

Housing Authority of the City of Austin

DRAFT 2025-2029 PUBLIC HOUSING AUTHORITY FIVE- YEAR PLAN



A 45-Day Public Comment Period for the 2025 PHA Annual Plan and the 2025-2029 Five-year Plan will commence on Friday, September 20, 2024 and conclude on Monday, November 4, 2024. A Public Hearing will be held October 3, 2024 at noon to receive public input for the draft 2025 Annual Plan and the 2025-2029 Five Year Plan. The final draft will be presented to the HACA Board of Commissioners for approval at the November 21, 2024 Board of Commissioners meeting.

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

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

A.	PHA Information.																																
A.1	<p>PHA Name: <u>Housing Authority of the City of Austin</u> PHA Code: <u>TX001</u></p> <p>PHA Plan for Fiscal Year Beginning: (MM/YYYY): <u>04/2024</u> The Five-Year Period of the Plan (i.e. 2019-2023): <u>2025-2029</u> PHA Plan Submission Type: <input checked="" type="checkbox"/> 5-Year Plan Submission <input type="checkbox"/> Revised 5-Year Plan Submission</p> <p>Availability of Information. In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. Additionally, the PHA must provide information on how the public may reasonably obtain additional information on the PHA policies contained in the standard Annual Plan, but excluded from their streamlined submissions. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on their official websites. PHAs are also encouraged to provide each resident council a copy of their PHA Plans.</p> <p>A 45-Day Public Comment Period for the draft 2025 PHA Annual Plan and updates to the 2025-2029 Five-Year Plan will commence on Friday, September 20, 2024 and conclude Monday, November 4, 2024. A Public Hearing will be held on October 3, 2024 to receive public input for the draft 2025 Annual Plan and 2025-2029 Five-Year Plan. The final drafts will be presented to the HACA Board of Commissioners for approval at the November 21, 2024 Board of Commissioners meeting.</p> <p>Copies of the 2025 PHA Annual Plan and the 2025-2029 Five-Year Plan are available at the HACA Central Office and on the HACA website, www.hacanet.org. All supporting documentation is available at the HACA Central Office of via the HACA website.</p> <p><input type="checkbox"/> PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below.)</p> <table border="1" data-bbox="212 1293 1471 1925"> <thead> <tr> <th rowspan="2">Participating PHAs</th> <th rowspan="2">PHA Code</th> <th rowspan="2">Program(s) in the Consortia</th> <th rowspan="2">Program(s) not in the Consortia</th> <th colspan="2">No. of Units in Each Program</th> </tr> <tr> <th>PH</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td>Lead PHA:</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program		PH	HCV	Lead PHA:																							
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B.	Plan Elements. Required for <u>all</u> PHAs completing this form.
B.1	<p>Mission. State the PHA’s mission for serving the needs of low-income, very low-income, and extremely low-income families in the PHA’s jurisdiction for the next five years.</p> <p>The Housing Authority of the City of Austin’s mission is to cultivate sustainable affordable housing communities and partnerships that inspire self-reliance, growth, and optimism.</p>
B.2	<p>Goals and Objectives. Identify the PHA’s quantifiable goals and objectives that will enable the PHA to serve the needs of low-income, very low-income, and extremely low-income families for the next five years.</p> <p>Goal 1: Expand affordable housing opportunities and preserve existing assets to ensure long-term sustainability.</p> <ul style="list-style-type: none"> • Expand HACA’s/AAHC’s number of units to 25,000 with an emphasis on high opportunity areas. • Conduct a review of HACA’s portfolios to ensure long-term sustainability. • Explore investment opportunities to create additional revenue streams to meet HACA’s current and future operational needs. • Explore development strategies for HACA’s RAD PBRA portfolio and implement the strategies as opportunities arise, to ensure long-term sustainability and optimize resident quality of life. • Explore ways to transition families from subsidized housing to other affordable housing opportunities. <p>Goal 2: Optimize the reach and impact of opportunities for residents and clients to improve their quality of life, achieve self-sufficiency, and reach their full potential.</p> <ul style="list-style-type: none"> • Launch PBRA Family Self Sufficiency program to connect families to resources in their journey to self-sufficiency. • Improve resident engagement and program sustainability across all PBRA programs, including youth, seniors, and persons with disabilities. • Expand awareness and make connections to existing services to serve FSS (Family Self-Sufficiency) and non-FSS HCV (Housing Choice Voucher) Clients <p>Goal 3: Attract, support, develop and retain a talented and diverse workforce that prioritizes HACA’s values.</p> <ul style="list-style-type: none"> • Develop a recruitment plan that catalyzes hiring and personalizes HACA’s story. • Regularly review salaries, benefits, and the work environment to remain competitive. • Create a systematic approach to onboard new employees and train new supervisors. • Develop and implement a continuity and succession plan to grow employee knowledge and competencies. <p>Goal 4: Support organizational efficiency that prioritizes agency resilience, climate sustainability, and the safety of residents and staff.</p> <ul style="list-style-type: none"> • Develop a method to assess program and process changes in a way that is most efficient and effective and streamlines processes. • Implement initiatives to promote energy efficiency, environmental sustainability, and climate resiliency. • Implement steps to provide secure and reliable technology with 99% availability for clients, residents, and staff. • Assess the safety of residents, staff, and clients, and then implement an action plan with benchmarks and review annually. • Review, update and test HACA’s business continuity plan. • Successfully adopt HUD-updated physical inspection protocols across all of HACA’s housing programs. • Successfully implement housing policies in response to HOTMA regulations. <p>Goal 5: Foster exceptional customer service and enhance communications with stakeholders to nurture strong partnerships and increase community awareness.</p> <ul style="list-style-type: none"> • Rebrand HACA to reflect a fresh, modern design that builds on the history and reputation of the agency. • Redesign HACA’s website to streamline information, reflect new branding and improve the user experience for residents, staff, and stakeholders. • Engage in a celebration of HACA’s 90th Anniversary. • Develop and implement a Communications Plan to enhance customer service and increase awareness of HACA’s programs and community impact. • Launch an assisted housing portal to improve customer service for HCV landlords and participants. <p>Goal 6: Create and implement a plan to advance inclusion, diversity and racial, economic, and social equity throughout the organization, our programs, and partnerships.</p> <ul style="list-style-type: none"> • Reconvene the DEI Advisory Committee to review and assess current values and commitments and create a plan to incorporate those values and commitments into the employee experience. • Implement a DEI training curriculum for the agency and for new hires. • Expand the DEI lens into agency-wide and departmental decision-making and initiatives. • Create a framework for the creation of Employee Shared Interest or Resource Groups. • Develop marketing and promotional materials that highlight diversity.

B.3

Progress Report. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.

Provide a description of the PHA's progress in meeting its Mission and Goals described in its 5-Year PHA Plan

1. Expand affordable housing opportunities and preserve existing assets to ensure long-term sustainability.

HACA continues to revitalize our assets, seek additional rental assistance vouchers, and advance innovative affordable housing solutions. HACA has broken ground on the redevelopment for Pathways at Rosewood Courts to provide new construction of units as well as a culture center, a community green space, and 12 townhouse-style homes that will be available for sale to low-income, first-time homebuyers. Our next redevelopment project, currently in planning, is Pathways at Santa Rita in 2025. Through our subsidiary, Austin Affordable Housing Corporation (AAHC), additional properties that are either developed and/or acquired accept voucher holders, providing greater choice within our service area. In the past year, AAHC added more than 2,000 units to its portfolio, with over 570 additional units currently under construction. Our subsidiary, Austin Pathways, offers homeownership opportunities through our Down Payment Assistance Program being redeveloped to respond to current market conditions.

2. Optimize the reach and impact of opportunities for residents and clients to improve their quality of life, achieve self-sufficiency, and reach their full potential.

HACA promotes individual responsibility and high expectations, and fosters results-based community partnerships and programs focused on our 5 pillars of health and wellness, homeownership, digital inclusion, workforce development, and youth educational success. Scholarships are provided to eligible students to assist with the cost of higher education and to improve self-sufficiency. Among many resident-oriented programs, HACA launched the Project Based Rental Assistance Family Self Sufficiency program to build upon our Housing Choice Voucher Family Self Sufficiency program to connect families to resources on their journey to self-sufficiency.

3. Attract, support, develop and retain a talented and diverse workforce that prioritizes HACA's values.

HACA invests in our staff, ensures accountability and effective communication, and promotes an innovative, healthy and safe work environment with training and leadership development strategies. This is accomplished through a generous benefit package, wellness programs, tuition reimbursement programs, employee referral program to aid in recruitment, family scholarships, and a hybrid/telecommuting policy. We also periodically conduct salary studies to ensure we are competitive in the local employment market.

4. Support organizational efficiency that prioritizes agency resilience, climate sustainability, and the safety of residents and staff.

HACA undertakes initiatives to assess program and process changes necessary with focus on ongoing development of energy conservation efforts, a secure technology infrastructure, improving business continuity to be adaptable to the ever-changing situations that can interrupt operations, as well as evaluation and promotion of safety measures to further protect residents and staff. One recent project involved water conservation programs for several properties that will result in significant savings over the next two years. More work will be performed to review portfolio energy consumption data to explore more opportunities for conservation, renewable energy, and other methods for operating cost reduction and environmental sustainability.

5. Foster exceptional customer service and enhance communications with stakeholders to nurture strong partnerships and to increase community awareness.

HACA pursues opportunities to implement best practices that enhance communications with customers and stakeholders and promotes awareness of our services within the community. On the horizon is a redesign of HACA's website to streamline information, reflect new branding and improve the user experience for residents, staff, and stakeholders.

6. Create and implement a plan to advance inclusion, diversity and racial, economic, and social equity throughout the organization, our programs, and partnerships.

Based on work with our Diversity, Equity and Inclusion (DEI) consultant, HACA continues to review, assess and communicate values and commitments, incorporate those values into the employee experience, and incorporate a broader DEI lens into agency operations to further this important initiative. A DEI Advisory Group considers issues, identifies new approaches, promotes awareness and other actions to meet our goals. HACA recently hired a Diversity Recruitment Specialist to begin work on implementing key areas within this initiative.

<p>B.4</p>	<p>Violence Against Women Act (VAWA) Goals. Provide a statement of the PHA’s goals, activities, objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking.</p> <ul style="list-style-type: none"> • HACA has adopted multiple policies including: <ul style="list-style-type: none"> ○ Emergency Transfer Move Plan ○ Notice to Housing Choice Voucher Owners and Managers ○ VAWA Policy and Standard Operating Procedures to follow upon an applicant, resident or participant claim ○ VAWA Notice of Occupancy Rights under the Violence Against Women Act ○ Extensive Coverage in HACA’s Housing Choice Voucher Program’s Administrative Plan
<p>C. Other Document and/or Certification Requirements.</p>	
<p>C.1</p>	<p>Significant Amendment or Modification. Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p>The Housing Authority of the City of Austin defines the following circumstances will constitute as a significant amendment/modification to this agency’s PHA plan:</p> <ul style="list-style-type: none"> • Changes made to the admissions policies, organization of the waiting list and/or tenant rent payments; • Addition of non-emergency work items (items not included in the current Annual Statement or 5-Year Action Plan) or changes in use of replacement reserve funds under the Capital Fund in the amount of 20% or more of the annual grant; • Any changes with regard to demolition or disposition, designation, homeownership programs or conversion activities. <p>A substantial deviation may be defined as a loss and/or inadequate funding for a program, reallocation of funding to sustain programs and/or a change in regulatory requirements governing a program, thus requiring the PHA to amend its agency plan.</p> <p>As part of the Rental Assistance Demonstration (RAD), HACA is redefining the definition of a substantial deviation from the PHA Plan to exclude the following RAD-specific items per PIH Notice 2012-32, Rev-2:</p> <ol style="list-style-type: none"> a. The decision to convert to either Project Based Rental Assistance or Project Based Voucher Assistance; b. Changes to the Capital Fund Budget produced as a result of each approved RAD Conversion, regardless of whether the proposed conversion will include use of additional Capital Funds; c. Changes to the construction and rehabilitation plan for each approved RAD conversion; and d. Changes to the financing structure for each approved RAD conversion.
<p>C.2</p>	<p>Resident Advisory Board (RAB) Comments.</p> <p>(a) Did the RAB(s) have comments to the 5-Year PHA Plan? <i>The RAB will convene on October 3, 2024 with no comments.</i></p> <p>Y N <input type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p>
<p>C.3</p>	<p>Certification by State or Local Officials.</p> <p>Form HUD-50077-SL, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>
<p>C.4</p>	<p>Required Submission for HUD FO Review.</p> <p>(a) Did the public challenge any elements of the Plan?</p> <p>Y N <input type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>

D. Affirmatively Furthering Fair Housing (AFFH).

D.1

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

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

Fair Housing Goal: Explore the feasibility to create a regional resource network for down payment assistance programs that are affirmatively marketed to under-represented homeowners.

Describe fair housing strategies and actions to achieve the goal

HACA, as one of the 10 regional partners, participated in the Central Texas Regional Housing Working group on a Regional Fair Housing Plan. HACA aligns with the City of Austin to address impediments where able/applicable. For this fair housing goal, through our subsidiary AAHC, HACA offers homeownership programs through our Down Payment Assistance Program provide permanent and sustainable opportunities for very-low income persons.

Fair Housing Goal: Implement Displacement Mitigation Strategies that are related to Disproportionate Housing Needs.

Describe fair housing strategies and actions to achieve the goal

HACA is currently redeveloping several properties on the east side of Austin, where displacement is of concern. Those properties will not only provide updated facilities and amenities; HACA is increasing the number of units to allow for more affordable units to help keep more of the impacted populations in place. HACA created a Resident Protection Team that ensures residents faced with relocation are supported and protected, and to minimize disruption and harm during the relocation period.

Fair Housing Goal: Encourage developers and landlords who benefit from public funding and development incentives to adopt reasonable policies on tenant criminal history and not discriminate based on source of income.

Describe fair housing strategies and actions to achieve the goal

HACA will continue to educate prospective landlords in the Housing Choice Voucher programs regarding the benefit of participating in providing housing to our voucher holders. The Housing Choice Voucher program employs a dedicated Landlord Outreach Specialist to enroll landlords of properties in census tracts with limited affordable housing, as providers of affordable housing through the Housing Choice Voucher program. HACA utilizes the U.S. Census and yearly American Community Survey (ACS) updates to determine and review in which areas of Austin there is little affordable housing, and low minority and socioeconomic status distribution. HACA’s Landlord Outreach Specialist then seeks landlords in these areas to participate in the Housing Choice Voucher program in an effort to de-concentrate poverty, diversify areas of the city, and ensure that affordable housing is available across the community and is accessible to areas of high job concentration and high performing schools. Additionally, HACA’s Family Self-Sufficiency Coordinators maintain extensive information on local social service providers, childcare providers, and transportation routes that FSS participants are likely to utilize, so that FSS participants can make informed housing choices.

Additionally, our subsidiary, AAHC’s properties accept voucher holders at all their developed and/or acquired properties. This provides greater choice for voucher holders who may otherwise not qualify based on the 3x rent income requirements.

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

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

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

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

B. Plan Elements.

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

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

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

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

C. Other Document and/or Certification Requirements.

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

C.2 Resident Advisory Board (RAB) comments.

(a) Did the public or RAB have comments?

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

C.3 Certification by State or Local Officials.

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

C.4 Required Submission for HUD FO Review.

Challenged Elements.

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

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

D. Affirmatively Furthering Fair Housing.

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

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

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

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

Public reporting burden for this information collection is estimated to average 1.64 hours per year per response or 8.2 hours per response every five years, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

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