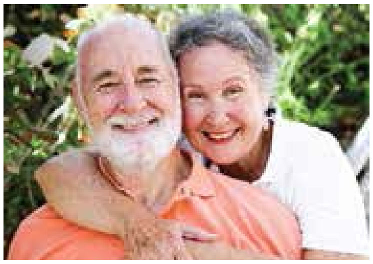
Fairfax County Redevelopment and Housing Authority


THRIVE

Total Housing Reinvention for Individual Success, Vital Services and Economic Empowerment

Moving to Work Plan

Fiscal Year 2019

Submitted April 12, 2018
Revised August 8, 2018
Revised September 17, 2018
Revised October 25, 2018

The Vision

It is the vision of the Fairfax County Redevelopment and Housing Authority (FCRHA) that affordable housing programs provide more than a roof overhead. Affordable housing – particularly the Fairfax County Rental and Housing Choice Voucher Programs – can be the gateway to a better life and self-sufficiency. Rather than simply surviving, it is the vision of the FCRHA that the families we serve can truly *THRIVE*.

The FCRHA has created the THRIVE initiative – ***T****otal* ***H****ousing* ***R****einvention for* ***I****ndividual Success,* ***V****ital Services and* ***E****conomic Empowerment* - to serve as the guiding principle for how we interact with families in our programs. It is our belief that by reinventing the way we do business through Moving to Work - by connecting individuals and families to the services they need to overcome health and personal barriers and by providing employment opportunities – every person can find individual success.

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I. Introduction

Moving to Work (MTW) is a demonstration program that offers Public Housing Authorities (PHAs) the opportunity to design and test innovative, locally-designed housing and self-sufficiency strategies for low-income families by allowing exemptions from existing Public Housing and tenant-based Housing Choice Voucher rules. The program also permits PHAs to combine operating, capital, and tenant-based assistance funds into a single agency-wide funding source, as approved by the U.S. Department of Housing and Urban Development (HUD). The purposes of the MTW program are to give PHAs and HUD the flexibility to design and test various approaches for providing and administering housing assistance that accomplish three primary goals:

1. Reduce cost and achieve greater **cost effectiveness** in Federal expenditures;
2. Give incentives to families with children where the head of household is working, is seeking work, or is preparing for work by participating in job training, educational programs, or programs that assist people to obtain employment and move to **self-sufficiency**; and
3. **Increase housing choices** for low-income families.

The Fairfax County Redevelopment and Housing Authority's (FCRHA) MTW designation, received in 2013, is a key component of the FCRHA's THRIVE Initiative – – **Total Housing Reinvention for Individual Success, Vital Services and Economic Empowerment.** THRIVE is an overall effort by the FCRHA to ensure that its customers achieve their greatest level of self-sufficiency, while at the same time ensuring the financial viability of its portfolio of affordable housing properties and creating cost efficiencies for its Federal programs.

It is the goal of the FCRHA's THRIVE initiative that every person and family in the FCRHA's programs do more than survive; the FCRHA wants them to THRIVE. The MTW Plan – as part of the THRIVE Initiative – is designed to ensure that individuals and families are provided not only affordable and attractive housing, but are connected to services and support that help them succeed and become self-sufficient. THRIVE will link households to services and programs offered by Fairfax County human services agencies and community non-profit organizations. Such programs will support the concept of self-sufficiency ranging from personal money management, job training, language skills, and health services to even homeownership.

Moving Along the Housing Continuum

The FCRHA provides a continuum of affordable housing ranging from rental vouchers; to moderately priced rental apartments and townhouses; as well as affordable programs for homeownership. Each person or family fits somewhere along this continuum and it is the goal of THRIVE and the FCRHA's MTW Plan to help individuals find the right fit based on income and need – helping them progress along the continuum to self-sufficiency. The THRIVE Housing Continuum (herein referred to as "Housing Continuum") provides the right housing at the right time, based on a household's income and skill set – and allows participating households to move through the different steps of the Housing Continuum as they become more self-sufficient. The four steps in the Housing Continuum provide a range of housing types and subsidy levels, each tied to the attainment of certain self-sufficiency skills.

Step One – Bridging Affordability[1]. The County's Bridging Affordability rental subsidy program is designed to serve extremely low-income households earning 30 percent of the Area Median Income (AMI) and below, including those who are homeless and victims of domestic violence. In Step One, participating households will focus on building basic self-sufficiency skills such as job readiness and financial literacy; receive services aimed at addressing basic self-sufficiency barriers, such as identifying child/elder care needs and assessing health needs; and receive assistance finding employment.

Step Two – Project-based or Tenant-based Housing Choice Voucher. The federal Housing Choice Voucher Programs serve extremely and very low-income households (earning 50 percent of AMI and below) that need assistance in attaining an intermediate self-sufficiency skill set. Participants in Step Two will receive services designed to provide individual job skill development, address transportation needs, and ensure ongoing participation in health care services.

Step Three – Fairfax County Rental Program. The local Fairfax County Rental Program (FCRP) serves low- and moderate-income households (earning 80 percent of AMI and below) working toward an independent skill set, who are able to maintain stable employment, are participating in preventative activities, and are pursuing financial education such as retirement planning and homebuyer training.

Step Four – Homeownership or Unsubsidized Housing. At Step Four, individuals and families will be considered self-sufficient. Staff will refer tenants to the FCRHA's First-Time Homebuyers Program.

Households can enter the Housing Continuum at any step, based on their skills and individual needs, and progress through the Housing Continuum to any step. Households will receive an individual assessment by FCRHA staff to determine what step in the Housing Continuum is right for them. For example, a homeless family that enters Step One/Bridging Affordability can progress directly to Step Three/FCRP if their skills and income increases sufficiently to do so. Similarly, a household may enter Step Three/FCRP directly if their income and skills allow.

[1] Bridging Affordability is a locally-funded rental assistance program that is subject to annual appropriations by the Fairfax County Board of Supervisors.

MTW allows the FCRHA to expand the scope and impact of the THRIVE Initiative. The FCRHA, consistently recognized by HUD as a high-performing Public Housing agency, is using the flexibility that comes with the MTW designation to:

- Create a **housing continuum** that seamlessly couples the County's *local housing program and Federal housing program* and moves customers toward the greatest level of self-sufficiency they are able to attain.
- Expand its already **strong community partnerships** with non-profit organizations to provide self-sufficiency services ranging from "ready-to-rent" training, to job readiness, through homebuyer education and beyond.
- Reduce the regulatory burden both on staff and customers, to allow a greater focus on **people – not paperwork**. MTW changes such as moving to biennially re-certifications permits FCRHA staff to concentrate on facilitating access to self-sufficiency services and opportunities, such as job training and higher education.
- **Align housing resources with community needs**, consistent with the County's yearly-adopted "Housing Blueprint."

Overview of the FCRHA'S Short-Term MTW Goals and Objectives

Fiscal Year (FY) 2019 will further the on-going work of the THRIVE Initiative and address current and expected budget shortfalls in the Housing Choice Voucher Program. FY 2019 will continue with the implementation of several important policies to decrease the cost of assistance to families in the Housing Choice Voucher Program in an effort to sustain the program and minimize the need to terminate families in the program in the future, as well as the implementation of several key mitigation strategies to help families address these changes. These supports will complement the THRIVE Initiative. Lastly, new policies in FY 2019 will include the establishment of a local Fairfax County payment standard, followed by sub-market payment standards in future years. This will be accomplished in two phases—the first phase, which will be complete in FY 2019, will establish one Fairfax County payment standard by bedroom size; and the second phase in FY 2020 to establish sub-market payment standards to provide an opportunity to create positive resident mobility.

Following is a list of the FCRHA's MTW activities that are discussed in this FY 2019 Plan—the Fairfax County payment standards activity that has been proposed in the FY 2019 Moving to Work Plan, those that have been implemented, those that have not been implemented, and those that are on hold or closed.

PROPOSED	2019-1	Establish Fairfax County Payment Standards
IMPLEMENTED	2018A-1	Modify the Calculation of the Family Share of Rent
	2018A-2	Establish Shared Housing Program for Rental Assistance Demonstration Project-Based Voucher Program
	2014-1	Reduce Frequency of Reexaminations
	2014-2	Eliminate Mandatory Earned Income Disregard Calculation
	2014-3	Streamline Inspections for Housing Choice Voucher Units
	2014-5	Institute a Minimum Rent
	2014-6	Design and Initiate a Rent Control Study
	2014-9	Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Assistance Demonstration Project-based Voucher Program
	2017-1	Modify the Family Self-Sufficiency Program
	2017-3	Authorization to Establish a Local Moving to Work Project-Based Voucher Program
NOT YET IMPLEMENTED	2018A-3	Increase Initial Maximum Tenant Rent Burden to 45 Percent
	2016-1	Use Moving to Work Funds for Local, Non-Traditional Housing Program
	2016-2	Modify Project-Based Voucher Choice Mobility Criteria
	2017-2	Establish a Gateway to Housing Choice Voucher Program from the Tenant-Based Rental Assistance Program
ON HOLD	2014-4	Streamline Inspections for Public Housing Residents
	2014-8	Allow Implementation of Reduced Payment Standards at Next Annual Reexamination
CLOSED OUT	2014-7	Convert Scattered-Site Public Housing Units to Project-Based Section 8 Assistance
	2015-1	Eliminate Flat Rents in the Public Housing Program

Highlights of the FCRHA's short-term goals for FY 2019 include:

1. **Establish Fairfax County Payment Standards:** The FY 2019 Moving to Work Plan includes one newly-proposed activity—the establishment of local Fairfax County rent payment standards using current local rental market data. This is being

proposed to provide an avenue to accomplish the goals of Small Area Fair Market Rents (SAFMR), a new HUD mandate that requires utilizing different Fairfax Market Rents for each of the 60 ZIP codes in Fairfax County. Analysis found that implementation of SAFMRs would increase the average cost per unit by $255 in the Housing Choice Voucher Program and could result in serving 600 less families in the program because of this increased cost. Thus, the FCRHA has requested a temporary exemption from HUD from the implementation of the SAFMRs until this proposed activity can be approved and implemented.

2. **Implement Cost Saving Measures to Minimize Terminations from the Housing Choice Voucher Program due to Federal Budget Cuts, Coupled with Mitigation Strategies to Help Families THRIVE:** Throughout 2017, the Fairfax County Department of Housing and Community Development (HCD) collaborated with the THRIVE Advisory Committee, the FCRHA, and local leaders to identify strategies that could be implemented to decrease the average per unit cost of Housing Assistance Payments. The overarching goal during these discussions was to minimize the likelihood of program terminations in the Housing Choice Voucher Program. Policy changes such as eliminating deductions and allowances, increasing the family share of rent for work-able households, and subsidy caps were considered.

   Following rigorous analysis, input from various stakeholders, and discussion with the FCRHA, changes to how the family share of rent is calculated were recommended. These changes are intended to provide long-lasting savings to the program so that the FCRHA can continue to serve existing participants, and eventually provide assistance to new households (such new assistance has been suspended since March 2017), as well as fund important development, rehabilitation, and preservation of needed affordable housing in Fairfax County. These changes were proposed in the FY 2018 Amended Moving to Work Plan.

3. **Continue to Refine Local Project-Based Voucher Program and Policies:** The FCRHA completed converting its entire Public Housing portfolio to project-based assistance under the Rental Assistance Demonstration (RAD). The first set of units were converted in 2017, with the remaining units converted in FY 2018. Long-term, this offers an opportunity for the FCRHA to undertake long-deferred capital improvements, which will be explored over the coming years. Residents will benefit from these improvements, as well as from the project-based voucher assistance.

   The FCRHA requested authorization in FY 2017 to establish a local MTW Section 8 Project-based Voucher Program. The FCRHA was authorized to utilize the advantages of project-based voucher assistance in the development or redevelopment of housing by providing a commitment of vouchers to projects being developed by the FCRHA or private developers using FCRHA or Fairfax County land or units or FCRHA financing utilizing an alternative competitive process, such as the Public-Private Educational Facilities Infrastructure Act or another locally-administered procurement process. In the effort to increase affordable housing, as potential development/redevelopment projects are explored, this flexibility will potentially be utilized.

In the Amended FY 2018 Moving to Work Plan, the FCRHA proposed to establish a Supportive Shared Housing Program for its RAD Project-based Voucher Units. This program is designed to provide long-term affordable housing opportunities to adults who are disabled and meet the prescribed level of services established by the Fairfax-Falls Church Community Services Board. The program allows two or more assisted individuals to live together in a single RAD Project-based Voucher unit.

The FY 2019 Moving to Work Plan provides additional clarification to the Local Project-based Voucher Program, specifically related to the exemption of project-based vouchers from the tenant-based voucher subsidy standards.

4. **Rent Reform:** The FCRHA has several FY 2016 Plan activities that will continue to be fully implemented in FY 2019 and beyond. These activities include the rent reform evaluation. These are important activities as we work to make the THRIVE program even more successful for the FCRHA's program participants.

Overview of the FCRHA'S Long-Term MTW Goals

MTW provides the opportunity for the FCRHA to not only focus on its THRIVE Initiative, but to also begin to utilize the block grant flexibility to assist with meeting an important goal of the FCRHA—*to preserve, expand, and facilitate affordable housing opportunities in Fairfax County*. According to the Virginia Center for Housing Research, the total affordable housing gap in Fairfax County for low- and moderate-income renters is approximately 31,630 units. To that end, a long-term MTW goal of the FCRHA is to realize savings through its Federal programs—both through efficiencies in the program, as well as ultimately moving families to self-sufficiency—and ***to utilize these savings for the development or redevelopment of affordable housing***.

During many discussions with the THRIVE Advisory Committee beginning in FY 2017, these community leaders have repeatedly emphasized the need to balance MTW funding for self-sufficiency efforts with the need to provide support to increase affordable housing opportunities in Fairfax County. Thus, in FY 2019 and beyond, in addition to fully implementing the THRIVE Initiative with a focus on self-sufficiency and implementing several cost-savings policies focused on addressing the short- and long-term financial sustainability of the Housing Choice Voucher Program, the FCRHA will continue to look at how the MTW flexibility can help meet this important goal of preserving and expanding affordable housing opportunities.

II. General Housing Authority Information

Housing Stock Information

Planned New Public Housing Units to be Added During the Fiscal Year											
										# of UFAS Units	
AMP Name and Number	Bedroom Size 0	1	2	3	4	5	6+	Total Units	Population Type *	Fully Accessible	Adaptable
PIC Dev. # /AMP PIC Dev. Name	0	0	0	0	0	0	0	0	N/A	0	0

Total Public Housing Units to be Added: 0

* **Select Population Type from:** Elderly, Disabled, General, Elderly/Disabled, Other

If Other, please describe: Not Applicable

Planned Public Housing Units to be Removed During the Fiscal Year		
PIC Dev. # / AMP and PIC Dev. Name	Number of Units to be Removed	Explanation for Removal
N/A	0	N/A
Total Number of Units to be Removed	**0**	

New Housing Choice Vouchers to be Project-Based During the Fiscal Year

Property Name	Anticipated Number of New Vouchers to be Project-Based *	Description of Project
N/A	0	N/A

Anticipated Total New Vouchers to be Project-Based	0	Anticipated Total Number of Project-Based Vouchers Committed at the End of the Fiscal Year	1391
		Anticipated Total Number of Project-Based Vouchers Leased Up or Issued to a Potential Tenant at the End of the Fiscal Year	1391

*New refers to tenant-based vouchers that are being project-based for the first time. The count should only include agreements in which a HAP agreement will be in place by the end of the year.

Other Changes to the Housing Stock Anticipated During the Fiscal Year

N/A

Examples of the types of other changes can include but are not limited to units that are held off-line due to the relocation of residents, units that are off-line due to substantial rehabilitation and potential plans for acquiring units.

General Description of All Planned Capital Fund Expenditures During the Plan Year

• VA1903 Rosedale Manor-repair sidewalks, replace retaining wall, replace 6 commercial water heaters, add one van accessible handicap parking space, replace all balcony decking, repair chimney masonry, modify stairway railings to meet current code and replace hot waterpipe insulation-estimated cost is $522,150 • VA1942 Old Mill-replace HVAC system in rental office, replace 8 ea. commercial water heaters-estimated cost is $147,068 • Everything else will be following the RAD physical condition assessment reserves tables

Leasing Information

Planned Number of Households Served at the End of the Fiscal Year

MTW Households to be Served Through:	Planned Number of Households to be Served*	Planned Number of Unit Months Occupied/ Leased***
Federal MTW Public Housing Units to be Leased	0	0
Federal MTW Voucher (HCV) Units to be Utilized	3527	42324
Number of Units to be Occupied/Leased through Local, Non-Traditional, MTW Funded, Property-Based Assistance Programs **	0	0
Number of Units to be Occupied/Leased through Local, Non-Traditional, MTW Funded, Tenant-Based Assistance Programs **	0	0
Total Households Projected to be Served	3527	42324

* Calculated by dividing the planned number of unit months occupied/leased by 12.

** In instances when a local, non-traditional program provides a certain subsidy level but does not specify a number of units/households to be served, the PHA should estimate the number of households to be served.

***Unit Months Occupied/Leased is the total number of months the PHA has leased/occupied units, according to unit category during the fiscal year.

Reporting Compliance with Statutory MTW Requirements

If the PHA has been out of compliance with any of the required statutory MTW requirements listed in Section II(C) of the Standard MTW Agreement, the PHA will provide a narrative discussion and a plan as to how it will return to compliance. If the PHA is currently in compliance, no discussion or reporting is necessary.

Not Applicable

Description of any Anticipated Issues Related to Leasing of Public Housing, Housing Choice Vouchers and/or Local, Non-Traditional Units and Possible Solutions

Housing Program	Description of Anticipated Leasing Issues and Possible Solutions
Not Applicable	Not Applicable

Waitlist Information

Wait List Information Projected for the Beginning of the Fiscal Year				
Housing Program(s) *	Wait List Type**	Number of Households on Wait List	Wait List Open, Partially Open or Closed***	Are There Plans to Open the Wait List During the Fiscal Year
Federal MTW Public Housing Program	Community-Wide	211	Closed	Yes
Federal MTW Housing Choice Voucher Program	Community-Wide	135	Closed	Yes

Rows for additional waiting lists may be added, if needed.

* *Select Housing Program* : Federal MTW Public Housing Units; Federal MTW Housing Choice Voucher Program; Federal non-MTW Housing Choice Voucher Units; Tenant-Based Local, Non-Traditional MTW Housing Assistance Program; Project-Based Local, Non-Traditional MTW Housing Assistance Program; and Combined Tenant-Based and Project-Based Local, Non-Traditional MTW Housing Assistance Program.

** *Select Wait List Types* : Community-Wide, Site-Based, Merged (Combined Public Housing or Voucher Wait List), Program Specific (Limited by HUD or Local PHA Rules to Certain Categories of Households which are Described in the Rules for Program Participation), None (If the Program is a New Wait List, Not an Existing Wait List), or Other (Please Provide a Brief Description of this Wait List Type).

*** For Partially Open Wait Lists, provide a description of the populations for which the waiting list is open.

The Housing Choice Voucher and Public Housing waiting lists are partially open to serve homeless families referred by the local Office to Prevent and End Homelessness

If Local, Non-Traditional Housing Program, please describe:

Not Applicable

If Other Wait List Type, please describe:

Not Applicable

If there are any changes to the organizational structure of the wait list or policy changes regarding the wait list, provide a narrative detailing these changes.

Not Applicable

The FCRHA opened its RAD waitlist on Tuesday, July 10, 2018 and it closed on Monday, July 23, 2018. 2000 applicants will be randomly selected to be placed on the waitlist during August.

The FCRHA intends to open its HCV waitlist in late 2018 or early 2019.

III. Proposed MTW Activities: HUD Approval Requested

2019-1 Establish Fairfax County Payment Standards

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Description of Activity

In November 2016, HUD published a final rule implementing Small Area Fair Market Rents (SAFMR) to promote residential mobility and poverty and racial deconcentration. The SAFMRs are Fair Market Rents set at the ZIP code level rather than at the metropolitan level. The final rule required that Public Housing Authorities in designated areas adopt payment standards based on SAFMRs effective January 1, 2018. The Fairfax County Department of Housing and Community Development (HCD) staff analyzed the potential impact of SAFMRs in Fairfax County, and concluded that implementation of SAFMRs as written would have a significant negative financial impact to the program. Utilizing the SAFMRs will increase the average voucher cost per unit by $255, which could result in serving 600 less households per year in the Housing Choice Voucher Program due to this significant increase in the cost of serving participants. HCD further believes that ZIP codes do not correlate with actual rental markets in Fairfax County, and could disrupt the functioning of the rental market.

The Fairfax County Redevelopment and Housing Authority (FCRHA) is proposing to develop local payment standards using current, local rental market data. This will be accomplished in two phases.

- **Phase 1** will include decoupling from the Washington-Arlington-Alexandria, DC-VA-MD U.S. Department of Housing and Urban Development (HUD) Metro Fair Market Rents (FMR). The FCRHA will set a local, countywide payment standard by January 1, 2019, utilizing its current rent comparability provider. It is expected that there will not be a decrease in payment standards. However, should there be any decrease in the Fairfax County payment standard, housing participants will be provided with this information at their recertification and the lower payment standard will be applied at their second recertification following the date of the change.

- **Phase 2** includes evaluating the Fairfax County rental market to determine sub-markets for additional payment standards that will promote positive residential mobility. This activity is expected to create opportunity for equity for program participants by allowing residential mobility to areas which have higher rents, currently not as affordable with existing payment standards and may promote poverty and racial deconcentration. In addition, this will make good business sense to maintain and stabilize the Housing Choice Voucher Program, due to the huge cost of implementing SAFMRs. It is expected that Phase 2 analysis and its subsequent plan for implementation, including a housing counseling component, will be completed in time to be included in the FY 2021 MTW Plan. Thus, the analysis and public process will take place in 2019 and early 2020, with implementation starting after the FY 2021 MTW Plan's approval.

This activity will meaningfully address the intent of the SAFMRs, while considering local data beyond ZIP codes in Fairfax County.

Statutory Objective

Establishing Fairfax County payment standards will accomplish two important MTW goals. First, a local payment standard will provide additional housing choices for program participants once the sub-markets are established. Second, it will be more cost effective than SAFMRs—both by saving the administrative burden of overseeing 60 ZIP codes with different FMRs, as well minimizing the financial impact to the program, especially with anticipated budget cuts and increasing rent costs.

Activity Metrics

CE #1: Agency Cost Savings				
Unit of Measurement	**Baseline**	**Benchmark**	**Outcome**	**Benchmark Achieved?**
Total cost of task in dollars (decrease).	*Cost of task prior to implementation of the activity (in dollars).*	*Expected cost of task after implementation of the activity (in dollars).*	*Actual cost of task after implementation of the activity (in dollars).*	*Whether the outcome meets or exceeds the benchmark.*
	Average HAP in June 2018 was $1,160.	Phase 1: It is expected that there will be between 0 to 10 percent increase in average cost because of this activity (average HAP will be between $1,160 to $1,276) Phase 2: TBD as submarkets are finalized.	It is expected that there will be an increased cost in both Phase 1 and Phase 2. These numbers will be updated during Phase 1.	

CE #2: Staff Time Savings				
Unit of Measurement	**Baseline**	**Benchmark**	**Outcome**	**Benchmark Achieved?**
Total time to complete the task in staff hours (decrease).	*Total amount of staff time dedicated to the task prior to implementation of the activity (in hours).*	*Expected amount of total staff time dedicated to the task after implementation of the activity (in hours).*	*Actual amount of total staff time dedicated to the task after implementation of the activity (in hours).*	*Whether the outcome meets or exceeds the benchmark.*
	It took 0 hours to utilize the HUD-established FMRs/	Establishing the Fairfax County Payment Standard will take approximately 1,040 hours over the next year to complete analysis on and implement Phase 1 and 2.		

HC #5: Increase in Resident Mobility				
Unit of Measurement	**Baseline**	**Benchmark**	**Outcome**	**Benchmark Achieved?**
Number of households able to move to a better units and/or neighborhood of opportunity as a result of the activity (increase)).	*Households able to move to a better unit and/or neighborhood of opportunity prior to implementation of the activity (number). This number may be zero.*	*Expected households able to move to a better unit and/or neighborhood of opportunity after implementation of the activity (number).*	*Actual increase in households able to move to a better unit and/or neighborhood of opportunity after implementation of activity (number).*	*Whether the outcome meets or exceeds the benchmark.*
	0—currently opportunity neighborhoods have higher rents than current payment standards.	Under Phase 1, it is expected that 0 households will move to a higher opportunity area. It is expected that 50 families (new and transfers) will move to higher opportunity areas because of Phase 2.		

CE #5: Increase in Agency Rental Revenue				
Unit of Measurement/ Source of Data	**Baseline**	**Benchmark**	**Outcome**	**Benchmark Achieved?**
Rental revenue in dollars (increase).	*Rental revenue prior to implementation of the activity (in dollars).*	*Expected rental revenue after implementation of the activity (in dollars).*	*Actual rental revenue after implementation of the activity (in dollars).*	*Whether the outcome meets or exceeds the benchmark.*
	To implement SAFMRs would have resulted in an increase of $255 per unit cost.	Phase 1 is expected to increase the per unit cost by no greater than $116.		

Data Sources for Metrics

CE #1 will be provided from Yardi.
CE #2 will be provided from Yardi.
HC #5 will be provided from Yardi.
CE #5 will be provided from Yardi and the FCRHA's financial system.

Need/Justification for MTW Flexibility

The FCRHA requests HUD authorization to implement this activity under the following sections of its MTW Agreement:

- Attachment C, Section D.2 Rent Policies and Term Limits

Because establishing a local payment standard is currently not allowed by HUD, MTW flexibility is required to allow the FCRHA to implement this change.

IV.A. Approved MTW Activities: Implemented

The following MTW activities are currently being implemented. A summary and status update on these activities follows:

ACTIVITY	
2018A-1	Modify the Calculation of the Family Share of Rent for the Housing Choice Voucher Program
2018A-2	Establish Shared Housing Program in Project-Based Voucher Program
2014-1	Reduce Frequency of Reexaminations
2014-2	Eliminate Mandatory Earned Income Disregard Calculation
2014-3	Streamline Inspections for Housing Choice Voucher Units
2014-5	Institute a Minimum Rent
2014-6	Design and Initiate a Rent Control Study
2014-9	Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Demonstration Program Project-based Voucher Programs
2015-1	Eliminate Flat Rents in the Public Housing Program
2017-1	Modify the Family Self-Sufficiency Program
2017-2	Authorization to Establish a Local Moving to Work Project-Based Voucher Program

2018A-1 Modify the Calculation of the Family Share of Rent for the Housing Choice Voucher Program

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

A shortfall in the Housing Choice Voucher Program is expected by the end of FY 2020 due to current and anticipated Federal budget cuts. Further, it is expected that continued increases in Fair Market Rents and contract rents in Fairfax County will result in a widening gap between the cost of providing housing to our existing program participants and funding for the program received through the U.S. Department of Housing and Urban Development (HUD). The Fairfax County Redevelopment and Housing Authority (FCRHA) is committed to providing assistance to all of the current families in the program and expects that the programmatic changes included in this activity, as well as other cost-saving measures being achieved without MTW authorization, will eliminate the need for terminations from the program for at least the next several years.

In FY 2018 the Fairfax County Department of Housing and Community Development (HCD) collaborated with the THRIVE Advisory Committee, the FCRHA, and local leaders to identify strategies that can be implemented to decrease the average per unit cost of Housing Assistance Payments. The overarching goal during these discussions was to minimize the likelihood of program terminations in the Housing Choice Voucher Program. Following rigorous analysis, input from various stakeholders, and discussion with the FCRHA, three MTW strategies were recommended to provide a significant financial impact. These strategies are intended to provide long-lasting savings to the program so that the FCRHA can continue to serve existing participants, begin to serve new participants again, and fund other affordable housing goals, such as development, rehabilitation and preservation of affordable housing.

Definition of Work-Able and Non Work-Able

In addition to recommending three MTW strategies to address the expected funding shortfall in the Housing Choice Voucher Program, HCD, in consultation with the THRIVE Advisory Committee, clarified its definition of a work-able and non work-able household. In the past, a household was considered exempt, for example, from the minimum rent if the head or co-head of household was elderly or disabled. The exemption did not take into account if there were other adult members of the household who would be able to work. Going forward, in the application of several MTW strategies, work-able is now defined as any household with members 18 years or older who are not elderly or disabled and on a fixed income (Supplemental Security Income (SSI), Social Security Disability Income (SSDI), Social Security (SS), pensions or General Assistance or any combination of these sources) or enrolled in full-time school or a job training program. There may be cases where the only work-able member of the household is a caregiver for an elderly or disabled member of their household and are unable to work because of this full-time caregiver role. These cases will be reviewed through the Reasonable Accommodations process and may then be considered non work-able. Thus, it is the expectation that if a household has a work-able member who is not a full-time caregiver, that member must be working to contribute to the family share of rent.

In addition to clarifying the definition of work-able households, the definition of non work-able is being clarified. That definition is: (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and be on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or a job training program. In this case, there are no other work-able household members.

This new definition of work-able and non work-able impacts activities 2014-1 Reduce Frequency of Reexaminations, 2014-5 Institute a Minimum Rent, 2014-6 Design and Initiate a Rent Control Study, and 2014-9 Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Assistance Demonstration Project-based Voucher Program.

Overview of Recommended Strategies
There are three MTW strategies being implemented for the Housing Choice Voucher Program. They are:

1. Increase the minimum rent from $50 to $220 for work-able households.

2. Increase the family share of rent from 30 to 32 percent for non work-able households and implement a 35 percent family share of rent for all work-able households.

3. Revise the utility allowance for all program participants.

These strategies, in addition to implementing a revised subsidy standard, can reduce the anticipated gap between current and future projected Federal funding levels and the cost of providing Housing Assistance Payments for over 3,500 households.

1. **Strategy #1: Increase the Minimum Rent from $50 to $220 for Work-Able Households.**

   Currently, the amount that a household pays for rent and utilities (called the family share of rent) in the Housing Choice Voucher Programs, is based on the higher of: $50; ten percent of the family's monthly gross income; or 30 or 35 percent of the family's adjusted gross income. Most Housing Choice Voucher Program participants' rents and utilities are calculated based on paying 30 or 35 percent of the family's adjusted gross income. However, there are some households that pay a minimum rent of $50 because they have little or no income.

   An increase in the minimum rent at certain Public Housing (now RAD PBV) properties was approved in the FY 2016 Moving to Work Plan. The minimum rent was approved to increase from $50 to $220 for work-able participants in three Public Housing communities (now RAD PBV communities). The minimum rent of $220 is based on the family share of rent that a household would pay if one work-able member of the household worked 20 hours per week earning $7.25 per hour.

2. **Strategy #2: Increase the Family Share of Rent from 30 to 32 percent for Non Work-Able Households and Implement a 35 Percent Family Share of Rent for All Work-Able Households.**

   An increase in the percentage of the family share of rent from 30 to 35 percent was approved through the Amended FY 2014 Moving to Work Plan. This increase was implemented beginning July 1, 2014 and was completed by June 2015. The change at that time did not apply to families on fixed incomes (SSI, SSDI, or pensions, or any combination of those sources). These families continue to pay the higher of $50; ten percent of the family's monthly gross income; or 30 percent of the family's monthly adjusted income.

   The Amended FY 2018 Moving to Work Plan proposed to increase the family share of rent for non work-able families from 30 to 32 percent. Further, because the definition of work-able and non work-able is being clarified, households who were previously exempt from increasing their family share of rent to 35 percent because they were considered an elderly or disabled household and who are now considered a work-able household, will now have an increase in their family share of rent from 30 to 35 percent. With the implementation of this policy, all households in the Housing Choice Voucher Program will pay either 32 percent for their family share (non work-able households) or 35 percent (work-able households).

3. **Strategy #3: Revise the Utility Allowance for All Families.**

   When calculating a family share of rent, as previously discussed, households currently pay either 30 or 35 percent of their adjusted income toward the rent and utilities for their unit. When utilities are not included in the rent charged by the landlord, an allowance is provided for utilities that the household must pay directly to the utility provider (Washington Gas, Dominion Energy, etc.). The utility allowance provided to the household is based on average consumption rates and costs by unit type, size and fuel source (electric, natural gas, oil, etc.) and is updated annually. In some cases, when a family share of rent is less than the utility allowance, a utility reimbursement check is sent to the household to assist them with paying for the utilities. Over 250 checks are sent to households each month to reimburse them for their utility costs.

   The Amended FY 2018 Moving to Work Plan proposed to revise the utility allowance for all work-able and non work-able households in the Housing Choice Voucher Program. For households whose landlord does not include utilities in their rent, they will receive a flat utility allowance based on the smaller of the number of bedrooms for which they qualify or their actual unit size. Initially, for the first several years of implementing the flat utility allowance, this utility allowance will be calculated based on 50 percent of the average utility allowance for participants for each specific bedroom size. If needed, in future years, based on the Housing Choice Voucher Program financial forecast, significant market changes in the cost of utilities, or community feedback, the amount of the flat utility allowance could change. In that case, authorization from the FCRHA will be requested which would include an implementation plan. Lastly, should there be a case when a family would receive a Utility Reimbursement Payment, the FCRHA will no longer issues these payments.

Project-based Vouchers and Housing Choice Voucher Homeownership participants will be exempt from the changes outlined in Strategy#2 and #3. However, participants living in project-based voucher units who are work-able households will continue to pay 35 percent of their income for rent and utilities as approved by Moving to Work Activity 2014-9 Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Assistance Demonstration Project-based Voucher Programs.

Communication Strategy

HCD staff developed a comprehensive communication strategy for the Housing Choice Voucher Program participants, partners, landlords and the media. Communication tools include:

- A letter to participants was sent in Fall 2017 to begin to explain the upcoming changes that will affect how their rent is calculated;
- Resident meetings to discuss the changes;
- An informational video produced by Fairfax County Channel 16 to provide information for program participants, partners, and others on upcoming changes;
- A dedicated Website, phone number and e-mail address; and
- On-going outreach/education that will continue throughout the two years of implementation of these strategies.

In addition to outreach to program participants and partners, HCD anticipates targeting landlords to inform them of the upcoming changes that their tenants will be facing. Further, HCD will reach out to landlords in certain areas of Fairfax County in an effort to recruit more landlords for tenants wishing to move to right-size their unit with their voucher subsidy. HCD hopes that not only will more landlords be willing to participate in the Housing Choice Voucher Program, but that existing landlords will be willing to assist their tenants during this transition. For example, landlords will be notified prior to the FCRHA will be providing a flat utility allowance, per bedroom size. Perhaps some landlords, when hearing this, will be willing to include utilities in their cost of rent.

With regard to partners, HCD began meeting with County agencies and non-profit organizations in August 2017 to inform them of these upcoming changes. HCD will partner with several of these agencies, to roll out educational opportunities and supportive services for the Housing Choice Voucher Program participants.

Strategies to Help Families with the Housing Choice Voucher Program Changes
HCD is developing several strategies to provide support to families impacted by these policy changes. Coupled with an on-going communication strategy, HCD, led by the PROGRESS Center, intends to provide residents with:

1. Workshops on finding employment and referrals to the job readiness and employment programs;
2. Financial literacy classes and referrals to credit counseling and budgeting programs; and
3. Workshops regarding energy utilization and conservation.

Furthermore, HCD will set aside a small portion of the Housing Assistance Payment and administrative savings from these strategies to potentially help participants with emergency utility assistance, moving assistance, and housing locator assistance.

Lastly, HCD is committed to providing outreach to existing landlords to keep them apprised of the upcoming changes and recommend actions they can take to help, as well as to new landlords who may be able to help households who decide to move to align their housing subsidy with their future rent. If necessary for additional savings to the program, landlords will be asked not to request yearly increases to their contract rent.

Additional Rent Reform Activity Information

Impact Analysis: Following is an analysis of the impact the three strategies discussed above will have on the program financially and the impact these strategies will have on current program participants:

Strategy #1: Increase the Minimum Rent from $50 to $220 for Work-Able Households. By the end of FY 2020, in the Housing Choice Voucher Program, this strategy will save the FCRHA approximately $603,000, an average yearly Housing Assistance Payments savings per household of $1,257. This strategy will impact 480 households in the Housing Choice Voucher Program who have at least one member of their household who is work-able, but who are currently paying from between $50 to $219 in rent and utilities. The average monthly family share of rent increase for these families will be $105.

Strategy #2: Increase the family share of rent from 30 to 32 percent for non work-able households and implement a 35 percent family share of rent for all work-able households. By the end of FY 2020, this strategy will save the FCRHA approximately $269,000, an average yearly Housing Assistance Payments savings per household of $266. This strategy will impact 260 households who have at least one member of their household who is work-able, under the revised definition, but who are currently paying

30 percent of their income for rent, and will impact 1,133 households who are non work-able and will increase their family share of rent from 30 to 32 percent. The average monthly family share of rent increase for these families will be $21.

Strategy #3: Revise the utility allowance for all families. By the end of FY 2020, this strategy will save the FCRHA approximately $615,000, an average yearly Housing Assistance Payments savings per household of $486. This strategy will impact 861work-able and 405 non work-able households who receive a utility allowance when calculating their family share of rent. The average monthly family share of rent increase for these families will be $62.

Annual Reevaluation of Rent Reform Initiative: Outcomes will be measured and reviewed annually using the metrics described above and, if necessary, the activity will be revised to mitigate negative impacts.

Hardship Case Criteria: Families impacted by the revised calculation of the family share of rent are subject the FCRHA's Hardship Policy. This policy is the following:

The FCRHA will grant an exemption if a family is unable to pay the new rent because of a financial hardship. The family must submit a request for a hardship exemption in writing. The request must explain the nature of the hardship and how the hardship has affected the family's ability to pay rent.

Financial hardship includes:

- Households experiencing extraordinarily high costs of living, resulting in total shelter costs that exceed 50 percent of a household's monthly gross income. **Shelter costs** are defined as the cost of rent and utilities.
- Households having a significant increase in expenses due to changed circumstances. These changes may be due to, but are not limited to: medical, childcare, transportation, and lasting longer than 60 days.
- When a death has occurred. To qualify under this provision, a family must describe how the death has created a financial hardship (e.g., because of funeral-related expenses or the loss of the family member's income).
- Other circumstances determined by the FCRHA or HUD.

Transition Period:
HCD is committed to providing at least a one year notice to Housing Choice Voucher participants affected by these policy changes. An informal notice was sent to program participants in November 2017 with an overview of the proposed changes. An estimate of household-specific changes is being sent at least one year prior to each household's recertification. These notices started to be sent in December 2017 for March 2019 and

March 2020 reexaminations and will continue until all of the households have received them.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2018A-2 Establish Shared Housing Program in Project-Based Voucher Program

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

Since 1987, the Fairfax County Redevelopment and Housing Authority (FCRHA) has had approval from HUD to administer the Supported Shared Housing Program (SSHP) in its Public Housing program. SSHP is a specialized housing program cooperatively administered by HCD and the Fairfax-Falls Church Community Services Board (CSB). The program is designed to provide long-term affordable housing opportunities to adults who are disabled and meet the prescribed level of services established by CSB. The program allows two or more assisted individuals to live together in a single Public Housing unit. The shared unit consists of both common space for use by the occupants of the unit and a separate private space for each assisted individual.

Because the FCRHA converted its Public Housing portfolio to PBVs via the RAD program, there was a need for MTW authorization to continue this critical program. In the PBV program, PHAs are not allowed to attach or pay assistance for "shared housing" units (24 CFR 983.53). Instead of being treated as two separate households living in one unit as is requested with this activity, the tenants in these units would be considered one household, with one tenant as the head of household and other tenant as a member of the household. Their income was combined for the purpose of calculating rent and they had one lease, which is difficult to manage since these participants are not operating as a household, but as individual households sharing a unit.

During implementation, new leases will be executed with each tenant. This will benefit these tenants by giving them the opportunity, when Tenant-based Housing Choice Vouchers are available, for mobility. Rent will be calculated using the unit gross rent divided by the number of household members. Since there are no payment standards in the PBV program, the individual gross rent is used for the rent calculation for each individual. If the individual's total tenant payment (TTP) exceeds the individual rent, that person pays their entire pro-rated portion. If the individual's TTP is less than the pro-rated rent, then the Housing Assistance Payment subsidy will make up that difference, as done in the voucher program.

This benefits the FCRHA by providing an accurate number of households being served through the RAD PBV Program.

Currently, there are 22 Public Housing units being operated as shared housing, and hundreds of participants have benefited from this program over the last 30 years.

The FCRHA has begun the process of executing separate leases and calculating pro-rated contract rent amounts for the individuals residing in the proposed Shared Housing

Units. The effective date of the transition to Shared Housing for these units is September 1, 2018.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-1 Reduce Frequency of Reexaminations

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Description of Activity/Status

This activity was first approved in the FY 2014 Moving to Work Plan. The objectives of this activity are to provide a work incentive for all families and to reduce the burden on staff and families by reducing the frequency of income reexaminations. The Fairfax County Redevelopment and Housing Authority (FCRHA) proposed the following changes:

- Reexaminations will be reduced from annually to once every two years for work-able households. Work-able is defined as any household with members 18 years or older who are not elderly or disabled and on a fixed income (Supplemental Security Income (SSI), Social Security Disability Income (SSDI), Social Security (SS), pensions or General Assistance or any combination of these sources), or enrolled in full-time school or a job training program. Families that claim to have zero income will continue to meet with FCRHA staff regularly.
- Reexaminations for non work-able families will be conducted every three years. A non work-able household is (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and be on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or a job training program.
- Interim increases—that is, increases in income between annual reexaminations—will be disregarded until the next scheduled biennial or triennial reexamination.
- Interim decreases, a reported decrease in income, will be limited to one during a calendar year and no interim decreases during the first six months after initial occupancy.

The reduction in the frequency of reexaminations provides an incentive to work for all families—including elderly families or people with disabilities who wish to be employed—who will not be subject to a rent increase when their income increases as a result of self-sufficiency successes such as new employment or job promotion. Through this activity, the FCRHA is reducing the regulatory burden both on the participant families and staff to allow a greater focus on people—not paperwork.

In early 2014, the FCRHA started the implementation of this activity by informing Housing Choice Voucher households and all those households in the Public Housing Pilot Portfolio about the biennial/triennial reexamination cycle. In July 2014, the FCRHA began phasing in affected households to the alternate reexamination schedule and it was completely phased in by June 2016.

Changes/Modifications to Activity

There are no significant changes or modifications to this activity since it was approved in the FY 2014 Moving to Work Plan. All Public Housing units have been converted to Rental Assistance Demonstration Project-based Vouchers (RAD PVB). The clarified definitions of work-able and non work-able were included in the FY 2018 Amended Moving to Work Plan. The definitions of work-able and non work-able are as follows:

Definition of Non Work-able	For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and be on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or job training program.
Definition of Work-able	Any household with members 18 years or older who are not elderly or disabled and on a fixed income (SSI, SSDI, SS, pensions or General Assistance or any combination of these sources)or enrolled in full-time school or job training program.

Update on Implementation of Activity/Timeline

In January 2018, the FCRHA began implementation of the interim policy.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-2 Eliminate Mandatory Earned Income Disregard Calculation

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity/Status

Eliminating the Mandatory Earned Income Disregard (EID) calculation was an opportunity for cost effectiveness and allowed staff to reallocate resources toward self-sufficiency development. EID regulations are cumbersome to apply yet affect only one percent of families in the Public Housing and Housing Choice Voucher Programs. The Fairfax County Redevelopment and Housing Authority (FCRHA) believes the time spent on complying with this relatively obscure calculation is better used to help families with Individual Development Plans and goal-setting.

As part of the HUD-mandated EID calculation, any family in the Public Housing program, and any family in the Housing Choice Voucher Program that included a member(s) with disabilities, was eligible for EID when an unemployed or under-employed family member obtained a job or increased their wages. The resulting income increase was fully excluded for 12 months and 50 percent excluded for an additional 12 months. In FY 2011, only 52 families in the FCRHA's Public Housing and Housing Choice Voucher Programs benefited from the EID calculation.

In its FY 2014 Moving to Work Plan, the FCRHA proposed eliminating the HUD-mandated EID calculation and in February 2014 began notifying affected families. In order to allow families to prepare for any potential changes in rent, families that received notification within three months of their reexaminations are being phased out at their second annual reexamination. The FCRHA completed this activity and eliminated all use of the EID calculation in Fiscal Year 2015. No new families received the disregard in FY 2016.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-3 Streamline Inspections for Housing Choice Voucher Units

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity/Status

Streamlining Housing Choice Voucher inspections provides a two-part connection to the Fairfax County Redevelopment and Housing Authority's (FCRHA) THRIVE initiative – (1) it reduces staff time spent on inspections of units that are historically of high-quality, and (2) it provides an incentive for families to maintain their units through less frequent inspections. This activity is expected to reduce the costs associated with conducting Housing Choice Voucher inspections, encourage owners to maintain their units, and incentivize families to employ good housekeeping practices.

This activity was first approved in the FCRHA's 2014 Moving to Work Plan. HUD regulations currently mandate that housing authorities inspect every Housing Choice Voucher unit at least annually to ensure it meets Housing Quality Standards (HQS).

In FY 2014, the FCRHA re-evaluated the scope of its activity to streamline inspections for all Housing Choice Voucher units in response to inspection staff concerns that units that have repeatedly failed inspections might continue to pose potential hazards to tenants if not reinspected. Rather than allowing all Housing Choice Voucher units to transition to biennial inspections after one passed inspection and self-certification by the household and the landlord, the FCRHA relies on its inspectors to determine if the unit and both parties are prepared for biennial inspections. Inspectors now take into account whether or not landlords conduct their own annual inspection, respond to repairs timely and have a good history of working with the tenant to address lease violations. In addition, the inspector considers the tenant's housekeeping, ability to address housing issues with the landlord and ability to maintain their home in a decent, safe and sanitary condition.

Tenants, owners, or a third-party will continue to have the option to request Special Inspections at any time, and any complaints received by the FCRHA from a tenant, owner or third-party may revert a unit back to an annual inspection cycle. Additionally, all Housing Choice Voucher units will be subject to Quality Control Inspections and the FCRHA will specifically focus those inspections on households less likely to report unsafe or unsanitary conditions. Inspection staff will follow HQS protocol including using HUD Form 52580 for all inspections.

While all Housing Choice Voucher households received notification in Fiscal Year 2014 of the change in inspection cycle, the FCRHA began actual implementation of streamlined inspections in Fiscal Year 2015. Beginning November 2014, qualified units due for inspection received their last annual inspection and were phased into the biennial inspection.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-5 Institute a New Minimum Rent

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Description of Activity

In order to achieve the next level of self-sufficiency and move through the Housing Continuum, families that are able to work must be engaging in some type of self-sufficiency activity. Families need to be working, looking for work, in school, or in a job training program if they are to be successful at moving through the Housing Continuum.

The activity was first approved in the Fairfax County Redevelopment and Housing Authority's (FCRHA) 2014 Moving to Work Plan and was reproposed and approved in the FY 2016 Moving to Work Plan. In an effort to encourage families that are able to work to seek employment and stay employed, the FCRHA proposed a new minimum rent based on working wages. Specifically, the FCRHA proposed to increase the minimum rent from $50 to $220 per month for work-able families. This rent is based on one family member working 20 hours per week for four weeks during the month earning the minimum wage of $7.25. This policy was initially proposed to be piloted with families in several properties in the FCRHA's Public Housing portfolio (THRIVE Pilot Portfolio) to best gauge the effects of raising the minimum rent on efforts to encourage families to work. The pilot properties were Greenwood, West Ford, and The Park. However, since then, all of the Public Housing units converted to Rental Assistance Demonstration Project-based Vouchers (RAD PBV).

Additional Rent Reform Activity Information

Impact Analysis: Instituting a new minimum rent implemented with eligible households in the Greenwood, The Park, and West Ford affected a total of 267 units. Although the FCRHA does not anticipate that instituting a new minimum rent will disproportionately affect households in any specific group, raising the minimum rent may have the unintended consequence of increasing the number of families that are not able to make full and timely rent payments. In FY 2015 in all Public Housing units, 46 work-able families paid the current minimum rent, with 15 households living at Greenwood, The Park and West Ford communities. If minimum rent was raised to $220 from $50 beginning July 1, 2016 and none of the families' gain additional employment, 39 households living in the three Public H communities Greenwood, West Ford and The Park would have been impacted.

Annual Reevaluation of Rent Reform Initiative: Outcomes will be measured and reviewed annually using the metrics described above and, if necessary, the activity will be revised to mitigate negative impacts.

Hardship Case Criteria: Families eligible for the minimum rent are subject the FCRHA's Hardship Policy. This policy is the following:

The FCRHA will grant an exemption to minimum rent in the RAD PBV Program if a family is unable to pay the new rent because of a financial hardship. The family must submit a request for a hardship exemption in writing. The request must explain the nature of the hardship and how the hardship has affected the family's ability to pay rent.

Financial hardship includes:

- Households experiencing extraordinarily high costs of living, resulting in total shelter costs that exceed 50 percent of a household's monthly gross income. **Shelter costs** are defined as the cost of rent and utilities.
- Households having a significant increase in expenses due to changed circumstances. These changes may be due to, but are not limited to: medical, childcare, transportation, and lasting longer than 60-days.
- When a death has occurred. To qualify under this provision, a family must describe how the death has created a financial hardship (e.g., because of funeral-related expenses or the loss of the family member's income).
- Other circumstances determined by the FCRHA or HUD.

Transition Period: All families will receive at least one year advance notice prior to implementation of the new minimum rent.

Update on Implementation of Activity/Timeline

The FCRHA began implementation of the minimum rent activity in 2015. On-site staffing was instituted at the three Public Housing sites; a reduction in the frequency of reexaminations was started; HCD met with Yardi to develop the specifications for the programming necessary for minimum rent and rent reform; and baseline data on the Public Housing residents was provided to George Mason University for the rent reform evaluation. Unfortunately, after this initial implementation, a technical road block was met. Fairfax County representatives from the County Attorney's Office, the Department of Information Technology (DIT), and the FCRHA spent over two years negotiating a renewal contact with Yardi—much of the time dealing with the security/protection of the FCRHA's data when moving to a private cloud. Fortunately, the Yardi contact was finally signed by both parties in June 2016. Once the contract was signed, DIT, HCD and Yardi worked together and moved Yardi to the cloud for the FCRHA by November 2016 and the software was upgraded in September 2017. These negotiations, movement to the cloud, and software upgrades took longer than expected and delayed the full implementation of this activity because of the necessity of having Yardi manage this function.

While waiting for the Yardi upgrade, all of the Public Housing sites were converted to RAD PBVs. Further, while addressing budget cuts and increasing rents in the Housing

Choice Voucher Program, a new minimum rent was proposed for the Housing Choice Voucher Program in the FY 2018 Amended Moving to Work Plan. The minimum rent is expected to be implemented for work-able households in the Housing Choice Voucher Program in FY 2019. Further, it is expected that the minimum rent will be implemented for a pilot group in the RAD PBV Program, coupled with rent reform.

Changes/Modifications to Activity

The FCRHA clarified who may be exempt from this activity in the FY 2018 Amended Moving to Work Plan. Work-able families will be impacted by the minimum rent increase. The definitions of work-able and non work-able are as follows:

Definition of Non Work-able	For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and be on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or job training program.
Definition of Work-able	Any household with members 18 years or older who are not elderly or disabled and on a fixed income (SSI, SSDI, SS, pensions or General Assistance or any combination of these sources) or enrolled in full-time school or job training program.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-6 Design and Initiate a Rent Control Study

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

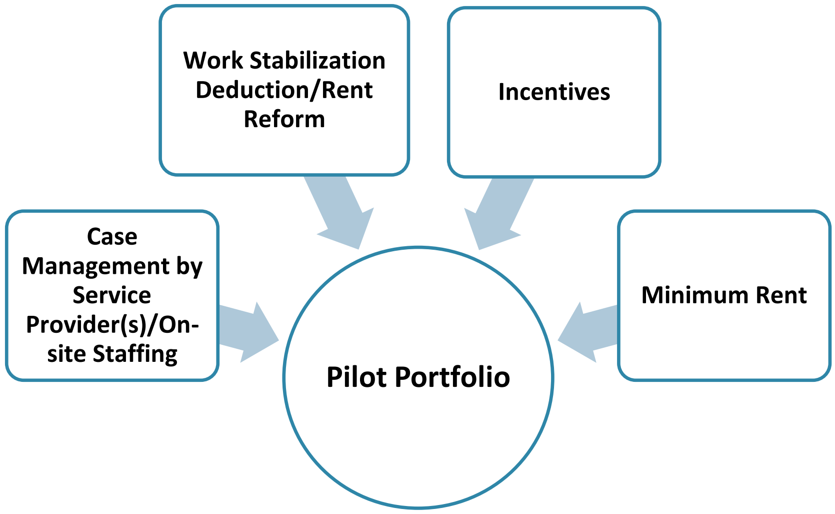
The activity was first approved in the Fairfax County Redevelopment and Housing Authority's (FCRHA) 2014 Moving to Work Plan and was reproposed and approved for HUD approval in the FY 2016 Moving to Work Plan.

The FCRHA's Rent Control Study is an alternate rent strategy for incentivizing families to increase their income and savings through a simplified approach to calculating a family's adjusted income by:

- Continuing to exclude income directly related to achieving self-sufficiency, such as income from training programs and student financial assistance;
- Utilizing a "work stabilization" deduction to replace existing deductions. The new Work Stabilization Deduction will equal 20 percent of the family's gross earned income;
- Alternating income reexaminations every two years so families can take advantage of income increases without a resulting rent increase;
- Providing case management services through a contract with non-profit organizations that will focus on moving families toward self-sufficiency and partnering with SkillSource, the local Workforce Development Board employment one-stop organization, to provide a dedicated employment specialist;
- Providing incentives for families that meet self-sufficiency goals; and
- Implementing a minimum rent to further encourage families to work. This activity is discussed under Moving to Work Activity 2014-5 Institute a New Minimum Rent.

Staff from the Fairfax County Department of Housing and Community Development, together with the THRIVE Rent Reform Subcommittee, met regularly with George Mason University's Center for Regional Analysis and Center for Social Science Research to design the study. The study focuses on three large Rental Assistance Demonstration Project-based Voucher (PBV RAD) properties (formally Public Housing properties)—Greenwood, The Park, and West Ford--in the THRIVE Pilot Portfolio with a total of 267 units.[2] Residents in the Pilot Portfolio participate in the new minimum rent, the new rent reform, a self-sufficiency incentive program, and receive case management/self-sufficiency services through a non-profit organization as well as assistance from on-site staff (see following illustration).

[2] A randomized selection of units is not possible as individual units receiving different rent structures would risk "contamination" effect and prevent efficient service delivery at centralized property locations.



The control group consist of residents living outside of the THRIVE Pilot Portfolio whose minimum rent and rent calculation will remain unchanged. The control group is not receiving incentives or services beyond those generally available on their properties or in the community.

The George Mason University study has identified and will report on independent, control and dependent variables and outcomes and primary data collection are coming from FCRHA database records. The study will report on self-sufficiency metrics including changes to household income and savings, need for Temporary Assistance to Needy Families (TANF), changes in housing subsidies, and participation in services that increase self-sufficiency. The final George Mason University report will include a discussion of methodology and findings. Recommendations will cover substantive implications for the FCRHA, as well as suggestions for additional housing program research.

The FCRHA anticipates that as a result of the rent reform activities:

- There will be an increase in average household income;
- There will be an increase in average household savings;
- Fewer households will remain on TANF;
- All households in the study pilot group will be assisted with services aimed at increasing self-sufficiency; and
- There will be a reduction in the average unit subsidy of households in the pilot group.

Additional Rent Reform Activity Information

Impact Analysis: A description of this rent reform initiative to institute a new minimum rent, its anticipated impacts, and the metrics that will be used to assess the impacts of this reform are discussed above. The FCRHA does not anticipate that the rent reform study will disproportionately affect households in any specific group; elderly and disabled households will not be part of the study. In FY 2015, 618 families would have paid an average rent of approximately $632 based on a 35 percent share of rent. The average deduction for these families is anticipated to be approximately $1,258. Based on FY 2015 data, under the proposed rent reform, the new work stabilization deduction would increase to approximately $4,148 and the average family share of rent would decrease to approximately $566. The FCRHA anticipates that the reduced rent, coupled with incentives and case management services, will result in increased household savings, achievement of family self-sufficiency goals and movement of families along the Housing Continuum.

Annual Reevaluation of Rent Reform Initiative: Outcomes are measured and reviewed annually using the metrics described above and, if necessary, the activity will be revised to mitigate negative impacts.

Hardship Case Criteria: Families in the pilot properties will be subject the FCRHA's Hardship Policy. This policy is the following:

The FCRHA will grant an exemption to Rent Reform if a family is unable to pay the new rent because of a financial hardship. The family must submit a request for a hardship exemption in writing. The request must explain the nature of the hardship and how the hardship has affected the family's ability to pay rent.

Financial hardship includes:

- Households experiencing extraordinarily high costs of living, resulting in total shelter costs that exceed 50 percent of a household's monthly gross income. **Shelter costs** are defined as the cost of rent and utilities.
- Households having a significant increase in expenses due to changed circumstances. These changes may be due to, but are not limited to: medical, childcare, transportation, and **lasting longer than 60-days.**
- When a death has occurred. To qualify under this provision, a family must describe how the death has created a financial hardship (e.g., because of funeral-related expenses or the loss of the family member's income).
- Other circumstances determined by the FCRHA or HUD.

Transition Period: All families in the pilot properties will receive at least a ninety-day notice prior to implementation of the new reform policies.

Update on Implementation of Activity/Timeline

The FCRHA began implementation of the minimum rent activity in 2015. On-site staffing was instituted at the three Public Housing sites; a reduction in the frequency of reexaminations was started; HCD met with Yardi to develop the specifications for the programming necessary for minimum rent and rent reform; and baseline data on the

Public Housing residents was provided to George Mason for the rent reform evaluation. Unfortunately, after this initial implementation, a technical road block was met. Fairfax County—the County Attorney's Office, the Department of Information Technology (DIT), and the FCRHA--and Yardi spent over two years negotiating a renewal contact for Yardi—much of the time dealing with the security/protection of the FCRHA's data when moving to a private cloud. Fortunately, the Yardi contact was finally signed by both parties in June 2016. Once the contract was signed, DIT, HCD and Yardi worked together and moved Yardi to the cloud for the FCRHA by November 2016 and the software was upgraded in September 2017. These negotiations, movement to the cloud, and software upgrades took longer than expected and delayed the full implementation of this activity because of the necessity of having Yardi to manage this function.

While waiting for the Yardi upgrade, all of the Public Housing sites were converted to Rental Assistance Demonstration Project-based Vouchers (RAD PBV). Further, the FCRHA, while addressing budget cuts and increasing rents in the Housing Choice Voucher Program, proposed the new minimum rent for the Housing Choice Voucher Program in the FY 2018 Amended Moving to Work Plan.

This rent reform, together with the minimum rent is expected to be implemented with a pilot group of RAD PBV participants.

Changes/Modifications to Activity

The FCRHA clarified who may be exempt from this activity in the FY 2018 Amended Moving to Work Plan. Non work-able households will be exempt from this activity. The definitions of work-able and non work-able are as follows:

Definition of Non Work-able	For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and be on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or job training program.
Definition of Work-able	Any household with members 18 years or older who are not elderly or disabled and on a fixed income (SSI, SSDI, SS, pensions or General Assistance or any combination of these sources) or enrolled in full-time school or job training program.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2014-9 Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Rental Assistance Demonstration Project-based Voucher and Housing Choice Voucher Programs

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity/Status

Previously, in the Housing Choice Voucher and Public Housing programs, the amount that a participant family paid for rent and utilities (the family share) was based on the higher of: $50, ten percent of the family's monthly gross income, or 30 percent of the family's monthly adjusted income. In FY 2014, along with other cost saving activities that were planned by the Fairfax County Redevelopment and Housing Authority (FCRHA) reforming the calculation used to determine the family share of rent and utilities, by increasing the percent of the family's monthly adjusted income from 30 percent to 35 percent, allowed the FCRHA to counteract the financial impacts of federal sequestration. This reform, recommended by the THRIVE Advisory Committee, was implemented to stabilize the Public Housing and Housing Choice Voucher Programs and help close the operating subsidy shortfall in the Public Housing program.

The FCRHA proposed in FY 2014:

- Increase the percentage from 30 percent to 35 percent of adjusted income for work-able families.
- Apply the change to all families in both programs, with the exception of non work-able families. These families will continue to pay the higher of (1) 30 percent of adjusted income, (2) 10 percent of gross income, or (3) the FCRHA's current minimum rent. This has been proposed to change to 32 percent in the Amended FY 2018 Moving to Work Plan.

This was first approved in the Amended FY 2014 Moving to Work Plan. The FCRHA notified affected families and landlords of the change late in FY 2014. The FCRHA began phasing in implementation of this activity with reexaminations starting July 1, 2014 and completed phase in by June 2015.

The FCRHA utilizes the work-able/non work-able definitions clarified in the FY 2018 Amended Moving to Work Plan to determine a family share of rent. If determined work-able, a household pays 35 percent of their adjusted gross income on rent.

The definitions of work-able and non work-able are as follows:

Definition of Non Work-able	For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and on a fixed income (i.e., their income may include only SSI, SSDI, SS, pensions, General Assistance or any combination of those sources); and (2) all other household members 18 years or older must be elderly or disabled and on a fixed income, or enrolled in full-time school or job training program.
Definition of Work-able	Any household with members 18 years or older who are not elderly or disabled and on a fixed income (SSI, SSDI, SS, pensions or General Assistance or any combination of these sources) or enrolled in full-time school or job training program.

Changes/Modifications to Activity

The activity name has been modified to include Rental Assistance Demonstration Project (RAD) Project-based Vouchers, in lieu of Public Housing, which has been eliminated.

Families participating in the Family Self-Sufficiency Program will pay 30 percent of their share of rent.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2017-1 Modify the Family Self-Sufficiency Program

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Description of Activity/Status

The Family Self-Sufficiency (FSS) program for both Housing Choice Voucher and Rental Assistance Demonstration Project-based Voucher (RAD PBV) Programs (formally Public Housing) is an important component of the Fairfax County Redevelopment and Housing Authority's (FCRHA) THRIVE program and ultimately moving to self-sufficiency. The FSS program currently provides an opportunity for 75 Housing Choice Voucher participants and 50 RAD PBV residents to set individualized goals that will assist them in moving toward increased self-sufficiency within a five-year period. The FCRHA proposed several changes to the FSS program in FY 2017. These modifications included:

1. Allowing FSS Participants to Opt Out of Interest Payments on Escrow

In addition to case management and service coordination, an important component of the program is the participant's ability to grow assets – in the form of an escrow – over five years. The escrow accrues based on increases in a participant's TTP (total tenant payment) due to increases in the participant's earned income. To ensure that the FCRHA can maintain ongoing enrollment of 125 total participants and to ensure that we are operating a diverse and inclusive program, this activity removes an issue that has deterred some participants from enrolling in the program: allowing participants to opt out of accruing interest on their escrow.

Over the last four years, at least ten potential FSS participants have declined the offer to enroll in our program because the escrow earns a small interest as it accrues, which would ultimately be paid out to the participant upon graduation. These potential participants cited religious reasons for not being able to accept accrued interest. For this reason, the FCRHA is giving participants the option to build their escrow and opt out of interest payments at the end of their participation.

Interest is calculated as normal throughout participation. Upon graduation or at an interim disbursement, participants can chose whether they would like to opt out or receive interest in their escrow disbursements.

This activity began in FY 2017 for new and existing program participants.

2. Modify the FSS Escrow Structure

The ability to build assets is a key component of the FSS program. Upon graduation, when FSS participants achieve the goals they have established for themselves at the beginning of the program, the escrow they accumulated during their participation in the program is disbursed to them to be used as they wish. As of December 31, 2015, the average monthly escrow credit of those escrowing participants was $401. The average escrow balance of all participants was $4,979.

Escrows grow based on increases in a participant's TTP due to increases in the participant's earned income. There are inequalities in the growth of the escrow because participants starting off with no or very low-incomes can build this asset at a greater rate than those starting out in the FSS program with low- to moderate-incomes. In addition, the amount that a family can escrow is based on a formula that decreases as a family exceeds the extremely low-income threshold (30 percent AMI) and reaches very low (50 percent AMI). Families that reach the low- income threshold of 80 percent AMI stop escrowing immediately, therefore further limiting the asset building potential of families that have higher incomes. Since higher income earners have a stronger potential for moving out of subsidized housing, this program seeks to help make that a possibility by equalizing their opportunity to escrow rather than penalizing them.

To address this inequality and to provide an incentive for low- and moderate-income participants, the FCRHA proposed to modify the escrow structure, which has only impacted FSS participants enrolled after February 1, 2017. There are three major components to this new escrow structure:

1. Participants must be paying **a minimum of $220 in rent** before they can begin to escrow (this is called the rent "strike point").

2. Once the participant reaches the rent strike point, the FCRHA will set up an escrow account and allocate a $2,000 Homeownership Incentive Award each year the participant is escrowing and up to a maximum of $10,000, contingent upon purchasing a home after the participant is eligible for graduation or for up to six months after graduation. **If the participant does not purchase a home, this money will be forfeited.**

3. In addition, once the rent strike point is met, monthly escrow will be calculated using a tiered system based on **earned income**. This money will be disbursed to the participant once they have completed all of their contract goals and are eligible for graduation from the FSS program. If the participant is purchasing a home utilizing their accrued Homeownership Incentive Award, they will receive both this escrow amount and the Homeownership Incentive Award when they are closing on their new home.

   The escrow tiers are as follows:

Income Range	Escrow Amount
$10,000 - $14,999	$50
$15,000 - $19,999	$100
$20,000 - $24,999	$125
$25,000 - $29,999	$150
$30,000 - $34,999	$175
$35,000 - $39,999	$200
$40,000 - $44,999	$225

Income Range	Escrow Amount
$45,000 - $49,999	$250
$50,000 - $54,999	$275
$55,000 - $59,999	$300
$60,000 - $64,999	$325
$65,000 - $69,999	$350
$70,000 - $74,999	$375
$75,000 - $79,999	$400
$80,000 - Above	$425

FSS participants can continue to participate in the FSS program until they reach the established income limits for RAD PBV and Housing Choice Voucher participation.

The benefits of this modified escrow program include:

- Creating a more equitable system across all income levels, encouraging both low- and more moderate-income earners to participate and move to self-sufficiency.
- Rewarding homeownership as an ultimate goal of the program.
- Encouraging families to see the benefit of working immediately and progressing in employment and training to reach the next tier.
- Fixing a loophole in the program to discourage participants from quitting a job just prior to enrollment and starting another shortly after enrollment in order to escrow more immediately.
- Reducing staff time in calculating, auditing and posting escrow based on the current process.

This activity began in February 1, 2017 for new program participants.

3. Establish a Work Requirement for Family Self-Sufficiency Participants

In addition to meeting their established self-sufficiency goals within the five-year timeframe, participants must "maintain suitable employment" for at least 12 consecutive months prior to graduation. HUD regulations do not specify criteria for "suitable employment," leaving it up to the PHA to determine the criteria on its own. This activity will clarify this definition and increase the expectation of families to be engaged in workforce activities critical to achieving self-sufficiency.

The FCRHA sought authorization to establish a 32-hour work requirement for FSS participants. During the first four years of participation in the FSS program, all participants who have signed a service plan are required to engage in any combination of employment/training/education totaling 32 hours per week. Further, the participants are required to work 32 hours per week for at least 12 consecutive months prior to graduation.

The FCRHA's FSS program does not discriminate based on age, education or ability level. All interested applicants are encouraged to apply, including elderly and disabled residents. In cases when participants are receiving SSI, SSDI, or who are elderly or disabled, work eligibility and appropriate hours will be determined through assessments with the Ticket to Work program (administered by the Northern Virginia Workforce Development Board and the SkillSource Group, Inc.), the Virginia Department of Aging and Rehabilitative Services, and the Fairfax County Department of Family Services.

Because FSS is a voluntary program, no waivers are necessary. Families who volunteer to participate and, in accordance with general FSS guidance, participants who are not in compliance and do not participate in supportive services will be terminated from the FSS program. Participants will be required to document and verify employment at their quarterly progress meetings. Program extensions will remain an option for participants who are in good standing and will be left to the discretion of the service coordinator.

The benefits to the work requirement include:

- Participants have clear and defined expectations for work, eliminating a vague policy that previously allowed families to disengage from these activities.
- Participants will increase their opportunity for building assets through their escrow accounts.
- Participants gain valuable work experience to help them move to self-sufficiency and meet requirements for homeownership. We will work with the Northern Virginia Workforce Development Board and other partners to connect the participants with work experience.
- FSS staff will no longer need to define "suitable employment."

This activity began February 1, 2017 for new program participants.

4. Exclude Income of Family Self-Sufficiency Head of Household Participants Who Are Enrolled Full Time in School

Education, in addition to employment, is very important to the success of FSS participants in achieving their self-sufficiency goals. FSS participants develop goals to reach self-sufficiency within five years. During the first several years of participation, obtaining additional education in order to improve employment outcomes is often a high priority goal. Our program encourages participants to remain active in the workforce while they are enrolled in school because we understand the unique challenges of raising families and surviving financially in Fairfax County. Participants often refuse training and educational opportunities because they feel they cannot afford the expense and need to focus on earning income to meet the expense of daily life.

The FCRHA excludes all but $480 income from certain working adults in a household who are enrolled full-time in school—but this benefit does not apply to heads of household. All FSS participants are the heads of households. This is a critical benefit so that participants can cover both educational expenses and daily expenses.

The purpose of this activity was to request authorization to apply FCRHA's current income exclusion policy to a FSS head of household participant who chooses to remain employed and pursue educational opportunities on a full time basis. All but $480 is excluded. This exclusion applies for up to two years. This increases their motivation to both work and participate in education full time. In the evaluation of the FSS program conducted by True Purpose Leadership in December 2015, current and past FSS participants overwhelmingly said that there was a disincentive to increase income or work additional jobs. This activity addresses this by providing an incentive for participants to both enroll in education and work.

Full time status is defined by each institution, and students will be responsible for providing these documents for verification purposes. This is consistent with current FCRHA policy.

This activity began February 1, 2017 for all current and new program participants.

Additional Rent Reform Activity Information

Impact Analysis: It is anticipated that by instituting income exclusions for the FSS head of household who is enrolled as a full-time student, the program will see an increase in the total number of households seeking certifications and higher education. While we do recognize that this type of exclusion will increase subsidy levels and limit a participant's ability to escrow, it is also seen as a unique opportunity to encourage education that will lead to long-term, sustainable employment. The anticipated impacts and the metrics that will be used to assess this reform can be found above.

In FY 2015, service coordinators were confronted with ten FSS participants in various stages of deciding whether working and attending school would be a possibility. Ultimately, four of the ten enrolled in an education program and the remaining six continued with employment only. One of the FSS heads of household enrolled in an Airplane Mechanics program – the only such program in our region which cost him $50,000 for an 18 month commitment, for which he received minimal financial aid. Although he maintained his part-time employment at an auto parts store, it was not enough income to support his family and he experienced many financial setbacks as a result. The ability to exclude his part-time income would have allowed him to redirect his income towards paying for the expenses of daily living that are more difficult to cover with less income.

A second FSS head of household participant enrolled in a full-time program that would increase her promotional potential as an insurance fraud investigator. She was unable to continue because she lacked the resources to pay for evening childcare while she attended classes in the evening, in addition to the added expense of books that her financial aid did not cover.

A third FSS head of household participant enrolled in a two-year associate's degree program for over three years. While her living expenses were low and she was fortunate to not have debts, she had low reading skills which required her to pay for tutoring out of pocket to help her through her classes. She worked part-time as a caregiver to seniors, but her income only allowed her enough to pay for a few hours of tutoring per month in addition to her course tuition and books.

In each of these cases, it is clear how FCRHA's ability to exclude a full time student's income would have benefited their short-term education goals and increased their long-term career opportunity.

Hardship Case Criteria: Outcomes are measured and reviewed annually using the metrics described above and, if necessary, the activity will be revised to mitigate negative impacts.

Description of Annual Reevaluation of Rent Reform Activity: Because FSS is voluntary and families can have the choice to accept the income exclusion or not, no hardship policy has been identified for this activity.

Transition Period: No advance notice was necessary as there is no negative impact or anticipated hardship.

Update on Implementation of Activity/Timeline

Except for allowing participants to opt out of interest payments on escrow which began once the FY 2017 Moving to Work Plan was approved, these modifications to the FSS program began on February 1, 2017.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2017-3 Authorization to Establish a Local Moving to Work Project-Based Voucher Program

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Description of Activity/Status

The Fairfax County Redevelopment and Housing Authority (FCRHA) and Fairfax County own affordable housing units as well as land which could provide additional affordable housing units throughout Fairfax County. Further, the FCRHA converted its Public Housing units to project-based assistance under the Rental Assistance Demonstration program. In addition, the FCRHA provides project-based vouchers to non-profit and other organizations. The FY 2016 Strategic Plan for the FCRHA and HCD includes several strategies to increase affordable housing options for residents, as well as to preserve the existing affordable units. To be in a better position to do so—to be able to be opportunity driven--the FCRHA is requesting authorization to establish a local project-based voucher program. There are three key components of this authorization.

First, this authorization will allow the FCRHA to provide a commitment of project-based vouchers utilizing an alternative competitive process, such as the Public-Private Educational Facilities Infrastructure Act or locally-administered procurement process, for:

1. Development or redevelopment by the FCRHA of FCRHA- or Fairfax County-owned housing units or land;
2. Development or redevelopment by private developers of FCRHA- or Fairfax County-owned housing units or land;
3. Development or redevelopment by private developers utilizing FCRHA financing.

The establishment of an MTW project-based voucher program will provide the FCRHA with the flexibility to work with private developers and commit a valuable asset to potentially close the financing gap in affordable housing projects.

Second, this authorization will allow the FCRHA to utilize project-based vouchers for its own Fairfax County Rental Program units. Specific authorization from the FCRHA would be requested for the commitment of project-based voucher projects under this authority. There will continue to be a project-based voucher competition for other projects, as vouchers are available. Further, in accordance with the previously approved activity 2014-3 Streamline Inspections for Housing Choice Voucher Units, the FCRHA will also inspect its own project-based voucher units, with requests for special inspections allowed from the occupants. The same Housing Quality Standards are used on FCRHA-owned units as with Housing Choice Voucher units. The FCRHA's Inspection and Compliance Branches are in different branches of HCD, as well as the

Maintenance Department. This provides separate duties and authorities to ensure strong management of the inspection process.

Lastly, in the FY 2019 Plan, this authorization is being modified to include allowing a different subsidy standard for project-based vouchers than tenant-based vouchers. In 2017, the FCRHA modified the subsidy standard of its tenant-based vouchers to provide subsidies for two persons per bedroom and one bedroom for the head of household and co-head of household/spouse (if applicable). However, it was determined that this subsidy standard could not be applicable to project-based vouchers because these program participants, during times when tenant-based vouchers are not available, would not be able to comply with the new subsidy standard. The subsidy standard for project-based vouchers will continue to be:

- One bedroom for the head of household (and spouse or cohead, if applicable);
- One bedroom for each two household members of the same sex, regardless of age or relationship;
- Persons of the opposite sex (other than spouse or cohead, if applicable) will be allocated a separate bedroom; and
- Any live-in aide (approved by the FCRHA to reside in the unit to care for a family member who is disabled or is at least 50 years of age) will be allocated a separate bedroom.

Leveraging the experience of the FCRHA as both the owner of over 73 project-based voucher units and a long track record with these units, the establishment of this local MTW project-based voucher program will allow the FCRHA to have the flexibility to be responsive to potential development or redevelopment opportunities, to continue to provide safe, affordable and attractive housing, and to increase the housing choices of Fairfax County residents.

Update on Implementation of Activity/Timeline

This authorization will be utilized when the need arises in the future.

Changes/Modifications to Activity

The FCRHA is modifying this activity to include authorization for subsidy standards of project-based vouchers to differ from tenant-based vouchers.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

The FCRHA requests HUD authorization to implement this activity under the following sections of its MTW Agreement:

- Attachment C, Section D.7 Establishment of an Agency MTW Section 8 Project-based Program

IV.B. Approved MTW Activities: Not Yet Implemented Activities

2018A-3 Increase Cap on Maximum Family Contribution to Rent from 40 to 45 Percent

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

This MTW activity allows Housing Choice Voucher Program participants--both new and current participants who are moving--to rent higher-cost units, up to a maximum amount of 45 percent of their adjusted income. This cap only applies to new leases. HUD currently places a cap on initial leases of 40 percent of a family's adjusted income to be paid toward rent and utilities so that households do not overextend themselves paying a disproportionate amount of income on rent. However, because of Fairfax County's overall high-cost rental market, and specifically high-cost rents in higher opportunity areas of Fairfax County, rent and utilities are often more than the Fairfax County Redevelopment and Housing Authority's (FCRHA) payment standards. This activity allows Housing Choice Voucher Program participants, when entering a new lease with a new landlord, the option to pay more than 32 to 35 percent of their adjusted income on rent, up to 45 percent. This may help participants, especially those that decide to move because of the program changes, with the option to pay more for a unit than what was previously allowed, thus providing additional housing options than previously available to them.

Update on Implementation of Activity/Timeline

It is expected that this activity will be implemented in FY 2019.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2016-1 Use MTW Funds for Local, Non-Traditional Housing Program

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

The Fairfax County Redevelopment and Housing Authority (FCRHA) is committed to creating a THRIVE Housing Continuum that provides the right housing at the right time, based on a household's income and skill set – and allows participating households to move through the different steps of the Housing Continuum as they become more self-sufficient. Through this activity the FCRHA is proposing to create a gateway to the Federal programs for those at the first step of the Housing Continuum, using the Fairfax County Bridging Affordability Program, to define the entry point into the BA program and the Housing Continuum, and to facilitate movement along the Housing Continuum. This activity will address the MTW statutory objectives of assisting families to move to self-sufficiency and increasing housing choice.

Historically, waiting lists for affordable housing in Fairfax County have been lengthy and very low income families can wait seven years or more before receiving a Housing Choice Voucher or Rental Assistance Demonstration Project-based Voucher (RAD PBV) unit offer. The Fairfax County Department of Housing and Community Development (HCD) operates the Bridging Affordability program, a locally-funded rental subsidy program for income-eligible households who are either: 1) homeless; or 2) on one of the County's waiting lists for affordable housing. The Bridging Affordability Program provides temporary rental subsidies of one to three years to help these families while they wait for permanent housing opportunities and, by partnering with non-profit organizations, the program also provides case management/supportive services to help families with their unique needs.

The program was developed through the collective effort of non-profit organizations, community advocates, the FCRHA, Fairfax-Falls Church Community Services Board (CSB), and the Fairfax County Office to Prevent and End Homelessness. Bridging Affordability is operated by a collaborative of non-profit organizations led by Northern Virginia Family Service (NVFS), under contract with Fairfax County. Fairfax County provides rental subsidies, up to the Fair Market Rent, and NVFS manages the eligibility process, assists families in locating units, and provides services to families in an effort to achieve self-sufficiency. In addition, NVFS leverages resources that cover a wide variety of services, including supporting case managers, employment specialists, and housing locators.

The Bridging Affordability program is modeled after the Housing Choice Voucher Program. Like the Housing Choice Voucher Program, the Bridging Affordability program can be used across the County, and expands housing options for low-income households, including persons with physical or sensory disabilities and families eligible for services provided by the CSB, which serves persons with mental illness and intellectual and developmental disabilities. Similarly to the current Housing Choice Voucher Program, families are phasing into a 35 percent family share of rent. And like the Housing Choice Voucher Program, all Bridging Affordability units must meet Housing Quality Standards. These similarities have been built into Bridging Affordability to ensure a seamless transition between steps in the Housing Continuum.

In FY 2018 the FCRHA may use MTW block grant funds to pay for security deposits for families entering into the Bridging Affordability program. These families often find it difficult to pay these initial expenses. NVFS and the other organizations working with these families will determine those most needing security deposits to help them transition to affordable housing. The FCRHA anticipates that this activity will allow the County to provide affordable housing choice to up to 100 families each year, while at the same time assisting these families with their self-sufficiency needs.

Update on Implementation of Activity/Timeline

The FCRHA finalized its contract negotiations with the non-profit service providers of the Bridging Affordability program. It is expected that this activity will be implemented in FY 2019. There are no changes to this activity since it was approved.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2016-2 Modify Project-Based Voucher Choice Mobility Criteria

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

Modifying the PBV Choice Mobility Criteria will allow the Fairfax County Redevelopment and Housing Authority to prioritize its limited resources to the neediest families and align housing resources with community needs. The FCRHA believes that changing the PBV choice mobility criteria will result in greater housing choice for new families entering the THRIVE Housing Continuum. The goal of this activity is to assist families not yet served while maintaining the stability of families already housed. The FCRHA plans to reserve a majority of the tenant-based voucher opportunities for new families on its waiting list and will promote the stability of families in PBV units by encouraging continued housing assistance at their current residence.

When its voucher program is fully leased, the FCRHA typically has fewer than 200 tenant-based vouchers available yearly due to attrition. Currently, families living in PBV units are given priority to receive tenant-based vouchers after only one year of residency (while keeping the project-based voucher at the original property), thereby reducing the number of tenant vouchers available to new families on the waiting list. Utilizing MTW, the FCRHA is proposing an alternative policy that prioritizes tenant vouchers for new families and limits the number of PBV holders that receive a tenant voucher in any given year. By modifying choice mobility criteria, the FCRHA will reduce the wait time for families on its tenant-based voucher list, thereby expanding affordable housing opportunities for families not currently served.

The FCRHA is proposing to:

- Maintain a waiting list of families that request to convert their project-based voucher to a tenant-based voucher.
- Allow PBV families that request to move, to be added to the "PBV to Housing Choice Voucher Conversion" waiting list after one year of residency.
- Allow approximately five percent of the projected tenant-based vouchers each fiscal year to be available for choice mobility of PBV holders.

This activity will not apply to RAD projects. In addition, Choice Mobility will be allowed for instances for reasonable accommodations and Violence against Women Act (VAWA) cases.

Update on Implementation of Activity/Timeline

This activity is expected to be implemented in FY 2019. There are no changes to this activity since it was approved.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

2017-2 Establish Gateway to Housing Choice Voucher Program from the Tenant-Based Rental Assistance Program

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Description of Activity

The Fairfax County Redevelopment and Housing Authority (FCRHA) has nearly 50 Tenant-based Rental Assistance (TBRA) vouchers that provide housing assistance to formerly homeless households, non-elderly disabled households, and families that were not able to be served through the Public Housing program because of a reasonable accommodation or some other reason Public Housing was no longer suitable. The average bedroom size for this assistance is two bedrooms and the average yearly housing assistance payment for these families is $54,000. All of these families will require long-term affordable housing assistance.

TBRA is funded through the Federal HOME Investments Partnership Program. During each Federal budget negotiation, the FCRHA is regularly concerned about a loss of funding for this program. While HOME is funded currently, the FCRHA would like to establish a gateway between the TBRA program and Housing Choice Voucher Program similar to the locally-funded Bridging Affordability program. Thus, should it be necessary to decrease the number of TBRA households funded through HOME, the gateway will be created by establishing a preference for priority on the Housing Choice Voucher waiting list to ensure that these families continue to receive affordable housing assistance.

Statutory Objective

This activity meets the statutory objective of increasing housing choice for TBRA participants by providing them an opportunity to receive a Housing Choice Voucher if needed. The participants will continue to have housing choice, and this is cost effective so that these individuals do not end up without housing assistance should HOME funding decrease dramatically.

Update on Implementation of Activity/Timeline

This activity will be utilized only if necessary, so the timeline is unknown.

Changes/Modifications to Activity

The FCRHA does not anticipate any changes or modifications to the program in FY 2019.

Activity Metrics

There are no changes to the Activity Metrics for FY 2019.

Additional Authorizations

There are no additional authorizations required for the implementation of this activity.

IV.C. Approved MTW Activities: Activities on Hold

2014-4 Streamline Inspections for Public Housing Residents

Similar to activity 2014-3 Streamline Inspections for Housing Choice Voucher Units, the Fairfax County Redevelopment and Housing Authority (FCRHA) believes that streamlining its Public Housing inspections will both reduce costs for the agency and provide another tool for families to engage in their own self-sufficiency. Rather than treat all units and families the same, the FCRHA will focus its inspection efforts on educating families on Uniform Physical Condition Standards (UPCS), monitoring and inspecting at-risk/problematic units, encouraging families to maintain their units, and providing incentives to families that do so. This activity provides the FCRHA the flexibility to better allocate resources and reward committed families.

The activity was first approved in the FCRHA's FY 2014 Moving to Work Plan. Because Public Housing portfolios were converting to project-based vouchers through RAD, this activity was put on hold. This activity will be re-evaluated in FY 2019.

2014-8 Allow Implementation of Reduced Payment Standards at Next Annual Reexamination

Because of the financial impact on Housing Choice Voucher families due to increasing the family share of rent to 35 percent, which was implemented in FY 2015, this activity has been put on hold. The Fairfax County Redevelopment and Housing Authority currently does not have plans to reactivate this activity.

IV.D. Approved MTW Activities: Closed Out

2014-7 Convert Scattered-Site Public Housing Units to Project-Based Section 8 Assistance

The Fairfax County Redevelopment and Housing Authority applied for the RAD program and successfully converted all of its Public Housing stock to long-term Section 8 rental assistance contracts in FY 2018. Therefore, this activity is being closed out.

2015-1 Eliminate Flat Rents in the Public Housing Program

In an amended FY 2015 Moving to Work Plan, the Fairfax County Redevelopment and Housing Authority (FCRHA) proposed to eliminate the flat rent option so that all families currently paying flat rent would be required to pay 35 percent of their adjusted income at their next annual recertification. HUD approved this activity in late 2015 and the FCRHA began implementation of this policy after the amended Plan was approved. The FCRHA sent letters to all affected families notifying them that a new rent calculation based on 35 percent of their adjusted income will become effective at their next annual recertification. They were given at least a 90-day notice. Families whose recertification fell less than 90 days from notification received the new rent calculation at their second annual recertification.

Because the FCRHA has converted its Public Housing to the RAD Project-based Vouchers, this activity is no longer needed.

V. Sources and Uses of Funds

Estimated Sources of MTW Funding for the Fiscal Year

PHAs shall provide the estimated sources and amounts of MTW funding by FDS line item.

Sources		
FDS Line Item	FDS Line Item Name	Dollar Amount
70500 (70300+70400)	Total Tenant Revenue	$0
70600	HUD PHA Operating Grants	$51,271,168
70610	Capital Grants	$0
70700 (70710+70720+70730+70740+70750)	Total Fee Revenue	$0
71100+72000	Interest Income	$6,000
71600	Gain or Loss on Sale of Capital Assets	$0
71200+71300+71310+71400+71500	Other Income	$8,217,296
70000	Total Revenue	$ 59,494,464

Estimated Uses of MTW Funding for the Fiscal Year

PHAs shall provide the estimated uses and amounts of MTW spending by FDS line item.

Uses		
FDS Line Item	**FDS Line Item Name**	**Dollar Amount**
91000 (91100+91200+91400+91500+91600+91700+91800+91900)	Total Operating - Administrative	$4,688,644
91300+91310+92000	Management Fee Expense	$0
91810	Allocated Overhead	$0
92500 (92100+92200+92300+92400)	Total Tenant Services	$1,149,783
93000 (93100+93600+93200+93300+93400+93800)	Total Utilities	$0
93500+93700	Labor	$0
94000 (94100+94200+94300+94500)	Total Ordinary Maintenance	$0
95000 (95100+95200+95300+95500)	Total Protective Services	$0
96100 (96110+96120+96130+96140)	Total insurance Premiums	$0
96000 (96200+96210+96300+96400+96500+96600+96800)	Total Other General Expenses	$144,718
96700 (96710+96720+96730)	Total Interest Expense and Amortization Cost	$0
97100+97200	Total Extraordinary Maintenance	$0
97300+97350	Housing Assistance Payments + HAP Portability-In	$53,511,319
97400	Depreciation Expense	$0
97500+97600+97700+97800	All Other Expenses	$0
90000	**Total Expenses**	$59,494,464

Describe the Activities that Will Use Only MTW Single Fund Flexibility

In FY 2019, the FCRHA plans to utilize MTW Block Grant to:

- Fully implement the pilot Rent Reform Initiative. A new “work stabilization” deduction will be utilized to encourage families to work.
- Contract with a non-profit organization to provide case management to Housing Choice Voucher households. Hire housing locator. Partner with Department of Family Services to hire employment specialist.
- Contract with Cornerstones to provide community building/organizing/case management to FCRHA clients in Reston.
- Enhance Yardi so that it can be utilized for the new pilot rent reform, as well as tracking certain metrics.

Ultimately, the success of the MTW Block Grant will be determined by looking at the outcomes achieved through the activities discussed above. The metrics for each MTW activity that uses MTW fund flexibility will be analyzed over the next two years for the MTW Block Grant study. In addition, any FCRHA use of MTW single fund flexibility that is not otherwise tracked though use of HUD Standard Metrics in an approved MTW activity will be analyzed with appropriate metrics developed by the FCRHA and which are designed to capture cost efficiencies, changes in family self-sufficiency and increased housing opportunities for low income families.

B. MTW Plan: Local Asset Management Plan

Is the PHA allocating costs within statute?	Yes	or	
Is the PHA implementing a local asset management plan (LAMP)?		or	No

If the PHA is implementing a LAMP, it shall be described in an appendix every year beginning with the year it is proposed and approved. The narrative shall explain the deviations from existing HUD requirements and should be updated if any changes are made to the LAMP.

Has the PHA provided a LAMP in the appendix?		or	No

Not applicable

VI. Administrative

Board Resolution Adoption Annual Plan

Adopted April 4, 2018

RESOLUTION NUMBER 07-18

Approval to Submit to the U.S. Department of Housing and Urban Development the Fairfax County Redevelopment and Housing Authority Moving to Work Plan for Fiscal Year 2019

BE IT RESOLVED THAT the Fairfax County Redevelopment and Housing Authority (FCRHA) approves the submission to the U.S. Department of Housing and Urban Development of the Moving to Work Plan for Fiscal Year 2019, as contained in the Action Item presented to the FCRHA on April 4, 2018, and authorizes the FCRHA Chairman to sign the Moving to Work Certifications of Compliance for the Plan.

I hereby certify that the foregoing is a true and accurate copy of Resolution No. 07-18 passed by the Fairfax County Redevelopment and Housing Authority on April 4, 2018 and that I remain an Assistant Secretary of the Fairfax County Redevelopment and Housing Authority.

4/10/2018

Date

Thomas Fleetwood, Assistant Secretary, Fairfax County Redevelopment and Housing Authority

COMMONWEALTH OF VIRGINIA)
) To-wit:
COUNTY OF FAIRFAX)

The foregoing instrument was acknowledged before me by Thomas Fleetwood, an Assistant Secretary of the Fairfax County Redevelopment and Housing Authority, on behalf of the Fairfax County Redevelopment and Housing Authority this 10th day of April, 2018.

Malia Stroble

Notary Public

My Commission expires: 8/3/18.

MALIA M STROBLE
NOTARY PUBLIC
REGISTRATION # 7590331
COMMONWEALTH OF VIRGINIA

Annual MTW Certification of Compliance

CERTIFICATIONS OF COMPLIANCE

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
OFFICE OF PUBIC AND INDIAN HOUSING

Certifications of Compliance with Regulations:
Board Resolution to Accompany the Annual Moving to Work Plan

Acting on behalf of the Board of Commissioners of the Moving to Work Public Housing Agency (MTW PHA) listed below, as its Chairman or other authorized MTW PHA official if there is no Board of Commissioners, I approve the submission of the Annual Moving to Work Plan for the MTW PHA Plan Year beginning (07/01/2018), hereinafter referred to as "the Plan", of which this document is a part and make the following certifications and agreements with the Department of Housing and Urban Development (HUD) in connection with the submission of the Plan and implementation thereof:

(1) The MTW PHA published a notice that a hearing would be held, that the Plan and all information relevant to the public hearing was available for public inspection for at least 30 days, that there were no less than 15 days between the public hearing and the approval of the Plan by the Board of Commissioners, and that the MTW PHA conducted a public hearing to discuss the Plan and invited public comment.

(2) The MTW PHA took into consideration public and resident comments (including those of its Resident Advisory Board or Boards) before approval of the Plan by the Board of Commissioners or Board of Directors in order to incorporate any public comments into the Annual MTW Plan.

(3) The MTW PHA certifies that the Board of Directors has reviewed and approved the budget for the Capital Fund Program grants contained in the Capital Fund Program Annual Statement/Performance and Evaluation Report, form HUD-50075.1 (or successor form as required by HUD).

(4) The MTW PHA will carry out the Plan in conformity with Title VI of the Civil Rights Act of 1964, the Fair Housing Act, section 504 of the Rehabilitation Act of 1973, and title II of the Americans with Disabilities Act of 1990.

(5) The Plan is consistent with the applicable comprehensive housing affordability strategy (or any plan incorporating such strategy) for the jurisdiction in which the PHA is located.

(6) The Plan contains a certification by the appropriate state or local officials that the Plan is consistent with the applicable Consolidated Plan, which includes a certification that requires the preparation of an Analysis of Impediments to Fair Housing Choice, for the MTW PHA's jurisdiction and a description of the manner in which the Plan is consistent with the applicable Consolidated Plan.

(7) The MTW PHA will affirmatively further fair housing by fulfilling the requirements at 24 CFR 903.7(o) and 24 CFR 903.15(d), which means that it will take meaningful actions to further the goals identified in the Assessment of Fair Housing (AFH) conducted in accordance with the requirements of 24 CFR 5.150 through 5.180, that it will take no action that is materially inconsistent with its obligation to affirmatively further fair housing, and that it will address fair housing issues and contributing factors in its programs, in accordance with 24 CFR 903.7(o)(3). Until such time as the MTW PHA is required to submit an AFH, and that AFH has been accepted by HUD, the MTW PHA will address impediments to fair housing choice identified in the Analysis of Impediments to fair housing choice associated with any applicable Consolidated or Annual Action Plan under 24 CFR Part 91.

(8) The MTW PHA will comply with the prohibitions against discrimination on the basis of age pursuant to the Age Discrimination Act of 1975.

(9) In accordance with 24 CFR 5.105(a)(2), HUD's Equal Access Rule, the MTW PHA will not make a determination of eligibility for housing based on sexual orientation, gender identify, or marital status and will make no inquiries concerning the gender identification or sexual orientation of an applicant for or occupant of HUD-assisted housing.

(10) The MTW PHA will comply with the Architectural Barriers Act of 1968 and 24 CFR Part 41, Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped.

(11) The MTW PHA will comply with the requirements of section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low-or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 135.

(12) The MTW PHA will comply with requirements with regard to a drug free workplace required by 24 CFR Part 24, Subpart F.

(13) The MTW PHA will comply with requirements with regard to compliance with restrictions on lobbying required by 24 CFR Part 87, together with disclosure forms if required by this Part, and with restrictions on payments to influence Federal Transactions, in accordance with the Byrd Amendment and implementing regulations at 49 CFR Part 24.

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Annual MTW Certification of Compliance (continued)

(14) The MTW PHA will comply with acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implementing regulations at 49 CFR Part 24 as applicable.

(15) The MTW PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).

(16) The MTW PHA will provide HUD or the responsible entity any documentation needed to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58. Regardless of who acts as the responsible entity, the MTW PHA will maintain documentation that verifies compliance with environmental requirements pursuant to 24 Part 58 and 24 CFR Part 50 and will make this documentation available to HUD upon its request.

(17) With respect to public housing and applicable local, non-traditional development the MTW PHA will comply with Davis-Bacon or HUD determined wage rate requirements under section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.

(18) The MTW PHA will keep records in accordance with 24 CFR 85.20 and facilitate an effective audit to determine compliance with program requirements.

(19) The MTW PHA will comply with the Lead-Based Paint Poisoning Prevention Act and 24 CFR Part 35.

(20) The MTW PHA will comply with the policies, guidelines, and requirements of OMB Circular No. A-87 (Cost Principles for State, Local and Indian Tribal Governments) and 24 CFR Part 200.

(21) The MTW PHA will undertake only activities and programs covered by the Plan in a manner consistent with its Plan and will utilize covered grant funds only for activities that are approvable under the Moving to Work Agreement and Statement of Authorizations and included in its Plan.

(22) All attachments to the Plan have been and will continue to be available at all times and all locations that the Plan is available for public inspection. All required supporting documents have been made available for public inspection along with the Plan and additional requirements at the primary business office of the PHA and at all other times and locations identified by the MTW PHA in its Plan and will continue to be made available at least at the primary business office of the MTW PHA.

Fairfax County Redevelopment and Housing Authority (FCRHA)

MTW PHA NAME

VA019

MTW PHA NUMBER/HA CODE

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate. Warning: HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802).

Robert Schwaninger

NAME OF AUTHORIZED OFFICIAL

Chairman, FCRHA

TITLE

SIGNATURE

April 4, 2018

DATE

* *Must be signed by either the Chairman or Secretary of the Board of the MTW PHA's legislative body. This certification cannot be signed by an employee unless authorized by the MTW PHA Board to do so. If this document is not signed by the Chairman or Secretary, documentation such as the by-laws or authorizing board resolution must accompany this certification.*

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Certification of Consistency with the Consolidated Plan

OMB Approval No. 2506-0112 (Exp. 7/31/2012)

Certification of Consistency with the Consolidated Plan

U.S. Department of Housing and Urban Development

I certify that the proposed activities/projects in the application are consistent with the jurisdiction's current, approved Consolidated Plan.

(Type or clearly print the following information:)

Applicant Name: Fairfax County Redevelopment and Housing Authority

Project Name: THRIVE: Moving to Work

Location of the Project: Fairfax County, Virginia

Name of the Federal Program to which the applicant is applying: Moving to Work

Name of Certifying Jurisdiction: Fairfax County, Virginia

Certifying Official of the Jurisdiction Name: Bryan Hill

Title: County Executive

Signature:

Date: APR 10 2018

Page 1 of 1 form HUD-2991 (3/98)

Documentation of Public Hearing

The FCRHA made the MTW Plan available for public comment from March 1, 2018 through April 2, 2018 and held the required public hearing on March 8, 2018. There were no comments made during the public comment period nor during the public hearing.

NOTICE OF PUBLIC HEARING
Thursday, March 8, 2018 at 7 p.m.

The Fairfax County Redevelopment and Housing Authority (FCRHA) will conduct a public hearing on its draft Moving to Work (MTW) Plan for Fiscal Year 2019. The hearing is being conducted in compliance with U.S. Department of Housing and Urban Development requirements for Public Housing Agencies submitting a MTW Plan. The public hearing will be held at 4500 University Drive, Fairfax, VA at 7 p.m. on March 8, 2018. Interested residents are invited to share their views on the draft FCRHA MTW Plan at the public hearing. The draft Plan is available for public review on the county website www.fairfaxcounty.gov/housing/initiatives and at the Fairfax County Department of Housing and Community Development, 3700 Pender Drive, Suite 300, Fairfax, VA, or by calling 703-279-7302. If you have any questions concerning the public hearing, please call 703-279-7302, TTY: 711. Citizens wishing to comment on the draft Plan in writing may do so via the email address elisa.johnson@fairfaxcounty.gov or by writing to the attention of Elisa Johnson, Associate Director, Policy, Reporting and Communications, at the Fairfax County Department of Housing and Community Development, 3700 Pender Drive, Fairfax, Virginia 22030. The deadline for receipt of written comments on the draft Plan is 4 p.m. on Monday, April 2, 2018.

Fairfax County is committed to a policy of nondiscrimination in all county programs, services and activities and will provide reasonable accommodations upon request. To request special accommodations call 703-246-5260 or TTY 711. Please allow 48 hours in advance of the event in order to make the necessary arrangements. Equal Housing/Equal Opportunity Employer

Run Date: March 1, 2018 AD#9521

Resident Advisory Council Letter of Support

The Resident Advisory Council met on February 27, 2018 and again on April 3, 2018 to review the MTW Plan.

THE RESIDENT ADVISORY COUNCIL OF THE
FAIRFAX COUNTY REDEVELOPMENT AND HOUSING AUTHORITY
3700 Pender Drive, Suite 100
Fairfax, Virginia 22030-7442

April 3, 2018

Mr. Tom Fleetwood, Director
Fairfax County Department of Housing and Community Development
3700 Pender Drive, Suite 300
Fairfax, VA 22030-7442

Dear Mr. Fleetwood:

The Fairfax County Redevelopment and Housing Authority's (FCRHA) Resident Advisory Council (RAC) has reviewed an overview of the FCRHA's Moving to Work (MTW) goals and objectives contained in the draft MTW Plan for Fiscal Year 2019. The Council bases its comments on a consensus of members present at the Council meeting held on February 27 and April 3, 2018. The Council's specific comments are as follows:

Overview of the FCRHA's MTW Goals and Objectives for Fiscal Year 2019
The Council reviewed and affirmed the contents of this section of the plan.

It was agreed that HCD staff will continue to keep the Council apprised of the progress of the goals and objectives as they are implemented throughout the year to allow the Council to provide feedback and further recommendations.

If you have any questions regarding our comments, please contact me at 703-362-0385.

Sincerely,

Patricia Ryan

Patricia Ryan, Chairperson
Resident Advisory Council

Update on PHA Directed Evaluations

The FCRHA has moved forward with several components of the rent reform evaluation. The FCRHA began implementation of the minimum rent activity in 2015. Further, on-site staffing was instituted at the three Public Housing sites and a reduction in the frequency of reexaminations was started. HCD also met with Yardi to develop the specifications for the programming necessary for minimum rent and rent reform. Lastly, baseline data on the Public Housing residents was provided to George Mason for the rent reform evaluation. Unfortunately, after this initial implementation, a technical road block was met. Fairfax County—the County Attorney's Office, the Department of Information Technology (DIT), and the FCRHA--and Yardi spent over two years negotiating a renewal contact for Yardi—much of the time dealing with the security/protection of the FCRHA's data when moving to a private cloud. Fortunately, the Yardi contact was finally signed by both parties in June 2016. Once the contract was signed, DIT, HCD and Yardi worked together and moved Yardi to the cloud for the FCRHA by November 2016 and the software was upgraded in September 2017. These negotiations, movement to the cloud, and software upgrades took longer than expected and delayed the full implementation of this activity because of the necessity of having Yardi to manage this function.

While waiting for the Yardi upgrade, all of the Public Housing sites were converted to Rental Assistance Demonstration Project-based Vouchers (RAD PBV). Further, the FCRHA, while addressing budget cuts and increasing rents in the Housing Choice Voucher Program, proposed the new minimum rent for the Housing Choice Voucher Program in the FY 2018 Amended Moving to Work Plan.

This rent reform, together with the minimum rent is expected to be implemented with a pilot group of RAD PBV participants. It is expected to begin in FY 2019.