

5-Year PHA Plan (for All PHAs)	U.S. Department of Housing and Urban Development Office of Public and Indian Housing	OMB No. 2577-0226 Expires: 03/31/2024
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Purpose. The 5-Year and Annual PHA Plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA's operations, programs, and services, and informs HUD, families served by the PHA, and members of the public of the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families

Applicability. The Form HUD-50075-5Y is to be completed once every 5 PHA fiscal years by all PHAs.

A.	PHA Information.																																
A.1	<p>PHA Name: <u>Housing Authority of the Birmingham District</u> PHA Code: <u>AL001</u></p> <p>PHA Plan for Fiscal Year Beginning: (MM/YYYY): <u>07/2024</u> The Five-Year Period of the Plan (i.e. 2019-2023): <u>2024-2028</u> PHA Plan Submission Type: <input checked="" type="checkbox"/> 5-Year Plan Submission <input type="checkbox"/> Revised 5-Year Plan Submission</p> <p>Availability of Information. In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. Additionally, the PHA must provide information on how the public may reasonably obtain additional information on the PHA policies contained in the standard Annual Plan, but excluded from their streamlined submissions. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on their official websites. PHAs are also encouraged to provide each resident council a copy of their PHA Plans.</p> <p>The PHA Plan is available at the HABD Central Office Distributed to the Resident Advisory Board and CPAB Presidents; Distributed at the Public Hearing and posted on www.habd.org; and noticed in <u>The Birmingham Times</u>.</p> <p><input type="checkbox"/> PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below.)</p> <table border="1" data-bbox="162 1129 1425 1764"> <thead> <tr> <th rowspan="2">Participating PHAs</th> <th rowspan="2">PHA Code</th> <th rowspan="2">Program(s) in the Consortia</th> <th rowspan="2">Program(s) not in the Consortia</th> <th colspan="2">No. of Units in Each Program</th> </tr> <tr> <th>PH</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td>Lead PHA:</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program		PH	HCV	Lead PHA:																							
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B.	Plan Elements. Required for <u>all</u> PHAs completing this form.																																

<p>B.1</p>	<p>Mission. State the PHA’s mission for serving the needs of low-income, very low-income, and extremely low-income families in the PHA’s jurisdiction for the next five years.</p> <p style="text-align: center;">" The mission of the Housing Authority of the Birmingham District is to provide the highest standard of affordable housing while fostering vibrant, inclusive communities and serving as a catalyst for opportunity."</p>
<p>B.2</p>	<p>Goals and Objectives. Identify the PHA’s quantifiable goals and objectives that will enable the PHA to serve the needs of low-income, very low-income, and extremely low-income families for the next five years.</p> <p>See HABD Goals and Objectives Attachment B.2</p>
<p>B.3</p>	<p>Progress Report. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.</p> <p>See HABD Goals and Objectives Progress Report Attachment B.3</p>
<p>B.4</p>	<p>Violence Against Women Act (VAWA) Goals. Provide a statement of the PHA’s goals, activities, objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking.</p> <p>See HABD Goals and Objectives VAWA Attachment B.4</p>
<p>C.1</p>	<p>Significant Amendment or Modification. Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p>As mandated by the HUD, a public housing authority must define a substantial change to the Agency Plan. If a proposed change to the Agency Plan is considered a "substantial change," it must undergo a public process that includes: consultation with the Resident Advisory Board, a public comment period, public notification of where and how the proposed change can be reviewed and approved by the Housing Authority Boards of Commissioners. Therefore, HABD defines significant changes to the Agency Plan as follow:</p> <ul style="list-style-type: none"> ▪ Significant changes to tenant/resident admissions policies; ▪ Significant changes to the tenant/resident screening policy; ▪ Significant changes to public housing rent policies; ▪ Significant changes to the organization of the public housing or HCV waiting lists; ▪ Significant Changes in the use of replacement reserve funds under the Capital Fund Grant; ▪ Non-de-minimis changes to the identification of public housing units and/or property that will be subject to demolition, disposition, designation, or conversion activities; to exclude casualty or otherwise uninhabitable units. <p>As part of the Rental Assistance Demonstration (RAD) Program, the Housing Authority is redefining the definition of a substantial deviation from the PHA Plan to exclude the following RAD-specific items:</p> <ul style="list-style-type: none"> ▪ Changes to the Capital Fund Budgets produced as a result of each approved RAD conversion, Section 18/RAD Blend regardless of whether the proposed conversion will include use of additional Capital Funds; ▪ Changes to the construction and/or rehabilitation plan for each approved RAD conversion; and ▪ Changes to the financing structure for each approved RAD/Section 18 Blend conversion. ▪ Changes to Choice Neighborhood Implementation (CNI)/ RAD, Section 18 and RAD/Section 18 Blend.

C.2	<p>Resident Advisory Board (RAB) Comments.</p> <p>(a) Did the RAB(s) have comments to the 5-Year PHA Plan?</p> <p>Y N <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p>
C.3	<p>Certification by State or Local Officials.</p> <p><u>Form HUD-50077-SL</u>, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>
C.4	<p>Required Submission for HUD FO Review.</p> <p>(a) Did the public challenge any elements of the Plan?</p> <p>Y N <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>
D.	<p>Affirmatively Furthering Fair Housing (AFFH).</p>

D.1

Affirmatively Furthering Fair Housing. (Non-qualified PHAs are only required to complete this section on the Annual PHA Plan. All qualified PHAs must complete this section.)

Provide a statement of the PHA’s strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.

Fair Housing Goal:

Describe fair housing strategies and actions to achieve the goal

Goal: Ensure equal opportunity and affirmatively further fair housing.

Strategy 1

HABD will, on an ongoing basis, review fair housing policies and procedures with resident/participant and outside stakeholder groups. HABD will create a Fair Housing Advocacy Committee comprised of a diverse group of clients served by HABD and community partners to advise HABD on the needs of residents, participants, applicants, and the larger Birmingham community.

Fair Housing Goal:

Describe fair housing strategies and actions to achieve the goal

Strategy 2

HABD will form a working group of staff from across the Agency to become subject matter experts through ongoing training and collaborative efforts to ensure the Agency advances the principles of fair housing throughout its practices.

Strategy 3

HABD will implement modernization and development activities in a manner that meets or exceeds current ADA and accessibility requirements.

Fair Housing Goal:

Describe fair housing strategies and actions to achieve the goal

Strategy 4

Through annual training and ongoing campaigns, HABD will ensure that staff are knowledgeable of laws and regulations concerning fair housing, and are equipped to effectively implement HABD policy and procedure.

Strategy 5

HABD will utilize all communication means (such as website, social media, print media, etc.) to inform residents, participants, applicants, landlords, and other partners of fair housing rights and responsibilities.

Instructions for Preparation of Form HUD-50075-5Y - 5-Year PHA Plan for All PHAs

A. PHA Information. All PHAs must complete this section. (24 CFR § 903.4)

A.1 Include the full **PHA Name**, **PHA Code**, **PHA Fiscal Year Beginning** (MM/YYYY), **Five-Year Period** that the Plan covers, i.e. 2019-2023, **PHA Plan Submission Type**, and the **Availability of Information**, specific location(s) of all information relevant to the hearing and proposed PHA Plan.

PHA Consortia: Check box if submitting a Joint PHA Plan and complete the table.

B. Plan Elements.

B.1 Mission. State the PHA's mission for serving the needs of low- income, very low- income, and extremely low- income families in the PHA's jurisdiction for the next five years. (24 CFR § 903.6(a)(1))

B.2 Goals and Objectives. Identify the PHA's quantifiable goals and objectives that will enable the PHA to serve the needs of low- income, very low- income, and extremely low- income families for the next five years. (24 CFR § 903.6(b)(1))

B.3 Progress Report. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan. (24 CFR § 903.6(b)(2))

B.4 Violence Against Women Act (VAWA) Goals. Provide a statement of the PHA's goals, activities objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking. (24 CFR § 903.6(a)(3)).

C. Other Document and/or Certification Requirements.

C.1 Significant Amendment or Modification. Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan. For modifications resulting from the Rental Assistance Demonstration (RAD) program, refer to the 'Sample PHA Plan Amendment' found in Notice PIH-2012-32, REV 2.

C.2 Resident Advisory Board (RAB) comments.

(a) Did the public or RAB have comments?

(b) If yes, submit comments as an attachment to the Plan and describe the analysis of the comments and the PHA's decision made on these recommendations. (24 CFR § 903.17(b), 24 CFR § 903.19)

C.3 Certification by State or Local Officials.

Form HUD-50077-SL, *Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan*, must be submitted by the PHA as an electronic attachment to the PHA Plan.

C.4 Required Submission for HUD FO Review.

Challenged Elements.

(a) Did the public challenge any elements of the Plan?

(b) If yes, include such information as an attachment to the Annual PHA Plan or 5-Year PHA Plan with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.

D. Affirmatively Furthering Fair Housing.

(Non-qualified PHAs are only required to complete this section on the Annual PHA Plan. All qualified PHAs must complete this section.)

D.1 Affirmatively Furthering Fair Housing. The PHA will use the answer blocks in item D.1 to provide a statement of its strategies and actions to implement each fair housing goal outlined in its accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5) that states, in relevant part: "To implement goals and priorities in an AFH, strategies and actions shall be included in program participants' ... PHA Plans (including any plans incorporated therein) Strategies and actions must affirmatively further fair housing" Use the chart provided to specify each fair housing goal from the PHA's AFH for which the PHA is the responsible program participant – whether the AFH was prepared solely by the PHA, jointly with one or more other PHAs, or in collaboration with a state or local jurisdiction – and specify the fair housing strategies and actions to be implemented by the PHA during the period covered by this PHA Plan. If there are more than three fair housing goals, add answer blocks as necessary.

Until such time as the PHA is required to submit an AFH, the PHA will not have to complete section D.; nevertheless, the PHA will address its obligation to affirmatively further fair housing in part by fulfilling the requirements at 24 CFR 903.7(o)(3) enacted prior to August 17, 2015, which means that it examines its own programs or proposed programs; identifies any impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with local jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; and maintain records reflecting these analyses and actions. Furthermore, under Section 5A(d)(15) of the U.S. Housing Act of 1937, as amended, a PHA must submit a civil rights certification with its Annual PHA Plan, which is described at 24 CFR 903.7(o)(1) except for qualified PHAs who submit the Form HUD-50077-CR as a standalone document.

This information collection is authorized by Section 511 of the Quality Housing and Work Responsibility Act, which added a new section 5A to the U.S. Housing Act of 1937, as amended, which introduced the 5-Year PHA Plan. The 5-Year PHA Plan provides the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families and the progress made in meeting the goals and objectives described in the previous 5-Year Plan.

Public reporting burden for this information collection is estimated to average 1.64 hours per year per response or 8.2 hours per response every five years, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. 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 Act 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.

Attachment B.2

HABD 2024-2028 Goals and Objectives



FIVE-YEAR PLAN GOALS & OBJECTIVES 2024-2028

B.1: Mission

The mission of the Housing Authority of the Birmingham District is to provide the highest standard of affordable housing while fostering vibrant, inclusive communities and serving as a catalyst for opportunity

B. 2: Goals and Objectives

HABD has chosen to retain the strategic goals and objectives endorsed by the Department of Housing and Urban Development.

HUD Strategic Goal 1: Support Underserved Communities

1. PHA Goal: Expand the supply of assisted housing

Objectives:

- 1) Support the development of 1000 units of affordable housing through the awarding of PBVs
- 2) Maintain 98% utilization of the HCV program
- 3) 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

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

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

1. PHA Goal: Provide an improved living environment

Objectives:

- 1) Enrich Living Environments: We aim to enhance living conditions by providing necessary training to residents and engaging suitable partners for support.
- 2) Foster Self-Sufficiency: The TRIAGE Initiative will continue alongside workforce development efforts to aid residents in achieving financial independence.
- 3) Continue efforts to secure additional grants will also be sustained to support both resident programs and staff compensation.
- 4) Reduce Overall Crime by 5% Annually.
- 5) Identify security measure in all HABD properties to assist property management with access in knowing who is entering and exiting the property and main office.
- 6) Install speed bumps at various sites to reduce vehicle speed and increase safety for pedestrians.

2. PHA Goal: Promote self-sufficiency and asset development of assisted households

Objectives:

- 1) Increase homeownership in the HCV program to 2.5% of available vouchers (156)
- 2) Dedicate staff to the homeownership program
- 3) Partner internally and externally with service providers

3. PHA Goal: Ensure equal opportunity and affirmatively further fair housing

Objectives:

- 1) Educate participants and landlords on fair housing
- 2) Partner with local agencies on fair housing efforts

HUD Strategic Goal 3: Promote Homeownership

4. 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.

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.

5. PHA Goal: Increase the public awareness of HABD's resources and programs that are offered to assist in improving the lives of residents

Objectives:

- 1) Create a quarterly, digital newsletter issued to critical stakeholders highlighting the latest HABD affordable housing initiatives, residents accomplishing self-sufficiency goals, HABD housing redevelopments and improvements, etc.
- 2) Issue weekly updates to PHA staff and Board Commissioners with pertinent agency updates, process changes and news.
- 3) Hold annual informational sessions for residents to provide updates related to the Annual Plan, as part of the larger 5-year plan, and receive feedback before submission to HUD.
- 4) Pitch and offer PHA updates and news pertaining to resident success, redevelopment efforts, agency processes and leadership to media partners as they relate to the 5-year plan.
- 5) Utilize PHA consultants, as needed, to produce content and or public-facing events/engagements that highlight goals and accomplishments in and of the 5-year plan.
- 6) Maintain strong digital presence across PHA website and social media that exhibits up-to-date information pertaining to 5-year goals, efforts and accomplishments.

6. PHA Goal: Leverage public/private partnerships to provide more resources and opportunities for our residents

Objectives:

1. Describe how the department will implement steps to achieve the goal
 - 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.

HUD Strategic Goal 4: Advance Sustainable Communities

7. PHA Goal: Increase opportunities for economic empowerment and community development

Objectives:

- 1) TRIAGE Initiative will be a cornerstone of our strategy, alongside the pursuit of grants to provide resident training and job opportunities, contributing to the economic vitality of the community.
8. PHA Goal: Create and support strategies to promote environmental quality with sustainable

plans that include frequent check-ins for progress

Objectives:

- 1) Central Office Front Lobby Visitor Access: Install ID Machine technology to increase sufficiency and safety of visitors and contractor entering and working in the building.
- 2) Central Office Card Swipe: To better control access from the front lobby to the main hallways.
- 3) Central Office Additional Cameras: To cover current blind spots within the building and the perimeter.
- 4) Central Office Cameras Remote Access: Change CCTV to Remote Access in order to verify alarms.
- 5) Public Safety Office: Create 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

9. PHA Goal: Make the work environment a place that employees enjoy

Objectives:

- 1) Review and finalize compensation analysis by March 2024, continue review of job description through March 2025.
- 2) Assess current HR processes and limited technology to determine areas for automation short-term and long-term to increase HR efficiency
 - a. Review paper processes and at minimum begin transition to writable pdfs by Dec 2024
 - b. Assess HR Systems to determine best solution to assist at every stage of the employee life cycle (ATS, Background Screening/Drug Test, Onboarding, Benefits Enrollment, HRIS, Performance, Compensation, FMLA and LMS) through June 2028
 - i. Vet vendor products (ADP) by June 2024
 - ii. Gather data and determine implementation plan with vendor by August 2024
 - iii. Begin implementation by October 2024 complete full implementation of HRMS applications TBD)
- 3) Develop succession planning and training program to build effective and future ready leaders through June 2028
 - a. Develop phase I training program for management by Dec 2024
 - b. Develop phase I shadowing program for staff by Dec 2025
 - c. Enhance development opportunities for leaders and staff through June 2028
 - d. Assess departments to identify staffing needs and areas for opportunities, promote a positive and thriving work environment and increased productivity.
 - a. Conduct listening sessions by June 2024
 - b. Administer first annual engagement survey by April 2026
- 4) Establish work/hybrid/flex work options plan by Dec 2024
- 5) Review employee benefits program to identify trends, reengage employees and remain competitive in industry; implement identified changes by Jan 2028

10. PHA Goal: Support the team by giving employees what they need to be successful

Objectives:

- 1) Provide technology solutions that support a flexible, collaborative, and inclusive data processing environment for achieving the agency's goals.
- 2) Facilitate new mobile data processing strategies that support client cloud resource use.
- 3) Leverage new technology, resources, and training opportunities to ensure improved services and support.
- 4) Work with vendors, residents, and staff to improve online initiatives and services.
- 5) Leverage training opportunities, repositories, and knowledgebase resources that are readily available to the agency.
- 6) Make data-driven decisions in order to inform technology purchases and services through prioritization and optimization.
- 7) Streamline Information Technology and agency processes in order to promote greater autonomy and improved use of resources.
- 8) Commit to recruiting and retaining the right talent and the professional and technical development of the IT team.
- 9) Create an IT Governance Structure through collaboration with department heads, users, residents, and vendors.
- 10) Enhance communication efforts through monthly constant contact, agency website, and agency email system.
- 11) Research alternative ways of conducting business processes that could leverage technology.
- 12) Provide resources and a sustainable technology framework to support the agency.
- 13) Identify and eliminate barriers, unnecessary workflows, duplicative and/or redundant effort, processes, and steps.
- 14) Leverage hosted solutions where feasible.
- 15) Ensure services are available, and proper backup procedures are being followed.
- 16) Maintain a comprehensive IT security position and proactively address information security, network security, disaster recovery, and compliance issues.

Attachment B.3
HABD 2020-2024 Goals and Objectives
Progress Report



B.3 Progress Report

Below are statements regarding HABD's progress made towards meeting goals in the previous 5-Year Plan.

PHA Goal: Expand the supply of assisted housing

1. Apply for additional rental vouchers:
 - a. Rental Assistance Department received 25 incremental vouchers, effective 10/01/2022
 - b. Rental Assistance Department applied for Stability Vouchers, which is one of HUD's new proposed programs
 - c. Villas at Titusville II is currently online, as of February, 2022, and have leased all 62 units

PHA Goal: Improve the quality of assisted housing

1. Improve voucher management: (SEMAP score) change and/or maintain High Performer Status within SEMAP scoring
 - a. Rental Assistance maintained High Performer status score of 93
2. Provide replacement vouchers
 - a. Villas II has 62 PBVs, which went online February 2022

The HABD Housing Operations staff continues to make a concentrated effort to maintain high public housing occupancy numbers in an effort to provide decent safe, and sanitary housing to persons of low to moderate income. The agency has continued to use Force Account labor teams that are tasked with improving physical conditions of units prior to re- occupancy. The application process, previously removed from each individual site and made centralized, continues to ensure maximum application processing and occupancy efforts.

1. Staff accountability regarding occupancy rates has been heavily stressed and is an integral part of each Asset Manager's yearly goals. The last fiscal year, 2022, closed with an adjusted occupancy rate of 92.71%.
2. Continued high reporting rate for 50058s for Section 8 and Public Housing
3. Provide replacement vouchers:
 - a. HABD received 489 Tenant Protection Vouchers for relocation efforts

PHA Goal: Increase assisted housing choices

1. Implement voucher homeownership program -change to increase participation on the voucher homeownership program.
 - a. Currently have 18 program participants
 - b. In 2022, we have added 179 new landlords to the program (as of 12.22.2022)

PHA Goal: Provide an improved living environment

1. HABD completed demolition of Southtown Court Phase 1 (Block B, C and D) public housing site. Currently, the agency is in the pre development phase of developing affordable housing units. HABD was awarded Lowing Housing Tax Credits for a family and senior building on Block D.
2. We relocated 218 households in the HCV program, 66 households were relocated to another

HABD Property, 37 were moved into private market housing, 98 want to return to Southtown. Two former Southtown public housing residents were converted to homeowners

3. The overall year to date criminal statistics for HABD are as follow:
 - a. Violent Crime is down negative: 31.2%
 - b. Property Crime is down negative 27.0%
 - c. Overall Crime is down negative 29.1%
4. **City Action Partnership (CAP)**- CAP provided debris removal, street outreach, and relocation services for vagrant and homeless persons that frequently camp outside of HABD Properties in the downtown area.
5. **Virtual Public Safety Zoom Meetings by HABD Public Safety and Contract Law Enforcement Agency.** Monthly virtual zoom meetings were held to provide a forum for clients to interact with the Director of Public Safety and the Birmingham Police Department Community Safety Partnership Contract Law Enforcement Agency.
6. **Contract Law Enforcement Agency Complaint Form- The contract law enforcement agency.** Complaint forms were used to allow staff and clients to document criminal complaints. These criminal complaints were investigated by HABD Public Safety and the Birmingham Police Department Community Safety Partnership Contract Law Enforcement Agency.
7. **Implement Neighborhood Block Watch Program by Local Law Enforcement Agency.** The neighborhood block watch program was expanded to Elyton Village.
8. **Implement Safe Passage Program by HABD Public Safety and Contract Law Enforcement Agency.** The Safe Passage Program continued to service the Tom Brown and Morrell Todd Homes communities by providing safe routes for children walking to and from Hayes Elementary School (K-8).
9. **Implement Gate Attendants.** Gate attendants evening and weekend shifts were added at Collegeville Center and North Birmingham Homes gated communities.
10. **HABD Critical Response Team.** The Response team responded to several incidents on HABD properties. Grief counseling services were provided in person and by phone to clients in the aftermath of traumatic experiences. Services were provided in person and by phone at the client's request.
11. **HABD Anonymous TIP Line.** Numerous residents and citizens utilized the TIP line to report crimes and policy violations which led to drug bust, arrest, and corrective actions.
12. **Police Youth Talk.** Local contract police agency meets with youth to discuss various subjects to include, bullying, gun safety, drugs, domestic violence, and law violations.
13. **Lighting Upgrade to LED and Assessments for Additional Lighting by Alabama Power.** Lighting assessments were completed and LED lighting was added to all needed HABD properties.

14. **Cameras and License Plate Readers LPRs.** Cameras and LPRs were added to all HABD properties. Cameras have been instrumental in identifying offenders, leading to arrest, and closing investigations within hours of crimes being committed. HABD Camera Systems are federated with the Birmingham Police Department Real Time Crime Center.
Active Shooter Training Provided by Jefferson County Sheriff's Office, Jefferson County Training Academy. Active shooter training was provided by Jefferson County Sheriff's Office Training Academy. This training provided staff with the knowledge of what to do in the case of an active shooter.
15. **VAWA EMERGENCY TRANSFER PLAN.** The Violence Against Women Act (VAWA) was used to identify victims of domestic violence and provide assistance to clients in HABD communities. Eligible clients were transferred due to being victims of domestic violence, dating violence, sexual assault, or stalking, as provided in HUD's regulations at 24 CFR part 5, subpart L
16. **Witness Relocation Agreement.** When a credible witness/resident was identified by the local contract law enforcement agency, a section 8 voucher is issued to relocated the witness.
17. **Contract Officers Patrolling HABD Properties.** Seven Officers, One Sergeant, and One Captain.

PHA Goal: Promote self-sufficiency and asset development of assisted households

1. Goal 1: Increase and maintain the participation rate in the FSS Program to at least 100% annually.
2. Goal 2: 100% of FSS employed participants will maintain employment.
3. Goal 3: Increase the number of the FSS Participants with Escrow Accounts annually.
4. Goal 4: To continue to sponsor the Annual George A. Pegues Annual Memorial FSS Golf Tournament to raise monies to assist the participants with supportive services, including (but not limited to) child care, transportation, and education.
5. Goal 5: To sponsor an Annual Career and Jobs Fair to increase the number of working families participating in the FSS Program

PHA Goal: Ensure equal opportunity and affirmatively further fair housing

1. HABD continues to comply with Fair Housing Act regulations in an effort to provide non-discriminatory housing and community development programs
2. HABD employee attend Fair Housing training annually to ensure employees are knowledgeable of Fair Housing Act updates.
3. HABD continue to comply with the Fair Housing Act by increasing awareness to our residents and community partners with the various HUD conversion transformation programs

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.

1. Thrive 2035 was developed creating a plan to reposition all properties in the public housing

portfolio. Thrive 2035 is the culmination of months of planning in which Public Housing properties have been assessed to determine continued viability. Based on physical and financial assessments, properties will be repositioned utilizing various redevelopment methods including moderate and substantial rehabilitation; disposition and demolition; and new construction of replacement units. Our real estate repositioning strategy will improve the quality of affordable housing and assure that there is no loss of any affordable housing units in our community. HABD has partnered with experienced Development Teams to assist us in expediting our repositioning strategy.

2. The Smithfield/College Hills/Graymont Choice Neighborhood implementation grant was submitted. The Birmingham Choice Team HABD (Lead Applicant) assembled a team with local and national experts to work with the Smithfield Court residents, the SCG stakeholders, including the City (Co-Applicant and Neighborhood Implementation Entity), Integral Properties/Rule Enterprises (Integral/Rule – Housing Implementation Entity), The Ascent Project (TAP-People/Education Implementation Entity), Birmingham Rouge City Schools (BCS - Principal Education Partner), UAB (Anchor Institution/Evaluation Partner) and the United Way of Central Alabama plays a key partner role repositioning strategy. Through a formal solicitation process, we will select multiple Development Partners that will work with HABD in the redevelopment of existing properties and in development of new replacement project repositioning strategy. Through a formal solicitation process, we will select multiple Development Partners that will work with HABD in the redevelopment of existing properties and in development of new replacement projects

PHA Goal: Increase the public awareness of HABD’s resources and programs that are offered to assist in improving the lives of residents

1. Multiple press releases issued about HABD resources and programming including, but not limited to, the Housing Choice Voucher Turkey Giveaway, the HABD/Publix/Shipt Thanksgiving Dinner Giveaway for Public Housing Residents, the awarding of the \$50M CNI grant, the hiring of a CHRO and VP of Strategic Initiatives, the opening of the one- and two-bedroom PH Waitlist, the groundbreaking of Southtown redevelopment, the establishment of the HCV (Section 8) Call Center, the Conversations over Pizzas initiative, the Selma Jubilee trip for HABD youth residents, the \$262,397 grant from the FCC to increase awareness of the Affordable Connectivity Program, and the election of new HABD Board leadership.
2. Sustained strong working relationships with local and regional news outlets and received media coverage of multiple events and programs, including but not limited to the Southtown redevelopment groundbreaking, Annual Employment and Career Fair, visit from Secretary Fudge to announce CNI Award, Conversations over Pizza, Security Upgrades at Todd Homes community, Southtown redevelopment progress, Magic City YouthBuild program, and the Public Housing Waitlist.
3. Issued weekly, recurring updates to all HABD staff and the Board of Commissioners through Constant Contact.
4. Held various all-staff team bonding events to improve morale and employee wellness, including a kick off to the Magic City Classic and Wellness Day at Railroad Park.
5. Sponsored and attended various partner events to support local scholarships and community service efforts, including but not limited to the HBCU Breakfast presented by Spire and the Birmingham Business Alliance, the MLK Jr. Unity Breakfast, the MLK Day Drum Run Scholarship Fundraiser, and the Birmingham Civil Rights Institute founding celebration.

6. Created and distributed mid-year review newsletters to all public housing residents to keep them informed of HABD happenings.
7. Created and issued magnets to Housing Choice Voucher program participants to inform them of the newly implemented Section 8 Call Center.
8. Completed and implemented the newly designed HABD website to streamline information and resource access.
9. Increased social media presence, following and engagement and created a LinkedIn account for the agency to support business efforts and talent recruitment.
10. Created and placed an advertisement in the Birmingham Times Black History Month edition.
11. Procured new technology, like Adobe Creative Cloud, to improve content creation.
12. Expanded the internal Public Relations team by recruiting and hiring a Public Relations Coordinator.
13. Created and distributed an HABD brand guide to staff to ensure all materials from HABD, and to vendors for marketing materials, are of the same branding.
14. Coordinated partner, resident and planning meetings leading up to the interview and subsequent awarding for the \$50M Choice Neighborhoods Implementation grant.
15. Maintained a website specifically for the Smithfield Court Choice Neighborhoods grant awarding, SmithfieldChoice.org.
16. Attended/participated in various community events, programs and conferences to expand on best practices, engage new partners, and build on established relationships. Events and conferences include but are not limited to SERC-NAHRO, Operation Hope Global Forums Annual Meeting, National Urban League Conference, Congressional Black Caucus Foundation's annual Legislative Forum, PHADA Annual Legislative Forum, Prosper's Connection for Communications Professionals, Birmingham Business Hall of Fame Induction, and the Kiwanis Club of Birmingham weekly business luncheons.
17. Held *Demonstrating Leadership* forum for HABD leadership to meet with City of Birmingham leadership and learn more about the agency's best practices and structures.
18. Procured new marketing materials, including a modernized podium, with branding reflecting the new motto: Mission Focused, Service Driven.
19. Participated in the City of Birmingham's *Page Pals* initiative and the Kiwanis Club of Birmingham's *Kiwanis Reads* initiative to strengthen partnerships with the City and corporate partners through providing literacy support to third graders.

Leverage public/private partnerships to provide more resources and opportunities for our residents:

1. The YouthBuild Grant specifically serves at risk youth ages 16-24 that are current or former high school dropouts with the greatest challenges to finding jobs with a ceiling of over 1.5 million dollars granted over three years. HABD successfully won \$1.5 million dollars to operate a YouthBuild Program. This will enable us to emphasize the educational opportunities to learn a trade.
2. AmeriCorps VISTA provides opportunities for Americans 18 years or older from a diverse range of backgrounds to dedicate a year of full-time service with an organization or sponsor to create or expand programs designed to empower individuals and communities in overcoming poverty. Public, private, or faith-based nonprofit organizations as well as local or state agencies can become an AmeriCorps VISTA project sponsor. The goals and objectives of AmeriCorps Vistas are directed towards alleviating problems of low-income communities.
3. Virtual Village website will be an extension for the services provided by the Campus of Hope/Envision Center. This will allow all of the clients of HABD the ability to receive services.

4. HABD applied to take part in the FCC's Pilot Program "Your Home Your Internet" (YHYI) for its Affordable Connectivity Program (ACP). The FCC required a two part process of applying through the pilot application portal and in Grants.gov. The total requested funds was **\$262,397.00**. If awarded HABD would have additional resources to provide valuable opportunities to residents not only to have affordable Internet, but to work with HABD in the grant program. In addition, HABD would partner with the City of Birmingham and the Birmingham Public Library to host events and promote the program.