



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

August 17, 2026

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

NOTICE OF CHANGE IN LOCATION OF BOARD MEETING

Please be advised that the location for the regular session of the Board of Commissioners Meeting scheduled for **Thursday, August 20, 2026, at 1:30 p.m.** has been changed.

NEW MEETING LOCATION

TUXEDO TERRACE
1420 21ST Street, Ensley
Birmingham, AL 35218

The meeting date and time remain unchanged. We apologize for any inconvenience and appreciate your understanding. For additional information, go to HABD.org.

Sincerely,

Dontrelle Young Foster
President/CEO

DYF: ab

LOCATION CHANGE***LOCATION CHANGE*****LOCATION CHANGE*******



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

Regular Meeting of the Board of Commissioners
Tuxedo Terrace
1420 21st Street, Ensley
Birmingham, AL 35218

Thursday, August 20, 2026
1:30 p.m.
Agenda

- I. Call to Order**
- II. Roll Call**
- III. Adoption of Agenda**
- IV. Consent Agenda**
 - a. Approval of Minutes, Regular Meeting, July 16, 2026
Approval of Minutes, Public Hearing, July 16, 2026
 - b. President/CEO's Report
 - c. Cumulative Low-Income Housing Finance Report for Period Ending July 31, 2026
 - d. Resolution 2026- 12846, Approval of Charge-Offs for Period Ended July 31, 2026
- V. Old Business**
- VI. New Business**
 - a. FUSE Update
- VII. Executive Session**

VIII. Housing Choice Voucher Program

1. Approval of the Section Eight Management Assessment Program (SEMAP) Certification

IX. Executive

1. Approval of Artificial Intelligence (AI) Use Policy
2. Approval of Comprehensive Abuse Prevention and Mandatory Safeguarding Policy
3. Approval of HABD Rebranding Material

X. Person(s) Desiring to Speak before the Board of Commissioners

XI. Adjournment

**MINUTES OF REGULAR MEETING OF THE COMMISSIONERS OF
HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT
HELD ON JULY 16, 2026**

The Commissioners of the Housing Authority of the Birmingham District met in a regular session at 1:30 p.m. on July 16, 2026, at the George W. McCoy Facility located in Birmingham, Alabama. The meeting was called to order by Chairwoman Thompson, and upon roll call, those present and absent were as follows:

PRESENT:

DeJuana L. Thompson, Chairwoman
D.G. Pantazis, Jr., Commissioner
Alyshia Cook, Commissioner

ABSENT:

Abra A. Barnes, Vice-Chairwoman
Anthony C. Hood, Commissioner

ALSO, PRESENT:

Dontrelle Young Foster, President/CEO
Seth Embry, Senior Advisor and Chief Strategist
Denita Bearden, Chief Administrative Officer
Melanie Baker, CPA/CFO
Darryl Washington, Director of Property Operations
Antwan Harris, Director of Strategic Communications
Jennifer Brown, Director of Real Estate Development
Ken Foreman, Director of Public Safety
Roger Malone, Public Safety Assistant
Rod Evans, General Counsel
Kelley Terry, Senior Policy and Planning Strategist
Toraine Clausell, Director of IT Infrastructure & Operations
Tyerra Henderson, General Counsel
Kiera Hood, Executive Assistant
Alicia Bibbs, Executive Office Coordinator

Chairwoman Thompson declared a quorum was present.

Adoption of Agenda

Chairwoman Thompson acknowledged the adoption of the agenda. Upon motion and second, the agenda was adopted as presented.

Consent Agenda

Chairwoman Thompson acknowledged the approval of the consent agenda and asked if any items needed to be removed. There were no objections to the consent agenda, and upon a motion by Commissioner Pantazis seconded by Commissioner Cook, the consent agenda was approved.

- a. The Regular Meeting Minutes of April 16, 2026, were approved.
The Special Meeting, May 28, 2026, was approved.
- b. The President/CEO's Report was accepted.
- c. The Cumulative Low-Income Housing Finance Report for the Period Ending June 30, 2026, was approved.
- d. Resolution 2026 – 12835, RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to charge off, as of April 30, 2026, the following resident accounts, which were up to 30 days old or more and considered uncollectible.

Elyton Village, Ala. 1-1-----	\$13,392.00
Southtown Court, Ala.1-4R-----	0.00
Marks Village, Ala.1-6 -----	20,577.00
Smithfield Court, Ala. 1-9-----	9,703.90
Tom Brown Village, Ala.1-10-----	5,149.00
Morrell Todd Homes, Ala.1-11-----	16,957.00
Collegeville Center, Ala.1-13-----	13,925.00
Harris Homes, Ala. 1-14-----	0.00
North Birmingham Homes, Ala.1-16-----	10,373.66
Cooper Green Homes, Ala.1-17-----	0.00
Kimbrough Homes, Ala.1-18-----	0.00
Benjamin Green/ Roosevelt Ala.1-23/30-----	0.00
Tuxedo I Ala 1-34 -----	3,325.00
Tuxedo II Ala 1-35-----	0.00
Mason City I& III Ala 1-40/42-----	0.00
Tuxedo Trace Homes-----	-0.00
Freedom Manor Ala 1-21-----	0.00
Total	\$93,402.56

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to charge off, as of May 31, 2026, the following resident accounts, which were up to 30 days old or more and considered uncollectible.

Elyton Village, Ala. 1-1-----	\$14,865.00
Southtown Court, Ala.1-4R-----	0.00

Marks Village, Ala.1-6 -----	905.28
Smithfield Court, Ala. 1-9-----	5,243.00
Tom Brown Village, Ala.1-10-----	8,657.00
Morrell Todd Homes, Ala.1-11-----	10,434.00
Collegeville Center, Ala.1-13-----	12,419.73
Harris Homes, Ala. 1-14-----	0.00
North Birmingham Homes, Ala.1-16-----	13,883.90
Cooper Green Homes, Ala.1-17-----	0.00
Kimbrough Homes, Ala.1-18-----	1,075.00
Benjamin Green/ Roosevelt Ala.1-23/30-----	0.00
Tuxedo I Ala 1-34 -----	0.00
Tuxedo II Ala 1-35-----	345.00
Mason City I& III Ala 1-40/42-----	0.00
Tuxedo Trace Homes-----	0.00
Freedom Manor Ala 1-21-----	0.00
Total	\$67,828.41

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to charge off, as of June 30, 2026, the following resident accounts, which were up to 30 days old or more and considered uncollectible.

Elyton Village, Ala. 1-1-----	\$13,734.07
Southtown Court, Ala.1-4R-----	0.00
Marks Village, Ala.1-6 -----	790.50
Smithfield Court, Ala. 1-9-----	3,453.00
Tom Brown Village, Ala.1-10-----	606.00
Morrell Todd Homes, Ala.1-11-----	15,366.00
Collegeville Center, Ala.1-13-----	13,309.00
Harris Homes, Ala. 1-14-----	21,689.00
North Birmingham Homes, Ala.1-16-----	8,942.00
Cooper Green Homes, Ala.1-17-----	0.00
Kimbrough Homes, Ala.1-18-----	3,528.00
Benjamin Green/ Roosevelt Ala.1-23/30-----	16,250.00
Tuxedo I Ala 1-34 -----	0.00
Tuxedo II Ala 1-35-----	3,964.00
Mason City I& III Ala 1-40/42-----	0.00
Tuxedo Trace Homes-----	0.00
Freedom Manor Ala 1-21-----	0.00
Total	\$101,631.57

When called upon, the following voted as indicated:

YEA

Chairwoman Thompson
Commissioner Pantazis
Commissioner Cook

NAY

ABSTAINED

Chairwoman Thompson indicated that said motion carried.

Old Business

For old business, Chairwoman Thompson acknowledged the Real Estate Development Update. Ms. Jennifer Brown, Director of Real Estate Development, highlighted the second-quarter activities under the Thrive 2035 Plan. Ms. Brown noted that the Real Estate department manages 15 active developments that encompass construction, planning, financing, and property preservation. They selected six new development partners, and five are underway with business activities and communications. For Construction, they have reached a milestone with Cooper Green at 95% completion, and the project is ahead of schedule, with an anticipated close in late August or early September 2026. Loveman Daycare is in its final phase and expected to receive the Certificate of Occupancy this month. A ribbon-cutting ceremony is scheduled for July 28, 2026.

The Harris Homes Tunnel is underway. Although the project has had some setbacks, the development team has been working on plans to relocate the water line. The project is anticipated to remain on schedule and will be closed in the third quarter of 2026.

The demolition of all the buildings at Southtown Block A has been completed, and mass grading will be completed in the third quarter.

Smithfield has received some major updates. HABD secured its conversion commitment and can now move the project forward to closing. The project is anticipated to close early third quarter of 2026.

Ms. Brown also reported that HABD commenced with a seller for a hotel that would be retrofitted for affordable housing and purchased lots on the north side of Birmingham for single-family homes. She is looking forward to all of the activities coming at the end of the year.

New Business

For new business, Ms. Jennifer Leonard, the Director of Housing Choice Voucher, provided a brief overview of the Housing Choice Voucher Inspection process. The Housing Authority of Birmingham District (HABD) currently has two full-time inspectors, one vacant position, and is contracted with McCright for additional third-party inspections.

Ms. Leonard outlined the various inspections, which include the Initial Inspections, Annual/Biennial Inspections, Re-Inspections, and Emergency Inspections.

After her presentation, the Board thanked Ms. Leonard for the overview and recommended that she provide an update in the near future, noting the number of failed inspections and where we are in the process, to share with the other commissioners.

Executive

1. Approval of HABD Hatch Act Policy

Chairwoman Thompson acknowledged the Approval of HABD's Hatch Act Policy. Ms. Kelley Terry, Policy Analyst, indicated that the Hatch Act Policy protects employees and the agency by defining prescribed limits related to political activities. This policy outlines the limitations on political activities for employees of the Housing Authority of the Birmingham District by ensuring that federal programs are administered in a nonpartisan fashion, protects employees from political coercion in the workplace, and ensures that promotions and incentives remain neutral and free from political motivation. After a brief discussion, upon a motion by Commissioner Pantazis, and seconded by Commissioner Cook, the following resolution was unanimously adopted.

RESOLUTION NO. 12837

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO be and she is hereby authorized to adopt the Hatch Act Policy.

When called upon, the following voted as indicated:

YEA

Chairwoman Thompson
Commissioner Pantazis
Commissioner Cook

NAY

ABSTAINED

Chairwoman Thompson indicated that said motion carried.

2. Approval of HABD Rebranding Name Change

Chairwoman Thompson acknowledged the Approval of HABD's Rebranding Name Change. Mr. Antwan Harris, Director of Strategic Communications, indicated that the Board had before it a request to initiate the organization's rebranding and name change. This has been a pursuit of the leadership team and has garnered support from the staff. The first step in this process is to obtain the Board's approval to proceed with organizational rebranding efforts, which include selecting a new name and modernizing branding materials and the logo. After a brief discussion, upon a motion by Commissioner Pantazis, and seconded by Commissioner Cook, the following resolution was unanimously adopted.

RESOLUTION NO. 12841

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to implement the rebranding of the Housing Authority of the Birmingham District and use of all approval materials effective August 2026.

When called upon, the following voted as indicated:

YEA

NAY

ABSTAINED

Chairwoman Thompson
Commissioner Pantazis
Commissioner Cook

Chairwoman Thompson indicated that said motion carried.

Real Estate Development

1. Approval of Award of Contract for Professional Moving Services

Chairwoman Thompson acknowledged the Approval of Award of Contract for Professional Moving Services. Ms. Jennifer Brown, Director of Real Estate Development, stated that the purpose of this request is to execute a contract for professional moving services to facilitate moves for the relocation of residents at various sites, including Smithfield, 5H Legacy Homeownership, internal agency relocations for Central Office, and McCoy Building.

An Invitation for Bid (IFB) was published to secure a contractor to provide professional moving services for residential and internal agency relocations. The IFB was available for viewing on the HABD website, Housing Agency Marketplace, social media, and the Birmingham Times. The solicitation had forty-six (46) views. Three (3) contractors submitted bids in response to the IFB, and one (1) was non-responsive. The following contractors submitted the most responsible bids: 3 P's in a Pod and Buddy Lee's Shipping and Transport. Both are being selected for services. Therefore, HABD recommended awarding a contract to 3 P's in a Pod and Buddy Lee's Shipping & Transport. After a brief discussion, upon a motion by Commissioner Pantazis, and seconded by Commissioner Cook, the following resolution was unanimously adopted.

RESOLUTION NO. 12839

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to execute a contract with 3 P's in a Pod and Buddy Lee's Shipping & Transport to provide Professional Moving Services.

When called upon, the following voted as indicated:

YEA

Chairwoman Thompson
 Commissioner Pantazis
 Commissioner Cook

NAYABSTAINED

Chairwoman Thompson indicated that said motion carried.

2. **Approval to Submit Funding Application for Redevelopment of Kimbrough Homes**

Chairwoman Thompson acknowledged the Approval to submit a funding application for the redevelopment of Kimbrough Homes. Ms. Jennifer Brown indicated that in November 2021, the HABD Board authorized HABD to enter into the Master Development Agreement with Parks Development, which prioritizes the rehabilitation of 231 apartments at Kimbrough Homes. The purpose of this request is to obtain authorization for the President and CEO to execute the required documents for a 4% Bond application to support the rehabilitation of Kimbrough Homes. The 4% Bond application will provide equity to complete the construction activities.

The development team proposed an August 2026 Bond application submission to the Alabama Housing Finance Authority, with a total development cost of \$27,360,000.00. After a brief discussion, upon a motion by Commissioner Cook, and seconded by Commissioner Pantazis, the following resolution was unanimously adopted.

RESOLUTION NO. 12842

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to complete and submit all required documentation to facilitate a tax credit or other funding applications for the redevelopment of Kimbrough Homes.

When called upon, the following voted as indicated:

YEA

Chairwoman Thompson
 Commissioner Pantazis
 Commissioner Cook

NAYABSTAINED

Chairwoman Thompson indicated that said motion carried.

3. **Approval to Submit Funding Application for the Development of Palisades Flats**

Chairwoman Thompson acknowledged the Approval to submit a funding application for the development of Palisades Flats. Ms. Jennifer Brown, Director of Real Estate Development, stated that the purpose of this request is to authorize the President and CEO to enter into activities and authorize the submission of a multifamily housing revenue bonds application to the Alabama Housing Finance Authority for the new construction of Palisades Flats. The

Palisades Flats development is located at 323 Palisades Blvd, Birmingham, AL, a 70-unit new-construction project with Elmington Group and HABD as a 25% partner. In January 2026, the Board approved the Housing Authority of Birmingham District (HABD) to award 70 project-based vouchers for the Palisades Flats development. This approval allows the President and CEO to execute and submit all necessary documentation for the tax credit application, which is due in late August. After a brief discussion, upon a motion by Commissioner Pantazis, and seconded by Commissioner Cook, the following resolution was unanimously adopted.

RESOLUTION NO. 12843

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to complete and submit all required documentation to facilitate a tax credit or other funding applications for the redevelopment of Palisades Flats.

When called upon, the following voted as indicated:

YEA

Chairwoman Thompson
Commissioner Pantazis
Commissioner Cook

NAY

ABSTAINED

Chairwoman Thompson indicated that said motion carried.

4. **Approval to Execute the Conversion Agreement for General Partner Ownership of the New Hunter Ridge**

Chairwoman Thompson acknowledged the Approval to execute the Conversion Agreement for General Partner Ownership for the New Hunter Ridge. Ms. Jennifer Brown, Director of Real Estate Development, stated that this partnership will provide HABD a full pathway to 330 units of affordable housing upon stabilization, which is projected to occur over the next 3 years.

The purpose of this action is to authorize the President and CEO to negotiate, finalize, and execute the Conversion Agreement and any related documents necessary to effectuate the due diligence process. This will lead to the transfer of Hall Group's General Partner ownership interest in New Hunter Ridge to HABD following stabilization of the property, and subject to review by legal counsel. The New Hunter Ridge will provide a critical source of replacement housing for residents temporarily relocated from HABD's public housing communities during redevelopment. After a brief discussion, upon a motion by Commissioner Cook, and seconded by Commissioner Pantazis, the following resolution was unanimously adopted.

RESOLUTION NO. 12844

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to execute and submit all required

documentation to facilitate the transfer of General Partner ownership of the New Hunter Ridge to the Housing Authority of the Birmingham District.

When called upon, the following voted as indicated:

<u>YEA</u>	<u>NAY</u>	<u>ABSTAINED</u>
Chairwoman Thompson		
Commissioner Pantazis		
Commissioner Cook		

Chairwoman Thompson indicated that said motion carried.

Presentation of Person(s) Desiring to Speak Before the Board of Commissioners

Chairwoman Thompson acknowledged persons' desire to speak before the Board of Commissioners. There were no speakers to come before the Board.

Executive Session

Chairwoman Thompson acknowledged the executive session to discuss legal matters. Attorney Henderson indicated that the subject matter was appropriate for an executive session under Alabama Code 36-25A-7A-1. Upon motion by Commissioner Pantazis, seconded by Commissioner Cook, the Board went into executive session for approximately 30 minutes.

When called upon, the following voted as indicated:

<u>YEA</u>	<u>NAY</u>	<u>ABSTAINED</u>
Chairwoman Thompson		
Commissioner Pantazis		
Commissioner Cook		

Chairwoman Thompson indicated that said motion carried.

After the executive session, Chairwoman Thompson called the meeting back to order. It was upon motion by Commissioner Pantazis, and seconded by Commissioner Cook, to exit the executive session.

When called upon, the following voted as indicated:

<u>YEA</u>	<u>NAY</u>	<u>ABSTAINED</u>
Chairwoman Thompson		
Commissioner Pantazis		
Commissioner Cook		

Chairwoman Thompson indicated that said motion carried.

Chairwoman Thompson asked whether there was any other matter to come before the Board. Commissioner Pantazis requested that the agenda be amended to add a Real Estate Development item regarding the Smithfield Court Redevelopment and the Restructuring of the Developer. Upon motion by Commissioner Pantazis, and seconded by Commissioner Cook, the agenda was amended.

5. **Approval to Authorize Termination of Integral Properties LLC's Participation in the Smithfield Court Redevelopment (Phase 2 and Subsequent Phases)**

Ms. Jennifer Brown, Director of Real Estate Development, presented an approval to authorize the termination of Integral Properties' participation in the Smithfield Court Redevelopment Phase 2 and subsequent phases. Ms. Brown stated that this action is contingent on the developer's response to a letter that was sent to them. This board action is to obtain board approval to formally terminate Integral's participation in Phase 2 and subsequent phases of the Smithfield Court redevelopment on the basis of a disqualification and resulting "Event of Default" and to authorize the President/CEO to amend the MDA and consent to Rule proceeding as the sole developer, conditioned on Rule's demonstration of capacity and on HUD approval. Upon motion by Commissioner Pantazis, and seconded by Commissioner Cook, the following resolution was unanimously adopted.

RESOLUTION NO. 12845

BE IT RESOLVED that, based upon the Board's finding that the Event of Default cannot be cured within the period permitted by Section 8.1 of the MDA, the Board authorizes the termination of Integral's participation in Phase 2 and all subsequent Phases of the Smithfield Court redevelopment, and authorizes HABD's President and CEO, or designee, in her discretion, to deliver notice of termination at such time as she determines to be in HABD's best interests, including immediately, and to take actions and execute all documents necessary to effect such termination as a default-based election of remedies under Section 8.1 and 9.1 of the MDA, and not as termination for convenience under Section 8.5, with all of HABD's rights and remedies expressly reserved.

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President and Chief Executive Officer, or her designee, is authorized to make all communications and submissions to HUD, AHFA, and the City of Birmingham regarding the actions authorized herein, and to take such further actions and execute such further documents as she deems necessary or proper to effectuate these resolutions; that all prior actions consistent herewith, including the issuance of the July 2, 2026 Notice of Event of Default, are ratified and confirmed; and that these resolutions take effect immediately upon adoption.

When called upon, the following voted as indicated:

YEA

NAY

ABSTAINED

Chairwoman Thompson
Commissioner Pantazis
Commissioner Cook

Chairwoman Thompson indicated that said motion carried.

There was no further business to come before the Board; upon motion and second, the meeting was duly adjourned.

Chairperson

ATTEST:

Secretary

**MINUTES OF THE PUBLIC HEARING OF THE
HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT
HELD ON JULY 16, 2026**

The Commissioners of the Housing Authority of the Birmingham District held a Public Hearing on July 16, 2026, at 2:30 p.m. at the George W. McCoy Facility located in Birmingham, Alabama, to present the PHA Annual Plan Amendment for FY2027. The meeting was called to order by Chairwoman Thompson, and upon roll call, those present and absent were as follows:

PRESENT:

DeJuana L. Thompson, Chairwoman
D.G. Pantazis, Jr., Commissioner
Alyshia Cook, Commissioner

ABSENT:

Abra A. Barnes, Vice-Chairwoman
Anthony C. Hood, Commissioner

ALSO, PRESENT:

Dontrelle Young Foster, President/CEO
Seth Embry, Senior Advisor and Chief Strategist
Denita Bearden, Chief Administrative Officer
Melanie Baker, CPA/CFO
Darryl Washington, Director of Property Operations
Antwan Harris, Director of Strategic Communications
Jennifer Brown, Director of Real Estate Development
Ken Foreman, Director of Public Safety
Roger Malone, Public Safety Assistant
Rod Evans, General Counsel
Kelley Terry, Senior Policy and Planning Strategist
Toraine Clausell, Director of IT Infrastructure & Operations
Tyerra Henderson, General Counsel
Kiera Hood, Executive Assistant
Alicia Bibbs, Executive Office Coordinator

Chairwoman Thompson declared a quorum was present.

Adoption of Agenda

Chairwoman Thompson acknowledged the adoption of the agenda. Upon motion and second, the agenda was adopted as presented.

Presentation of the HABD's Annual Plan Amendment for Fiscal Year (FY) 2027

Chairwoman Thompson acknowledged that this was a Public Hearing to present the Housing Authority of the Birmingham District's Annual Plan Amendment for Fiscal Year 2027 and turned the floor over to President Foster. President Foster called Ms. Kelley Terry, Senior Policy and Planning Strategist, who stated that the Board approved HABD's PHA Annual Plan back in March 2026. HUD requires that if there is a proposed change to the Agency Plan and the change is considered a "substantial change, it must undergo a public process.

The Housing Authority of the Birmingham District (HABD) added a proposed revision to the Administrative Plan as to the approved FY 2027 PHA Annual Plan, allowing an owner-maintained waiting list in the Project-Based Voucher Program and a project-specific waiting list for communities owned by Hollyhand Development: The Villas at Titusville and The Park at Sydney Drive. The project-specific waiting lists will be managed in compliance with HABD's Strategic Plan, HUD federal regulations, and Alabama Housing Finance Authority LIHTC requirements.

This revision requires the Authority to submit the PHA Annual Plan Amendment to comply with current HUD regulations to continue receiving HUD funds.

After the presentations, Ms. Terry asked if there were any questions or comments from the commissioners. The board had no questions or comments. There were no public comments or questions presented. Upon motion by Commissioner Pantazis and seconded by Commissioner Cook, the following resolution was unanimously adopted:

RESOLUTION NO. 12840

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the Chairman be and she is hereby authorized to execute the required documents for submission of the HABD FY2027 PHA Annual Plan Amendment to HUD.

RESOLVED FURTHER that the President/CEO be and she hereby is authorized to attest to the submission of the HABD FY2027 PHA Annual Plan Amendment document as referenced above.

When called upon, the following voted as indicated:

YEA

NAY

ABSTAINED

Chairwoman Thompson
Commissioner Pantazis
Commissioner Hood

Chairwoman Thompson indicated that said motion carried.

Chairwoman Thompson thanked Ms. Terry for her presentation.

There was no further business to come before the Board; upon motion and second, the meeting was duly adjourned.

Chairperson

ATTEST:

Secretary



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

August 20, 2026

President/CEO's Report

1. On July 14, 2026, FUSE Fellow Rashida Winfrey convened critical partners in creating and sustaining affordable housing in Birmingham for the FUSE Innovation Lab at the Innovation Depot. The day consisted of interactive sessions that highlighted gaps in processes, ways to collaborate going forward and action items for next steps in creating housing solutions.
2. HABD Leadership attended the Alabama Association of Housing and Redevelopment Authorities (AAHRA) Transition Meeting on July 25, 2026, in Montgomery, Alabama. Discussion topics included strategic planning, association goal-setting for upcoming terms and collaborative initiatives for Alabama housing authorities.
3. On July 28, 2026, HABD and partners celebrated the ribbon-cutting of the Villas Early Learning Center, formally known as the Loveman Village Daycare. Attendees heard from local and state partners on the importance of the occasion and how access to quality childcare will propel our youth's educational foundation. The Villas Early Learning Center, which will serve more than 65 children, opened August 17, 2026, and will be operated by Birmingham City Schools.
4. In July 2026, HABD Public Safety launched its "Summer Safety Series" featuring ways for youth to have a safe and productive summer. The series highlighted activities, opportunities, and programs available at community centers. Many sites offer volunteering opportunities, summer camp programs, and swimming fundamentals. This is all in an effort to deter young people from participating and behaving in a manner that is prohibited on HABD property. The series also reiterated the importance of making smart decisions. HABD is committed to providing a safe environment for our residents and will continue to emphasize its importance.
5. In July 2026, the HABD Housing Choice Voucher Homeownership Program celebrated two home closings. To date, the program has 20 total closings, demonstrating the agency's dedication to self-sufficiency and homeownership. As a part of the program, participants are able to use their issued voucher toward the payment of a qualifying mortgage.
6. On August 7, 2026, the Naomi H. Truman Scholarship Foundation held the 24th Annual George A. Pegues Memorial Family Self-Sufficiency (FSS) Golf Tournament. The 18-hole annual event welcomed more than 75 players and raised more than \$53,000 toward scholarships for residents, FSS participants and housing choice voucher participants to pursue higher education, skilled trades, and workforce training.

7. The Office of Constituent Concerns (OCC) received a total of twenty (20) concerns for the month of July 2026. The Housing Choice Voucher Program/Section 8 received eight (8) concerns related to landlord matters and waiting list status. Housing Operations/Intake received eleven (11) concerns related to maintenance requests, management issues, and housing assistance. One (1) general concern was received regarding a tenant's outstanding balance. A 100% completion rate was achieved.

DYF/DB

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

HABD Staff Representative: Melanie Baker, CPA/CFO

Date: Tuesday August 4, 2026

Department Finance

Board of Commissioners' Meeting Date: Thursday August 20, 2026, at 1:30 p.m.

Board Agenda item(s):

1. Monthly Financial Report
2. Charge-Off's for the Month of July
3. Contract Register

Board of Commissioners' Committee Meeting Date/Time: Monday, August 10, 2026, 1:30 p.m.

Approved by: Dontrelle Young Foster / 8/6/2026
Dontrelle Young Foster
President/CEO/Contracting Officer
Date

Duration of Presentation: 10 Minutes

Board Agenda Topic (Narrative):

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 items, if applicable
(attached). Yes, I 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 pre entered 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.

**HABD BOARD COMMITTEE
MEMBER:**

Vice-Chairwoman Barnes

Date: 08/10/2026

**HABD BOARD COMMITTEE
MEMBER:**

Commissioner Pantazis

Date: 08/10/2026

HABD STAFF MEMBER:

Melanie Baker, CPA/CFO

Date: 08/10/2026



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

REQUEST FOR BOARD ACTION

August 20, 2026

RESOLUTION

RESOLVED by the Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to charge off as of July 31, 2026, the following resident accounts, which are up to 30 days old and considered uncollectible, detailed as per the attached sheet.

Development	No.	Amount
Elyton	ALA 1-1	\$13,128.74
Southtown	ALA 1-4	\$0.00
Marks Village	ALA 1-6	\$16,087.44
Smithfield Court	ALA 1-9	\$21,854.00
Tom Brown Village	ALA 1-10	\$11,131.00
Morrell Todd	ALA 1-11	\$22,723.00
Collegeville Center	ALA 1-13	\$14,228.00
Harris Homes	ALA 1-14	\$16,218.00
North Birmingham Homes	ALA 1-16	\$5,961.00
Cooper Green Homes	ALA 1-17	\$0.00
Kimbrough Homes	ALA 1-18	\$2,094.00
Benjamin Greene/Roosevelt	ALA 1-23/30	\$0.00
Tuxedo I	ALA 1-34	\$0.00
Tuxedo II	ALA 1-35	\$0.00
Mason City I & III	ALA 1-40/1-42	\$0.00
Tuxedo Trace Homes	ALA 1-44/146	\$1,386.00
Freedom Manor	ALA 621	\$0.00
	Total	\$124,811.18

Disclosure Note: HUD regulations allow all vacated account balances that are in excess of 30 days to be charged off. Approval of these charge-offs by the Board of Commissioners enables the Authority to turn these vacated accounts over for collection. All accounts with balances that are \$200.00 or more are turned over for collection.

TENANTS ACCOUNTS CHARGED TO COLLECTION LOSS
(TO BE CHARGED OFF AS OF AUGUST 20, 2026)

FOR PERIOD ENDED JULY 31, 2026

Development Name	No. of Tenants per Site	Rent Amount	Late Fees	Maintenance Charges	Legal Fees	Retro Rent	Less Security Deposit	Fees Incurred after Issuance of WRIT	Total	Previous Month
Elyton AL 1-1	15	12,906.74	-	1,122.00	-	-	(900.00)	-	13,128.74	13,734.07
Southtown AL 1-4R	0	-	-	-	-	-	-	-	-	-
Marks Village AL 1-6	8	13,979.12	-	2,108.32	-	-	-	-	16,087.44	790.50
Smithfield Court AL 1-9	5	21,322.00	-	682.00	-	-	(150.00)	-	21,854.00	3,453.00
Tom Brown AL 1-10	2	11,206.00	-	-	-	-	(75.00)	-	11,131.00	606.00
Morell Todd AL 1-11	6	22,723.00	-	-	-	-	-	-	22,723.00	15,366.00
Collegeville AL 1-13	1	14,228.00	-	-	-	-	-	-	14,228.00	13,309.00
Harris Homes AL 1-14	3	15,957.00	-	261.00	-	-	-	-	16,218.00	21,689.00
North Birmingham AL 1-16	4	4,981.00	-	980.00	-	-	-	-	5,961.00	8,942.00
Cooper Green AL 1-17	0	-	-	-	-	-	-	-	-	-
Kimbrough AL 1-18	2	2,244.00	-	-	-	-	(150.00)	-	2,094.00	3,528.00
Benjamin Greene AL 1-23	0	-	-	-	-	-	-	-	-	16,250.00
Roosevelt City AL 1-30	0	-	-	-	-	-	-	-	-	-
Tuxedo Court I AL 1-34	0	-	-	-	-	-	-	-	-	-
Tuxedo Court II AL 1-35	0	-	-	-	-	-	-	-	-	3,964.00
Mason City Homes III AL 1-42	0	-	-	-	-	-	-	-	-	-
Tuxedo Trace Homes AL 1-46	1	1,386.00	-	-	-	-	-	-	1,386.00	-
Freedom Manor AL 1-621	0	-	-	-	-	-	-	-	-	-
Grand Total	47	120,932.86	-	5,153.32	-	-	(1,275.00)	-	124,811.18	101,631.57

	No. Accts Charged Off Prior Year	Amount of Charge Off Prior Year	No. Accts Charged off Current Year	Amount of Charge Off Current Year	Amount Collected by HABD General Counsel	No. Accts Charged Sent for Collection	Amount Sent for Collection	Amount Intercepted by MIS System	Net Amount
November 2024	20	109,535.11	19	34,465.93	47.00	19	34,465.93	-	34,418.93
December 2024	13	32,479.71	20	44,090.55	2,705.20	20	44,090.55	-	41,385.35
January 2025	22	88,948.16	22	65,879.76	7,575.03	22	88,948.16	-	58,304.73
February 2025	24	59,179.87	12	36,058.50	11,492.20	12	36,058.50	-	24,566.30
March 2025	39	58,907.13	17	54,881.87	10,265.05	17	54,881.87	-	44,616.82
April 2025	28	117,648.41	38	73,427.26	14,878.12	38	73,427.26	-	58,549.14
May 2025	36	76,534.32	10	35,608.69	10,556.92	10	35,608.69	-	25,051.77
June 2025	21	47,745.57	23	38,729.79	2,629.00	23	38,729.79	-	36,100.79
July 2025	55	165,348.66	27	146,244.01	4,730.93	27	146,244.01	-	141,513.08
August 2025	34	72,799.83	25	79,658.28	2,660.30	25	79,658.28	-	76,997.98
September 2025	29	76,595.80	32	104,692.99	8,315.44	32	104,692.99	-	96,377.55
October 2025	17	71,467.00	33	87,119.35	4,519.20	33	87,119.35	-	82,600.15
November 2025	19	34,465.93	26	102,349.11	11,492.47	26	102,349.11	-	90,856.64
December 2025	20	44,090.55	19	106,768.10	3,973.57	19	106,768.10	-	102,794.53
January 2026	22	65,879.76	31	69,150.58	7,785.51	31	69,150.58	-	61,365.07
February 2026	12	36,058.50	32	97,134.64	4,174.20	32	97,134.64	-	92,960.44
March 2026	17	54,881.87	28	90,527.38	9,704.00	28	90,527.38	-	80,823.38
April 2026	38	73,427.26	20	93,402.49	4,536.61	20	93,402.49	-	88,865.88
May 2026	10	35,609.69	26	67,828.41	2,648.00	26	67,828.41	-	65,180.41
June 2026	23	38,729.79	26	101,631.57	6,296.62	26	101,631.57	-	95,334.95
July 2026	27	146,244.01	47	124,811.18	-	-	-	-	124,811.18
Running Year Total		1,506,576.93	533	1,654,460.44	130,985.37	486	1,552,717.66	-	1,523,475.07

Dontrelle Young-Foster
President/CEO

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

HABD Staff Representative: Jennifer Leonard, Director of Housing Choice Voucher Program
Melanie Baker, CPA/CFO

Date: 8/10/2026

Department: Housing Choice Voucher Department

Board of Commissioners' Meeting Date: Thursday, August 20, 2026, at 1:30 P.M.

Board Agenda Item(s):

1. Section Eight Management Assessment Program (SEMAP) Certification

Board of Commissioners' Committee Meeting Date/Time: Monday, August 10, 2026, at 10:00 A.M.

Approved by:

Dontrelle Young Foster
Dontrelle Young Foster
President/CEO/Contracting Officer

8/12/2026
Date

Duration of Presentation: 20 minutes

Board Agenda Topic (Narrative):

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: Commissioner Pantazis

Date: 8/10/2026

HABD Board Committee Member: Commissioner Cook

Date: 8/10/2026

HABD Staff Member: Jennifer Leonard

Date: 8/10/2026

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

REQUEST FOR BOARD ACTION

APPROVAL OF SECTION EIGHT MANAGEMENT ASSESSMENT PROGRAM (SEMAP) CERTIFICATION FOR FISCAL YEAR END JUNE 30, 2026

August 20, 2026

INTRODUCTION

The Housing Authority of the Birmingham District's (HABD) annual certification for the Section Management Assessment Program (SEMAP) for fiscal year ending June 30, 2026, has been prepared in accordance with the final rules published in the Federal Register on September 10, 1998, by the Department of Housing and Urban Development (HUD). The annual submission of SEMAP certification is a monitoring tool used by HUD to determine how well a PHA has administered its Section Eight Housing Choice Voucher program during the assessed fiscal year. HUD will determine HABD's SEMAP score for the fiscal year ending June 30, 2026, using information tracked by HUD in the Public Housing Information Center (PIC) system.

PURPOSE AND OBJECTIVE

The purpose of this request is to comply with HUD's regulatory requirements that any PHA administering a Section Eight Housing Choice Voucher Program submit a SEMAP certification.

DESCRIPTION AND JUSTIFICATION

As requested, HABD submits self-certifying information for the first eight indicators under SEMAP. If applicable, information to determine if the Authority qualifies for the SEMAP deconcentrating bonus is submitted as well.

POLICY IMPACT

This action is consistent with HABD policy and complies with federal regulations.

ECONOMIC IMPACT/FUNDING SOURCE

Not Applicable.

ATTACHMENTS

SEMAP Certification Form HUD 52648

ALTERNATIVES

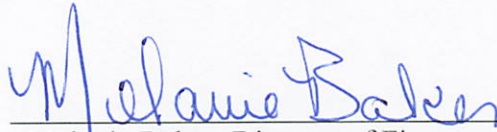
There are no alternatives as this is a HUD requirement.

RECOMMENDATION

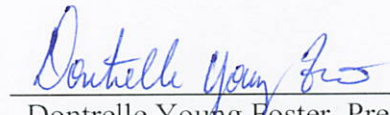
The President/CEO recommends adoption of this Resolution.

CERTIFICATION

The requested action is in conformance with all legal, policy, and regulatory requirements.



Melanie Baker, Director of Finance



Dontrelle Young Foster, President/CEO

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

RESOLUTION NO. 2026-12847

Resolution for the Approval of the Section Eight Management Assessment Program (SEMAP)
Certification for Fiscal Year End June 30, 2026

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to submit the Section Eight Management Assessment Program (SEMAP) Certification for Fiscal Year End June 30, 2026.

Adopted this 20th day of August 2026.

Attest:

Chairperson

Dontrelle Young Foster, Secretary

(Seal)

Section 8 Management Assessment Program (SEMAP) Certification

U.S. Department of Housing
and Urban Development
Office of Public and Indian Housing

OMB Approval No. 2577-0215
(exp. 12/31/2026)

Public reporting burden for this collection of information is estimated to average 12 hours 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. This agency may not conduct or sponsor, and you are not required to respond to, a collection of information unless it displays a currently valid OMB control number.

This collection of information is required by 24 CFR sec 985.101 which requires a Public Housing Agency (PHA) administering a Section 8 tenant-based assistance program to submit an annual SEMAP Certification within 60 days after the end of its fiscal year. The information from the PHA concerns the performance of the PHA and provides assurance that there is no evidence of seriously deficient performance. HUD uses the information and other data to assess PHA management capabilities and deficiencies, and to assign an overall performance rating to the PHA. Responses are mandatory and the information collected does not lend itself to confidentiality.

Instructions Respond to this certification form using the PHA's actual data for the fiscal year just ended.

PHA Name	For PHA FY Ending (mm/dd/yyyy)	Submission Date (mm/dd/yyyy)
Housing Authority of the Birmingham District	06/30/2026	08/24/2026

Check here if the PHA expends less than \$300,000 a year in Federal awards ☐

Indicators 1 - 7 will not be rated if the PHA expends less than \$300,000 a year in Federal awards and its Section 8 programs are not audited for compliance with regulations by an independent auditor. A PHA that expends less than \$300,000 in Federal awards in a year must still complete the certification for these indicators.

Performance Indicators

1. Selection from the Waiting List. (24 CFR 982.54(d)(1) and 982.204(a))

(a) The PHA has written policies in its administrative plan for selecting applicants from the waiting list.

PHA Response Yes ☒ No ☐

(b) The PHA's quality control samples of applicants reaching the top of the waiting list and of admissions show that at least 98% of the families in the samples were selected from the waiting list for admission in accordance with the PHA's policies and met the selection criteria that determined their places on the waiting list and their order of selection.

PHA Response Yes ☒ No ☐

2. Reasonable Rent. (24 CFR 982.4, 982.54(d)(15), 982.158(f)(7) and 982.507)

(a) The PHA has and implements a reasonable written method to determine and document for each unit leased that the rent to owner is reasonable based on current rents for comparable unassisted units (i) at the time of initial leasing, (ii) before any increase in the rent to owner, and (iii) at the HAP contract anniversary if there is a 5 percent decrease in the published FMR in effect 60 days before the HAP contract anniversary. The PHA's method takes into consideration the location, size, type, quality, and age of the program unit and of similar unassisted units, and any amenities, housing services, maintenance or utilities provided by the owners.

PHA Response Yes ☒ No ☐

(b) The PHA's quality control sample of tenant files for which a determination of reasonable rent was required shows that the PHA followed its written method to determine reasonable rent and documented its determination that the rent to owner is reasonable as required for (check one):

PHA Response ☒ At least 98% of units sampled ☐ 80 to 97% of units sampled ☐ Less than 80% of units sampled

3. Determination of Adjusted Income. (24 CFR part 5, subpart F and 24 CFR 982.516)

The PHA's quality control sample of tenant files shows that at the time of admission and reexamination, the PHA properly obtained third party verification of adjusted income or documented why third party verification was not available; used the verified information in determining adjusted income; properly attributed allowances for expenses; and, where the family is responsible for utilities under the lease, the PHA used the appropriate utility allowances for the unit leased in determining the gross rent for (check one):

PHA Response ☐ At least 90% of files sampled ☒ 80 to 89% of files sampled ☐ Less than 80% of files sampled

4. Utility Allowance Schedule. (24 CFR 982.517)

The PHA maintains an up-to-date utility allowance schedule. The PHA reviewed utility rate data that it obtained within the last 12 months, and adjusted its utility allowance schedule if there has been a change of 10% or more in a utility rate since the last time the utility allowance schedule was revised.

PHA Response Yes ☒ No ☐

5. HQS Quality Control Inspections. (24 CFR 982.405(b))

A PHA supervisor (or other qualified person) reinspected a sample of units during the PHA fiscal year, which met the minimum sample size required by HUD (see 24 CFR 985.2), for quality control of HQS inspections. The PHA supervisor's reinspected sample was drawn from recently completed HQS inspections and represents a cross section of neighborhoods and the work of a cross section of inspectors.

PHA Response Yes ☒ No ☐

6. HQS Enforcement. (24 CFR 982.404)

The PHA's quality control sample of case files with failed HQS inspections shows that, for all cases sampled, any cited life-threatening HQS deficiencies were corrected within 24 hours from the inspection and, all other cited HQS deficiencies were corrected within no more than 30 calendar days from the inspection or any PHA-approved extension, or, if HQS deficiencies were not corrected within the required time frame, the PHA stopped housing assistance payments beginning no later than the first of the month following the correction period, or took prompt and vigorous action to enforce the family obligations for (check one):

PHA Response ☐ At least 98% of cases sampled ☒ Less than 98% of cases sampled

7. Expanding Housing Opportunities. (24 CFR 982.54(d)(5), 982.153(b)(3) and (b)(4), 982.301(a) and 983.301(b)(4) and (b)(12)).

Applies only to PHAs with jurisdiction in metropolitan FMR areas.

Check here if not applicable ☐

(a) The PHA has a written policy to encourage participation by owners of units outside areas of poverty or minority concentration which clearly delineates areas in its jurisdiction that the PHA considers areas of poverty or minority concentration, and which includes actions the PHA will take to encourage owner participation.

PHA Response Yes ☒ No ☐

(b) The PHA has documentation that shows that it took actions indicated in its written policy to encourage participation by owners outside areas of poverty and minority concentration.

PHA Response Yes ☒ No ☐

(c) The PHA has prepared maps that show various areas, both within and neighboring its jurisdiction, with housing opportunities outside areas of poverty and minority concentration; the PHA has assembled information about job opportunities, schools and services in these areas; and the PHA uses the maps and related information when briefing voucher holders.

PHA Response Yes ☒ No ☐

(d) The PHA's information packet for voucher holders contains either a list of owners who are willing to lease, or properties available for lease, under the voucher program, or a list of other organizations that will help families find units and the list includes properties or organizations that operate outside areas of poverty or minority concentration.

PHA Response Yes ☒ No ☐

(e) The PHA's information packet includes an explanation of how portability works and includes a list of neighboring PHAs with the name, address and telephone number of a portability contact person at each.

PHA Response Yes ☒ No ☐

(f) The PHA has analyzed whether voucher holders have experienced difficulties in finding housing outside areas of poverty or minority concentration and, where such difficulties were found, the PHA has considered whether it is appropriate to seek approval of exception payment standard amounts in any part of its jurisdiction and has sought HUD approval when necessary.

PHA Response Yes ☒ No ☐

8. Payment Standards. The PHA has adopted payment standards schedule(s) in accordance with § 982.503.

PHA Response Yes ☒ No ☐

Enter FMRs and payment standards (PS)

0-BR FMR _____	1-BR FMR _____	2-BR FMR _____	3-BR FMR _____	4-BR FMR _____
PS _____	PS _____	PS _____	PS _____	PS _____

If the PHA has jurisdiction in more than one FMR area, and/or if the PHA has established separate payment standards for a PHA-designated part of an FMR area, attach similar FMR and payment standard comparisons for each FMR area and designated area.

9. Annual Reexaminations. The PHA completes a reexamination for each participating family at least every 12 months. (24 CFR 982.516)

PHA Response Yes ☒ No ☐

10. Correct Tenant Rent Calculations. The PHA correctly calculates tenant rent in the rental certificate program and the family rent to owner in the rental voucher program. (24 CFR 982, Subpart K)

PHA Response Yes ☒ No ☐

11. Initial HQS Inspections. Newly leased units pass HQS inspection within the time period required. This includes both initial and turnover inspections for the PBV program. (24 CFR 982.305; 983.103(b)-(d)).

PHA Response Yes ☒ No ☐

12. Periodic HQS Inspections. The PHA has met its periodic inspection requirement for its units under contract (982.405 and 983.103(e)).

PHA Response Yes ☒ No ☐

13. Lease-Up. The PHA executes housing assistance contracts for the PHA's number of baseline voucher units, or expends its annual allocated budget authority.

PHA Response Yes ☒ No ☐

- 14a. Family Self-Sufficiency Enrollment. The PHA has enrolled families in FSS as required. (24 CFR 984.105)

Applies only to PHAs required to administer an FSS program.

Check here if not applicable ☒

PHA Response

a. Number of mandatory FSS slots (Count units funded under the FY 1992 FSS incentive awards and in FY 1993 and later through 10/20/1998. Exclude units funded in connection with Section 8 and Section 23 project-based contract terminations; public housing demolition, disposition and replacement; HUD multifamily property sales; prepaid or terminated mortgages under section 236 or section 221(d)(3); and Section 8 renewal funding. Subtract the number of families that successfully completed their contracts on or after 10/21/1998.)

or, Number of mandatory FSS slots under HUD-approved exception

b. Number of FSS families currently enrolled

c. Portability: If you are the initial PHA, enter the number of families currently enrolled in your FSS program, but who have moved under portability and whose Section 8 assistance is administered by another PHA

Percent of FSS slots filled (b + c divided by a)

14b. Percent of FSS Participants with Escrow Account Balances. The PHA has made progress in supporting family self-sufficiency as measured by the percent of currently enrolled FSS families with escrow account balances. (24 CFR 984.305)

Applies only to PHAs required to administer an FSS program.

Check here if not applicable ☐

PHA Response Yes ☐ No ☐

Portability: If you are the initial PHA, enter the number of families with FSS escrow accounts currently enrolled in your FSS program, but who have moved under portability and whose Section 8 assistance is administered by another PHA

Deconcentration Bonus Indicator (Optional and only for PHAs with jurisdiction in metropolitan FMR areas).

The PHA is submitting with this certification data which show that:

- (1) Half or more of all Section 8 families with children assisted by the PHA in its principal operating area resided in low poverty census tracts at the end of the last PHA FY;
- (2) The percent of Section 8 mover families with children who moved to low poverty census tracts in the PHA's principal operating area during the last PHA FY is at least two percentage points higher than the percent of all Section 8 families with children who resided in low poverty census tracts at the end of the last PHA FY;

or

- (3) The percent of Section 8 mover families with children who moved to low poverty census tracts in the PHA's principal operating area over the last two PHA FYs is at least two percentage points higher than the percent of all Section 8 families with children who resided in low poverty census tracts at the end of the second to last PHA FY.

PHA Response Yes ☒ No ☐ If yes, attach completed deconcentration bonus indicator addendum.

I hereby certify under penalty of perjury that, to the best of my knowledge, the above responses are true and correct for the PHA fiscal year indicated above. I also certify that, to my present knowledge, there is not evidence to indicate seriously deficient performance that casts doubt on the PHA's capacity to administer Section 8 rental assistance in accordance with Federal law and regulations.

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).

Executive Director, signature

Chairperson, Board of Commissioners, signature

Date (mm/dd/yyyy)

Date (mm/dd/yyyy)

The PHA may include with its SEMAP certification any information bearing on the accuracy or completeness of the information used by the PHA in providing its certification.

SEMAP Certification - Addendum for Reporting Data for Deconcentration Bonus Indicator

Date (mm/dd/yyyy) 08/24/2026

PHA Name Housing Authority of the Birmingham District

Principal Operating Area of PHA Jefferson County, AL
(The geographic entity for which the Census tabulates data)

Special Instructions for State or regional PHAs. Complete a copy of this addendum for each metropolitan area or portion of a metropolitan area (i.e., principal operating areas) where the PHA has assisted 20 or more Section 8 families with children in the last completed PHA FY. HUD will rate the areas separately and the separate ratings will then be weighted by the number of assisted families with children in each area and averaged to determine bonus points.

2020 Census Poverty Rate of Principal Operating Area Jefferson County, AL

Criteria to Obtain Deconcentration Indicator Bonus Points

To qualify for bonus points, a PHA must complete the requested information and answer yes for only one of the 3 criteria below. However, State and regional PHAs must always complete line 1) b for each metropolitan principal operating area.

- 1) 2,220 a. Number of Section 8 families with children assisted by the PHA in its principal operating area at the end of the last PHA FY who live in low poverty census tracts. A low poverty census tract is a tract with a poverty rate at or below the overall poverty rate for the principal operating area of the PHA, or at or below 10% whichever is greater.
- 3,246 b. Total Section 8 families with children assisted by the PHA in its principal operating area at the end of the last PHA FY.
- 68.39 c. Percent of all Section 8 families with children residing in low poverty census tracts in the PHA's principal operating area at the end of the last PHA FY (line a divided by line b).
- Is line c 50% or more? Yes ☒ No ☐
- 2) 68.39 a. Percent of all Section 8 families with children residing in low poverty census tracts in the PHA's principal operating area at the end of the last completed PHA FY.
- 178 b. Number of Section 8 families with children who moved to low poverty census tracts during the last completed PHA FY.
- 228 c. Number of Section 8 families with children who moved during the last completed PHA FY.
- 78.07 d. Percent of all Section 8 mover families with children who moved to low poverty census tracts during the last PHA fiscal year (line b divided by line c).
- Is line d at least two percentage points higher than line a? Yes ☒ No ☐
- 3) 66.64 a. Percent of all Section 8 families with children residing in low poverty census tracts in the PHA's principal operating area at the end of the second to last completed PHA FY.
- 185 b. Number of Section 8 families with children who moved to low poverty census tracts during the last two completed PHA FYs.
- 294 c. Number of Section 8 families with children who moved during the last two completed PHA FYs.
- 62.93 d. Percent of all Section 8 mover families with children who moved to low poverty census tracts over the last two completed PHA FYs (line b divided by line c).
- Is line d at least two percentage points higher than line a? Yes ☐ No ☒

If one of the 3 criteria above is met, the PHA may be eligible for 5 bonus points.

See instructions above concerning bonus points for State and regional PHAs.

Housing Choice Voucher

Section Eight Management Assessment Program

#	INDICATOR	MAX POINTS	FY 2025 (7/1/2024-6/30/2025)	FY 2026 (7/1/2025-6/30/2026)
1	Selection from the Waiting List	15	15	15
2	Reasonable Rent	20	20	20
3	Determination of Adjusted Income	20	15	15
4	Utility Allowance Schedule	5	5	5
5	HQS Quality Control Inspections	5	5	5
6	HQS Enforcement	10	10	0
7	Expanding Housing Opportunities	5	5	5
8	Payment Standards	5	5	5
9	Annual Re-examinations	10	10	10
10	Correct Tenant Rent Calculations	5	5	5
11	Pre-contract HQS Inspections	5	5	5
12	Annual HQS Inspections	10	10	10
13	Lease-Up	20	0	20
14	Family Self-Sufficiency	N/A	N/A	N/A
15	Deconcentration Bonus	5	0	5
TOTAL		135	110	125
PERCENTAGE			81%	92.59%
DESIGNATION			High Performer	

High Performer: Scores of 90% or Above

Standard Performer: Scores of 60%-89%

Troubled Performer: Scores of less than 60%

SEMAP ASSESSMENT

FYE June 30, 2026

Indicator #1: Selection from the Waiting List

SEMAP Indicator 1 - Selection from the Waiting List			
Points			
15	24 CFR 985.3(a)(3)(i)	The PHA has written waiting list selection policies in its administrative plan and based on the PHA's quality control samples, drawn separately for applicants reaching the top of the waiting list and for admissions, documentation shows that at least 98 percent of the families in sample of admissions were selected from the waiting list for admission in accordance with these policies and met the selection criteria that determined their places on the waiting list and their order of selection. There were no families selected from the waiting list during FY 2026 due to shortfall status.	Yes
		SEMAP Points Earned	15

Results

Total Reviewed	16
Total Reviewed in Compliance	16
Percent in Compliance	100%

HABD has written policies in the Administrative Plan for selecting applicants from the waiting list.

Methodology

Top of the Waiting List

- There were no families selected from the HCV Tenant-Based waiting list during FY 2026, July 1, 2025- June 30, 2026. The PHA was in short-fall and was prohibited from new waiting list selections.

New Admissions

1. Random Sample Selection: The sample was selected using Research Randomizer, randomizer.org
 - Universe: Applicants admitted from the waiting list. Universe Size = 527; Required Sample = 15

Universe	Minimum number of files or records to be sampled
50 or less	5.
51-600	5 plus 1 for each 50 (or part of 50) over 50.
601-2000	16 plus 1 for each 100 (or part of 100) over 600.
Over 2000	30 plus 1 for each 200 (or part of 200) over 2000.

2. Populated tables with necessary data for the sample size.
3. Reviewed the waiting list history and compared it to the sample.
4. Confirmed that the applicants admitted were pulled in the correct order.

Supporting Information: Waiting List Selection Letters, Appointment Letters, Voucher Issuance Appointment Letters

Indicator #2: Reasonable Rent

SEMAP Indicator 2 - Reasonable Rent			
Points			
20	24 CFR 985.3 (b)(3)(i)	The PHA has and implements a reasonable written method to determine and document for each unit leased that the rent to owner is reasonable based on current rents for comparable unassisted units (i) at the time of initial leasing, (ii) before any increase in the rent to owner, and (iii) at the HAP contract anniversary if there is a 5 percent decrease in the published FMR in effect 60 days before the HAP contract anniversary. The PHA's method takes into consideration the location, size, type, quality, and age of the program unit and of similar unassisted units, and any amenities, housing services, maintenance or utilities provided by the owners for <i>at least 98 percent</i> of units sampled.	Yes
		SEMAP Points Earned	20

Results

Total Reviewed	47
Total Reviewed in Compliance	47
Percent in Compliance	100%

HABD has written policies in the Administrative Plan to determine reasonable rent, which considers location, size, type, quality and age of the units and the amenities, housing services, and maintenance and utilities provided by the owners in determining comparability.

Methodology:

1. Random Sample Selection: The sample was pulled using Research Randomizer, randomizer.org.
 - Universe = 5,368; required sample = 47 (30 plus 1 for each 200 over 2,000).
 - Sample was drawn from all assisted families.

Universe	Minimum number of files or records to be sampled
50 or less	5.
51-600	5 plus 1 for each 50 (or part of 50) over 50.
601-2000	16 plus 1 for each 100 (or part of 100) over 600.
Over 2000	30 plus 1 for each 200 (or part of 200) over 2000.

2. Used rent reasonableness provided certification to compare to current rent at the time of the transactions.
3. All sample files were tested for rent reasonableness for a current unit.

Supporting Information: Rent Reasonable Valuation, HQS Inspection Form

Indicator 3: Adjusted Income

SEMAP Indicator 3 - Determination of Adjusted Income			
Points			
20	24 CFR 985.3 (c)(3)(i)	The PHA's SEMAP certification states that, based on the PHA's quality control sample of files, for <i>at least 90 percent of families</i> :	No
	24 CFR 985.3 (c)(3)(i)(A)	The PHA obtains third party verification of reported family annual income, the value of assets totaling more than \$5,000, expenses related to deductions from family income, and other factors that affect the determination of adjusted income, and uses the certified information in determining adjusted income, and/or documents tenant files to justify why third-party verification was not available;	
	24 CFR 985.3 (c)(3)(i)(B)	The PHA properly attributes and calculates allowances for any medical, childcare, and/or disability assistance expenses; and	
	24 CFR 985.3 (c)(3)(i)(C)	The PHA uses the appropriate utility allowances to determine gross rent for the unit leased.	
15	24 CFR 985.3 (c)(ii)	The PHA's SEMAP certification includes the statements in paragraph (c)(3)(i) of this section, except that the PHA obtains and uses independent verification of income, properly attributes allowances, and uses the appropriate utility allowance for only <i>80 to 89 percent of families</i> .	Yes

		SEMAP Points Earned	15
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Results

Total Reviewed	47
Total Reviewed in Compliance	41
Percent in Compliance	87%

Methodology:

1. Random Sample Selection: The sample was pulled using Research Randomizer, randomizer.org.
 - Universe =5,368; required sample = 47 (30 plus 1 for each 200 over 2,000)
 - Sample was drawn from all assisted families.

Universe	Minimum number of files or records to be sampled
50 or less	5.
51-600	5 plus 1 for each 50 (or part of 50) over 50.
601-2000	16 plus 1 for each 100 (or part of 100) over 600.
Over 2000	30 plus 1 for each 200 (or part of 200) over 2000.

2. Within Sample, reviewed the following:
 - Complete documentation and follow-up on all tenant-reported & EIV-reported income sources.
 - Correct evaluation and calculation based on the documentation provided.
 - Accurate data entry on HUD-50058.

Supporting Information: Tenant Subsidy Schedule, HAP Payment Memorandum, Form HUD 50058, Rent Calculation Form, Utility Allowances, Payment Standard Chart(s)/SAFMRs, Initial RFTA, Unit Inspection Report

Indicator 4: Utility Allowance

SEMAP Indicator 4 - Utility Allowance Schedule			
Points			
5	24 CFR 985.3 (d)(3)(i)	The PHA's SEMAP Certification states that the PHA reviewed utility rate data within the last 12 months and adjusted its utility allowance scheduled if there has been a change of 10% or more in a utility rate since the last time the utility schedule was revised.	Yes
		SEMAP Points Earned	5

Results

It was confirmed that HABD reviewed the utility allowances annually, as required. Revised schedules are effective January 1 of each year.

Methodology:

1. Reviewed utility allowance schedules currently in effect and utility allowance study for the previous year.
2. HABD completes annual update of utility allowances. The allowances were based on heating, air conditioning, cooking, water heating, etc., as specified in 24 CFR 982.517; therefore, no further analysis was required for this indicator.
3. Trash is provided by the City of Birmingham in certain areas.

Supporting Documentation: Utility Allowance Study for CY 2025 and CY 2026, Utility Allowance Schedules for all unit types for CY 2025 and 2026

Indicator 5: HQS QC Inspections

SEMAP Indicator 5 - HQS Quality Control Inspections			
Points			
5	24 CFR 985.3 (d)(3)(i)	The PHA's SEMAP certification states that a PHA supervisor or other qualified person performed quality control HQS re-inspections during the PHA fiscal year for a sample of units under contract which meets the minimum sample size requirements specified in §983.2 under PHA's quality control sample. The PHA's SEMAP certification also states that the reinspected sample was drawn from recently completed HQS inspections (i.e., performed during the 3 months preceding the quality control reinspection) and was drawn to represent a cross section of neighborhoods and the work of a cross section of inspectors.	Yes
		SEMAP Points Earned	5

Results

During the fiscal year, HABD had 5,368 units under HAP Contract. SEMAP sampling methodology requires 47 HQS QC Inspections (30 plus 1 for each 200 over 2,000). HABD completed 77 QC inspections that covered a cross section of neighborhoods.

Methodology:

1. Universe: 5,368 units under HAP contract; required sample = 47 (30 plus 1 for each 200 over 2,000); 77 QC inspections were completed.

Universe	Minimum number of files or records to be sampled
50 or less	5.
51-600	5 plus 1 for each 50 (or part of 50) over 50.
601-2000	16 plus 1 for each 100 (or part of 100) over 600.

Universe	Minimum number of files or records to be sampled
Over 2000	30 plus 1 for each 200 (or part of 200) over 2000.

2. HABD reviewed list of inspections completed during FY25 to select units represented in the QC sample
3. HABD selected a cross section of neighborhoods in their jurisdiction for the QC sample
4. QC sample was drawn from recently completed HQS inspections

Supporting Documentation: QC inspection logs, Corresponding Letters, Corresponding Inspection Reports

Indicator 6: HQS Enforcement

SEMAP Indicator 6 - HQS Enforcement			
Points			
10	24 CFR 985.3 (f)(3)(i)	The PHA's SEMAP certification states that the PHA's quality control sample of case files with failed HQS inspections shows that, for all cases sampled, any cited life-threatening HQS deficiencies were corrected within 24 hours from the inspection and, for <i>at least 98 percent</i> of cases sampled, all other cited HQS deficiencies were corrected within no more than 30 calendar days from the inspection or any PHA-approved extension, or, if any life-threatening HQS deficiencies were not corrected within 24 hours and all other HQS deficiencies were not corrected within 30 calendar days or any PHA-approved extension, the PHA stopped (abated) housing assistance payments beginning no later than the first of the month following the correction period, or took prompt and vigorous action to enforce family obligations	No
		SEMAP Points Earned	0

Results

Total Inspections Sampled	19
Total Inspections in Compliance	14
Percent of Inspections in Compliance	74%

Methodology:

1. Random Sample Selection
 - a. Universe = 897 failed inspections during FY 2025; required sample = 19 (16 plus 1 for each 100 over 600).

Universe	Minimum number of files or records to be sampled
50 or less	5.
51-600	5 plus 1 for each 50 (or part of 50) over 50.
601-2000	16 plus 1 for each 100 (or part of 100) over 600.
Over 2000	30 plus 1 for each 200 (or part of 200) over 2000.

2. 897 inspections were conducted by HABD staff and McCright & Associates; sample selected using Research Randomizer, randomizer.org
3. Verified inspection fail date, pass date, HQS enforcement date, and abatement/contract termination date.

Supporting Documentation: Inspection Results Letters, Inspection Reports, HAP Registers

Indicator 7: Expanding Housing Opportunities

SEMAP Indicator 7 - Expanding Housing Opportunities			
Points			
5	24 CFR 985.3 (g)(3)(i)(A)	The PHA has a written policy in its administrative plan which includes actions the PHA will take to encourage participation by owners of units located outside areas of poverty or minority concentration, and which clearly delineates areas in its jurisdiction that the PHA considers areas of poverty or minority concentration;	Yes
	24 CFR 985.3 (g)(3)(i)(B)	PHA documentation shows that the PHA has taken actions indicated in its written policy to encourage participation by owners of units located outside areas of poverty or minority concentration;	Yes
	24 CFR 985.3 (g)(3)(i)(C)	The PHA has prepared maps that show various areas with housing opportunities outside areas of poverty or minority concentration both within its jurisdiction and neighboring its jurisdiction; has assembled information about the characteristics of those areas which may include information about job opportunities, schools, transportation and other services in these areas; and can demonstrate that it uses the maps and area characteristics information when briefing rental voucher holders about the full range of areas where they may look for housing;	Yes
	24 CFR 985.3 (g)(3)(i)(D)	The PHA's information packet for rental voucher holders contains either a list of owners who are willing to lease (or properties available for lease) under the rental voucher program; or a current list of other organizations that will help families find units and the PHA can demonstrate that	Yes

		the list(s) includes properties or organizations that operate outside areas of poverty or minority concentration;	
	24 CFR 985.3 (g)(3)(i)(E)	The PHA's information packet includes an explanation of how portability works and includes a list of portability contact persons for neighboring housing agencies, with the name, address and telephone number of each, for use by families who move under portability; and	Yes
	24 CFR 985.3 (g)(3)(i)(F)	PHA documentation shows that the PHA has analyzed whether rental voucher holders have experienced difficulties in finding housing outside areas of poverty or minority concentration and, if such difficulties have been found, PHA documentation shows that the PHA has analyzed whether it is appropriate to seek approval of exception payment standard amounts in any part of its jurisdiction and has sought HUD approval of exception payment standard amounts when necessary.	Yes
		SEMAP Points Earned	5

Results

Housing Authority of the Birmingham District has documentation of compliance for this indicator (available upon request). Prepared maps are not provided; however, HABD utilizes SAFMRs to assist families in locating units in areas outside of poverty.

Indicator 8: Payment Standards

SEMAP Indicator 8 - Payment Standards			
Points			
5	24 CFR 985.3 (i)(3)(i)	The PHA's voucher program payment standard schedule contains payment standards which do not exceed 110 percent of the current applicable published FMR or SAFMR and which are not less than 90 percent of the current applicable published FMR or SAFMR (unless a higher or lower payment standard amount is approved by HUD).	Yes
		SEMAP Points Earned	5

Results

HABD reviewed the payment standards after the release of the Final FY 2025 and 2026 FMRs and set the payment standards for HABD at 120% of the Birmingham-Hoover, AL HUD Metro FMR Area for 2025 and 110% for 2026.

Indicator 9: Annual Reexams

SEMAP Indicator 9 - Annual Reexaminations			
Points			
10	24 CFR 985.3 (j)(3)(i)	Fewer than 5 percent of all PHA reexaminations are more than 2 months overdue	Yes
		SEMAP Points Earned	10

Results

Number of Families in Current Database	6,199
Number of Late Annual Reexaminations	198
Percent Out of Compliance (Overdue)	3%

Methodology:

PIC SEMAP Indicators Report

Supporting Documentation: PIC SEMAP Indicators Report**Indicator 10: Correct Tenant Rent Calculations**

SEMAP Indicator 10 - Correct Tenant Rent Calculations			
Points			
5	24 CFR 985.3 (k)(3)(i)	2 percent or fewer of PHA tenant rent and family's share of the rent to owner calculations are incorrect	Yes
		More than 2 percent of PHA tenant rent and family's share of the rent to owner calculations are incorrect	N/A
		SEMAP Points Earned	5

Results

Number of Families in Current Database	5,053
Number of Rent Discrepancies	0
Percent Out of Compliance	0.0%

Methodology:

PIC SEMAP Indicators Report

Supporting Documentation: PIC SEMAP Indicators Report

Indicator 11: Pre-Contract HQS Inspections

SEMAP Indicator 11 - Pre-Contract HQS Inspections			
Points			
5	24 CFR 985.3 (l)(3)(i)	98 to 100 percent of newly leased units passed HQS inspection before the beginning date of the assisted lease and HAP contract	Yes
		Fewer than 98 percent of newly leased units passed HQS inspection before the beginning date of the assisted lease and HAP contract	N/A
		SEMAP Points Earned	5

Results

Number of Families in Current Database	1,105
Number of Inspections on or Before Date	1,105
Percent in Compliance	100.0%

Methodology:

PIC SEMAP Indicators Report

Supporting Documentation: PIC SEMAP Indicators Report**Indicator 12: Annual HQS Inspections**

SEMAP Indicator 12 -Annual HQS Inspections			
Points			
10	24 CFR 985.3 (m)(3)(i)	Fewer than 5% of annual HQS inspections of units under contract are more than 2 months overdue	Yes
		SEMAP Points Earned	10

Results

Number of Families in Current Database	5,460
Number of Late Inspections	145
Percent Out of Compliance	3%

Methodology:

PIC SEMAP Indicators Report

Supporting Documentation: PIC SEMAP Indicators Report

Indicator 13: Lease Up

SEMAP Indicator 13 -Lease Up			
Points			
20	24 CFR 985.3 (n)(3)(i)	The percent of units leased or occupied by homeowners under the voucher homeownership option, or the percent of allocated budget authority expended during the calendar year that ends on or before the assessed PHA fiscal year was <i>98 percent or more</i> .	Yes
		SEMAP Points Earned	20

Results

Annual BA Allocated	\$61,054,047
Annual BA Expended	\$62,307,536
Percent BA Expended	102.1%

Methodology:

Reviewed Two-Year Forecasting Tool and VMS Data Collection Report

Supporting Documentation: HUD 2-Year Forecasting Tool; VMS Data Collection Report**Indicator 14: Family Self-Sufficiency**

SEMAP Indicator 14 -Family Self Sufficiency Enrollment and Escrow Accounts			
Points			
10	24 CFR 985.3 (o)(3)(i)	The PHA has filled 80 percent or more of its mandatory FSS slots and 30 percent or more of FSS families have escrow account balances	N/A
8	24 CFR 985.3 (o)(3)(ii)	The PHA has filled 60 to 79 percent of its mandatory FSS slots and 30 percent or more of FSS families have escrow account balances	N/A
5	24 CFR 985.3 (o)(3)(iii)	The PHA has filled 80 percent or more of its mandatory FSS slots, but fewer than 30 percent of FSS families have escrow account balances	N/A

5	24 CFR 985.3 (o)(3)(iv)	30 percent or more of FSS families have escrow account balances, but fewer than 60 percent of the PHA's mandatory FSS slots are filled	N/A
3	24 CFR 985.3 (o)(3)(v)	The PHA has filled 60 to 79 percent of its mandatory FSS slots, but fewer than 30 percent of FSS families have escrow account balances	N/A
		SEMAP Points Earned	N/A

Results

Housing Authority of the Birmingham District does not have any remaining mandatory FSS Slots
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Indicator 15- Deconcentration Bonus

	SEMAP Bonus Indicator 15 -Deconcentration		
Points			
5	24 CFR 985.3 (5)(3)(i)	<i>Half or more</i> of all Section 8 families with children assisted by the PHA in its principal operating area at the end of the last completed PHA fiscal year reside in low poverty census tracts; or	Yes
	24 CFR 985.3 (h)(3)(ii)	The percent of Section 8 mover families with children who moved to low poverty census tracts in the PHA's principal operating area during the last completed PHA fiscal year is <i>at least 2 percentage points higher</i> than the percent of all Section 8 families with children who reside in low poverty census tracts at the end of the last completed PHA fiscal year; or	Yes
	24 CFR 985.3 (h)(3)(iii)	The percent of Section 8 families with children who moved to low-poverty census tracts in the PHA's principal operating area over the last two completed PHA fiscal years is <i>at least 2 percentage points higher</i> than the percent of all Section 8 families with children who resided in low poverty census tracts at the end of the second to last completed PHA fiscal year.	No
		SEMAP Points Earned	5

Results

- 1.) 68.39% of all Section 8 families with children residing in low poverty census tracts in the PHA's principal operating area at the end of the last PHA FY
- 2.) 78.07% of all Section 8 mover families with children moved to low poverty census tracts during the last PHA fiscal year
- 3.) 62.93% of all Section 8 mover families with children moved to low poverty census tracts over the last two completed PHA FYs



HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

2026 Tenant-Based Voucher Payment Standards Effective January 1, 2026

(HABD'S Tenant-Based Voucher Payment Standards are based on 110% of HUD's FY 2026 Small Area Fair Market Rents)

(* Subject to change based on program funding)

ZIP Code	OBR	1BR	2BR	3BR	4BR	5BR	6BR	7BR	8BR
35005	\$1,034	\$1,166	\$1,276	\$1,595	\$1,815	\$2,086	\$2,359	\$2,631	\$2,904
35006	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35020	\$924	\$1,045	\$1,144	\$1,430	\$1,628	\$1,872	\$2,116	\$2,360	\$2,604
35021	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35022	\$968	\$1,089	\$1,199	\$1,496	\$1,705	\$1,960	\$2,216	\$2,471	\$2,728
35023	\$1,166	\$1,320	\$1,441	\$1,804	\$2,046	\$2,352	\$2,659	\$2,966	\$3,273
35036	\$990	\$1,122	\$1,232	\$1,540	\$1,749	\$2,010	\$2,273	\$2,535	\$2,798
35048	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35060	\$990	\$1,111	\$1,221	\$1,540	\$1,749	\$2,010	\$2,273	\$2,535	\$2,798
35061	\$1,221	\$1,375	\$1,507	\$1,881	\$2,145	\$2,466	\$2,788	\$3,109	\$3,432
35062	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35063	\$891	\$990	\$1,122	\$1,529	\$1,815	\$2,086	\$2,359	\$2,631	\$2,904
35064	\$1,067	\$1,199	\$1,320	\$1,650	\$1,881	\$2,162	\$2,445	\$2,726	\$3,009
35068	\$1,133	\$1,287	\$1,408	\$1,760	\$2,002	\$2,302	\$2,602	\$2,902	\$3,203
35071	\$1,144	\$1,298	\$1,419	\$1,771	\$2,024	\$2,327	\$2,631	\$2,934	\$3,238
35073	\$979	\$1,100	\$1,210	\$1,518	\$1,727	\$1,985	\$2,245	\$2,503	\$2,763
35079	\$902	\$1,012	\$1,122	\$1,408	\$1,584	\$1,821	\$2,059	\$2,296	\$2,534
35091	\$935	\$1,056	\$1,155	\$1,452	\$1,650	\$1,897	\$2,145	\$2,392	\$2,640
35094	\$968	\$1,089	\$1,199	\$1,496	\$1,705	\$1,960	\$2,216	\$2,471	\$2,728
35111	\$1,078	\$1,144	\$1,320	\$1,661	\$1,804	\$2,074	\$2,345	\$2,615	\$2,886
35116	\$979	\$1,100	\$1,210	\$1,518	\$1,727	\$1,985	\$2,245	\$2,503	\$2,763
35117	\$1,034	\$1,166	\$1,276	\$1,595	\$1,815	\$2,086	\$2,359	\$2,631	\$2,904
35118	\$957	\$1,078	\$1,177	\$1,474	\$1,672	\$1,922	\$2,173	\$2,424	\$2,675
35119	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35126	\$1,177	\$1,320	\$1,452	\$1,815	\$2,068	\$2,378	\$2,688	\$2,998	\$3,308
35127	\$1,243	\$1,408	\$1,540	\$1,925	\$2,189	\$2,516	\$2,845	\$3,173	\$3,502
35130	\$891	\$990	\$1,122	\$1,408	\$1,639	\$1,884	\$2,130	\$2,376	\$2,622

Payment Standards are used to calculate the maximum amount of Housing Assistance Payment to Housing Authority is authorized to pay for the family. Payment Standards do not determine the amount of rent to the owner.

The amount of rent an owner can receive is determined by bedroom size, vouchersize, tenant-paid utilities and comparable rents being charged for similar units in the area of the subject property. TheHousing Authority will also apply HUD's Rent Reasonableness requirements for the Housing Choice Voucher Program.

ZIP Code	OBR	1BR	2BR	3BR	4BR	5BR	6BR	7BR	8BR
35139	No SAFMR-Based Payment Standard for this ZIP Code in FY 2026								
35146	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35148	\$891	\$990	\$1,122	\$1,529	\$1,837	\$2,112	\$2,388	\$2,663	\$2,939
35172	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35173	\$1,320	\$1,496	\$1,639	\$2,046	\$2,332	\$2,681	\$3,031	\$3,381	\$3,731
35180	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35181	\$1,034	\$1,166	\$1,276	\$1,595	\$1,815	\$2,086	\$2,359	\$2,631	\$2,904
35201	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35202	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35203	\$902	\$1,023	\$1,122	\$1,408	\$1,595	\$1,833	\$2,073	\$2,312	\$2,552
35204	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35205	\$1,243	\$1,408	\$1,540	\$1,925	\$2,189	\$2,516	\$2,845	\$3,173	\$3,502
35206	\$1,023	\$1,155	\$1,265	\$1,584	\$1,804	\$2,074	\$2,345	\$2,615	\$2,886
35207	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35208	\$957	\$1,078	\$1,177	\$1,474	\$1,672	\$1,922	\$2,173	\$2,424	\$2,675
35209	\$1,408	\$1,584	\$1,738	\$2,178	\$2,475	\$2,845	\$3,217	\$3,588	\$3,960
35210	\$1,089	\$1,232	\$1,353	\$1,694	\$1,925	\$2,213	\$2,502	\$2,790	\$3,080
35211	\$1,023	\$1,155	\$1,265	\$1,584	\$1,804	\$2,074	\$2,345	\$2,615	\$2,886
35212	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35213	\$1,694	\$1,903	\$2,090	\$2,618	\$2,970	\$3,415	\$3,861	\$4,306	\$4,752
35214	\$979	\$1,100	\$1,210	\$1,518	\$1,727	\$1,985	\$2,245	\$2,503	\$2,763
35215	\$1,103	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35216	\$1,419	\$1,595	\$1,749	\$2,189	\$2,486	\$2,858	\$3,231	\$3,604	\$3,977
35217	\$924	\$1,045	\$1,144	\$1,430	\$1,628	\$1,872	\$2,116	\$2,360	\$2,604
35218	\$913	\$1,034	\$1,133	\$1,419	\$1,617	\$1,859	\$2,102	\$2,344	\$2,587
35219	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35220	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35221	\$1,001	\$1,122	\$1,232	\$1,540	\$1,749	\$2,010	\$2,273	\$2,535	\$2,798
35222	\$1,045	\$1,177	\$1,287	\$1,606	\$1,826	\$2,099	\$2,373	\$2,647	\$2,921
35223	\$1,694	\$1,903	\$2,090	\$2,618	\$2,970	\$3,415	\$3,861	\$4,306	\$4,752
35224	\$990	\$1,111	\$1,221	\$1,529	\$1,738	\$1,998	\$2,259	\$2,520	\$2,780
35226	\$1,441	\$1,628	\$1,782	\$2,233	\$2,530	\$2,909	\$3,289	\$3,668	\$4,048
35228	\$1,023	\$1,155	\$1,265	\$1,584	\$1,804	\$2,074	\$2,345	\$2,615	\$2,886
35229	\$1,408	\$1,584	\$1,738	\$2,178	\$2,475	\$2,845	\$3,217	\$3,588	\$3,960
35231	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35232	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35233	\$1,540	\$1,738	\$1,903	\$2,376	\$2,706	\$3,111	\$3,517	\$3,923	\$4,329
35234	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35235	\$1,210	\$1,364	\$1,496	\$1,870	\$2,123	\$2,440	\$2,759	\$3,077	\$3,396
35236	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35242	\$1,595	\$1,804	\$1,980	\$2,475	\$2,816	\$3,238	\$3,660	\$4,083	\$4,505
35243	\$1,507	\$1,694	\$1,859	\$2,321	\$2,640	\$3,036	\$3,432	\$3,828	\$4,224
35244	\$1,386	\$1,562	\$1,716	\$2,145	\$2,442	\$2,808	\$3,174	\$3,540	\$3,907
35249	\$1,540	\$1,738	\$1,903	\$2,376	\$2,706	\$3,111	\$3,517	\$3,923	\$4,329
35253	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35254	\$891	\$990	\$1,122	\$1,408	\$1,573	\$1,808	\$2,044	\$2,280	\$2,516
35255	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35259	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35260	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35261	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35266	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35285	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35293	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35294	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35295	\$1,122	\$1,265	\$1,386	\$1,738	\$1,969	\$2,263	\$2,559	\$2,854	\$3,150
35444	\$1,091	\$1,133	\$1,355	\$1,727	\$1,804	\$2,074	\$2,345	\$2,615	\$2,886

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

HABD Staff Representative: Antwan Harris, Director of Strategic Communications
Kelley Terry, Senior Policy and Planning Strategist

Date: 8/11/2026

Department: Executive

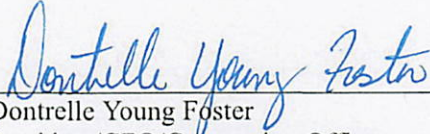
Board of Commissioners' Meeting Date: Thursday, August 20, 2026, at 1:30 P.M.

Board Agenda Item(s):

1. Approval of Artificial Intelligence(AI) Use Policy
2. Approval of Comprehensive Abuse Prevention and Mandatory Safeguarding Policy
3. Approval of HABD Rebranding Name Change
4. Fuse Update

Board of Commissioners' Committee Meeting Date/Time: Tuesday, August 11, 2026, at 10:00 A.M.

Approved by:


Dontrelle Young Foster
President/CEO/Contracting Officer

8/4/2026
Date

Duration of Presentation: 20 minutes

Board Agenda Topic (Narrative):

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: Chairwoman Thompson Date: 8/11/26

HABD Board Committee Member: Vice-Chairwoman Barnes Date: 8/11/26

HABD Staff Member: Antwan Harris Date: 8/11/26

HABD Staff Member: Kelley Terry Date: 8/11/26

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

REQUEST FOR BOARD ACTION

Approval of Artificial Intelligence (AI) Use Policy

August 20, 2026

INTRODUCTION

HABD is governed by various policies and procedures as a vital part of compliance with federal, state, and local laws, regulations, and policies. Accordingly, the agency believes that adopting a policy to govern policy activities will protect employees and the agency by ensuring that prescribed limits are defined by our policies.

PURPOSE/OBJECTIVE

The purpose of this request is to obtain Board approval of the Artificial Intelligence (AI) Use Policy. The policy establishes clear guidelines for the ethical, secure, and responsible use of Artificial Intelligence (AI) technologies within the agency.

DESCRIPTION/JUSTIFICATION

The Authority employed its procured legal services provider, Burr & Forman, LLP, to review and consult on the subject policy to ensure its content meets current and accepted legal standards. Furthermore, HABD embarked on a review process which included working with a team consisting of members of various departments.

POLICY IMPACT

In accordance with federal guidelines, the agency has established core principles to guide the direction of the policy and framework for its implementation, review, and subsequent revisions.

A brief overview of the core principles for using AI Tools is below:

All employees must uphold accountability by retaining professional judgment and oversight, while ensuring that the use of these technologies remains transparent and well-documented. To foster fairness, mandatory training on bias prevention is required for all staff. Strict data security protocols are in place: the input of PII, PHI, or confidential information into unapproved or public AI tools is strictly prohibited. Furthermore, HABD retains full ownership of all data, which must be protected by comprehensive vendor agreements. Any suspected security breaches or improper AI usage must be reported immediately to IT and supervisors. Finally, all AI tool utilization must strictly comply with established HABD HR policies and internal controls.

ECONOMIC IMPACT/FUNDING SOURCE

N/A

ATTACHMENTS

Artificial Intelligence (AI) Use Policy

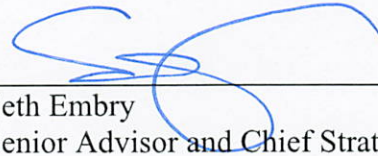
Artificial Intelligence Allowed and Prohibited Activity Chart

ALTERNATIVES

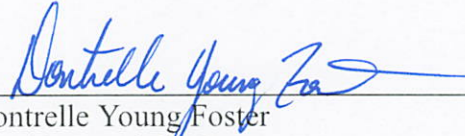
No alternatives were considered.

CERTIFICATION

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



Seth Embry
Senior Advisor and Chief Strategist



Dontrelle Young Foster
President and CEO

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

RESOLUTION NO. 2026-12848

Approval of Artificial Intelligence (AI) Use Policy

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO be and she hereby is authorized to adopt the Artificial Intelligence (AI) Use Policy.

Adopted this 20th day of August 2026.

Attest:

Chairperson

Dontrelle Young Foster, Secretary

(Seal)

HABD Artificial Intelligence Allowed and Prohibited Activity Chart	
Allowed (Yes)	Prohibited (No)
Using AI tools to support and enhance HABD work, provided human oversight is maintained.	Entering or uploading Agency Branding Representations including Logos, any confidential company, employee, resident, participant, applicant, or third-party information, files, trade secrets, Personally Identifiable Information (PII), Personal Health Information (PHI), or other proprietary information into any AI tool .
Performing tasks for administrative and operational efficiency, such as scheduling, document creation, grant applications, policy development, and internal communications.	Making final eligibility, placement, or termination decisions without comprehensive human review and approval.
General drafting, brainstorming ideas, or summarizing policies, provided no prohibited information is entered or uploaded.	Collecting data without proper consent or authorization.
Aiding in programming and coding assistance, provided a human code review is performed to ensure security, reliability, and integrity before deployment.	Using generative AI to craft a response in direct communication to residents. Approved templates must be used instead.
Supporting resident engagement and customer service (e.g., chatbots). Human oversight is required.	Copying and pasting AI-generated reports or correspondence into official communications without verifying facts and accuracy.
Conducting data analysis, data reporting, trend analysis, performance monitoring, and maintenance and work order prioritization.	Using AI tools to automate work tasks, including communications with residents, without any human intervention, participation, oversight, or review.
Using RingCentral's recording features (audio recordings and transcripts) if prior approval from the President/CEO has been obtained.	Using AI to fabricate progress reports, meeting notes, or time-tracking data to mislead supervisors.
Sharing RingCentral recordings, transcripts, or notes only for a legitimate business purpose, limited strictly to individuals with an authorized business need.	Engaging in unlawful activities, violating human or civil rights, or deploying AI tools that result in biased or discriminatory outcomes.

HABD Artificial Intelligence Allowed and Prohibited Activity Chart	
Allowed (Yes)	Prohibited (No)
Virtual Meeting Notetaking and Recording ONLY with permission and when appropriate.	Deploying unapproved chatbots, scripts, or automation.
Notifying Stakeholders about AI use.	Using unauthorized AI platforms or browser plugins on HABD-managed systems.
Reporting Policy violations.	Connecting a third-party AI tool to internal systems without IT approval.
Providing feedback about how the Policy is working in practice after implementation.	Surveilling or monitoring of staff or residents without explicit legal and ethical authorization.
Maximizing the benefits of using AI tools for HABD.	Using AI to impersonate residents, staff, or others.

**Housing Authority of the Birmingham District (HABD)
Artificial Intelligence Use Policy**



**1826 Third Avenue South
Birmingham, Alabama 35233
www.habd.org
(205) 324-0641**

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Housing Authority of the Birmingham District (HABD) Artificial Intelligence Use Policy

I. Purpose and Scope

A. Purpose

The purpose of this Housing Authority of the Birmingham District (HABD) Artificial Intelligence Use Policy (the “Policy”) is to establish clear guidelines for the ethical, secure, and responsible use of Artificial Intelligence (“AI”) technologies within the HABD. HABD recognizes the value of AI platforms in improving efficiency and communication, but it is crucial that this Policy safeguard data and the trust placed in HABD by all stakeholders, including employees, residents, and partners. This Policy ensures all AI use supports the Public Housing Agency’s mission to provide safe, decent, and affordable housing, while maintaining compliance with the U.S. Department of Housing and Urban Development (“HUD”) regulations, the Fair Housing Act (“FHA”), and all applicable federal, state, and local laws. This Policy also aims to balance the potential uses of AI against HABD’s interests in protecting private and personal data, preserving jobs, and ensuring fair and unbiased decision-making.

B. Scope

This Policy applies to all employees, contractors, consultants, interns, residents, third-party vendors, and any individual who uses or manages information and programs on behalf of the HABD. This Policy covers all departments, programs, and operations that incorporate AI tools, with special attention on personnel who may access or manage sensitive information, including but not limited to confidential legal information, employee records, and resident data.

C. RingCentral

The use of RingCentral recording features, including audio recordings and transcripts, requires prior approval from the President/CEO. Approval must first be requested through the employee’s immediate supervisor and Department Head before being escalated for final authorization. No recording, transcript, or related notes may be shared unless there is a legitimate business purpose, and distribution must be limited strictly to individuals with an authorized business need.

II. Definitions

- **Artificial Intelligence (“AI”):** A machine-based system that can, for a given set of human objectives, make predictions, recommendations or decisions influencing real or virtual environments. Artificial intelligence systems use machine and human-based inputs to (A) perceive real and virtual environments; (B) abstract such perceptions into models through analysis in an automated manner; and (C) use model inference to formulate options for information or action. (The National AI Initiative Act, codified at 15 U.S.C. 9401)

- **Generative AI Tools (Content Creation and Drafting):** Any software, application, platform, or system that utilizes artificial intelligence, including but not limited to large language models, deep learning architectures, or other machine-based systems, that is trained on data and that can, for explicit or implicit objectives, generate derived synthetic content — including text, images, audio, video, code, or other outputs — that emulates the structure, characteristics, or patterns of the data on which it was trained, with varying levels of human oversight or autonomy.
 - AI tools such as ChatGPT, Google Gemini, Microsoft Copilot, DALL·E, Grok, or Claude AI, are generally used to draft content, brainstorm ideas, summarize policies, or enhance productivity.
 - AI tools such as Grammarly, Otter, or Read AI are generally used for drafting assistance, virtual meeting recording, and note-taking.
- **Specialized AI Tools (Operations and Services):** Any software, application, platform, or system that utilizes artificial intelligence to perform specific operational, professional, or industry-focused functions that is designed to assist with or enhance particular business workflows, subject matter expertise, or service delivery, with varying levels of human oversight or autonomy.
 - **Legal/Compliance AI** (e.g., Westlaw Precision, LEXIS Protégé, Spellbook, Harvey): AI-powered tools that assist with contract review, legal research, regulatory compliance analysis, and litigation support. All outputs require close attorney review and professional judgment before use.
 - **Virtual Assistants/Chatbots** (e.g., Respondit AI, Whippy): AI-powered Interactive Voice Response (IVR) systems and chatbots that automate responses to routine resident and landlord inquiries.
 - **Predictive Analytics** (e.g., Oracle Intelligent Advisor, IBM Watsonx): AI-driven systems that analyze data to support demand forecasting, predictive maintenance, resource allocation, and eligibility screening.
 - **Operational Automation Tools** (e.g., Robotic Process Automation (RPA)): Software that automates routine, rule-based tasks such as data entry, invoice processing, and report generation.
- **Automated Decision-Making:** The use of AI systems to make decisions, or to assist in making decisions, with limited or no human involvement. This includes any AI-assisted process that affects eligibility determinations, compliance actions, or other outcomes for applicants, residents, participants, or staff.
- **Personal Identifying Information (PII):** Any data that can be used to distinguish or trace an

individual's identity, either alone or when combined with other information that is linked or linkable to a specific individual. Examples include, but are not limited to:

- Full names, addresses (including building and unit numbers), and phone numbers;
 - Social Security Numbers;
 - Driver License Numbers;
 - Dates of Birth;
 - Tenant IDs or case numbers, or any unique identifiers tied to a resident/participant/applicant's file or household;
 - Financial information, including income, bank account numbers, and financial statements;
 - Health or disability-related information.
- **Protected Health Information (PHI):** Individually identifiable health information that is transmitted or maintained in any form or medium by a covered entity or business associate, including information relating to an individual's past, present, or future physical or mental health condition, provision of health care, or payment for health care.

III. Principles and Acceptable Use Guidelines

A. Core Principles: All use of AI Tools must adhere to the following principles:

- **Accountability:** Users are responsible for compliance with this Policy and are accountable for the performance, accuracy, and impact of any AI-assisted work. All AI-generated content must be reviewed and validated by the user for accuracy and reliability. AI tools must not replace the user's professional judgment, oversight, or accountability.
- **Transparency:** The use of AI Tools must be transparent and explainable, with clear documentation of their purpose, capabilities, and limitations.
- **Fairness and Bias Prevention:** Users must recognize and actively mitigate inherent biases in AI models to prevent unfair or discriminatory outcomes, ensuring compliance with the FHA and FHEO requirements. All employees must complete training on recognizing and preventing bias.
- **PII/PHI Protection:** HABD strictly prohibits entering or uploading any Personally Identifying Information (PII), Protected Health Information (PHI), or other confidential or proprietary information into the prompt of any publicly available or unapproved AI tool.
- **Data Ownership:** All AI vendors and tools must be covered by comprehensive data protection and confidentiality agreements, with clear provisions stating that HABD retains ownership of all data collected or analyzed.
- **Immediate Reporting:** Any suspected breaches, security compromises, or improper AI use must be reported immediately to a supervisor and the IT department.

- **Compliance:** All use of AI tools must comply with applicable HABD policies, internal controls, and guidelines, including, but not limited to, the Human Resources Policy, the IT Handbook, Conflict of Interest Law, Privacy Act Notice, Anti-Harassment/Anti-Discrimination Policy, and Written Information and Security Plan, as well as HUD regulations and FHA requirements.

B. Permitted Uses

AI tools may be used to support and enhance HABD work, provided they adhere to this Policy and maintain human oversight. The following are **permitted uses** of AI tools:

- **Administrative and Operational Efficiency:** Performing tasks such as scheduling, document creation, grant applications, policy development, and internal communications.
- **Resident Services:** Supporting resident engagement and customer service through AI tools, such as chatbots, with human oversight required.
- **Data Analysis:** Conducting data reporting, trend analysis, performance monitoring for housing programs, and maintenance and work order prioritization.
- **General Drafting/Brainstorming:** Drafting general content, brainstorming ideas, summarizing policies, or enhancing productivity, so long as no information that this policy prohibits is used.
- **Programming/Coding:** Aiding in programming and coding, provided a human code review is performed to ensure security, reliability, and integrity before deployment.

IV. Request, Approval, and System Requirements

A. Approval Process

Only trained, authorized employees may use approved AI tools. An employee wishing to use AI tools must:

1. Submit a written request to their Department Head specifying:
 - a. The type of AI tool requested;
 - b. The intended use; and
 - c. How the AI tool supports a specific business need or resolves an identified challenge.
2. All requests for use of an AI system or tool must then be reviewed and formally approved by the IT and Human Resources Departments, in coordination with Executive Management, prior to use.

3. Department Heads must approve or deny requests in writing. Requests denied by IT may be elevated by the Department Head for further review and approval by the President/CEO. HABD reserves the right to revoke prior approvals at any time.

B. System Requirements

The proposed tool must be reviewed by IT to ensure it:

1. Can be securely managed and protected from unauthorized access or misuse.
2. Requires a login or other secure method of access (i.e., not a free, public version).
3. Meets IT security standards, including that the subscription level allows for opt-out of model training and that it is a private instance of the AI.
4. Is accessed only on secure, HABD-managed devices.

V. Prohibited Use

AI systems and tools **must not** be used for the following purposes:

- **Data Entry/Processing (PII/PHI):** Entering or uploading any confidential company, employee, resident, participant, applicant, or third-party information, files, trade secrets, PII, PHI, or other proprietary information into a prompt for any publicly available or unapproved AI tool, regardless of any privacy functions the tool promotes.
- **Final Decision Making:** Making final eligibility, placement, or termination decisions without comprehensive human review and approval. AI tools shall not be used to make decisions about resident, participant, or applicant eligibility, compliance, or enforcement actions.
- **Official Communications:** Copying and pasting AI-generated reports or correspondence into official communications without verifying facts and accuracy.
- **Direct Resident Communication:** Using generative AI to craft responses (emails, letters, etc.) to resident issues. Under no situation can generative AI be used in direct communication to residents. Approved templates must be used instead.
- **Automation without Human Oversight:** Using AI tools to automate work tasks, including communication with residents, where the task or action occurs without human intervention, participation, oversight, or review.
- **Falsification of Records:** Using AI to fabricate progress reports, meeting notes, or time-tracking data to mislead supervisors about completed work.

- **Illegal or Unethical Activities:** Engaging in unlawful activities, violating human or civil rights, or deploying AI tools that result in biased or discriminatory outcomes.
- **Unauthorized Systems:** Deploying unapproved chatbots, scripts, or automation; using unauthorized AI platforms or browser plugins on HABD-managed systems; or connecting third-party AI tools to internal systems without IT approval.
- **Surveillance/Impersonation:** Conducting surveillance or monitoring of staff or residents without explicit legal and ethical authorization, or using AI to impersonate residents, staff, or others.
- **Unauthorized Data Collection:** Collecting data through AI systems without proper consent or authorization.

VI. Data Privacy, Security, and Confidentiality

When using AI systems:

- Do not enter or upload any sensitive or confidential employee, resident, or third-party information into an AI system unless the system has been formally approved and is compliant with HABD security standards.
- Do not use any AI vendor or tool that is not covered by data protection and confidentiality agreements with HABD.
- Follow all applicable HABD cybersecurity and Human Resources policies, as well as HUD privacy requirements.
- Do not use data collected or analyzed by AI systems for any purpose other than legitimate HABD business and housing purposes.
- **Virtual Meeting Recording and Notetaking:** Do not share meeting recordings, transcripts, or AI-generated notes beyond individuals with a legitimate business need. Users must be aware that third-party AI tools may retain ownership of recordings and transcripts.

VII. Governance, Transparency, and Audit Requirements

- **Continuous Monitoring and Auditing:** HABD will routinely monitor the use of AI tools to verify proper human oversight, assess fairness, transparency, and accuracy, and ensure data protection. Noncompliant or high-risk systems may be suspended pending review.
- **Audit Trail and Chain of Custody:** All AI-assisted processes must maintain a clear, auditable trail and chain of custody for all data inputs and system outputs, ensuring that all analysis can be linked back to the original source data.

- **Public Inventory:** The Agency will keep a public-facing inventory of all approved AI tools used in processes that affect housing status, benefits, or services for residents and applicants.
- **Vendor Requirements:** All AI tools and systems must require authenticated login access, operate as a private instance, and include subscription terms that allow HABD to opt out of model training to maintain data control and security.
- **Employee Responsibility:** Employees must verify results generated by an AI tool before acting on them, and must report any potential legal, ethical, or policy concerns to a supervisor and the IT department.
- **Management Responsibility:** Department Directors and supervisors must ensure their staff comply with this Policy. Department Directors and supervisors must monitor for potential indicators of AI misuse, including, but not limited to:
 - Sudden repeated use of external AI tools from non-approved accounts.
 - Unexplained changes in output quality or sudden mistakes in work products.
 - Large or unusual file uploads to third-party sites.
 - An employee repeatedly asking for access to privileged data with unclear justification.
 - Spike in communications with unusual tone/language or rapid-fire messaging across platforms.
- **Stakeholder Notification:** Stakeholders (residents, applicants, or employees) must be notified when AI tools are used in processes that could affect their housing status, benefits, or services.

VIII. Training and Awareness

- All employees using or managing AI tools must complete annual training that includes:
 - Ethical and responsible AI use in public service.
 - Recognizing and preventing bias or discrimination in AI-assisted decisions.
 - Data privacy, cybersecurity, and confidentiality.
 - Understanding how AI aligns with Fair Housing and Equal Opportunity (“FHEO”) requirements.
- This Policy will be introduced during employee onboarding and reviewed annually as part of compliance training. Employees must certify their understanding of and agreement to comply with this Policy each year.
- Employees must complete AI Use Training within **90 days of initial hire** and annually thereafter.

VIII. Violations and Policy Review

A. Violations

Failure to comply with this Policy may result in:

- Suspension or revocation of AI tool or system access.
- Corrective or disciplinary action, up to and including termination.
- Reporting to appropriate regulatory or oversight authorities when required.
-

B. Policy Review and Updates

This Policy will be reviewed annually or as needed to reflect updates in HUD guidance, technology advancements, and organizational priorities. Updates must be approved by the President/CEO and Board of Commissioners.

IX. Maximize the Benefits and Value of AI

To maximize the strategic benefits and value of AI across the Agency, HABD should focus on establishing a clear strategy, developing core capabilities, and prioritizing high-impact applications by:

- **Defining a Strategic AI Program:** Establish an AI program framework to manage AI projects as a cohesive portfolio rather than siloed efforts, supporting the prioritization of investments for strategic fit and value.
- **Aligning AI with Mission-Critical Goals:** Prioritize AI adoption in areas that directly contribute to the PHA's mission, such as improving resident service delivery, enhancing operational efficiency, and strengthening compliance. Clearly define objectives before selecting any tool to ensure it meets a specific business need.
- **Investing in Training and Culture:** Implement management training to facilitate better collaboration between employees and AI systems. Provide continuous, hands-on training to staff to enhance their skills in utilizing AI effectively and efficiently, ensuring they practice with real-world applications.
- **Targeting High-Value Use Cases:** Concentrate initial deployment on tasks that offer the greatest Return on Investment ("ROI"), such as automating repetitive, high-volume tasks (e.g., data entry, scheduling, initial intake), and leveraging predictive analytics to inform strategic, data-driven decisions.
- **Fostering Feedback and Iteration:** HABD should encourage staff to report challenges, questions, or suggestions regarding AI use, integrating this feedback into future policy

revisions and technology advancements to ensure the approach remains practical and relevant.

X. Acknowledgment of Understanding

All HABD personnel must sign an acknowledgment form confirming they have read, understand, and agree to comply with this Policy.

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

REQUEST FOR BOARD ACTION

Approval of the Comprehensive Abuse Prevention and Mandatory Safeguarding Policy

August 20, 2026

INTRODUCTION

HABD is governed by various policies and procedures as a vital part of compliance with federal, state, and local laws, regulations, and policies. Accordingly, the agency believes that adopting a policy to govern policy activities will protect employees and the agency by ensuring that prescribed limits are defined by our policies.

PURPOSE/OBJECTIVE

The purpose of this request is to obtain Board approval of the Comprehensive Abuse Prevention and Mandatory Safeguarding Policy. The policy provides a framework for the agency to actively prevent, detect, and respond to all forms of abuse and neglect. HABD is committed to preventing the physical, emotional, sexual, spiritual, economic, and all other subtypes of abuse directed toward all individuals.

DESCRIPTION/JUSTIFICATION

The Authority employed its procured legal services provider, Burr & Forman, LLP, to review and consult on the subject policy to ensure its content meets current and accepted legal standards. Furthermore, HABD embarked on a review process which included working with Human Resources, Client Services, and Public Safety to develop a policy draft.

POLICY IMPACT

In accordance with federal guidelines, HABD shall maintain an environment characterized by safety, dignity, and well-being, by imposing a mandatory zero-tolerance standard for all conduct that compromises the safety, health, or welfare of any individual under its purview.

ECONOMIC IMPACT/FUNDING SOURCE

N/A

ATTACHMENTS

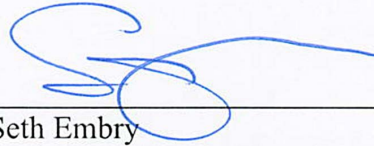
Comprehensive Abuse Prevention and Mandatory Safeguarding Policy

ALTERNATIVES

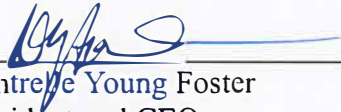
No alternatives were considered.

CERTIFICATION

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



Seth Embry
Senior Advisor and Chief Strategist



Dontre Young Foster
President and CEO

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

RESOLUTION NO. 2026-12849

Approval of the Comprehensive Abuse Prevention and Mandatory Safeguarding Policy

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO be and she hereby is authorized to adopt the Comprehensive Abuse Prevention and Mandatory Safeguarding Policy.

Adopted this 20th day of August 2026.

Attest:

Chairperson

Dontrelle Young Foster, Secretary

(Seal)

**Housing Authority of the Birmingham District (HABD)
Comprehensive Abuse Prevention and Mandatory Safeguarding Policy**



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Housing Authority of the Birmingham District (HABD) Comprehensive Abuse Prevention and Mandatory Safeguarding Policy

1.0 Policy Mandate and Statement of Intent

This Comprehensive Abuse Prevention and Mandatory Safeguarding Policy (the “Policy”) establishes the framework and procedures by which the Housing Authority of the Birmingham District (HABD) shall actively prevent, detect, and respond to all forms of abuse and neglect. HABD is committed to preventing the physical, emotional, sexual, spiritual, economic, and all other subtypes of abuse directed toward all individuals, including but not limited to Vulnerable Individuals by any Personnel, including employees, contractors, and volunteers. HABD shall maintain an environment characterized by safety, dignity, and well-being, by imposing a mandatory zero-tolerance standard for all conduct that compromises the safety, health, or welfare of any individual under its purview. Adherence to this Policy is a non-waivable condition of service and or employment.

2.0 Definitions

- **Personnel:** All individuals acting on behalf of HABD in any capacity, including, but not limited, to permanent employees, volunteers, temporary employees, Summer Youth Employees (SYEP), AmeriCorps VISTAs, contractors, and subcontractors.
- **Abuse:** All harmful acts or omissions, including neglect, which directly or indirectly compromise the safety, health, or overall well-being of a vulnerable individual. Prohibited subtypes of Abuse include, but are not limited to:
 - **Physical Abuse:** The infliction of bodily injury or impairment.
 - **Sexual Abuse:** Any form of sexual contact, activity, or exploitation involving a Vulnerable Individual.
 - **Emotional Abuse:** The infliction of mental or emotional distress or harm.
 - **Neglect:** The failure to provide the necessary or required adequate care, sustenance, or supervision.
 - **Economic Abuse:** The unauthorized use or misuse of a Vulnerable Individual’s money, property, or belongings.
 - **Spiritual Abuse:** The misuse of religious authority or beliefs as a means to control, manipulate, or inflict harm.
- **Vulnerable Individuals:** An individual who lacks the requisite full capacity to provide consent, including minors, the elderly, persons with legally recognized disabilities,

individuals demonstrating diminished mental capacity, migrants, refugees, persons experiencing homelessness, and socioeconomically disadvantaged persons.

3.0 Personnel Screening and Background Verification

All Personnel are subject to successfully complete and pass a pre-employment drug screen and full background screening prior to the commencement of service or employment. Failure to complete and pass the screening shall result in immediate disqualification from candidacy. This process may include, but is not limited to, the following components:

- A comprehensive national criminal background check and verification against the national sex offender registry.
- A state-level criminal history check, spanning a minimum of the preceding seven (7) years.
- Verification of driving records for any Personnel whose duties necessitate the transport of vulnerable individuals.
- Verification of professional references and employment history covering a minimum period of five (5) years.
- Social media and general internet background check to assess public conduct and fitness for service.
- Periodic re-screening may be conducted for all Personnel at the complete discretion of HABD.

3.1 Compliance and Adverse Action

All screening procedures shall be conducted in strict adherence to the Fair Credit Reporting Act (FCRA) and all applicable federal, state, and local laws and regulations. Unacceptable results from any component of the screening process shall constitute grounds for immediate disqualification from candidacy or termination of current service or employment. Any adverse action taken against a candidate or employee shall be preceded by a formal adverse action notice, as mandated by applicable law.

4.0 Non-Negotiable Structural Program Guidelines

Programs and activities involving Vulnerable Individuals should operate under the following structural safeguards to ensure maximum protection:

- **Two-Adult Rule:** Personnel are strongly encouraged to avoid situations in which a Vulnerable Individual is isolated with a single Personnel member. It is recommended that a minimum of two (2) actively screened adults be physically present during any interaction with a Vulnerable Individual. Alternatively, the interaction may be conducted under approved, continuous electronic security monitoring or video surveillance.

- **Open-Access Policy:** It is recommended that one-on-one interactions between Personnel and a Vulnerable Individual take place in observable settings. Observable settings include, but are not limited to, offices with open doors, rooms with clear windows, areas monitored by active video cameras, or designated public spaces where visibility is not obstructed.
- **Regulation of Electronic Communications:** All digital and electronic communications involving minors must include the minor's parent or legal guardian in the communication thread. Personnel are strictly forbidden from engaging in any private, one-on-one, or unmonitored digital or electronic communications with Vulnerable Individuals.
- **Regulated Transportation Protocol:** The transportation of a Vulnerable Individual requires prior, explicit written authorization from a designated supervisor. Furthermore, a second, actively screened adult should be present in the vehicle during all transportation of a Vulnerable Individual. Alternatively, video recording may be used as a safeguarding measure during transportation, in accordance with applicable HABD privacy requirements.

5.0 Standards of Professional Conduct

All Personnel shall adhere to the following mandatory standards in all interactions:

- Personnel shall treat all individuals with profound respect, ensuring the protection and unwavering upholding of their inherent dignity and well-being.
- Personnel shall maintain strict professional boundaries at all times and ensure all interactions remain appropriate, professional, and aligned with the service environment.
- Personnel shall foster and model accountability and absolute trust in the execution of all official HABD duties and activities.

5.1 Strictly Prohibited Conduct

The following actions constitute severe violations of this Policy and are strictly prohibited, resulting in mandatory disciplinary action up to and including immediate termination:

- Personnel should avoid entering restroom facilities alone with a Vulnerable Individual, except in documented, extreme, life-threatening emergencies. If aiding a Vulnerable Individual within a restroom facility, HABD recommends the presence of two (2) screened Personnel of the same gender as the Vulnerable Individual.
- The use of corporal or physical punishment, or any verbal conduct that is abusive, derogatory, profane, or offensive.

- Engaging in physically inappropriate interactions, including, but not limited to, hazing, wrestling, tickling, lap sitting, prolonged hugs, or any physical contact that can be reasonably perceived as inappropriate.
- Any form of sexual activity, contact, explicit verbal or written discussion, or implied sexual matters.
- Sharing sleeping quarters with Vulnerable Individuals.
- The possession, distribution, or display of sexually oriented or explicit materials in the workplace, during any HABD program, or while acting in an official capacity on behalf of HABD.
- Engaging in private or unsupervised electronic communication with a Vulnerable Individual, including but not limited to text messages, direct messages, social media contact, personal email, or any other electronic or digital platform, outside of official program channels or without the knowledge and consent of a parent, guardian, or authorized supervisor. This includes, but is not limited to, adding a Vulnerable Individual as a "friend," "follower," or "connection" on personal social media accounts, sharing personal contact information with a Vulnerable Individual for purposes unrelated to the program, or sending or requesting photographs, videos, or other content of a personal or sexual nature through any electronic medium.

6.0 Education, Compliance, and Mandatory Training

Personnel are required to complete mandatory training as a precondition of employment and continued service:

- **Initial Training:** Mandatory comprehensive training on abuse prevention and safeguarding is required for all Personnel upon hire.
- **Annual Compliance Training:** Annual refresher training is required for all Personnel, which must include a full review of this Policy and any updates to abuse prevention best practices and regulatory requirements.
- **Corrective Retraining:** Retraining shall be required immediately following any observed “red-flag” behaviors, documented policy violations, or other actions that raise concern.
- **Record Retention:** All records of training completion and compliance must be documented and retained.

7.0 Mandatory Reporting and Investigation Procedures

7.1 Mandatory Legal Obligation: All Personnel possess a non-waivable, mandatory legal

obligation to immediately report to HABD any suspected or observed instance of abuse, neglect, or harm to a Vulnerable Individual. All Personnel must also immediately report suspected or observed instances of abuse, neglect, or harm to the appropriate child or adult protective services and/or law enforcement authorities. Reporting must be executed immediately, in strict compliance with all applicable state laws and HABD's defined internal reporting protocols and policies.

7.2 Protection and Escalation:

- **Confidentiality and Protection:** The identity of all reporters shall be protected to the maximum extent legally permissible, and no retaliatory action against a reporter shall be tolerated.
- **Review and Action:** All reports will be formally escalated, reviewed promptly by designated leadership, and documented actions will be initiated.
- **Formal Investigation:**
 - **Allegations Against Personnel:** Any allegation of abuse involving HABD Personnel shall trigger an immediate, formal, and impartial investigation, followed by mandatory corrective and disciplinary action, up to and including termination and referral to law enforcement.
 - **Allegations Against Clients/Guests:** Allegations of abuse involving clients or guests shall similarly result in a formal investigation and the implementation of appropriate corrective or protective actions in accordance with HABD protocols and local jurisdiction.

8.0 Facility Security Standards

HABD facilities should implement and strictly enforce the following security and safety measures to prevent opportunities for abuse:

- **Entrapment Prohibition:** Storage rooms, utility spaces, and all other non-public areas should be securely locked when not actively in use. The installation or maintenance of any internal lock mechanisms that could potentially restrict exit or trap an individual is strictly forbidden.
- **Access Control:** Access to any secluded or non-observable space is limited strictly to authorized Personnel. The use of visibility enhancements, such as convex mirrors, clear windows, and active video surveillance, is recommended in all areas used by Vulnerable Individuals.

- **Video Surveillance and Retention:** All security footage shall be retained for a minimum period of 30 calendar days. Retention shall be extended indefinitely if legally required or if footage is associated with an active investigation.
- **Monitored Entry Points:** All entry and exit points to HABD facilities should be secured, access-controlled, and continuously monitored.
- **Wellness and Support Services:** HABD is committed to assisting with providing comprehensive support, including mandated counseling services and referrals, to victims, reporters, or witnesses affected by abuse.

9.0 Policy Review and Transparency

This Policy shall be maintained as a public document to ensure accountability and accessibility to all stakeholders. The Policy will undergo regular, formal reviews and mandatory updates to ensure compliance with all current statutory laws, regulatory mandates, and industry best practices.

10.0 Personnel Agreement and Acknowledgment

I formally acknowledge that I have received, fully read, and comprehend the Housing Authority of the Birmingham District's (HABD) Comprehensive Abuse Prevention and Mandatory Safeguarding Policy. I hereby agree to strictly comply with all its terms and provisions and fully understand that any violation shall result in severe disciplinary action, up to and including mandatory termination of service or employment.

Employee/Volunteer Signature _____ Date _____

Supervisor Signature _____ Date _____

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

REQUEST FOR BOARD ACTION

APPROVAL OF HABD REBRANDING MATERIAL

August 20, 2026

INTRODUCTION

Leadership of the Housing Authority of the Birmingham District is seeking to rebrand the organization after several decades operating under the aforementioned name. This action is for approval of presented materials.

PURPOSE AND OBJECTIVE

The purpose of this request is to obtain the Board's approval to proceed with an organizational name change and presented rebranding materials. Approval of these efforts will allow the organization to implement rebranding during the last month of the 90th anniversary year and continue until the completion of the rebrand.

DESCRIPTION AND JUSTIFICATION

As part of the organizational rebrand, the agency would adopt a new color palette, font, name, logo, and social identity. The agency would move away from the Housing Authority of the Birmingham District name and HABD acronym. The new name of operation would be Birmingham Housing with a distinct focus on providing solutions for families within the various programs and greater Birmingham area. The connected materials would represent those new direction of the organization.

POLICY IMPACT

This change in rebranding would require all employees to comply with previous branding policy and any additional policy/rules applied to the new branding guidelines.

ECONOMIC IMPACT/FUNDING SOURCE

None

ATTACHMENTS

Proposed Color Palette
Proposed Font
Proposed Logo

ALTERNATIVE

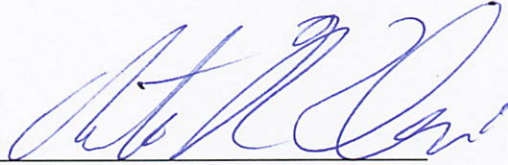
None

RECOMMENDATION

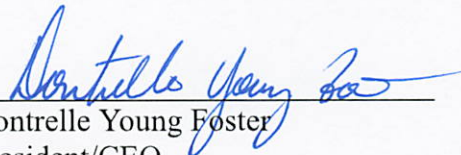
The President/CEO recommends adoption of this Resolution.

CERTIFICATION

The requested action is in conformance with all legal, policy, and regulatory requirements.



Antwan Harris
Director of Strategic Communications



Dontrelle Young Foster
President/CEO

HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

RESOLUTION NO. 2026-12850

Resolution: Approval of New Housing Authority Rebranding Materials

RESOLVED by the Board of Commissioners of the Housing Authority of the Birmingham District that the President/CEO is hereby authorized to implement the rebranding of the Housing Authority of the Birmingham District and use of all approved materials effective August 2026.

Adopted this 20th day of August 2026

Attest:

Chairperson

Dontrelle Young Foster

(Seal)