidentiary standards** as of late 2025, requiring stricter proof that the applicant resided with the abuser *during* the qualifying relationship.

## Key Changes in VAWA Case Processing

- **Stricter Evidence Standards:** While "any credible evidence" is still allowed, USCIS now heavily scrutinizes documentation. General statements are less effective, and evidence must be specific, detailed, and consistent.
- **Proof of Shared Residence:** Applicants must now explicitly document that they resided with the abuser during the qualifying relationship.
- **Good Faith Marriage Evidence:** Stronger, primary evidence (joint bank accounts, taxes, lease agreements) is required to prove a good-faith marriage, rather than relying on affidavits alone.
- **Step-Relationship Rules:** If the abusive parent/child dies, petitioners must now prove the relationship continued after the death and that the abuse continued.
- **Increased Fraud Screening:** USCIS has heightened scrutiny to combat fraudulent filings, which may lead to more Requests for Evidence (RFEs) that use vague, checklist-style formats.



HABD 2027 Annual Plan Summary - Attachment: Color Coded B.3.  
Progress Report

### **B.3 Progress Report**

Statements below reflect HABD's progress made towards meeting goals in the previous 5-Year Plan.

#### **HUD Strategic Goal 1: Support Underserved Communities**

1. PHA Goal: Expand the supply of assisted housing (Resource: Section 8)

Objectives:

- 1) Support the development of 1,000 units of affordable housing through the awarding of Project Based Vouchers (PBVs). [HABD released a Request for Proposals for PBV in 2025 with a goal of awarding up to 300 PBVs as a result.](#)
- 2) [HABD approved 105 awards. HABD will continue to strategically use PBVs to preserve and create affordable housing.](#)
- 3) Maintain 98% utilization of the Housing Choice Voucher (HCV) Program.
- 4) We will augment the supply of assisted housing by identifying new opportunities for development and optimizing the use of existing resources.

2. PHA Goal: Improve the quality of assisted housing (Resource: Section 8)

Objectives:

- 1) Exceed the American Customer Satisfaction Index (or a similar rating system) for government with a score of at least 75%.
- 2) Achieve a SEMAP High Performer Rating annually.
- 3) Enhance Housing Quality: The quality of assisted housing will be improved through ongoing maintenance programs and regular updates to living facilities, including resident education on upkeep.

3. PHA Goal: Increase assisted housing choices (Resource: Section 8)

Objectives:

- 1) Prioritize deconcentration of voucher families.
- 2) Ensure PBV projects reflect a diversity of housing choices, accessible to members of our community in underserved areas.
- 3) Place at least 1/3 of new PBVs in areas with target areas – low poverty, low rates of affordable housing, access to transportation, etc. – *to be defined*).
- 4) Broaden Housing Choices: By collaborating with regional and site property managers, we will broaden the array of housing choices available to our residents.

#### **HUD Strategic Goal 2: Ensure Access to and Increase the Production of Affordable Housing**

4. PHA Goal: Provide an improved living environment (Resource: Housing

## Operations/Programs/Workforce Development and Public Safety)

### Objectives:

- 1) Vetted List of Residents: Our goal is to have a vetted list of over 500 residents interested in employment and/or training opportunities. The vetted list of residents currently stands at 308 and growing.
  - 2) Launch a Workforce Essentials Closet: The objective of this initiative is to launch a boutique shopping experience for HABD Public Housing Residents who are actively seeking employment or training opportunities. This closet will provide essential professional attire, which will also be available to residents needing appropriate work wear throughout their employment. We are pleased to confirm that this project is moving forward and is currently scheduled to open in Spring 2026.
  - 3) Reduce Overall Crime by 5% Annually. Public Safety currently reports the crime reduction number at 26.09% exceeding the agency's goal of overall crime reduction.
  - 4) Identify security measures in all HABD properties to assist property management with access in knowing who is entering and exiting the property and main office (See PHA Goal 11). Public Safety reviews logs from the gated communities which are Collegeville Center and North Birmingham Homes that have security guards to control access by checking and logging visitors. All communities have surveillance systems in which property management can monitor the incoming and outgoing traffic. The surveillance camera systems agreement will expire in September 2026. Public Safety will be seeking to enter into a new agreement for these surveillance systems.
5. PHA Goal: Promote self-sufficiency and asset development of assisted households (Resource: Section 8 and Housing Operations/Programs)

### Objectives:

- 1) HCV Program Homeownership: Our goal is to increase homeownership to 2.5% of available vouchers (156). We successfully closed on our first house on January 22, 2026, and have another closing pending as of January 26. Currently, there are 69 interested HCV participants.
  - 2) Dedicated Staffing: An internal candidate was recently selected to serve as the Homeownership Coordinator to manage the program.
  - 3) Partnerships: We continue to collaborate with internal and external service providers, including Synovus Bank, Hope Credit Union, Operation HOPE, and Neighborhood Housing Services.
6. PHA Goal: Ensure equal opportunity and affirmatively further fair housing (Resource: Executive – Policy and Planning)

### Objectives:

- 1) Partnered with local agencies on fair housing efforts by hosting a secondary round of community conversation to educate participants, landlords, and the community at large on fair housing. The video series of conversations is available on HABD's YouTube Channel.
- 2) Conducted meetings and training sessions for Fair Housing Working Group (FHWG).

- 3) Established a Fair Housing Advocacy Committee (FHAC): This newly formed external group consists of seven members: two public housing residents, two HCV participants, and three HABD partners - Legal Services of Alabama (LSA), The Well House, and the Hispanic and Immigrant Center of Alabama (HICA).
- 4) The purpose of the FHAC is to advise and support HABD in improving its fair housing efforts, with a strong emphasis on providing meaningful services and the highest level of customer service to the communities in Birmingham, Alabama.
- 5) The kick-off meeting was held on July 22, 2025, in the Multi-purpose Room at Freedom Manor.
- 6) Distributed Standard Operating Procedures to FHAC October 22, 2025.

### **HUD Strategic Goal 3: Promote Homeownership**

7. PHA Goal: Take a leadership role in the creation of significant additional organizational capacity to provide and maintain quality affordable housing in Birmingham and the region. (Resource: Homeownership)

#### Objectives:

- 1) Build upon the successes of clients served under the 5(h) program,
  - 2) HABD has recruited and hired a Lease/Purchase Facilitator to engage partners on progress for readiness and timeline for purchase and prioritization of existing HABD program participants (FSS, Section 8, and current Lease/Purchase participants).
  - 3) HABD will continue to engage with HUD Approved counseling agencies to prepare our residents for the transition to homeownership. Coordination of homebuyer education workshops for Legacy Homeownership program participants.
  - 4) HABD is also working to establish counseling practices in accordance with the Housing and Urban Development's National Industry Standard for approved counseling agencies. Including the establishment of a software repository (CounselorMax) for client information to be reported to the Department Head of Strategic Initiatives, HABD leadership team, and Department of Housing and Urban Development.
8. PHA Goal: Increase the public awareness of HABD's resources and programs that are offered to assist in improving the lives of residents. (Resource Strategic Communications formerly Public Relations)

#### Objectives:

- 1) Create opportunities for residents and stakeholders to ask questions, share concerns, and provide feedback on HABD programs and decisions.
- 2) Provide stakeholders with detailed, easy-to-understand reports on HABD's activities, performance, and financials to foster trust and accountability.
- 3) Foster a transparent and inclusive communication strategy for residents and stakeholders.

- 4) Enhance HABD’s digital presence and accessibility so residents can obtain information efficiently through modern digital platforms.
  - 5) Use social media platforms to regularly communicate updates, success stories, and news about HABD’s initiatives, responding to questions and engaging with residents in real time.
  - 6) Create digital communication materials accessible by using inclusive design, such as screen reader compatibility, translation options, and easy-to-read content, to ensure all residents can engage.
  - 7) Optimize the website’s search functionality and content organization so residents can access essential updates, forms, and guidelines through clear communication pathways.
  - 8) Increase strategic media partnerships to build more awareness surrounding HABD’s initiatives.
  - 9) Regularly engage with reporters and media outlets through personalized pitches, media briefings, and networking events to establish trust and rapport.
  - 10) Identify and pitch compelling stories about HABD’s programs, resident success stories, or community impact that align with the interests of journalists and their audiences.
  - 11) Monitor and measure the effectiveness of media coverage to assess how well the partnerships are raising awareness and shaping public perception.
  - 12) Establish protocols for working with media during crises or emergencies to ensure accurate, timely, and coordinated messaging.
9. PHA Goal: Leverage public/private partnerships to provide more resources and opportunities for our residents (Resource: Housing Operations/Programs and Strategic Communications)

Objectives:

- 1) Efforts will be made to elevate public awareness of HABD's resources and programs through direct engagement with residents, social media campaigns, and local media partnerships.
- 2) Conducted focus groups with residents to enhance direct engagement with residents. Participated in resident engagement activities such as resident knock and talk to disperse important information.
- 3) Developed a social media series that recognized HABD success stories from our residents.
- 4) Created press opportunities with residents so that stakeholders could hear firsthand from residents on their experiences with HABD.

**HUD Strategic Goal 4: Advance Sustainable Communities**

10. PHA Goal: Increase opportunities for economic empowerment and community development (Resource: Housing Operations/Programs-Client Services)

Objectives:

- 1) Client Services received funding in the amount of \$1,305,600.00 from DHR for the HABD SYEP Summer Camp Counselors and Summer Interns, resulting in a successful program for residents and partners.
- 2) Throughout this year, the JCHD Mobile Van made visits to all HABD sites, and we are pleased to report that it served over 500 residents during this time.
- 3) Our team hosted programs and events like lunch and learns, financial literacy classes, and after-school tutoring to promote the importance of education. Several HABD partners, including UAB, DHR, Spire, and other corporate partners, visited different HABD communities and provided classes, tutoring, and health programs for over 600 residents this year.
- 4) Character development was offered for residents to participate in Girl Scouts, and with other partners. Girl Scouts, Boy Scouts, Girls Inc, and several other agencies continued to offer the young residents of HABD their child development classes, as well as continued education programs for all sites.
- 5) HABD has maintained the successful operation of the ROSS and FSS programs, and we have expanded the FSS Program by hiring additional staff. The YouthBuild Program was also renewed for a second term, with the addition of two positions, resulting in a total of five staff members for the program. Furthermore, HABD has submitted applications for the Jobs Plus and ROSS renewal.

11. PHA Goal: Create and support strategies to promote environmental quality with sustainable plans that include frequent check-ins for progress. (Resource: Public Safety)

Objectives:

- 1) Central Office Additional Cameras: Public Safety has completed this objective with the IT Department to cover current blind spots within the building and the perimeter.
- 2) Public Safety Office: Public Safety has completed this objective and has created a badge for the Public Safety Office/Employees for proper identification when handling official public safety duties.

#### **HUD Strategic Goal 5: Strengthen HABD's Internal Capacity**

12. PHA Goal: Make the work environment a place that employees enjoy. (Resource: HR)

Objectives:

- 1) Human Resources completed the agency's pay and grade structure/compensation analysis that resulted in salary adjustments for several employees related to pay compression and aligning salaries with minimum range requirements. HR also updated some job descriptions and will continue updates as needed.
- 2) Human Resources worked with IT and Finance to assess human resource management systems and selected Paylocity, a cloud-based payroll and human capital management (HCM) system which replaced four non-integrated systems.
- 3) HR implemented the Paylocity HCM software system which significantly reduced

- paper-based handoffs, eliminated duplicate data entry, and reduced processing time and manual effort by digitizing paper-based processes. Paylocity has also improved data accessibility and is enabling the shift from paper-based records management to a centralized electronic file system. The implementation included Recruiting, Onboarding, Core HR, Employee Self-Service, Community Portal, Payroll, Time and Labor, GL Extracts, Benefits Administration, Learning and Development, Performance Management; FMLA, COBRA and Cafeteria Plan tracking.
- 4) The HRMS/HCM implementation (Paylocity) is completed. HR will continue to enhance and optimize system utilization through 2029.
  - 5) HR launched an Employee Engagement Survey in 2024, achieving a 7% increase in response rate compared to the previous cycle, and an 89% positive response for the question “Overall HABD is a good place to work”. The plan is to administer the survey every two years, with the next cycle scheduled for December 2026.
  - 6) HR implemented an Alternate Work Program/Policy to help boost employee morale through offering greater flexibility that improves work-life balance.
  - 7) HABD holds quarterly meetings with agency staff to foster open communication, leading to increased engagement and a notable improvement in engagement survey scores.
  - 8) HR created a solid organizational structure and established a succession plan at the executive level and will continue enhancing a training program to build effective and future ready leaders through June 2029.

13. PHA Goal: Support the team by giving employees what they need to be successful (Resource: IT)

Objectives:

- 1) IT updates regarding recent infrastructure, procurement, and security initiatives: File Server Transition: IT successfully transitioned from an internal file server to a cloud-based solution using Microsoft SharePoint and Office 365 for improved document management and collaboration. This project included infrastructure enhancements and the implementation of failover wireless internet access.
- 2) MarketPlace Integration: In collaboration with the Procurement Department, IT enhanced purchasing workflows and reduced redundancy within Yardi Marketplace. Ferguson Enterprises has been added to the vendor list, with full integration into Marketplace expected by December 31st.
- 3) Fleet Management: A new fleet management solution was successfully implemented to assist the Housing Operations Department in managing vehicle assets.
- 4) Connectivity and Data Availability: IT has implemented failover connectivity for most agency locations. Working with our service providers, we continue to ensure all agency data is backed up and readily available.
- 5) Security Assessments: Following a penetration test by Global Solutions Group in June 2024, all security recommendations have been implemented. To maintain a high level of protection against malicious exploits, IT conducted a follow-up assessment of

internal and external networks in 2025 and continues to utilize the latest security resources.