

# LEXINGTON HOUSING AUTHORITY



## AFFORDABLE HOUSING

### **FY2017**

### **MOVING TO WORK ANNUAL REPORT**



Lexington Housing Authority

*Submitted 11/21/2018*

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## SECTION I

### INTRODUCTION

The Lexington-Fayette Urban County Housing Authority (LHA) is pleased to present this annual report that marks the completion of six (6) years as a Moving to Work (MTW) agency. In April 2016, HUD extended the agreements of all 39 MTW agencies until 2028. The LHA is pleased to provide affordable housing opportunities in Lexington with the flexibility the Demonstration provides.

The LHA submitted a formal application to the federal U.S. Department of Housing and Urban Development (HUD) seeking admittance to the Moving to Work (MTW) demonstration program in November 2010. HUD announced LHA's selection for program admittance in March 2011, and the Housing Authority formally entered the MTW program on November 10, 2011 with the execution of an MTW Agreement between HUD and LHA.

The LHA was established in 1934 to provide safe and desirable affordable housing to low and moderate-income individuals and families while partnering with community agencies to promote increased self-sufficiency and a higher quality of life for its residents. The agency provides housing assistance to nearly 4,000 low-income households in Lexington-Fayette County through the public housing and Housing Choice Voucher (HCV) programs. The Authority is governed by a Board of Commissioners, a group of dedicated citizens and local officials appointed in accordance with state housing law, who establish and monitor agency policies and are responsible for preserving and expanding the Authority's resources and ensuring the Authority's ongoing success.

The mission of the Lexington-Fayette Urban County Housing Authority (LHA) MTW Program is to:

*Serve as a prudent financial steward of federal, state and local resources, endeavoring to more effectively provide safe and desirable affordable housing, while furthering the self-sufficiency of families within Lexington-Fayette County.*

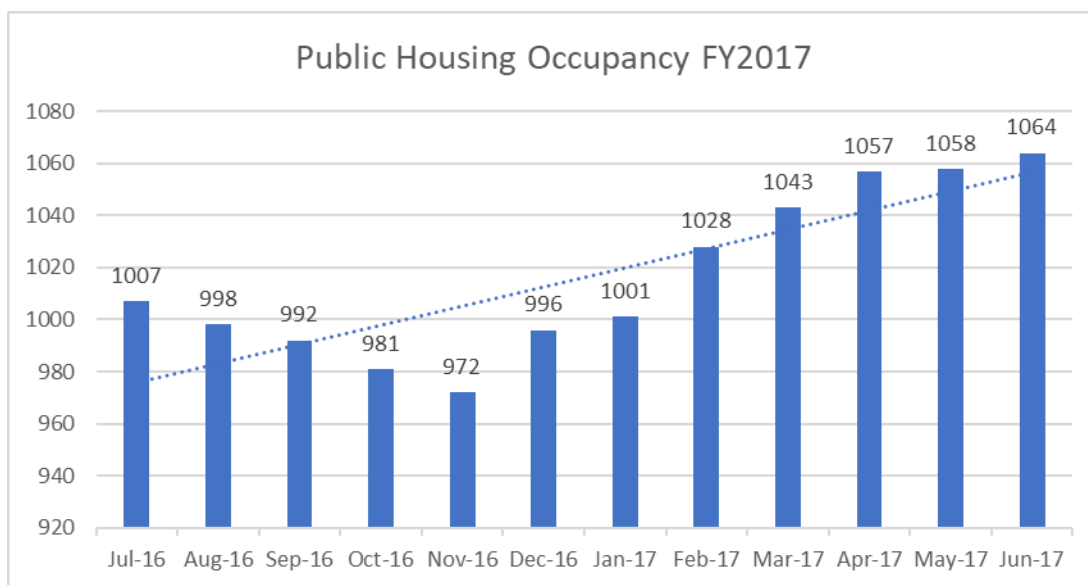
## SHORT TERM GOALS

### Improve Public Housing Occupancy

At the close of FY2017 (June 30, 2017) the LHA's public housing occupancy rate was 97%.

Traditionally the LHA has maintained public housing occupancy at or above 95%. In November 2016 the public housing occupancy rate dipped as low as 89% (972 occupied/of 1097 units).

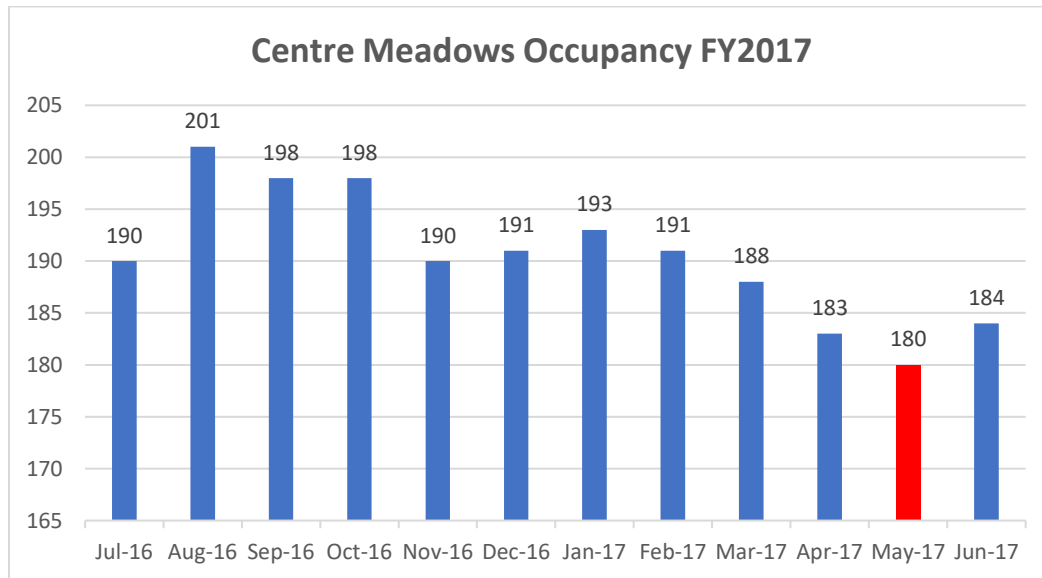
Staff has cited various reasons for the decrease in occupancy and closely monitored occupancy throughout the year. To address the issue the waiting list was open for 2 and 3-bedroom units at the self-sufficiency sites (units that require employment) for much of the year. See the chart below that tracked FY2017 occupancy.



Data from HUD Portfolio Risk Management Tool

### Lease-Up Centre Meadows

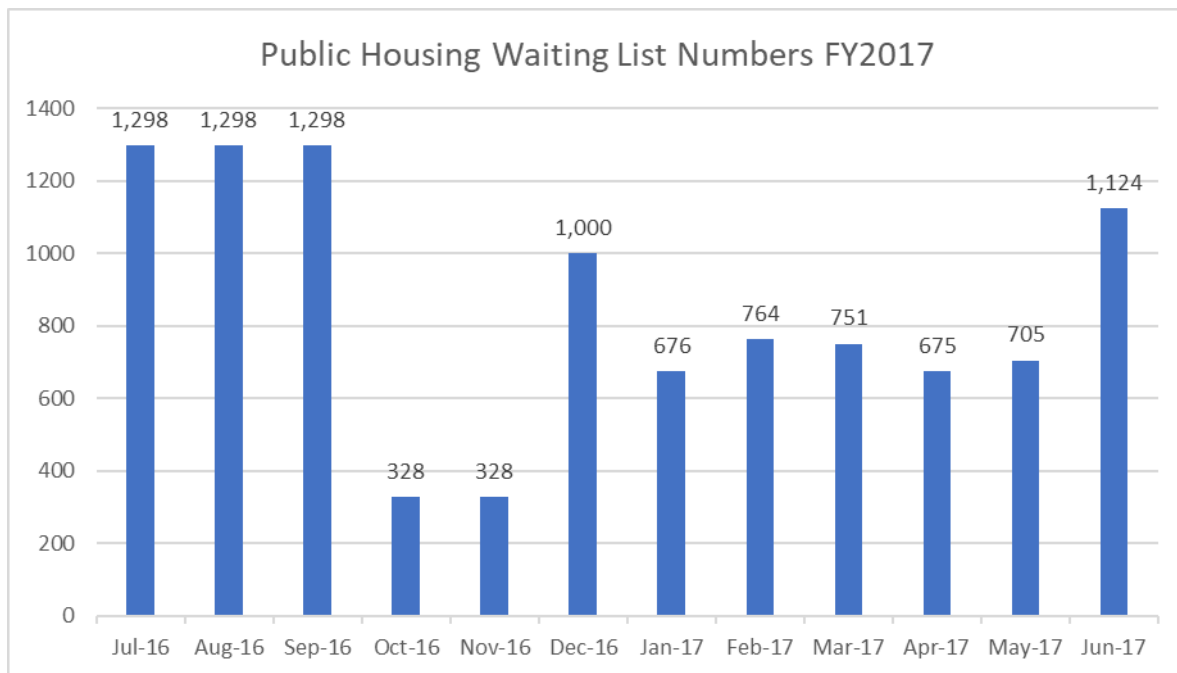
The Centre Meadows site (formerly Pimlico) was converted to project-base vouchers (PBV) through the Rental Assistance Demonstration (RAD) and underwent major renovation that closed the site in March of 2013 and was reoccupied in December 2015. Occupancy during FY2017 dipped to 89% in May 2017 but remained steady and averaged 191 of 206 units occupied or 93% occupancy during FY2017 (see chart below).



Voucher Management System (VMS) data collection for FY2017

## Waiting List

LHA opened the public housing waiting list twice during FY 2017. For six months out of the fiscal year the waiting list was open for the agency's self-sufficiency 2, 3 and 4-bedroom units – November 28, 2016 through February 28, 2017 and June 5, through September 30, 2017. The Housing Choice Voucher waiting list was only open for clients of social service agencies participating in special partner programs that offer wrap around services in conjunction with the voucher.



## Initiatives to House Veterans

The LHA continues to dedicate efforts to housing veterans. The LHA has 292 vouchers committed to veterans through the VASH Program in partnership with the local Veterans Administration Hospital. In June 2017, 286 (98%) VASH vouchers were under lease. LHA staff strives to lease all 292 vouchers allocated for VASH recipients and anticipate that the hiring of a Housing Navigator in September 2017 will improve leasing for the program in FY2018. The Housing Navigator will assist veterans seeking permanent housing.

## LONG TERM GOALS

To ensure LHA's participation in the MTW demonstration program meets the specific needs of the Lexington-Fayette community, the agency will continue to craft local initiatives to address long term needs and meet the following MTW objectives:

1. Increase the number and quality of affordable housing choices throughout the Lexington-Fayette community;
2. Increase the number of families moving toward self-sufficiency;
3. Increase and strengthen the number of community partnerships benefitting residents with special needs, especially those not adequately served elsewhere in the community and those requiring a "service-enriched" housing environment; and
4. Reduce the agency's administrative costs while limiting the administrative burdens placed on staff and residents.

To further both the federal and local MTW objectives listed above; since entering the program in 2011, the LHA has sought and received HUD approval to implement 21 MTW activities of which 16 are underway or on hold until needed. Below is a chart summarizing the LHA's MTW activities. The numbers in the statutory objectives column of the table on the next page correspond with the numbered descriptions.

### Statutory Objectives

1. To reduce costs and achieve greater cost effectiveness in federal expenditures;
2. To 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 become economically self-sufficient; and
3. To increase housing choices for low-income families.



Activity	Activity Description	Plan Year Proposed/ Modified	Status	Statutory Objective
1	Minimum Rent Increase to \$150 Across All Housing Programs	-FY2012-13 -FY2014 Significantly Modified	Implemented agency-wide April 1, 2014	2
2	Management Team III Rent Reform Controlled Study – No Rent Reduction Requests for 6 Months After Initial Occupancy for Bluegrass HOPE VI Public Housing Residents	-FY2012-FY2013	Closed Out FY2014 and replaced with Activity 13	1
3	Triennial Recertification of Connie Griffith Towers and HCV Elderly/Disabled Households	-FY2012-FY2013 Significantly - Modified FY2014 -FY2016 Request Approval to change HUD Form 9886	Ongoing	1
4	HCV Rent Reform Controlled Study: No Rent Reduction Requests for 6 Months After Initial Occupancy	FY2012-FY2013	Closed Out FY2015	1 & 2
5	Streamlined HQS Inspection Policy for HCV Units	- FY2012-13 -FY2014 Significantly Modified	Implemented FY2015 w/ Emphasys Elite Software	1
6	Biennial Housekeeping Inspection Policy for Public Housing Residents	FY2012-FY2013	-Not Implemented -Closed out	1
7	Public Housing Acquisition Without Prior HUD Approval	FY2012-FY2013	Ongoing	3
8	Conversion of Appian Hills Public Housing to Project-Based Vouchers	-FY2012-FY2013 -FY2014 Significantly Modified	Modified in FY2014 - Pimlico Converted to PBV w/ RAD/Not Implemented	3
9	Development of Project-Based Voucher Units at 800 Edmond Street	FY2012-FY2013	Not Implemented Resources used for RAD revitalization of Pimlico	3
10	HCV (Tenant-Based) Special Partners Programs	-FY2012-FY2013 -FY2014 Significantly Modified	Ongoing	3
11	Local, Non-Traditional Use of MTW Funds: Emergency Reserves for Connie Griffith-Ballard Towers	- FY2012-FY2013 -FY2014 Significantly Modified	Not Implemented until/ necessary for emergency capital repairs	3
12	Local, Non-Traditional Use of MTW Funds for HCV Special Partners With Designated Units	FY2014	Ongoing	2 & 3
13	Local Self-Sufficiency Admissions and Occupancy Requirements	FY2014	Ongoing Implemented April 1, 2014	2
14	Elimination of Earned Income Disallowance	FY2015	Ongoing	1
15	Limit HCV Landlord Rent Increases to the Lesser of 2%, the HUD Fair Market Rent (FMR) or Comparable Rent	FY2015	Discontinue in FY2017	1
16	HUD/MDRC HCV Rent Reform Demonstration	FY2015	Ongoing	2
17	Limit Interim Re-examinations for Public Housing Households	FY2016	Ongoing	1
18	Streamlined HQS Inspection of LHA-Owned/Controlled Property	FY2017	Ongoing	1
19	Tenant-Based Rental Assistance for Youth Aging Out of Foster Care	FY2017	Ongoing	3
20	Assign Project-Based Vouchers To LHA Owned and Controlled Units Without Bid Process	FY2017	Not Implemented until necessary	3
21	Triennial Certifications For HCV Homeownership Participants (Rent Reform)	FY2017	Ongoing	1

### **Customer Satisfaction Survey**

As part of the LHA's long term efforts to meet the specific needs of the Lexington community the LHA is conducting resident and employee customer satisfaction surveys periodically throughout the year. The survey tool is important in helping LHA understand how residents and employees feel about our programs and MTW initiatives.

In September of 2017 surveys were mailed to 38 public housing households, 25 Ballard Towers households (Ballard is an elderly-designated HCV multi-family high rise owned by the LHA) and 50 HCV households were randomly surveyed in-person when they came to the LHA central office on other business. The survey was voluntary, and all survey participants were given a Wal-Mart gift card once the survey was completed and returned. *See Appendix A for the results of the survey by group.*

## SECTION II – GENERAL HOUSING AUTHORITY OPERATING INFORMATION

### A. HOUSING STOCK INFORMATION

#### i. Actual New Project Based Vouchers

Tenant-based vouchers that the MTW PHA project-based for the first time during the Plan Year. These include only those in which at least an Agreement to enter into a Housing Assistance Payment (AHAP) was in place by the end of the Plan Year. Indicate whether the unit is included in the Rental Assistance Demonstration (RAD).

PROPERTY NAME	NUMBER OF VOUCHERS NEWLY PROJECT-BASED		STATUS AT END OF PLAN YEAR**	RAD?	DESCRIPTION OF PROJECT
	Planned*	Actual			
N/A	0	0	N/A	No	N/A
		0	0	Planned/Actual Total Vouchers Newly Project-Based	

\* Figures in the “Planned” column should match the corresponding Annual MTW Plan.

\*\* Select “Status at the End of Plan Year” from: Committed, Leased/Issued

**Please describe differences between the Planned and Actual Number of Vouchers Newly Project-Based:**

**Please describe differences between the Planned and Actual Number of Vouchers Newly Project-Based:**

N/A

#### ii. Actual Existing Project Based Vouchers

Tenant-based vouchers that the MTW PHA is currently project-basing in the Plan Year. These include only those in which at least an AHAP was in place by the beginning of the Plan Year. Indicate whether the unit is included in RAD.

PROPERTY NAME	NUMBER OF PROJECT-BASED VOUCHERS		STATUS AT END OF PLAN YEAR**	RAD?	DESCRIPTION OF PROJECT
	Planned*	Actual			
Centre Meadows	206	184	Leased/Issued	Yes	Family site of one, two and three-bedroom units
		206	184	Planned/Actual Total Existing Project-Based Vouchers	

\* Figures and text in the “Planned” column should match the corresponding Annual MTW Plan.

\*\* Select “Status at the End of Plan Year” from: Committed, Leased/Issued

**Please describe differences between the Planned and Actual Existing Number of Vouchers Project-Based:**

LHA addressed leasing issues by opening the waiting list during FY2017.

**iii. Actual Other Changes to MTW Housing Stock in the Plan Year**

Examples of the types of other changes can include (but are not limited to): units held off-line due to relocation or substantial rehabilitation, local, non-traditional units to be acquired/developed, etc.

ACTUAL OTHER CHANGES TO MTW HOUSING STOCK IN THE PLAN YEAR	
N/A	

**iv. General Description of All Actual Capital Expenditures During the Plan Year**

Narrative general description of all actual capital expenditures of MTW funds during the Plan Year.

GENERAL DESCRIPTION OF ALL ACTUAL CAPITAL EXPENDITURES DURING THE PLAN YEAR
KY004 PHA-Wide Management Improvements \$12,755.97 KY004 PHA-Wide Administration \$111,474.00 KY004 PHA-Wide Fees and Costs \$8,745.36 KY004000001 Storage Door Replacement, Team 1 Mgmt. Renovation \$185,032.00 KY004000002 Storage Door Replacement \$72,106.80 KY004000003 Storage Door Replacement \$80,707.84 KY004000004 Call & Check-in System, window mockup, physical assessment \$21,497.58 KY004000010 Dumpster Screen Replacement \$8,982.00 PHA Wide Software Annual Mnte. & Hosting \$87,851.79 BG Wide (010, 011, 013, 015, 033) Site Fencing Replacement \$3,678.93

**B. LEASING INFORMATION**

**i. Actual Number of Households Served**

Snapshot and unit month information on the number of households the MTW PHA actually served at the end of the Plan Year.

NUMBER OF HOUSEHOLDS SERVED THROUGH:	NUMBER OF UNIT MONTHS OCCUPIED/LEASED*		NUMBER OF HOUSEHOLDS SERVED**	
	Planned^^	Actual	Planned^^	Actual
MTW Public Housing Units Leased	1097	1053	13164	12636
MTW Housing Choice Vouchers (HCV) Utilized	2611	2632	31332	31584
Local, Non-Traditional: Tenant-Based	438	626	5256	7512
Local, Non-Traditional: Property-Based	1	0	12	0
Local, Non-Traditional: Homeownership	0	0	0	0
<b>Planned/Actual Totals</b>	<b>4147</b>	<b>4311</b>	<b>49764</b>	<b>51732</b>

\* "Planned Number of Unit Months Occupied/Leased" is the total number of months the MTW PHA planned to have leased/occupied in each category throughout the full Plan Year (as shown in the Annual MTW Plan).

\*\* "Planned Number of Households to be Served" is calculated by dividing the "Planned Number of Unit Months Occupied/Leased" by the number of months in the Plan Year (as shown in the Annual MTW Plan).

^^ Figures and text in the "Planned" column should match the corresponding Annual MTW Plan.

**Please describe any differences between the planned and actual households served:**

Public housing leasing issues have been addressed by opening and closing the waiting list.

LOCAL, NON-TRADITIONAL CATEGORY	MTW ACTIVITY NAME/NUMBER	NUMBER OF UNIT MONTHS OCCUPIED/LEASED*		NUMBER OF HOUSEHOLDS TO BE SERVED*	
		Planned^^	Actual	Planned^^	Actual
Tenant-Based	Local, Non-Traditional Uses of MTW Funds for Special Partners	4656	7512	388	626
Property-Based	Name/#	0	0	0	0
Homeownership	Name/#	0	0	0	0
		4656	7512	388	626

**Planned/Actual Totals**

\* The sum of the figures provided should match the totals provided for each Local, Non-Traditional category in the previous table. Figures should be given by individual activity. Multiple entries may be made for each category if applicable.

^^ Figures and text in the “Planned” column should match the corresponding Annual MTW Plan.

HOUSEHOLDS RECEIVING LOCAL, NON-TRADITIONAL SERVICES ONLY	AVERAGE NUMBER OF HOUSEHOLDS PER MONTH	TOTAL NUMBER OF HOUSEHOLDS IN THE PLAN YEAR
N/A	0	0

**ii. Discussion of Any Actual Issues/Solutions Related to Leasing**

Discussion of any actual issues and solutions utilized in the MTW housing programs listed.

HOUSING PROGRAM	DESCRIPTION OF ACTUAL LEASING ISSUES AND SOLUTIONS
MTW Public Housing	Public Housing occupancy was down during FY2017 due to the waiting list being depleted at several self-sufficiency sites that have a work requirement. Waiting lists were open for much of FY2017 for self-sufficiency 2 and 3 bedrooms. Public Housing occupancy rose steadily during the last half of the fiscal year.
MTW Housing Choice Voucher	N/A
Local, Non-Traditional	N/A

**C. WAITING LIST INFORMATION**

**i. Actual Waiting List Information**

Snapshot information on the actual status of MTW waiting lists at the end of the Plan Year. The “Description” column should detail the structure of the waiting list and the population(s) served.

WAITING LIST NAME	DESCRIPTION	NUMBER OF HOUSEHOLDS ON WAITING LIST	WAITING LIST OPEN, PARTIALLY OPEN OR CLOSED	WAS THE WAITING LIST OPENED DURING THE PLAN YEAR
MTW Public Housing	Community-Wide	1124	Partially Open	Yes
MTW Housing Choice Voucher	Community-Wide	321	Closed	No
Tenant Based Local, Non-Traditional	Program Specific	75	Open	Yes

Housing Assistance Program				
Federal Non-MTW Housing Choice Voucher Units	Program Specific	0	Open	Yes

Please describe any duplication of applicants across waiting lists:

There is duplication across the public housing and HCV waiting lists.

ii. Actual Changes to Waiting List in the Plan Year

Please describe any actual changes to the organizational structure or policies of the waiting list(s), including any opening or closing of a waiting list, during the Plan Year.

WAITING LIST NAME	DESCRIPTION OF ACTUAL CHANGES TO WAITING LIST
Public Housing	The waiting list was open for Connie Griffith Towers, an elderly high-rise building and 2 and 3 bedroom waiting list for self-sufficiency units that have a work requirement.

**D. INFORMATION ON STATUTORY OBJECTIVES AND REQUIREMENTS**

i. 75% of Families Assisted Are Very Low Income

HUD will verify compliance with the statutory requirement that at least 75% of the households assisted by the MTW PHA are very low income for MTW public housing units and MTW HCVs through HUD systems. The MTW PHA should provide data for the actual families housed upon admission during the PHA's Plan Year reported in the "Local, Non-Traditional: Tenant-Based"; "Local, Non-Traditional: Property-Based"; and "Local, Non-Traditional: Homeownership" categories. Do not include households reported in the "Local, Non-Traditional Services Only" category.

INCOME LEVEL	NUMBER OF LOCAL, NON-TRADITIONAL HOUSEHOLDS ADMITTED IN THE PLAN YEAR
80%-50% Area Median Income	626
49%-30% Area Median Income	0
Below 30% Area Median Income	0
	626

Total Local, Non-Traditional Households Admitted

**ii. Maintain Comparable Mix**

HUD will verify compliance with the statutory requirement that MTW PHAs continue to serve a comparable mix of families by family size by first assessing a baseline mix of family sizes served by the MTW PHA prior to entry into the MTW demonstration (or the closest date with available data) and compare that to the current mix of family sizes served during the Plan Year.

BASELINE MIX OF FAMILY SIZES SERVED (upon entry to MTW)					
FAMILY SIZE	OCCUPIED PUBLIC HOUSING UNITS	UTILIZED HCVs	NON-MTW ADJUSTMENTS*	BASELINE MIX NUMBER	BASELINE MIX PERCENTAGE
1 Person	421	818	0	1253	34%
2 Person	310	529	0	848	23%
3 Person	298	505	0	811	22%
4 Person	135	313	0	443	12%
5 Person	49	168	0	221	6%
6+ Person	24	72	0	111	3%
<b>TOTAL</b>	<b>1237</b>	<b>2405</b>	<b>0</b>	<b>3687</b>	<b>100%</b>

\* “Non-MTW Adjustments” are defined as factors that are outside the control of the MTW PHA. An example of an acceptable “Non-MTW Adjustment” would include demographic changes in the community’s overall population. If the MTW PHA includes “Non-MTW Adjustments,” a thorough justification, including information substantiating the numbers given, should be included below.

**Please describe the justification for any “Non-MTW Adjustments” given above:**

The baseline for public housing was adjusted to 1, 036 and the baseline for the HCV program was adjusted to 2,651.

MIX OF FAMILY SIZES SERVED (in Plan Year)				
FAMILY SIZE	BASELINE MIX PERCENTAGE**	NUMBER OF HOUSEHOLDS SERVED IN PLAN YEAR^	PERCENTAGE OF HOUSEHOLDS SERVED IN PLAN YEAR^^	PERCENTAGE CHANGE FROM BASELINE YEAR TO CURRENT PLAN YEAR
1 Person	34%	1041	27%	7%
2 Person	23%	959	25%	-2%
3 Person	22%	914	24%	-2%
4 Person	12%	579	15%	-3%
5 Person	6%	243	6%	0%
6+ Person	3%	144	3%	0%
<b>TOTAL</b>	<b>100%</b>	<b>3880</b>	<b>100%</b>	<b>0%</b>

\*\* The “Baseline Mix Percentage” figures given in the “Mix of Family Sizes Served (in Plan Year)” table should match those in the column of the same name in the “Baseline Mix of Family Sizes Served (upon entry to MTW)” table.

^ The “Total” in the “Number of Households Served in Plan Year” column should match the “Actual Total” box in the “Actual Number of Households Served in the Plan Year” table in Section II.B.i of this Annual MTW Report.

^^ The percentages in this column should be calculated by dividing the number in the prior column for each family size by the “Total” number of households served in the Plan Year. These percentages will reflect adjustment to the mix of families served that are due to the decisions of the MTW PHA. Justification of percentages in the current Plan Year that vary by more than 5% from the Baseline Year must be provided below.

**Please describe the justification for any variances of more than 5% between the Plan Year and Baseline Year:**

The LHA would attribute the one-member household decrease to fewer on-member households in HCV and leasing issues in public housing.

**iii. Number of Households Transitioned to Self-Sufficiency in the Plan Year**

Number of households, across MTW activities, that were transitioned to the MTW PHA's local definition of self-sufficiency during the Plan Year.

MTW ACTIVITY NAME/NUMBER	NUMBER OF HOUSEHOLDS TRANSITIONED TO SELF SUFFICIENCY*	MTW PHA LOCAL DEFINITION OF SELF SUFFICIENCY
Increase Minimum Rent to \$150 Across All Housing Programs/#1	960	Household has earned income of at least \$15,080 annually
Local Self-Sufficiency Admissions and Occupancy Requirements – Activity 13	430	Household has earned income of at least \$15,080 annually
Limit Interim Re- examinations for Public Housing Households – Activity 17	428	Household has earned income of at least \$15,080 annually
	858	<i>(Households Duplicated Across MTW Activities)</i>
	960	<b>Total Households Transitioned to Self-Sufficiency</b>

\* Figures should match the outcome reported where metric SS#8 is used in Section IV of this Annual MTW Report.



## SECTION III – PROPOSED MTW ACTIVITIES: HUD APPROVAL REQUESTED N/A

## SECTION IV – APPROVED MTW ACTIVITIES: HUD APPROVAL PREVIOUSLY GRANTED

### A. IMPLEMENTED ACTIVITIES

#### Activity 1: Increase Minimum Rent to \$150 Across All Housing Programs

Activity Proposed /Implemented FY2014

##### Activity Description

The LHA increased the minimum rent to \$150 across all housing programs (Section 8 & 9) excluding elderly and/or disabled households and households participating in HCV special partner programs in April 2014. The initiative promotes self-sufficiency by encouraging heads-of-household to work, while raising much-needed revenue.

##### Status/Update

The \$150 minimum rent has been in effect since 2014 for the LHA's LIPH and HCV programs. During FY2017, 2,556 work-able families (heads of household, co-heads and spouses) were subject to the minimum rent. A count of all household members of work-able households that include other adults and youth is 7,875 household members. Of the 2,556 work-able families from public housing, Housing Choice Voucher (HCV) and Centre Meadows (Project-Base Voucher/PBV) programs, 1,762 (69%) had an average earned income of \$17,112 and 794 (31%) with no earned income.

Characteristics of work-able households affected by the \$150 minimum rent:

Household Characteristic	Public Housing	HCV	PBV (Centre Meadows)
Average Household Size	3.08	2.819	2.542
Female Head/Co-Head/Spouse	711 (88%)	1,422 (91%)	171 (92%)
Male Head/Co-Head/Spouse	98 (12%)	137 (9%)	15 (8%)
<b>Race</b>			
Black	657	1,266	157
White	145	287	28
Asian	3	2	1
American Indian/Alaskan	1	4	0
Native Hawaiian/Other Pacific Islander	3	2	0
Average Age	36	37	31
<b>Total Households Affected</b>	<b>809</b>	<b>1,561</b>	<b>186</b>
<b>Persons Served (All household members)</b>	<b>2,437</b>	<b>4,987</b>	<b>451</b>

Earned income increased in the public housing and HCV programs, however, earned income among work-able households at Centre Meadows (PBV site) decreased by 3% dropping from \$15,231 to \$14,726. One possible reason for the decline in earned income could be attributed to Lexington's minimum wage being rolled back to \$7.25 an hour from \$8.20 in late 2016 based on a state Supreme Court ruling that states Kentucky cities do not have the authority to raise the minimum wage. The decision meant a November 2015 ordinance passed by Lexington's Urban County Council that increased the minimum wage to \$10.10 an hour over three years is no longer valid. The first Lexington wage increase took effect July 1, 2016 raising the minimum wage from the federal level of \$7.25 an hour to \$8.20 an hour. We also note that 52 households moved from Centre Meadows during FY2017 with 28 of those moves due to eviction.

FY2017 PBV (Centre Meadows) Moves	
Reason for Moving	# of Households
Received HCV	16
Unknown	7
Rent Increase	1
Eviction/Court Judgement/14-30 Notice	28
<b>TOTAL</b>	<b>52</b>

#### Non-Significant Changes or Modifications

There are no non-significant changes or modifications to this activity during the Plan year.

#### Changes or Modifications to Metrics, Baselines or Benchmarks

There are no changes or modifications to metrics, baselines or benchmarks for this activity.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modification to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## Activity 1: HUD Standard Metrics

CE #5: INCREASE IN AGENCY RENTAL REVENUE						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY 2017	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	\$2,576,196 (\$1,612,512) Sum total annual gross (net) rental revenue from <b>759</b> non-elderly/non-disabled households as of June 30, 2013	\$2,888,208 (\$2,017,152) Expected sum total annual gross (net) rental revenue from <b>699</b> non-elderly/non-disabled households as of June 30, 2015	\$3,490,820 (\$2,109,288) Actual sum total annual gross (net) rental revenue from <b>768</b> non-elderly/non-disabled households as of June 30, 2015	\$3,637,812 (\$2,676,180) Actual sum total annual gross (net) rental revenue from <b>728</b> non-elderly/non-disabled households as of June 30, 2016	\$3,671,868 (\$2,803,644) Actual sum total annual gross (net) rental revenue from <b>809</b> non-elderly/non-disabled households as of June 30, 2017	Yes
<b>*HCV</b>	\$6,423,672 (\$3,457,392) <b>1,540</b> non-elderly/non-disabled households as of June 30, 2013	\$6,661,080 (\$3,928,428) <b>1,458</b> non-elderly/non-disabled households as of June 30, 2015	\$7,007,724 (\$4,587,564) <b>1,325</b> non-elderly/non-disabled households as of June 30, 2015	\$7,514,400 (\$4,886,424) <b>1,296</b> non-elderly/non-disabled households as of June 30, 2016	\$10,034,004 (\$5,250,612) <b>1,561</b> non-elderly/non-disabled households as of June 30, 2017	Yes
<b>**PBV UNITS</b>	\$392,399 (\$290,262) <b>158</b> non-elderly/non-disabled households as of June 30, 2016	\$672,684 (\$497,592) <b>165</b> non-elderly/non-disabled households as of June 30, 2017	N/A	**Baseline established in 2016	\$615,588 (\$390,972) <b>186</b> non-elderly/non-disabled households as of June 30, 2017	No

SS #1: INCREASE IN HOUSEHOLD INCOME						
Average earned income of households affected by this policy in dollars (increase).						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	\$11,487 Average gross annual earned income from <b>759</b> non-elderly/non-disabled households as of June 30, 2013	\$12,857 Expected average gross annual earned income from <b>699</b> non-elderly/non-disabled households as of June 30, 2015	\$17,209 Actual average gross annual earned income from <b>324 (42%) of 768</b> non-disabled/ non-elderly households as of June 30, 2015	\$19,518 Actual average gross annual earned income from <b>598 (82%) of 728</b> non-elderly/non-disabled households as of June 30, 2016	\$20,634 Actual average gross annual earned income from <b>658 (81%) of 809</b> non-elderly/non-disabled households as of June 30, 2017	Yes
<b>HCV</b>	\$8,316 <b>1,540</b> non-elderly/non-disabled/non-special partner households as of June 30, 2013	\$8,535 <b>1,458</b> non-elderly/non-disabled/non-special partner households as of June 30, 2015	\$14,597 <b>520 (39%) of 1,325</b> non-disabled/non-elderly/non-special partner households as of June 30, 2015.	\$14,555 <b>844 (65%) of 1,296</b> non-elderly/non-disabled/non-special partner households as of June 30, 2016	\$15,990 <b>964 (62%) of 1,561</b> non-elderly/non-disabled/non-special partner households as of June 30, 2017	Yes
<b>*PBV UNITS</b>	\$15,231 <b>130 (82%) of 158</b> non-elderly/ non-disabled/non-special partner households as of June 30 2016	\$18,277 <b>165</b> non-elderly/non-disabled /non-special partner households as of June 30 2017	N/A	N/A Baseline established in 2016	\$14,726 <b>140 (75%) of 186</b> non-elderly/non-disabled/non-special partner households as of June 30, 2017	No
<b>AGENCY-WIDE</b>	\$9,902 <b>2,299</b> public housing & HCV households as of June 30, 2013	\$10,696 <b>2,157</b> public housing & HCV households as of June 30, 2016	\$15,903 <b>844 (37%) of 2,304</b> public housing & HCV households as of June 30, 2015.	\$17,037 <b>1,442 (71%) of 2,024</b> non-elderly/non-disabled public housing & HCV households as of June 30, 2016	\$17,112 <b>1,762 (67%) of 2,556</b> public housing, HCV and PBV households as of June 30, 2016	Yes

SS #3: INCREASE IN POSITIVE OUTCOMES IN EMPLOYMENT STATUS						
Category 5: Unemployed Heads of Household (Reporting No Earned Income)						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	<b>255 (34%)</b> Non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2013	<b>206 (29%)</b> Expected non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2015	<b>444 (59%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2015	<b>130 (22%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2016	<b>151 (19%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>Yes</b>
<b>HCV</b>	<b>734 (48%)</b> Non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>669 (46%)</b> Expected non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>805 (61%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>452 (35%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>597 (38%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>Yes</b>
<b>*PBV UNITS</b>	<b>28 (18%)</b> Non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2016	<b>0</b> Expected non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>N/A</b>	<b>*Baseline established in 2016</b>	<b>46 (25%)</b> Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	<b>No</b>
<b>*AGENCY-WIDE</b>	<b>989 (43%)</b>	<b>875 (41%)</b>	<b>1,249 (60%)</b>	<b>582 (29%)</b>	<b>794 (31%)</b>	<b>Yes</b>

Activity 1: Rent Reform - Increase Minimum Rent for Work-Able Households						
SS #3: INCREASE IN HOUSEHOLD INCOME						
Category 6: Other (Heads of Household Reporting Earned Income)						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	<b>504 (66%)</b> Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2013	<b>493 (71%)</b> Expected non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2015	<b>324 (42%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2015	<b>598 (82%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	<b>658 (81%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	<b>Yes</b>
<b>HCV</b>	<b>806 (52%)</b> Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2013	<b>789 (54%)</b> Expected non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2015	<b>520 (39%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2015	<b>844 (65%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	<b>964 (62%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	<b>Yes</b>
<b>Centre Meadows</b>	<b>130 (82%)</b> Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	<b>165 (100%)</b> Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	<b>N/A</b>	<b>Baseline established in FY2016</b>	<b>140 (75%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	<b>No</b>

Activity 1: Rent Reform - Increase Minimum Rent for Work-Able Households						
SS #4: NON-ELDERLY/NON-DISABLED HOUSEHOLDS REMOVED FROM TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)						
	Baseline	Benchmark	Outcome (FY2015)	Outcome (FY2016)	Outcome (FY2017)	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	<b>42</b> Non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2013	<b>32</b> Expected non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2015	<b>266* (35%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2015	<b>95 (13%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2016	<b>166 (21%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2017	<b>Yes</b>
<b>HCV</b>	<b>86</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2013	<b>91</b> Expected non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2015	<b>58 (4%)</b> Actual non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2015	<b>47 (4%)</b> Actual non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2016	<b>60 (4%)</b> Actual non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2017	<b>Yes</b>
<b>*Centre Meadows</b>	<b>38 (24%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2016	<b>0</b> Expected non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2017	<b>N/A</b>	<b>Baseline established in FY2016</b>	<b>7 (4%)</b> Actual non-elderly/non-disabled/non-special partner households where the head/co-head/spouse receive TANF as of June 30, 2017	<b>No</b>

Activity 1: Rent Reform - Increase Minimum Rent for Work-Able Households						
SS #8: Households Transitioned to Self-Sufficiency (For this activity, self-sufficiency is defined as any household that has earned income of at least \$15,080 per year.)						
Number of households transitioned to self-sufficiency (increase). Each time the PHA uses this metric, the "Outcome" number should also be provided in Section (II) Operating Information in the space provided.						
	Baseline	Benchmark	Outcome (FY2015)	Outcome (FY2016)	Outcome (FY2017)	Benchmark Achieved?
<b>PUBLIC HOUSING</b>	<b>50</b> Non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2013	<b>56</b> Expected non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>220 (29%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>385 (53%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>428 (53%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>Yes</b>
<b>HCV</b>	<b>399</b> Non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2013	<b>408</b> Expected non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>237 (18%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>373 (29%)</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>474 (30%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>Yes</b>
<b>**PBV UNITS</b>	<b>72 (46%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>88 (53%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>N/A</b>	<b>Baseline established in FY2016</b>	<b>58 (31%)</b> Non-elderly/non-disabled/non-special partner households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>No</b>

## Activity 1 – IMPACT ANALYSIS

Metric	Program	FY 2013 Baseline	FY 2014 Benchmark	FY 2014 Actual*	FY2015 Actual	FY2016 Actual	FY2017 Actual
# (%) of families paying at least \$150 per month in gross rent / TTP	Public Housing	641 (75%)	860 (100%)	700 (99%)	768 (100%)	728 (100%)	809 (100%)
	HCV	866 (60%)	1,454 (100%)	1,312 (92%)	1,325 (100%)	1,296 (100%)	1,561 (100%)
	Centre Meadows	N/A	N/A	N/A	N/A	155 (98%)	186 (100%)
	Agency-Wide	1,507 (65%)	2,314 (100%)	2,012 (94%)	2,093 (100%)	2,024 (100%)	2,556 (100%)
Avg (Median) gross annual earned income reported by families	Public Housing	\$10,512 (\$8,190)	\$10,825 (\$8,425)	\$13,263 (\$12,480)	\$14,368 (\$14,100)	\$16,112 (\$15,611)	\$16,782 (\$15,860)
	HCV	\$8,632 (\$3,000)	\$8,890 (\$3,075)	\$8,626 (\$3,510)	\$8,335 (\$3,157)	\$9,479 (\$6,775)	\$9,875 (\$7,249)
	Centre Meadows	N/A	N/A	N/A	N/A	\$12,532 (\$13,845)	\$11,084 (\$10,288)
	Agency-Wide	\$9,331 (\$6,084)	\$9,605 (\$6,225)	\$10,156 (\$7,540)	\$10,549 (\$8,105)	\$12,796 (\$7,712)	\$12,204 (\$11,069)
Avg (Median) total adjusted annual income reported by families	Public Housing	\$11,197 (\$8958)	\$11,530 (\$9,220)	\$14,478 (\$12,184)	\$14,845 (\$13,215)	\$16,389 (\$15,632)	\$16,667 (\$15,406)
	HCV	\$10,501 (\$8,136)	\$10,815 (\$8,375)	\$10,325 (\$7,736)	\$9,887 (\$7,800)	\$11,328 (\$9,477)	\$9,948 (\$8,316)
	Centre Meadows	N/A	N/A	N/A	N/A	\$13,964 (\$14,574)	\$10,762 (\$8,447)
	Agency-Wide	\$10,760 (\$8,410)	\$11,075 (\$8,650)	\$11,695 (\$9,540)	\$11,701 (\$9,848)	\$13,859 (\$11,960)	\$12,310 (\$10,668)
Avg (Median) monthly gross rent payment / TTP of families	Public Housing	\$281 (\$226)	\$302 (\$226)	\$352 (\$304)	\$229 (\$198)	\$416 (\$391)	\$422 (\$385)
	HCV	\$271 (\$203)	\$306 (\$203)	\$357 (\$269)	\$289 (\$168)	\$314 (\$228)	\$280 (\$203)
	Centre Meadows	N/A	N/A	N/A	N/A	\$355 (\$365)	\$276 (\$211)
	Agency-Wide	\$275 (\$211)	\$305 (\$211)	\$355 (\$278)	\$267 (\$196)	\$365 (\$293)	\$322 (\$265)
# (%) of families requesting hardship exemptions	Public Housing	N/A	11 (5%)	2	0	0	0
	HCV	N/A	29 (5%)	0	0	4	17
	Centre Meadows	N/A	N/A	N/A	N/A	1	0
	Agency-Wide	N/A	40 (5%)	2	0	5	
# (%) of families granted hardship exemptions	Public Housing	N/A	7 (3%)	0	0	0	0
	HCV	N/A	18 (3%)	0	0	3	17
	Centre Meadows	N/A	N/A	N/A	N/A	0	0
	Agency-Wide	N/A	25 (3%)	0	0	3	
# (%) of residents who leave LHA housing	Public Housing	97 (11%)	102 (12%)	245 (17%)	168 (22%)	127	264
	HCV	152 (10%)	160 (11%)	202 (14%)	443 (33%)	280	285
	Centre Meadows	N/A	N/A	N/A	N/A	10	52
	Agency-Wide	257 (11%)	270 (12%)	347 (15%)	611 (29%)	417	601

Activity 1: Public Housing																				
Disparate Impact Analysis - Baseline Data																				
Public Housing Population	Heads of Household				Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average Gross Rent Payment				Average Increased Rent Burden			
	FY2013	FY2014*	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2014 Benchmark	FY2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual
All Households	860	704	768	728	809	\$10,512	\$13,263	\$14,367	\$16,112	\$16,782	\$11,197	\$14,478	\$19,388	\$16,389	\$16,667	\$281	\$352	\$487	\$416	\$422
Gender																				
Female	774	636	700	654	711	\$10,610	\$13,392	\$14,388	\$15,593	\$15,982	\$11,245	\$14,388	\$15,617	\$15,966	\$16,133	\$284	\$354	\$399	\$377	\$408
Male	86	68	68	74	98	\$9,623	\$12,049	\$14,156	\$20,326	\$22,389	\$10,764	\$13,447	\$15,680	\$20,133	\$20,338	\$260	\$335	\$267	\$467	\$520
Race (Multiple selections permitted)																				
Black	677	577	642	606	657	\$10,959	\$13,655	\$14,448	\$16,259	\$16,871	\$11,656	\$14,789	\$16,179	\$16,679	\$17,464	\$290	\$338	\$412	\$424	\$441
White	179	126	118	116	145	\$9,267	\$11,668	\$13,910	\$15,645	\$16,527	\$10,022	\$13,199	\$13,460	\$15,011	\$15,341	\$257	\$324	\$347	\$380	\$341
American Indian / Native Alaskan	4	3	1	1	1	\$9,407	\$15,847	\$13,595	\$0	\$0	\$3,333	\$10,271	\$8,731	\$12,635	\$14,328	\$116	\$262	\$218	\$316	\$338
Asian / Pacific Islander	5	5	5	3	3	\$13,170	\$12,172	\$16,777	\$18,919	\$13,151	\$7,930	\$10,810	\$8,820	\$8,923	\$7,524	\$208	\$284	\$222	\$223	\$188
Native Hawaiian / Other Pacific Islander	4	4	2	2	3	\$8,120	\$10,683	\$6,500	\$13,000	\$19,015	\$6,890	\$12,044	\$10,346	\$13,360	\$12,627	\$210	\$305	\$272	\$234	\$316
Other**	3	-	-	-	\$0	-	-	-	\$0	\$568	-	-	-	-	-	\$83	-	-	-	-
Ethnicity																				
Non-Hispanic	843	688	752	708	784	\$10,514	\$13,254	\$14,135	\$16,093	\$16,745	\$11,245	\$14,510	\$12,669	\$16,009	\$16,788	\$282	\$352	\$417	\$407	\$425
Hispanic	17	16	16	20	25	\$10,411	\$13,627	\$17,075	\$15,181	\$17,948	\$8,798	\$13,099	\$15,222	\$16,197	\$12,855	\$251	\$337	\$339	\$411	\$321
Age of Head of Household																				
18-31	421	284	310	309	345	\$9,284	\$12,198	\$14,939	\$15,486	\$14,886	\$9,320	\$12,473	\$12,571	\$15,999	\$14,859	\$249	\$318	\$322	\$365	\$377
32-46	292	289	327	309	340	\$11,734	\$13,598	\$15,247	\$16,420	\$17,476	\$13,162	\$15,548	\$16,844	\$14,282	\$16,736	\$317	\$379	\$428	\$437	\$423
47-61	147	131	131	110	124	\$11,600	\$14,830	\$14,981	\$18,616	\$20,157	\$12,667	\$16,465	\$20,511	\$19,428	\$21,305	\$315	\$368	\$196	\$594	\$543
Excluded Households																				
Elderly/Disabled Households	363	338	323	368	416	\$971	\$1,341	\$688	\$1,397	\$2,287	\$11,051	\$11,555	\$10,368	\$10,560	\$12,689	\$260	\$267	\$259	\$265	\$319

FY2017 Activity 1: HCV

Disparate Impact Analysis - Baseline Data

HCV Population	Heads of Household				Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average TTP				Average Increased Rent Burden			
	FY2013	FY2014*	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
All Households	1,454	1,430	1,325	1,296	1,561	\$8,652	\$8,626	\$8,335	\$9,479	\$9,875	\$10,501	\$10,325	\$9,887	\$11,328	\$9,948	\$271	\$357	\$289	\$314	\$280
Gender																				
Female	1,404	1,378	1,177	1,167	1,424	\$8,697	\$8,669	\$8,701	\$9,873	\$9,901	\$10,547	\$10,403	\$10,231	\$11,605	\$10,013	\$273	\$360	\$299	\$322	\$282
Male	50	52	148	129	137	\$7,995	\$7,497	\$5,424	\$5,917	\$9,606	\$8,958	\$8,254	\$7,146	\$8,824	\$9,281	\$327	\$271	\$307	\$246	\$268
Race (Multiple selections permitted)																				
Black	1,183	1,160	962	1,036	1,266	\$8,942	\$8,811	\$8,975	\$10,066	\$10,319	\$10,787	\$10,444	\$10,215	\$11,809	\$10,213	\$279	\$360	\$297	\$325	\$286
White	277	275	338	257	287	\$7,561	\$7,958	\$5,816	\$7,221	\$8,046	\$9,341	\$9,805	\$8,595	\$9,431	\$8,096	\$242	\$341	\$256	\$273	\$250
American Indian / Native Alaskan	5	4	2	2	4	\$6,298	\$4,940	\$3,029	\$3,329	\$9,324	\$7,354	\$7,557	\$12,892	\$8,279	\$7,215	\$189	\$221	\$323	\$224	\$462
Asian / Pacific Islander	-	-	0	0	2	-	-	-	-	\$2,126	-	-	-	-	\$5,930	-	-	-	-	\$223
Native Hawaiian / Other Pacific Islander	1	2	3	1	2	\$0	\$0	\$0	\$0	\$0	\$0	\$12,264	\$7,104	\$6,624	\$11,668	\$0	\$436	\$178	\$166	\$403
Other**	1	-	-	-	-	\$22,280	-	-	-	\$0	\$0	-	-	-	-	\$50	-	-	-	-
Ethnicity																				
Non-Hispanic	1,438	1,410	1,262	1,274	1,526	\$8,654	\$8,605	\$5,753	\$9,481	\$9,917	\$10,475	\$10,294	\$8,648	\$11,316	\$10,000	\$271	\$356	\$240	\$314	\$281
Hispanic	16	20	63	22	35	\$10,432	\$10,156	\$7,345	\$9,641	\$8,060	\$12,096	\$12,466	\$9,082	\$12,006	\$7,719	\$336	\$394	\$257	\$313	\$254
Age of Head of Household																				
18-31	497	386	329	289	482	\$8,258	\$7,821	\$8,593	\$9,456	\$8,701	\$9,035	\$8,513	\$8,538	\$9,801	\$8,768	\$227	\$297	\$261	\$287	\$255
32-46	759	824	711	741	830	\$9,231	\$9,351	\$9,150	\$10,379	\$10,958	\$11,774	\$11,499	\$11,120	\$12,407	\$10,699	\$302	\$392	\$318	\$337	\$296
47-61	198	220	285	266	229	\$7,579	\$7,324	\$6,003	\$7,016	\$8,324	\$9,238	\$9,104	\$8,344	\$9,982	\$9,648	\$242	\$328	\$246	\$282	\$275
Excluded Households																				
Elderly/Disabled	1,196	717	983	709	623	\$18,810	\$1,203	\$732	\$1,269	\$1,584	\$8,879	\$10,225	\$9,549	\$9,007	\$9,716	\$227	\$320	\$241	\$238	\$243
																	N/A	N/A	N/A	N/A



Activity 1: Centre Meadows										
Disparate Impact Analysis - Baseline Data										
Public Housing Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment		Rent Burden	
	FY2016 Baseline	FY2017 Actual	FY2016 Baseline	FY2017 Actual	FY2016 Baseline	FY2017 Actual	FY2016 Baseline	FY2017 Actual	FY2016 Baseline	FY2017 Actual
All Households	158	174	\$12,532	\$12,672	\$13,964	\$12,001	\$355	\$303		-\$52
Gender										
Female	144	154	\$12,561	\$12,363	\$13,819	\$11,930	\$352	\$302		-\$50
Male	14	20	\$12,239	\$13,806	\$15,457	\$12,548	\$387	\$314		-\$73
Race (Multiple selections permitted)										
Black	129	143	\$12,126	\$12,491	\$14,067	\$12,318	\$357	\$312		-\$45
White	28	30	\$14,237	\$13,539	\$13,407	\$10,670	\$342	\$267		-\$75
American Indian / Native	0	0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,492	\$16,273	\$6,580	\$407	\$164		-\$243
Native Hawaiian / Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Other**	0	0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Ethnicity										
Non-Hispanic	156	172	\$12,356	\$12,535	\$13,819	\$12,099	\$351	\$306		-\$45
Hispanic	2	2	\$26,232	\$24,482	\$25,272	\$3,540	\$632	\$89		-\$543
Age of Head of Household										
18-31	107	118	\$12,438	\$12,260	\$13,582	\$11,684	\$347	\$293		-\$54
32-46	37	43	\$12,671	\$13,004	\$14,402	\$13,048	\$363	\$326		-\$37
47-61	14	13	\$12,883	\$15,313	\$16,252	\$12,928	\$393	\$323		-\$70
Excluded Households										
Elderly/Disabled House	45	42	\$487	\$659	\$11,679	\$10,962	\$292	\$274		-\$18

### Activity 3: Triennial Recertification of Connie Griffith Towers and HCV Elderly/Disabled Households

Activity Proposed, Approved, and Implemented – FY2012-FY2013 Plan; Significantly Modified – FY2014 Plan

#### Activity Description

This activity is ongoing. The Housing Authority implemented this activity for all 183 units at Connie Griffith Towers, an elderly high rise, during FY 2012 – FY 2013. Through this activity, the LHA is recertifying households at Connie Griffith once every three years instead of annually. Between triennial re-certifications, whenever the federal government adjusts benefits paid through fixed-income programs like Social Security and SSI, the LHA reserves the right to adjust resident household incomes and rent payments accordingly.

#### Status/Update

Benchmarks were not met for any of the HUD Standard Metrics required for HCV participants. Although staff sees this activity as a success, benchmarks were not met for HCV participants because the number of participants increased. An adjustment to the benchmarks to reflect an increase in households served from year to year seems to have been appropriate for this activity.

Per HUD Notice PIH 2016-05, Streamlining Administrative Regulations for Programs Administered by PHAs, triennial recertifications can be adopted at the PHAs discretion. The LHA elects to discontinue this activity going forward.

#### Non-Significant Changes or Modifications

There are no non-significant changes or modifications to this activity during the Plan year.

#### Changes or Modifications to Metrics, Baselines or Benchmarks

There are no changes or modifications to metrics, baselines or benchmarks for this activity.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modification to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

Rent Reform – Activity #3/Alternative Recertification Schedule for Elderly/Disabled Households						
CE #1: Agency Cost Savings						
	Baseline	Benchmark	Outcome (FY2015)	Outcome (FY2016)	Outcome (FY2017)	Benchmark Achieved?
	Total cost of task prior to implementation of the activity	Expected cost of task after implementation of the activity	Actual cost of task after implementation of the activity (in dollars) during FY2015.	Actual cost of task after implementation of the activity (in dollars) during FY2016.	Actual cost of task after implementation of the activity (in dollars) during FY2017.	Whether the outcome meets or exceeds the benchmark.
CONNIE GRIFFITH	<b>\$8,091</b> <b>181</b> recertifications at Connie Griffith at an average cost of \$44.70 each during FY 2011	<b>\$2,754</b> Expected <b>57</b> recertifications at Connie Griffith at an average cost of \$48.31 each during FY 2015	<b>\$2,657</b> <b>55</b> actual recertifications at Connie Griffith multiplied by average cost of each during FY 2015.	<b>\$2,126</b> <b>44</b> actual recertifications at Connie Griffith multiplied by the average cost of each during FY2016.	<b>\$2,548</b> <b>57</b> actual recertifications at Connie Griffith multiplied by the average cost of each during FY2017	Yes
HCV PROGRAM	<b>\$30,800</b> <b>700</b> recertifications for elderly and/or disabled households with at least one fixed income source at an average cost of \$44.00 each during FY 2013	<b>\$10,435</b> Expected <b>216</b> recertifications for elderly and/or disabled households with at least one fixed income source at an average cost of \$48.31 each during FY 2015	<b>\$16,329</b> <b>338</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average cost of \$48.31 each during FY 2015.	<b>\$11,015</b> <b>228</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average costs of \$48.31 each during FY2016.	<b>\$11,660</b> <b>265</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average costs of \$48.31 each during FY2017.	No
AGENCY-WIDE	<b>\$38,891</b> <b>881</b> public housing and HCV recertifications at an average cost of \$41.14 each before implementation of the activity	<b>\$13,189</b> Expected <b>273</b> public housing and HCV recertifications at an average cost of \$48.31 each during FY2015	<b>\$18,986</b> <b>393</b> actual public housing and HCV recertifications multiplied by the average cost of each during FY2015	<b>\$13,141</b> <b>272</b> actual public housing and HCV recertifications multiplied by the average cost of each during FY2016	<b>\$14,208</b> <b>322</b> actual public housing and HCV recertifications multiplied by the average cost of each during FY2017.	No
Data Source: WinTen2, Emphasys; staff interviews; staff logs; PHA financial records						

Rent Reform – Activity #3/Alternative Recertification Schedule for Elderly/Disabled Households						
CE #2: Staff Time Savings						
	Baseline	Benchmark	Outcome (FY2015)	Outcome (FY2016)	Outcome (FY2017)	Benchmark Achieved?
CONNIE GRIFFITH	Total amount of staff time dedicated to the task prior to implementation of the activity	Expected amount of total staff time dedicated to the task after implementation of the activity	Actual 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).	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.
	<b>362 hours</b>  <b>181</b> recertifications at Connie Griffith at an average staff time of <b>2 hours</b> each during FY 2011	<b>114 hours</b>  Expected <b>57</b> recertifications at Connie Griffith at an average staff time of <b>2 hours</b> each during FY 2015.	<b>110 hours</b>  <b>55</b> actual recertifications at Connie Griffith multiplied by average staff time of <b>2 hours</b> each during FY 2015.	<b>88 hours</b>  <b>44</b> actual recertifications at Connie Griffith multiplied by average staff time of <b>2 hours</b> each during FY 2016.	<b>114 hours</b>  <b>57</b> actual recertifications at Connie Griffith multiplied by average staff time of <b>2 hours</b> each during FY 2017.	<b>Yes</b>
HCV PROGRAM	<b>1,400 hours</b> <b>700</b> recertifications for elderly and/or disabled households with at least one fixed income source at an average staff time of <b>2 hours</b> each during FY 2013	<b>432 hours</b> Expected <b>216</b> recertifications for elderly and/or disabled households with at least one fixed income source at an average staff time of <b>2 hours</b> each during FY 2015	<b>676 hours</b> <b>338</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average staff time of <b>2 hours</b> each during FY 2015.	<b>456 hours</b> <b>228</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average staff time of <b>2 hours</b> each during FY 2016.	<b>530 hours</b> <b>265</b> actual recertifications for elderly and/or disabled households with at least one fixed income source multiplied by average staff time of <b>2 hours</b> each during FY 2017.	<b>No</b>
AGENCY-WIDE	<b>1,762</b> <b>881</b> public housing and HCV recertifications at an average staff time of <b>2 hours</b> each before implementation of the activity	<b>546 hours</b> Expected <b>273</b> public housing and HCV recertifications at an average staff time of <b>2 hours</b> each during FY2015	<b>786 hours</b> <b>393</b> actual public housing and HCV recertifications multiplied by average staff time of <b>2 hours</b> each during FY2015	<b>544 hours</b> <b>272</b> actual recertifications of public housing and HCV households multiplied by an average staff time of <b>2 hours</b> each during FY2016	<b>644 hours</b> <b>322</b> actual recertifications of public housing and HCV households multiplied by an average staff time of <b>2 hours</b> each during FY2017	<b>No</b>
Data Source: WinTen2, Emphasys; staff interviews; staff logs; PHA financial records						

# Rent Reform – Activity #3/Alternative Recertification Schedule for Elderly/Disabled Households

## CE #5: Increase in Agency Rental Revenue

Baseline		Benchmark	Outcome (FY2015)	Outcome (FY2016)	Outcome (FY2017)	Benchmark Achieved?
CONNIE GRIFFITH	Rental revenue prior to implementation of triennial recertifications at Connie Griffith households and HCV elderly/disabled households (in dollars).	Expected rental revenue after implementation of triennial recertifications at Connie Griffith households and HCV elderly/disabled households (in dollars).	Actual rental revenue after implementation of triennial recertifications at Connie Griffith households and HCV elderly/disabled households (in dollars).	Actual rental revenue after implementation of triennial recertifications at Connie Griffith households and HCV elderly/disabled households (in dollars).	Actual rental revenue after implementation of triennial recertifications at Connie Griffith households and HCV elderly/disabled households (in dollars).	Whether the outcome meets or exceeds the benchmark.
	\$40,416	\$41,220	\$27,427	\$38,939	\$25,467	No
HCV ELDERLY/DISABLED	*\$195,345	*\$199,250	*\$246,286	\$845,208	\$246,326	No
Data Source: WinTen2, Emphasys; staff interviews; staff logs; PHA financial records *HAP to Owner – for the HCV Program HAP to owner should decrease if this metric is successful.						

### Impact: Assessing the costs / benefits

Metric	Self-Sufficiency Group	FY 2011 Baseline	FY 2012 Actual	FY 2013 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual
Total number annual recertifications	Connie Griffith	181	47	41	55	44	57
	HCV	N/A	N/A	N/A	338	228	265
Average total staff time per unit spent processing annual (interim) recertifications	Connie Griffith	2 hours (2 hours)	2 hours (1.5 hours)	2 hours (45 minutes)	2 hours	2 hours	2 hours
	HCV	N/A	N/A	N/A	2 hour (30 minutes)	2 hours	2 hours
Dollar value of staff time spent processing annual and interim recertifications	Connie Griffith	\$8,717	\$2,570	\$2,419	\$2,657	\$2,126	\$2,548
	HCV	N/A	N/A	N/A	\$16,329	\$11,015	\$11,660
Avg (Median) gross annual earned income reported by families	Connie Griffith	\$1,490 (\$0)	\$1,536 (\$0)	\$1,690 (\$0)	\$140 (\$122)	\$295 (\$0)	\$1,207 (\$0)
	HCV	N/A	N/A	N/A	\$9,483 (\$9,610)	\$3,100 (\$0)	\$1,584 (\$0)
Average (Median) gross annual income reported by families	Connie Griffith	\$11,337 (\$9,480)	\$10,596 (\$8,860)	\$11,467 (\$9,882)	\$10,326 (\$9,180)	\$9,932 (\$9,036)	\$6,198 (\$4,572)
	HCV	N/A	N/A	N/A	\$10,049 (\$8,892)	\$13,230 (\$11,262)	\$10,759 (\$9,060)
# (%) Estimated cost savings from fewer recertifications	Connie Griffith	N/A	\$6,146	\$6,297	\$6,060	\$6,591	\$6,169
	HCV	N/A	N/A	N/A	N/A	\$5,314	\$4,669

## Activity 5: Streamlined HQS Inspection Policy for Housing Choice Voucher Proposed and Approved FY2012 – FY2013 Plan; Significantly Modified FY2014 Plan and FY 2015

### Activity Description

Until June 25, 2014, HUD regulations mandated that housing authorities inspect every HCV unit at least annually to ensure they meet Housing Quality Standards (HQS). Section 220 of the 2014 Appropriations Act now allows housing authorities to comply with the requirement to inspect assisted housing units in the HCV program by inspecting such units not less than biennially, rather than annually. While LHA intends to uphold HUD's high standards of decent, safe, and sanitary housing maintained in good repair for all HCV households, the Authority believes it can achieve this outcome more cost-effectively through the 5-Star Rating System for HCV property owners.

### Status Update

This activity is ongoing. Interviews with HCV inspection staff found a consensus among inspectors that the drive-by inspections were not effective because a drive-by inspection is not a reliable indicator of issues with a unit. All inspectors indicated that the 5-Star Rating System is useful and advise that more landlord education would help landlords understand the rating system. Inspectors said many landlords wait for a list of deficiencies from HCV inspectors rather than being proactive and making repairs before a scheduled inspection. During FY2017 798 landlords received 2-star rating; 72 received 3-star rating; and, 5 received 1-Star rating. The rating system is as follows:

Star Rating	Inspection Interval
★	12-month interval between HQS inspections
★ ★	24-month interval between HQS inspections
★ ★ ★	30-month interval between HQS inspections
★ ★ ★ ★	36-month interval between HQS inspections
★ ★ ★ ★ ★	42-month interval between HQS inspections

### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2016 Plan year.

### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

#### Activity 5: HUD STANDARD METRICS

Activity 5) Streamlined HQS Inspection Policy for Housing Choice Voucher			
CE #1: Agency Cost Savings			
Unit of Measurement: Total cost of task in dollars (decrease).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>\$32,868</b> 2,739 Initial and Annual Inspections \$24.00 per hour times 30 minutes to complete an inspection.	<b>\$16,440</b> 1,370 Initial and Annual Inspections @ \$24.00 per hour times 30 minutes to complete an inspection.	<b>\$21,852</b> 1,821 Initial and Annual Inspections @ \$24 per hour X 30 minutes to complete an inspection.	<b>No</b>
Data Source: Emphasys			

Activity 5) Streamlined HQS Inspection Policy for Housing Choice Voucher			
CE #2: Staff Time Savings			
Unit of Measurement: Total time to complete the task in staff hours (decrease).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>1370 hours</b> 2,739 Inspections@ 30 minutes each	<b>685 hours</b> 1,370 Inspections @ 30 minutes each	<b>911 hours</b> 1,821 Inspections @ 30 minutes each	<b>No</b>
Data Source: Emphasys			



## Activity 10: Housing Choice Voucher Tenant-Based Special Partners Programs

Activity Proposed, Approved, and Implemented in FY 2012 – FY 2013

### Activity Description

Through MTW Activity 10, social service agencies provide stable tenant-based voucher assistance and special services to specific populations. Currently, Bluegrass.org (formerly Bluegrass Mental Health Mental Retardation) and Community Action Council are the special partner programs receiving the flexibility of this activity. BGMHMR (25 tenant-based vouchers) provides wraparound services for persons with severe mental illness or substance abuse diagnoses who have completed treatment and are involved in recovery services, in order to, stabilize the household's situation to increase self-sufficiency. Community Action Council (CAC) (10 tenant-based vouchers) provides case management to youth aging out of foster care (as described in Activity 19). The assistance for this program is capped at 10 tenant-based vouchers. The Foster Care initiative was proposed and approved in the FY2017 MTW Annual Plan.

### Status Update

This activity is ongoing. With both service providers reporting for FY2017, funding for 35 vouchers was available and 26 vouchers were utilized (74% utilization). Twenty of the 26 participating households (77%) were employed during the year with an average earned income of \$6,100.

### Non-Significant Changes or Modifications During FY2018

There have been no non-significant changes or modifications to this activity during the Plan year.

### Changes or Modifications Metrics, Baselines or Benchmarks During FY2018

Since Greenhouse17 formerly reporting under this activity has been moved to Activity 12 and Community Action Council will now be reported under this activity for youth aging out of foster care (Activity 19). The benchmarks and/or metrics for this activity have been updated to include the addition of this special partner program.

### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

### Significant Change or Modifications to the Activity Since Approval

There have been no significant changes or modifications to this activity during the Plan year.

## Activity 10: HUD Standard Metrics

Activity 10 – HCV Tenant-Based Special Partner Programs			
CE #4: Increase in Resources Leveraged			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
\$44,892 Bluegrass.org - \$35,292 CAC - \$9,600	Bluegrass.org - \$35,292 CAC - \$48,000	TBD	No

\*VOA and Bluegrass Domestic Violence are no longer funded under this activity.

Activity 10 – HCV Tenant-Based Special Partner Programs			
SS #3: Increase in Positive Outcomes in Employment Status			
Unit of Measurement – Employment Status: Category 5 Unemployed (reporting no earned income)			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
Bluegrass.org -2 CAC - 1	0	TBD	TBD
Data Source: Special Partner Reporting			

\*VOA and Bluegrass Domestic Violence are no longer funded under this activity.

Activity 10 – HCV Tenant-Based Special Partner Programs			
SS4: Households Removed from Temporary Assistance for Needy Families (TANF)			
Unit of Measurement – Number of households affected by Activity #10 receiving TANF assistance (decrease).			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
Bluegrass.org – 4 CAC - 0	17	TBD	TBD
Data Source: Special Partner Reporting			

Activity 10 – HCV Tenant-Based Special Partner Programs			
SS8: Households Transitioned to Self-Sufficiency			
Unit of Measurement – Number of households transitioned to self-sufficiency (increase).			
For this activity, self-sufficiency is defined as any household that has earned income of at least <sup>1</sup> \$15,080 per year.			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
Bluegrass.org – 2 CAC - 0	35	TBD	TBD
<sup>1</sup> \$15,080 = Federal minimum wage (\$7.25/hour) x 40-hour work week x 52 weeks of work per year			
Data Source: Special Partner reporting.			

Activity 10 – HCV Tenant-Based Special Partner Programs			
HC #5: Increase in Resident Mobility			
Unit of Measurement – 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.			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
26	35	TBD	TBD
Data Source: Special Partner reporting.			

Activity 10 – HCV Tenant-Based Special Partner Programs			
HC #3: Decrease in Wait List Time			
Unit of Measurement – Average applicant time on wait list in months (decrease).			
Baseline (FY2017)	Benchmark	FY2017 Outcome	Benchmark Achieved?
3 months	3 months	TBD	TBD
Data Source: Special Partner reporting			

Activity 10 – HCV Tenant-Based Special Partner Programs			
SS #1: Increase in Household Income			
Unit of Measurement – Average earned income of households affected by this policy in dollars (increase).			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
Bluegrass.org - \$8,600 CAC- \$3,600	\$15,080	TBD	TBD
Data Source: Special Partner Reporting			

## Activity 12: Local, Non-Traditional Use of MTW Funds for Special Partners

Activity Proposed, Approved, and Implemented in FY 2014

### Activity Description

The Authority currently provides monthly rental subsidy to eight (8) special partners who have agreed to house and provide wraparound social services to a minimum of 388 families with special needs. These agencies serve individuals with mental illness and/or substance abuse issues; individuals recently released from prison or jail; families in need of financial literacy, credit management, and homeownership resources; single parents enrolled full-time in higher education; and homeless individuals and families.

- With Housing Authority approval, special partner organizations are permitted to require that participants reside in designated service-enriched housing units in order to receive rental subsidy; and
- With Housing Authority approval, special partner organizations are permitted to house program participants in HUD-defined special housing types. Within these special housing type units, partner organizations will also be permitted to request Housing Authority approval to house up to two unrelated adults in a zero- or one-bedroom unit.

### Status Update

During FY2017, the LHA added social service provider Greenhouse17 (formerly known as Bluegrass Domestic Violence) to this activity. The following social service providers served 239 (38%) more families than the 387 vouchers funded in 2017:

Special Partner Program	Description of Households Served	# of Vouchers Provide	Actual Families Served in FY2017
Canaan House	Individuals who have been diagnosed with a mental illness	17	17
Greenhouse17 (formerly Bluegrass Domestic Violence)	Victims of domestic violence, dating violence, sexual assault, and stalking	25	24
Hope Center	Persons who have a substance abuse problem and are in need of voluntary or court-mandated treatment	144	317
New Beginnings Bluegrass, Inc.	Individuals who have been diagnosed with a mental illness	28	33
OASIS Rental Assistance Housing Program	Families in need of financial literacy, credit management, and homeownership resources	30	36
One Parent Scholar House	Single parents who are full-time students in a post-secondary educational institution	80	123
Serenity Place (Chrysalis House)	Parents with children: 1) who have recently been released from jail or are homeless and 2) who are substance abuse treatment program graduates	40	54
Urban League of Lexington-Fayette County	Elderly individuals	23	22
<b>Total Special Partner Units</b>		<b>387</b>	<b>626</b>

#### Non-Significant Changes or Modifications During FY2018

There have been no non-significant changes or modifications to this activity during the Plan year.

#### Changes or Modifications Metrics, Baselines or Benchmarks During FY2018

Greenhouse17 (formerly Bluegrass Domestic Violence) is now be reported under this activity. The benchmarks and/or metrics for this activity have been updated to include the addition of this special partner program. Therefore, outcomes and 'benchmark achieved' will be reported in FY2018.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modifications to the Activity Since Approval

There have been no significant changes or modifications to this activity during the Plan year.

### **Activity 12: HUD Standard Metrics**

Activity 12) Local, Non-Traditional Use of MTW Funds for Special Partners			
*SS7: Increase in Agency Rental Revenue			
Unit of Measure – PHA rental revenue in dollars (increase).			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
\$79,784	\$99,730	TBD	TBD in FY2018
Data Source: Special Partner reporting.			

Activity 12) Local, Non-Traditional Use of MTW Funds for Special Partners			
SS8: Households Transitioned to Self-Sufficiency			
Unit of Measure – Number of households transitioned to self-sufficiency (increase).			
For this activity, self-sufficiency is defined as any household that has earned income of at least <sup>1</sup> \$15,080 per year.			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
28	40	TBD	TBD in FY2018
<sup>1</sup> \$15,080 = Federal minimum wage (\$7.25/hour) x 40-hour work week x 52 weeks of work per year			
Data Source: Special Partner reporting.			

Activity 12) Local, Non-Traditional Use of MTW Funds for Special Partners			
HC #5: Increase in Resident Mobility			
Unit of Measurement – 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.			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
198	238	TBD	TBD in FY2018
Data Source: Special Partner reporting.			

Activity 12) Local, Non-Traditional Use of MTW Funds for Special Partners			
HC #6: Increase in Homeownership Opportunities			
Unit of Measurement – Number of households that purchased a home as a result of the activity (increase).			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
0	2	TBD	TBD In FY2018
Data Source: Special Partner reporting.			

Activity 12) Local, Non-Traditional Use of MTW Funds for Special Partners			
HC #7: Households Assisted by Services that Increase Housing Choice			
Unit of Measurement – Number of households receiving services aimed to increase housing choice (increase).			
Baseline (FY2017)	Benchmark	Outcome	Benchmark Achieved?
626	640	TBD	TBD in FY2018
Data Source: Special Partner reporting.			

## Activity 13: Local Self-Sufficiency Admissions and Occupancy Requirements

### Activity

Proposed and Implemented FY2014

#### Activity Description

This rent reform activity requires work-able households (heads of household, co-heads or spouse) including full-time students at the LHA's self-sufficiency and Centre Meadows (Project-Based Voucher) sites to work a minimum number of hours or be subject to imputed income as follows:

Program	Minimum Hours	Hourly Rate	Current Annual Imputed Income
Self-Sufficiency Level 1	37.5	Federal Minimum Wage	$7.25 \times 37.5 \times 52 = \$14,138$
Self-Sufficiency Level 2	20	Federal Minimum Wage	$\$7.25 \times 20 \times 52 = \$7,540$
Centre Meadows	20	Federal Minimum Wage	$\$7.25 \times 20 \times 52 = \$7,540$

Elderly and disabled households are excluded from this activity.

#### Status/Update

This activity is ongoing and LHA staff has seen minimal increases in earned income of employed Self-Sufficiency I & II households affected by this activity however Centre Meadows was the exception with earned income decreasing slightly during FY2017 from \$12,532 to \$11,084 (12% decrease). Centre Meadows had 183 work-able households during FY2017 compared to 158 in FY2016. Even with more households at Centre Meadows, those reporting no earned income increased from 28 to 46 households (39%). SSI & SSII work-able households with no earned income increased from 104 to 115 (10% increase). Unemployed or under-employed households affected by the imputed income and/or the \$150 minimum rent are finding ways to pay rent without the head, co-head or spouse being employed; keeping in mind that gross rent and actual rent are not equal when the utility allowance is applied. LHA continues to seek and promote opportunities that offer LHA households access to social service resources that would address issues with employment, education, childcare, etc.

#### **Non-Significant Changes or Modifications**

There were no non-significant changes or modifications during the Plan year.

#### **Changes or Modifications Metrics, Baselines or Benchmarks**

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

#### **Attachment C or D Authorization(s) Changes**

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### **Significant Change or Modifications to the Activity Since Approval**

There have been no significant changes or modifications to this activity during the Plan year.

## ACTIVITY 13: HUD STANDARD METRICS

Activity 13 Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements						
SS #1: INCREASE IN HOUSEHOLD INCOME						
Average earned income of households affected by this policy in dollars (increase).						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	Average annual earned income from <b>648</b> non-elderly/non-disabled households as of June 30, 2013	Expected average annual earned income from <b>639</b> non-elderly/non-disabled households as of June 30, 2015	Actual average annual earned income from <b>490 of 628</b> non-elderly/non-disabled households as of June 30, 2015	Actual average annual earned income from <b>542 of 646</b> non-elderly/non-disabled households as of June 30, 2016	Actual average annual earned income from <b>568 of 683</b> non-elderly/non-disabled households as of June 30, 2016	YES
	\$12,800	\$13,704	\$19,544	\$18,151	\$21,397	
CENTRE MEADOWS	Average annual earned income from <b>119 of 144</b> non-elderly/non-disabled households as of June 30, 2016	Expected average annual earned income from <b>165</b> non-elderly/non-disabled households as of June 30, 2017	Actual average annual earned income from non-elderly/non-disabled households as of June 30, 2015	Actual average annual earned income from non-elderly/non-disabled households as of June 30, 2016	Actual average annual earned income from <b>140</b> non-elderly/non-disabled households as of June 30, 2017	NO
	\$15,231	\$18,277	N/A	N/A	\$14,727	

Activity 13 Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements					
SS #3: INCREASE IN HOUSEHOLD INCOME					
Category 6: Other (Heads of Household Reporting Earned Income)					
	Baseline	Benchmark	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2015	Expected non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	NO
	303	628	542	568	
CENTRE MEADOWS	Non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	Expected non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head/spouse report earned income as of June 30, 2017	NO
	130	165	N/A	140	



Activity 13: Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements					
SS #3: INCREASE IN POSITIVE OUTCOMES IN EMPLOYMENT STATUS					
Category 5: Unemployed Heads of Household (Reporting No Earned Income)					
Baseline		Benchmark	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	Non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2015	Expected non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30,2016	Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30,2017	No
	95 of 628	0	104	115	
*CENTRE MEADOWS	Non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2016	Expected non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head or spouse has no earned income as of June 30, 2017	TBD
	28 of 158	0	N/A	46	
Data Source: Emphasys The baseline and benchmark for this metric was identified in FY2015 and outcomes will be reported in the FY2016 MTW Annual Report. *Centre Meadows (formerly Pimlico) was converted from public housing units to Project-Base Voucher units and vacated for rehabilitation in March of 2014 and most of 2015. The site after conversion was reoccupied beginning in December 2015. A new baseline was established in FY2016.					

Activity 13: Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements						
SS #4: NON-ELDERLY/NON-DISABLED HOUSEHOLDS REMOVED FROM TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	Non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2013	Expected non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30,2015	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30,2015	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2017	NO
	*26	*20	*187	*81	135	
**CENTRE MEADOWS	Non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2016	Expected non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2017	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30,2015	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2016	Actual non-elderly/non-disabled households where the head/co-head/spouse receive TANF as of June 30, 2017	TBD
	38	0	N/A	N/A	13	
		Data Source: Emphasys *LHA believes the disproportionate difference in SSI and SSII households receiving TANF benefits could be due to a change in software programs. A difference in how the data was extracted could explain the major difference from the baseline numbers to the actual numbers. LHA will compare FY2016 numbers to FY2015 to determine if the data is plausible. **Centre Meadows (formerly Pimlico) was converted from public housing units to Project-Base Voucher units and vacated for rehabilitation in March of 2014 and most of 2015. The site after conversion was reoccupied beginning in December 2015. A new baseline was established in FY2016.				

Activity 13: Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements					
SS #6: Reducing Per Unit Subsidy Costs for Participating Households					
Unit of Measurement - Average amount of Section 8 and/or Section 9 subsidy per household affected by this policy in dollars (decrease).					
	Baseline	Benchmark	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	<b>\$2,921 (\$243 per month per household)</b> Average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household affected by this policy in dollars as of June 30, 2015 (decrease)	<b>\$2,191 (\$183 per month per household)</b> Expected average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household as of June 30, 2015	<b>\$3,017 (\$251 per month per household)</b> Actual average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household as of June 30, 2016	<b>\$2,783 (\$233 per household)</b> Actual average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household as of June 30, 2017	YES
*Centre Meadows	<b>\$399 per household</b> Average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household affected by this policy in dollars as of June 30, 2016	<b>\$299 per household</b> Expected non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>N/A</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>\$5,543 (\$462 per household)</b> Actual average amount of Section 8 and/or 9 subsidy per non-elderly/non-disabled household as of June 30, 2017	NO
Data Source: Emphasys The baseline and benchmark for this metric was identified in FY2015 and outcomes will be reported in the FY2016 MTW Annual Report. **Centre Meadows (formerly Pimlico) was converted from public housing units to Project-Base Voucher units and vacated for rehabilitation in March of 2014 and most of 2015. The site after conversion was reoccupied beginning in December 2015. A new baseline has been established now that the site is PBV. The baseline for Centre Meadows was established in FY2016.					

Activity 13: Rent Reform – Alternate Policy on the Inclusion / Exclusion of Income to Calculate Rent					
SS #7: Increase in Agency Rental Revenue Per Month					
Unit of Measurement - PHA rental revenue in dollars (increase).					
	Baseline	Benchmark	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	<b>\$134,619</b> PHA rental revenue prior to implementation of Activity #13 as of June 30, 2015	<b>\$193,851</b> Expected PHA rental revenue after implementation of Activity #13 as of June 30, 2016	<b>\$278,328</b> Actual PHA rental revenue after implementation of Activity #13 as of June 30, 2016	<b>\$233,777</b> Actual PHA rental revenue after implementation of Activity #13 as of June 30, 2017	YES
*CENTRE MEADOWS	<b>\$392,399 (\$32,700 monthly)</b> PHA rental revenue prior to implementation of Activity #13 as of June 30, 2016	<b>\$672,684 (\$56,057 monthly)</b> Expected PHA rental revenue after implementation of Activity #13 as of June 30, 2017	<b>N/A</b> Actual PHA rental revenue after implementation of Activity #13 as of June 30, 2016	<b>\$519,803 (\$43,317 monthly)</b> Actual PHA rental revenue after implementation of Activity #13 as of June 30, 2017	NO
Data Source: Emphasys The baseline and benchmark for this metric was identified in FY2015 and outcomes will be reported in the FY2016 MTW Annual Report. *Centre Meadows (formerly Pimlico) was converted from public housing units to Project-Base Voucher units and vacated for rehabilitation in March of 2014 and most of 2015. The site after conversion was reoccupied beginning in December 2015. A new baseline was established in FY2016.					

Activity 13: Rent Reform - Local Self-Sufficiency Admissions and Occupancy Requirements						
SS #8: Households Transitioned to Self-Sufficiency						
For this activity, self-sufficiency is defined as any household that has earned income of at least \$15,080 per year.						
Number of households transitioned to self-sufficiency (increase). Each time the PHA uses this metric, the "Outcome" number should also be provided in Section (II) Operating Information in the space provided.						
	Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
SSI & SSII UNITS (PUBLIC HOUSING)	<b>*48</b> Non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2013	<b>*58</b> Expected non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>*314</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>*364</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>372</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>Yes</b>
<b>**Centre Meadows</b>	<b>72</b> Non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>88</b> Expected non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>N/A</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2015	<b>N/A</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2016	<b>58</b> Actual non-elderly/non-disabled households where the head/co-head/spouse is meeting the definition of self-sufficiency as of June 30, 2017	<b>NO</b>
Data Source: Emphasys						
*LHA believes the disproportionate difference in SSI and SSII households transitioning to self-sufficiency could be due to a change in software programs. A difference in how the data was extracted could explain the major difference from the baseline numbers to the actual numbers. LHA will compare FY2016 numbers to FY2015 to determine if the data is plausible.						
**Centre Meadows (formerly Pimlico) was converted from public housing units to Project-Base Voucher units and vacated for rehabilitation in March of 2014 and most of 2015. The site after conversion was reoccupied beginning in December 2015. A new baseline was established in FY2016.						

## ACTIVITY 13 IMPACT ANALYSIS

### Impact: Encouraging non-disabled/non-elderly adult household members to work

Metric	Program	*FY 2013 Baseline	**FY2014 Benchmark	***FY2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual	Data Source
Imputed minimum annual earned income	SS I	N/A	\$14,138	\$14,138	\$14,138	\$14,138	\$14,138	U.S. Dept. of Labor, Federal Minimum Wage
	SSII	N/A	\$7,540	\$7,540	\$7,540	\$7,540	\$7,540	
	Centre Meadows	N/A	Exempt	Site Vacant	Site Vacant	\$7,540	\$7,540	
Avg. (Median) gross annual earned income reported by families	SS I	\$16,555 (\$16,653)	\$18,457 (\$16,653)	\$18,140 (\$17,503)	\$19,270 (\$18,761)	\$20,695 (\$20,898)	\$21,620 (\$21,039)	WinTen2/ Emphasys
	SSII	\$11,012 (\$10,460)	\$13,497 (\$10,460)	\$12,486 (\$11,700)	\$12,926 (\$12,896)	\$14,193 (\$14,040)	\$15,031 (\$14,022)	
	Centre Meadows	\$3,395 (\$0)	Exempt	Site Vacant	Site Vacant	\$12,532 (\$13,845)	\$11,084 (\$10,288)	
# (%) of families reporting no annual earned income	SS I	44 (21%)	0 (0%)	46 (22%)	43 (19%)	22 (11%)	21 (10%)	WinTen2/ Emphasys
	SSII	118 (28%)	0 (0%)	93 (23%)	95 (24%)	82 (19%)	94 (20%)	
	Centre Meadows	98 (67%)	0 (0%)	Site Vacant	Site Vacant	28 (18%)	46 (25%)	
# (%) of families reporting annual earned income less than the minimum imputed earned income	SS I	61(29%)	0 (0%)	54 (26%)	36(16%)	28 (14%)	48 (24%)	WinTen2/ Emphasys
	SSII	159 (38%)	0 (0%)	130 (33%)	22 (6%)	41 (9%)	24 (5%)	
	Centre Meadows	\$4,340 (\$2,400)	Exempt	Site Vacant	Site Vacant	31 (20%)	16 (9%)	
Avg. (Median) total adjusted annual income reported by families	SS I	\$16,431 (\$14,652)	\$18,333 (\$16,246)	\$18,882 (\$16,744)	\$19,512 (\$17,508)	\$21,025 (\$19,532)	\$20,853 (\$19,331)	WinTen2/ Emphasys
	SSII	\$12,101 (\$11,184)	\$14,587 (\$13,148)	\$13,953 (\$11,708)	\$13,381 (\$12,114)	\$15,082 (\$14,456)	\$15,282 (\$14,223)	
	Centre Meadows	\$4,340 (\$2,400)	Exempt	Site Vacant	Site Vacant	\$13,964 (\$14,574)	\$10,762 (\$8447)	
Avg. (Median) monthly gross rent payment of families	SS I	\$380 (\$387)	\$427 (\$407)	\$426 (\$419)	\$493 (\$438)	\$531 (\$488)	\$524 (\$484)	WinTen2/ Emphasys
	SSII	\$297 (\$281)	\$358 (\$330)	\$345 (\$293)	\$342 (\$305)	\$384 (\$361)	\$385 (\$356)	
	Centre Meadows	\$179 (\$150)	Exempt	Site Vacant	Site Vacant	\$355 (\$365)	\$276 (\$211)	
# (%) of families requesting hardship exemption	SS I	N/A	21 (10%)	0	0	0	0	WinTen2/ Emphasys/ Property Manager Log
	SSII	N/A	42 (10%)	0	0	0	0	
	Centre Meadows	N/A	Exempt	Site Vacant	Site Vacant	0	0	
# (%) of families granted hardship exemption	SS I	N/A	11 (5%)	0	0	0	0	WinTen2/ Emphasys/ Property Manager Log
	SSII	N/A	21 (5%)	0	0	0	0	
	Centre Meadows	N/A	Exempt	Site Vacant	Site Vacant	0	0	

\* All FY 2013 baseline data is based on a 12-month period ending January 31, 2013 (the most current data available as of the date the Annual Plan was posted for public comment)

\*\* FY 2014 benchmarks account for the impact of LHA's planned minimum rent increase to \$150 for all non-disabled / non-elderly public housing families

\*\*\*The LHA's fiscal year ended June 30, 2014, however, software conversion from Tenmast to Emphasys took place on June 1, 2014. Therefore, LHA is using data from Tenmast ending May 27, 2014.

\*\*\*\*FY2014 was a phase-in period for current tenants living at Self-Sufficiency I units to reduce the financial burden. During the first year all self-sufficiency households were subject to the minimum earned income based on 20 hours per week, beginning July 1, 2014 (FY2015) Self-Sufficiency I households are now subject to a minimum earned income based on 37.5 hours per week as there is a work requirement of 37.5 hours per week for these households.

# ACTIVITY 13 DISPARATE IMPACT ANALYSIS

Activity 13: Self-Sufficiency I																				
Disparate Impact Analysis - Baseline Data																				
Self-Sufficiency I Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden			
	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households																				
	210	230	206	204	\$16,431	\$19,512	\$20,595	\$20,853	\$16,555	\$19,270	\$21,365	\$21,620	\$380	\$462	\$531	\$524	\$82	\$151		\$144
Gender																				
	201	222	194	191	\$16,399	\$19,512	\$20,483	\$20,334	\$16,525	\$19,270	\$20,782	\$21,129	\$378	\$462	\$518	\$511	\$84	\$140		\$133
	9	8	12	13	\$17,154	\$17,513	\$29,783	\$28,476	\$17,228	\$16,659	\$30,800	\$28,837	\$426	\$467	\$745	\$725	\$41	\$319		\$299
Race (Multiple selections permitted)																				
	170	193	169	170	\$16,581	\$20,390	\$21,254	\$21,606	\$16,281	\$19,365	\$21,505	\$21,795	\$387	\$477	\$538	\$544	\$90	\$151		\$157
	39	34	34	32	\$17,164	\$15,215	\$20,580	\$16,660	\$18,048	\$19,494	\$21,394	\$20,586	\$365	\$475	\$515	\$421	\$110	\$150		\$56
American Indian / Native Alaskan	1	0	0	0	\$5,184	\$36,874	\$0	\$0	\$29,827	\$0	\$0	\$0	\$130	\$550	\$0	\$0	\$0	\$0	\$0	\$0
***Asian / Pacific Islander	2	0	2	1	\$10,090	\$19,512	\$12,084	\$12,356	\$20,313	\$19,259	\$19,726	\$21,252	\$278	\$493	\$302	\$309	\$215	\$24		\$31
Native Hawaiian / Other Pacific Islander	0	1	1	1	\$0	\$15,771	\$15,376	\$26,320	\$0	\$0	\$0	\$25,324	\$0	\$394	\$384	\$658	\$394	\$384		\$264
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity																				
	204	220	198	197	\$16,511	\$19,761	\$21,029	\$20,851	\$16,508	\$19,310	\$21,471	\$21,647	\$381	\$500	\$531	\$524	\$119	\$150		\$143
	6	10	8	7	\$13,711	\$19,512	\$20,916	\$20,931	\$18,145	\$19,259	\$18,738	\$20,862	\$351	\$493	\$523	\$523	\$172	\$172		\$172
Age of Head of Household																				
	88	82	72	83	\$13,189	\$16,002	\$16,582	\$14,483	\$13,760	\$15,519	\$17,752	\$16,872	\$312	\$401	\$422	\$368	\$89	\$110		\$56
	88	106	100	90	\$17,554	\$22,040	\$22,175	\$23,436	\$17,177	\$21,210	\$21,821	\$23,844	\$405	\$555	\$558	\$587	\$150	\$153		\$182
	34	42	34	31	\$21,916	\$24,141	\$27,050	\$30,411	\$22,179	\$21,697	\$27,678	\$27,877	\$489	\$607	\$681	\$761	\$118	\$192		\$272
Excluded Households																				
	35	36	48	46	\$15,369	\$15,174	\$14,449	\$23,140	\$4,429	\$3,892	\$5,031	\$6,283	\$343	\$358	\$361	\$426	N/A	N/A		N/A
*Data for males is skewed due to one income being three times that of the average.																				
Data for Asian/Pacific Islander households is incorrect for FY2015 as there were no households of that race for 2015.																				

\*Data for males is skewed due to one income being three times that of the average.

\*\* Data for Asian Pacific Islander households is incorrect for FY2015 as there were no households of that race for 2015.

Activity 13: Self-Sufficiency II																
Disparate Impact Analysis - Baseline Data																
Self-Sufficiency II Population	Heads of Household			Average Total Annual Adjusted			Average Gross Annual Earned			Average Gross Rent Payment			Average Increased Rent Burden			FY2017
	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	
All Non-Elderly/Non-Disabled Households	419	398	440	479	\$16,431	\$13,381	\$15,182	\$15,282	\$11,012	\$12,976	\$14,936	\$15,031	\$297	\$342	\$384	\$88
Gender																
Female	379	362	389	430	\$11,813	\$13,112	\$14,680	\$14,904	\$10,848	\$12,679	\$14,269	\$14,276	\$294	\$336	\$372	\$81
Male	40	36	51	49	\$15,238	\$16,092	\$19,014	\$18,602	\$13,450	\$15,412	\$20,023	\$21,663	\$340	\$402	\$475	\$125
Race (Multiple selections permitted)																
Black	351	256	376	401	\$12,244	\$15,160	\$15,455	\$15,731	\$11,051	\$17,463	\$14,870	\$14,646	\$300	\$385	\$391	\$96
White	71	59	63	76	\$11,594	\$11,881	\$13,534	\$13,318	\$11,363	\$10,910	\$15,291	\$16,940	\$289	\$305	\$341	\$45
American Indian / Native Alaskan	1	0	0	0	\$5,400	\$0	\$0	\$0	\$7,800	\$0	\$0	\$0	\$135	\$0	\$0	\$0
Asian / Pacific Islander	1	1	1	1	\$5,400	\$16,344	\$16,344	\$0	\$7,800	\$17,304	\$17,304	\$18,200	\$135	\$409	\$409	\$0
Native Hawaiian / Other Pacific Islander	3	1	0	1	\$9,186	\$4,920	\$0	\$0	\$10,826	\$13,000	\$0	\$21,320	\$230	\$150	\$0	\$0
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity																
Non-Hispanic	415	394	435	469	\$12,129	\$13,381	\$15,150	\$15,442	\$11,057	\$12,976	\$14,898	\$14,972	\$298	\$305	\$383	\$91
Hispanic	4	4	5	10	\$13,246	\$11,277	\$17,964	\$7,781	\$15,145	\$13,846	\$18,247	\$20,133	\$332	\$310	\$449	-\$137
Age of Head of Household																
18-31	223	176	207	227	\$10,494	\$11,995	\$13,915	\$14,139	\$10,459	\$12,541	\$14,390	\$13,381	\$268	\$306	\$355	\$89
32-46	137	173	174	191	\$13,416	\$14,256	\$15,479	\$15,532	\$11,295	\$13,491	\$15,026	\$15,781	\$321	\$363	\$391	\$78
47-61	59	49	59	61	\$15,397	\$15,489	\$18,743	\$18,756	\$13,044	\$12,318	\$16,585	\$18,826	\$360	\$397	\$469	\$109
Excluded Households																
Elderly/Disabled Households	153	154	240	201	\$10,372	\$10,355	\$11,075	\$12,805	\$597	\$513	\$986	\$1,990	\$260	\$259	\$277	N/A

Activity 13: Centre Meadows								
Disparate Impact Analysis								
Centre Meadows Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment	
	FY 2016 Baseline	FY2017	FY 2016 Baseline	FY2017	FY2016 Baseline	FY2017	FY2016 Baseline	FY2017
All Non-Elderly/Non-Disabled Households	158	186	\$12,532	\$11,084	\$13,964	\$10,762	\$355	\$276
Gender								
Female	144	171	\$12,561	\$11,083	\$13,819	\$10,719	\$352	\$275
Male	14	15	\$12,239	\$11,098	\$15,457	\$11,257	\$387	\$281
Race (Multiple selections permitted)								
Black	129	157	\$12,126	\$10,678	\$14,067	\$10,847	\$357	\$279
White	28	28	\$14,237	\$13,324	\$13,407	\$10,437	\$342	\$264
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,238	\$16,273	\$6,580	\$407	\$164
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity								
Non-Hispanic	156	184	\$12,356	\$10,939	\$13,819	\$10,841	\$351	\$278
Hispanic	2	2	\$26,232	\$24,482	\$25,272	\$3,540	\$632	\$89
Age of Head of Household								
18-31	107	124	\$12,438	\$10,820	\$13,582	\$10,263	\$347	\$266
32-46	37	45	\$12,671	\$11,986	\$14,042	\$10,715	\$363	\$270
47-61	14	17	\$12,883	\$10,624	\$16,252	\$14,526	\$393	\$363
Excluded Households								
Elderly/Disabled Households	45	57	\$487	\$1,617	\$11,679	\$10,207	N/A	N/A

## Activity 14: Rent Reform: Elimination of Earned Income Disallowance

### Activity Proposed and Implemented FY2015

#### Activity Description

LHA staff proposed to eliminate the Earned Income Disallowance (EID) calculation for public housing and HCV households. Currently, federal regulations mandate the exclusion of earnings for public housing households in the following cases:

- The household income increases as a result of employment of a family member who was previously unemployed for one or more years.
- Families whose income increases during the participation of a family member in any economic self-sufficiency or other job training program.
- Families who are or were, within 6 months, assisted under a State TANF or Welfare-to-Work program.

In the Housing Choice Voucher Program, the EID calculation only applies to disabled family members in the following cases (This activity does not apply to treatment group participants in the HCV Rent Reform Study.):

- Families whose income increases as a result of employment of a disabled family member who was previously unemployed (defined as working less than 10 hours a week at the established minimum wage) for one or more years.
- Families whose income increases during the participation of a disabled family member in any economic self-sufficiency or other job training program.
- Persons with disabilities who are or were, within 6 months, assisted under a State TANF or Welfare-to-Work program for at least \$500.
- An individual family member is eligible for the EID for a maximum of 24 consecutive months with an overall lifetime limit of 48-months. During the first 12 months 100% of earned income is excluded, while 50% of earned income is excluded during the second 12 months.

Staff reported that the EID calculation are only available to a very small population because of the very specific requirements for the disallowance. Monitoring the family members who receive the EID calculation from hire date through 48 cumulative months was difficult to track because households don't always report when employment status starts and stops. In addition, many who received the benefit quit their jobs at the end of the two-year exclusion to avoid an increase in the household rent. For those reasons and the administrative burden, the LHA proposed to eliminate the EID calculation.



#### Status Update

This activity has achieved the anticipated result to eliminate the burdensome task of tracking the employment starts and stops of the 23 households that were receiving EID. Currently no new households can receive the EID. During FY2017 ten of the 23 households that formerly received EID continue to receive housing assistance; six are participants in the HCV program and four reside in public housing units.

#### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

#### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

### ACTIVITY 14 HUD STANDARD METRICS

Activity 14 - Rent Reform - Earned Income Disregard (EID) Elimination				
CE#3: Decrease in Error Rate of Task Execution				
Unit of Measurement – Average error rate in completing a task as a percentage (decrease).				
Baseline	Benchmark	Outcome	Outcome	Benchmark Achieved
25%	0%	0%	0%	Yes
Data Source: WinTen2, staff interviews; staff logs; PHA financial records				

Activity 14 - Rent Reform - Earned Income Disregard (EID) Elimination					
CE #5: Increase in Agency Rental Revenue					
Unit of Measurement - Rental revenue in dollars (increase).					
Baseline	Benchmark	Outcome FY2015	Outcome FY2016	Outcome FY2017	Benchmark Achieved?
Rental revenue prior to implementation of the activity	Expected rental revenue after implementation of the activity	Actual rental revenue after implementation of the activity (in dollars).	Actual 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.
\$68,544 (\$35,964)	\$96,474	\$26,112	\$49,896	\$8,820	*NO
Sum total gross (net) annual rental revenue from 23 households receiving EID as of June 30, 2013	Expected sum total net annual rental revenue from 23 rental households no longer receiving EID as of June 30, 2015	Actual sum total net annual rental revenue from 23 rental households no longer receiving EID as of June 30, 2015	Actual sum total net annual rental revenue from 19 rental households no longer receiving EID as of June 30, 2016	Actual sum total net annual rental revenue from 10 rental households no longer receiving EID as of June 30, 2017	

\*No rental revenue is available for the six former EID HCV households and rental revenue for public housing households from FY2015 through FY2017 do not meet the benchmark for this activity.

### Impact: Assessing Costs and Benefits

Metric	FY 2014 Baseline	FY 2015 Actual	FY 2016 Actual	FY2017 Actual
*Total number EID Households	23	19	19	10
Dollar value of staff time spent processing EID	\$452	0	0	0
Avg. gross annual earned income reported by EID families	\$6,570	\$6,915	\$7,990	\$8,238
Average total gross annual income reported by families	\$11,586	\$11,982	\$14,783	\$13,517
Average gross rent (TTP)	\$248	\$287	\$287	\$312
# (%) Estimated cost savings from eliminating EID	0	\$452	\$373	\$197

\*Public Housing and HCV households no longer receive the Earned Income Disallowance (EID) but the numbers reflect those heads of household/co-head/spouse that continue to live with the LHA.

This policy prior to implementation 23 households received the EID; since the EID was eliminated income and rent for all groups has shown little to no change. Since the new policy was implemented 13 households are no longer participants of HCV or the public housing program.

## Activity 16: HCV Rent Reform Study

### Activity Proposed and Implemented FY2015

#### Activity Description

Lexington Housing Authority (LHA) was selected to participate in a study commissioned by the U.S. Department of Housing and Urban Development (HUD) to evaluate a Housing Choice Voucher (HCV) alternative rent reform policy (the “Study”). MDRC, a nonprofit research organization, is conducting the Study on behalf of HUD. The Study sets forth alternative rent calculation and recertification strategies that will be implemented at several public housing authorities across the country in order to fully test the policies nationally. The centerpiece of the new policy is the substitution of triennial recertification of households’ incomes for annual recertification. During the three-year period until a household’s next recertification date, any increase in earnings it achieves will not cause the amount of rent and utilities it pays to go up.

#### Status Update

This activity is ongoing. The first recertification exams will occur in FY2019, results for Study participants will be available in the FY2018 Report.

#### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

#### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity. Metrics for this activity will be reported in the FY2018 Report.

#### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

#### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## Activity 17 – Limit Interim Re-examinations for Public Housing Households Activity Proposed and Implemented FY2016

### Activity Description

Interim reductions in the rent portion are limited to one per household between regularly scheduled re-examination periods.

For households who are not elderly or disabled, interim adjustments will be limited as follows:

- Households may only request an interim reduction once between regularly scheduled re-examination periods.
- Interim decreases will only be processed for loss of employment due to reduction in work force or closure of the place of employment where employment income loss is not covered by severance or separation benefits.
- In calculating the reduction, all household income, including previously unreported income, will be counted;
- The household's loss of income must be expected to last longer than four (4) months;
- All interim rent reductions will be temporary.
- An exception to this policy allows for an interim at any time for compliance in 50058 reporting and is limited to the following: the addition of a household member, the death or removal of a household member.

### Status Update

This activity is ongoing. Interim re-certifications were reduced by 52% from FY2016 to FY2017. LHA staff is encouraged by the increase in employed heads/co-heads/spouses earning \$20,635 (5%) more than the previous year (\$19,518). The reduction in interims and increase in earned income indicates that the intended outcome of this activity for households to pay rent and not request rent reductions when an employed household member voluntarily leaves employment is successful.

### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## Activity 17: HUD Standard Metrics

Activity 17 – Limit Interim Re-examinations for Public Housing Households			
CE #1: Agency Cost Savings			
Unit of Measurement - Total cost of task in dollars (decrease).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>\$8,679</b> <b>\$26.25 X .50 = \$13.13 per interim</b> <b>X 661 Interims</b> Management Specialist hourly rate x time to do an interim	<b>\$4,333</b> <b>\$13.13 X 330 Interims</b>	<b>\$4,491</b> <b>\$13.13 X 342 Interims</b>	<b>NO</b>
Data Source: Emphasys			

Activity 17 – Limit Interim Re-examinations for Public Housing Households			
CE #2: Staff Time Savings			
Unit of Measurement - Total time to complete the task in staff hours (decrease).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>330.5 hours</b> <b>661 interims x 30 minutes</b>	<b>165 hours</b> <b>330 interims</b>	<b>171 hours</b> <b>342 interims</b>	<b>NO</b>
Data Source: Emphasys			

Activity 17 – Limit Interim Re-examinations for Public Housing Households			
CE #5: Increase in Agency Rental Revenue			
Unit of Measurement - Rental revenue in dollars (increase).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>\$3,637,812 (\$2,676,180)</b> Rental revenue prior to implementation	<b>\$4,387,366 (\$3,227,589)</b> Expected rental revenue after implementation	<b>\$3,671,868 (\$2,803,644)</b> Actual rental revenue after implementation	<b>NO</b>

Activity 17 – Limit Interim Re-examinations for Public Housing Households			
SS #1: Increase in Household Income			
Unit of Measurement - Average earned income of households affected by this policy in dollars (increase).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>\$19,518</b> Average earned income of households affected by this policy prior to implementation (in dollars)	<b>\$22,446</b> Expected average earned income of households affected by this policy	<b>\$20,634</b> Actual average earned income of households affected by this policy	<b>NO</b>

Activity 17 – Limit Interim Re-examinations for Public Housing Households

SS #3: Increase in Positive Outcomes in Employment Status - Households reporting earned income

Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>598</b> Actual head(s) of households reporting earned income prior to implementation	<b>100%</b> Expected head(s) of households reporting earned income	<b>658</b> Actual head(s) of households reporting earned income	<b>NO</b>

Activity 17 – Limit Interim Re-examinations for Public Housing Households

SS #3: Increase in Positive Outcomes in Employment Status - Households with no earned income

Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>130</b> Head(s) of with no earned income prior to implementation of the activity.	<b>0</b> Expected head(s) of households with no earned income after implementation of the activity.	<b>151</b> Actual head(s) of households with no earned income	<b>NO</b>

Activity 17 – Limit Interim Re-examinations for Public Housing Households

SS #4: Households Removed from Temporary Assistance for Needy Families (TANF)

Unit of Measurement - Number of households receiving TANF assistance (decrease).

Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>95</b> Households receiving TANF prior to implementation of the activity.	<b>0</b> Expected number of households receiving TANF after implementation of the activity (number).	<b>166</b>	<b>NO</b>

Activity 17 – Limit Interim Re-examinations for Public Housing Households

SS #8: Households Transitioned to Self Sufficiency

For this activity, self-sufficiency is defined as any household that has earned income of at least \$15,080 per year.

Baseline	Benchmark	Outcome	Benchmark Achieved?
<b>385</b> Households transitioned to self-sufficiency (Households with the head of household/co-head or spouse annually earning \$15,080 or more) prior to implementation of the activity.	<b>589</b> Expected households transitioned to self-sufficiency (<<PHA definition of self-sufficiency>>) after implementation of the activity (number).	<b>428</b>	<b>NO</b>

## ACTIVITY 17 IMPACT ANALYSIS

### Impact: Encouraging non-disabled/non-elderly adult household members to maintain employment

Metric	Baseline FY 2016	Benchmark FY2017
# of Households affected by this policy	728	809
# of Interims	661	342
Avg gross annual earned income reported by families	\$16,112	\$19,334
# (%) of families reporting no annual earned income	130	151
# (%) of families reporting annual earned income	598	658
Avg total adjusted annual income reported by families	\$19,518	\$20,634
Avg monthly gross rent payment of families	\$416	\$422
# (%) of families requesting hardship exemption	0	0
# (%) of families granted hardship exemption	0	0

Activity 1: Public Housing																					
Disparate Impact Analysis - Baseline Data																					
Public Housing Population		Heads of Household			Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average Gross Rent Payment				Average Increased Rent Burden				
		FY2013	FY2014*	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2013	FY2014	FY2015	FY2016	FY2017	FY2014 Benchmark	FY2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual
All Households		860	704	768	728	809	\$10,512	\$13,263	\$14,367	\$16,112	\$16,782	\$11,197	\$14,478	\$19,388	\$16,389	\$16,667	\$21	\$71	\$206	\$135	\$141
Gender																					
Female		774	636	700	654	711	\$10,610	\$13,392	\$14,388	\$15,593	\$15,982	\$11,245	\$14,388	\$15,617	\$15,966	\$16,133	\$20	\$70	\$115	\$93	\$124
Male		86	68	68	74	98	\$9,623	\$12,049	\$14,156	\$20,326	\$22,389	\$10,764	\$13,447	\$15,680	\$20,133	\$20,538	\$26	\$75	\$7	\$207	\$260
Race (Multiple selections permitted)																					
Black		677	577	642	606	657	\$10,959	\$13,665	\$14,485	\$16,259	\$16,871	\$11,666	\$14,789	\$16,179	\$16,679	\$17,464	\$21	\$68	\$122	\$130	\$151
White		179	126	118	116	145	\$9,267	\$11,668	\$13,910	\$15,645	\$16,527	\$10,022	\$13,099	\$13,460	\$15,011	\$13,341	\$17	\$67	\$90	\$123	\$84
American Indian / Native Alaskan		4	3	1	1	1	\$9,407	\$15,847	\$13,595	\$0	\$0	\$3,333	\$10,271	\$8,731	\$12,665	\$14,328	\$16	\$262	\$218	\$316	\$242
Asian / Pacific Islander		5	5	5	3	3	\$13,170	\$12,172	\$16,777	\$18,919	\$13,151	\$7,990	\$10,810	\$8,820	\$8,923	\$7,524	\$208	\$284	\$222	\$223	\$-20
Native Hawaiian / Other Pacific Islander		4	4	2	2	3	\$8,120	\$10,683	\$6,900	\$13,000	\$19,015	\$6,890	\$12,044	\$10,346	\$13,360	\$12,627	\$210	\$316	\$272	\$334	\$106
Other**		3	-	-	-	\$0	-	-	-	\$0	\$68	-	-	-	-	-	\$83	-	-	-	-
Ethnicity																					
Non-Hispanic		843	688	752	708	784	\$10,514	\$13,254	\$14,135	\$16,093	\$16,745	\$11,245	\$14,510	\$12,669	\$16,009	\$16,788	\$35	\$70	\$135	\$125	\$143
Hispanic		17	16	16	20	25	\$10,411	\$13,627	\$17,075	\$15,181	\$17,948	\$8,798	\$13,099	\$15,222	\$16,197	\$12,655	\$21	\$86	\$108	\$160	\$70
Age of Head of Household																					
18-31		421	284	310	309	345	\$9,284	\$12,198	\$14,959	\$15,486	\$14,886	\$9,320	\$12,473	\$12,571	\$15,999	\$14,859	\$21	\$69	\$73	\$116	\$128
32-46		292	289	327	309	340	\$11,734	\$13,598	\$15,247	\$16,420	\$17,476	\$13,162	\$15,548	\$16,844	\$14,282	\$16,736	\$17	\$62	\$111	\$120	\$106
47-61		147	131	131	110	124	\$11,600	\$14,830	\$14,981	\$18,616	\$20,157	\$12,667	\$16,465	\$20,511	\$19,428	\$21,805	\$27	\$63	\$156	\$199	\$238
Excluded Households																					
Elderly/Disabled Households		363	358	325	368	406	\$971	\$1,341	\$688	\$1,397	\$2,287	\$11,161	\$11,555	\$10,368	\$10,560	\$12,689	N/A	N/A	N/A	N/A	N/A



## Activity 18 – Streamline HQS Inspection of LHA-Owned/Controlled Property Activity Proposed and Implemented FY2017

### Activity Description

The LHA received approval to have the LHA's Housing Choice Voucher (HCV) inspectors perform HQS inspections of LHA-owned property or affiliates that receive HCV assistance rather than a third-party inspector. Previously, HCV inspectors from other jurisdictions perform HQS inspections on LHA-owned properties or affiliates, which slows the leasing process. In cases where the property is a tax credit entity, the property is being inspected by LHA public housing management staff in addition to an HQS inspection. Staff believes this authority will allow for more efficient use of staff time and expects unit turn around to be expedited.

### Status Update

This activity is ongoing. LHA staff performed 75 inspections during FY2017. The baseline number was reported 31, the 206 units at Centre Meadows (PBV units) were left out of the baseline count. Going forward LHA will report on inspections of a total of 237 units.

### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## ACTIVITY 18 HUD STANDARD METRICS

Activity 18: Streamline HQS Inspection of LHA-Owned/Controlled Property CE 1: Agency Cost Savings			
Unit of Measure: Cost Per HQS Inspection of LHA-Owned/Controlled Units			
Baseline	Benchmark	Outcome	Benchmark Achieved
Total Cost of task prior to implementation of the activity.	Expected cost of the task after implementation of the activity.	Actual Cost of task after implementation of the activity (in dollars).	Whether the outcome meets or exceeds the benchmark.
<p><b>\$744</b></p> <p>Cost Per HQS Annual Inspection = <b>\$24.00</b> X 31 HQS Inspections (Annually, Interims, Complaint)</p>	<b>\$744</b>	<b>\$24.00 X 75 = \$1,800</b>	<b>NO</b>

Activity 18: Streamline HQS Inspection of LHA-Owned/Controlled Property CE 2: Staff Time Savings			
Unit of Measure: Staff Time to Complete HQS Inspection			
Baseline	Benchmark	Outcome	Benchmark Achieved
Total Time to Complete the Task in Staff Time (decrease)	Expected amount of staff time dedicated to the task after implementation of the activity (in hours).	Actual staff time dedicated to the task after implementation of the activity.	Whether the outcome meets or exceeds the benchmark.
<p><b>15.5 hours</b></p> <p>30 minutes per inspection X 31 Inspections</p>	<p><b>15.5 hours</b></p> <p>30 minutes per inspection X 31 Inspections</p>	<p><b>37.5 hours</b></p> <p>30 minutes per inspection X 75 Inspections</p>	<b>NO</b>

Activity 18: Streamline HQS Inspection of LHA-Owned/Controlled Property CE #3: Decrease in Error Rate of Task Execution			
Unit of Measure: Average Error Rate in Completing Inspections			
Baseline	Benchmark	Outcome	
Average error rate of task prior to implementation of the activity (percentage).	Expected average error rate of task after implementation of the activity (percentage).	Actual average error rate of task after implementation of the activity (percentage).	Whether the outcome meets or exceeds the benchmark.
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care Activity Proposed and Implemented FY2017

### Activity Description

The LHA received approval to develop a tenant-based assistance program for youth (ages 18 – 24) aging out of Kentucky's foster care. The initiative would serve direct referrals from Kentucky's Cabinet for Health and Family Services (CHFS).

The LHA will provide a maximum ten (10) tenant-based vouchers annually for youth aging out of foster care. LHA staff will establish a partnership with state and local CHFS to implement this initiative. The LHA would enter into a Memorandum of Understanding with the Kentucky CHFS to supply vouchers to their referrals. The aging out Foster Care youth must agree to extend their commitment with CHFS to continue receiving case management services. The LHA HCV staff will interview, screen and enroll families for the program. In addition, the LHA HCV staff will provide the program orientation to families prior to move-in.

### Status Update

Staff reports two participants at the end of FY2017. The LHA has an agreement with the local Community Action Council (CAC) to provide the case management for referrals from the CHFS. Staff reports that only two participants resulted from seven referrals during FY2017. CAC staff has reported that potential participants say they are discouraged from participating because of the amount they are required to contribute toward rent. Of the two participants that are participating, only one is employed and earning approximately \$300 per month; both participants have a TTP of \$150 (the minimum rent). LHA staff will monitor this activity to determine if self-sufficiency improves with case management strategies. In addition, the LHA is working with CAC to determine barriers to participation.

### Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

### Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

### Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

### Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## ACTIVITY 19 HUD STANDARD METRICS

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #1: Increase in Household Income			
Unit of Measure: Average Earned Income of Youth aging out of foster care households.			
Baseline	Benchmark	Outcome	Benchmark Achieved?
0	\$8,528	\$3,600	NO

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #3: Increase in Positive Outcomes in Employment Status			
Unit of Measurement – (1) Full-time Employment Status of youth aging out of foster care households.			
Baseline	Benchmark	Outcome	Benchmark Achieved?
0	10	0	NO

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #4: Households Removed from Temporary Assistance for Needy Families (TANF)			
Unit of Measurement – Youth Aging Out of Foster Care Households receiving TANF.			
Baseline	Benchmark	Outcome	Benchmark Achieved?
0	7	0	YES

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #5: Households Assisted by Services that Increase Self Sufficiency			
Unit of Measurement - Youth Aging Out of Foster Care Households receiving services aimed to increase self-sufficiency.			
*Baseline	Benchmark	Outcome	Benchmark Achieved?
0	10	2	NO

\*Baseline corrected from proposed metric in FY2017 Plan.

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #6: Reducing Per Unit Subsidy Costs for Participating Households			
Unit of Measurement - Average amount of Section 8 and/or 9 subsidy per youth aging out of foster care households affected by this policy in dollars (decrease).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
0	\$7,404	\$6,900	YES

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #7: Increase in Agency Rental Revenue			
Unit of Measurement - PHA rental revenue in dollars (increase).			
*Baseline	Benchmark	Outcome	Benchmark Achieved?
\$2,700	\$27,000	TBD	TBD

\*Baseline for this metric was established in FY2017.

Activity 19: Tenant-Based Rental Assistance for Youth Aging Out of Foster Care SS #8: Households Transitioned to Self Sufficiency			
Unit of Measurement – Number of households transitioned to self-sufficiency (increase).			
Baseline	Benchmark	Outcome	Benchmark Achieved?
0	3	0	NO

Activity 21 – Triennial Certifications for HCV Homeownership Participants  
Rent Reform Activity Proposed and Implemented FY2017

Activity Description

LHA staff implemented this activity to reduce the administrative burden of annual certifications for Homeownership households by conducting income reexaminations every three (3) years. Historically, staff saw minimal changes in income for the 32 homeownership households in the Housing Choice Voucher program. The elimination of these annual certifications will allow for more time for HCV specialist to devote to other administrative tasks.

Status Update

During FY2017 three households ended participation in the homeownership program. One household was over-income with an annual earned income of nearly \$63,000 and was no longer eligible for housing assistance; one household ended participation for unknown reasons and; one household participant's home went into foreclosure. Eleven of the 31 baseline participants are disabled and ten of the 11 had no earned income. In FY2017, eight homeowner participants had no earned income with eight of them being disabled. See a summary of active household characteristics:

# of Active HCV Homeowner Participants		Avg. Annual Earned Income		Avg. Annual Adjusted Income		Disabled/Elderly Households	
FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
31	30	\$16,050	\$18,808	\$19,927	\$19,478	11	10

Households Reporting No Earned Income	
FY2016	FY2017
11 of 31	8 of 30

Although triennial recertification is anticipated to be useful due to the minimal changes in income. LHA staff will monitor new and existing participants for issues and encourage financial literacy resources for households who may have a need for it.

Non-Significant Changes or Modifications

There were no non-significant changes or modifications during the FY2017 Plan year.

Changes or Modifications Metrics, Baselines or Benchmarks

There were no changes or modifications to metrics, baselines or benchmarks for this activity.

Attachment C or D Authorization(s) Changes

There have been no changes in Attachment C or D authorizations since this activity was proposed and approved.

Significant Change or Modifications to the Activity Since Approval

There are no significant changes or modifications to the activity as previously proposed and approved.

## Activity 21 HUD Standard Metrics

<b>CE 1: Agency Cost Savings</b>			
Unit of Measure: Cost Per Annual Certification			
<b>Baseline</b>	<b>Benchmark</b>	<b>Outcome FY2017</b>	<b>Benchmark Achieved</b>
Total Cost of Task in Dollars <ul style="list-style-type: none"> <li>Cost Per Annual Certification = <b>\$28.53</b> X 31 Annual Certifications = <b>\$884.43</b></li> <li>1 hour – Average time to complete Annual Certification</li> <li>Staff Hourly Costs - \$27.78</li> <li>Hard Costs Per Certification – .75¢ (mail, paper, copies, etc.)</li> </ul>	Total Cost of task prior to implementation of the activity. Year 1: <b>\$884.43</b> Year 2: <b>\$0</b> Year 3 - <b>\$0</b> <ul style="list-style-type: none"> <li>Cost per annual certification after implementation of the activity \$28.53</li> <li>31 Annual Certifications</li> </ul>	Actual Cost of task after implementation of the activity (in dollars). Year 1: <b>\$ 28.53 X 30 = \$855.90</b> Year 2: TBD Year 3: TBD Actual Cost of Annual Certification	Whether the outcome meets or exceeds the benchmark. Year 1: <b>YES</b> Year 2: TBD Year 3: TBD Explanation to be provided.

<b>CE 2: Staff Time Savings</b>			
Unit of Measure: Cost Per Annual Certification			
<b>Baseline</b>	<b>Benchmark</b>	<b>Outcome FY2017</b>	<b>Benchmark Achieved</b>
Total Time to Complete the Task in Staff Time (decrease) <b>31 hours</b> <ul style="list-style-type: none"> <li>1 hour staff time to complete annual certification</li> <li>31 Annual Certifications</li> </ul>	Total amount of staff time dedicated to the task prior to implementation of the activity (in hours). Year 1: <b>31 hours</b> Year 2: <b>0</b> Year 3 - <b>0</b>	Actual Cost of task after implementation of the activity (in dollars). Year 1: <b>30 hours</b> Year 2: TBD Year 3: TBD Actual amount of staff time dedicated to the task after implementation of the activity (in hours).	Whether the outcome meets or exceeds the benchmark. Year 1: <b>YES</b> Year 2: TBD Year 3: TBD Explanation to be provided.

<b>CE 5: Increase Agency Rental Revenue</b>			
Unit of Measure: Rental Revenue in dollars (increase).			
<b>Baseline</b>	<b>Benchmark</b>	<b>Outcome FY2017</b>	<b>Benchmark Achieved</b>
Rental revenue prior to implementation of the activity (in dollars).	Expected rental revenue prior to implementation of the activity (in dollars).	Expected rental revenue after implementation of the activity (in dollars).	Whether the outcome meets or exceeds the benchmark.
\$154,860*	\$154,860	<b>\$147,588</b>	<b>NO</b>

\*If HAP paid for the homeowner households decreases, that would indicate a reduction in dollars spent for HCV homeownership participants. The LHA does not receive rental revenue for HCV participants.

## ACTIVITY 21 IMPACT ANALYSIS

HCV Homeownership Households	Heads of Household		Average Total Annual Adjusted Income		Average Gross Annual Earned Income		Average Gross Rent Payment	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
			Baseline		Baseline		Baseline	
<b>Total Households</b>	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$956	\$908
<b>Gender</b>								
Female	29	29	\$20,414	\$19,772	\$17,157	\$19,479	\$966	\$919
Male	2	1	\$12,865	\$11,238	\$0	\$0	\$817	\$626
<b>Race (Multiple selections permitted)</b>								
Black	24	23	\$20,351	\$20,399	\$17,795	\$20,454	\$963	\$916
White	7	7	\$18,476	\$15,055	\$10,069	\$10,905	\$932	\$873
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>								
Non-Hispanic	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$498	\$895
Hispanic	0	0	0	0	\$0	\$0	\$0	\$0
<b>Age of Head of Household</b>								
18-31	1	0	\$57,580	\$0	\$63,340	\$0	\$1,019	\$0
32-46	16	18	\$22,782	\$23,116	\$21,348	\$24,821	\$1,020	\$925
47-61	10	8	\$15,259	\$14,021	\$8,240	\$9,010	\$895	\$896
62 and Over	4	4	\$10,764	\$9,168	\$2,688	\$3,584	\$838	\$840



## **B. NOT YET IMPLEMENTED ACTIVITIES**

Describe any approved activities that were proposed in the Plan, approved by HUD, but have not yet been implemented, and discuss why these activities were not implemented; specify the Plan Year in which the activity was first approved;

### **Activity 7 – Public Housing Acquisition Without Prior HUD Approval**

#### **Activity Proposed and Approved - FY 2012-2013 Plan**

Relief from HUD approvals prior to the acquisition of property will enhance LHA's ability to respond quickly to unique market conditions, making the Authority more competitive with other purchasers in the tight real estate markets typical of low poverty areas of the city. This relief will apply only to the acquisition of public housing units or vacant land purchased for the development of public housing units in non-impacted areas of the city.

#### **Provide an update on the plan for implementation of the activity;**

The LHA did not acquire properties during FY2017 where it was necessary to implement this activity.

#### **Provide a timeline for implementation;**

The LHA will develop a timeline for this activity should the Authority decide to acquire public housing units or land for the development of public housing.

#### **Provide an explanation of any non-significant changes or modifications to the activity since it was approved;**

There are no significant changes or modifications to the activity as previously proposed and approved.

### **Activity 8 – Conversion of Appian Hills Public Housing to Project-Based Vouchers**

#### **Activity Proposed and Approved - FY 2012-2013 Plan**

#### **Activity Significantly Modified in FY2014**

LHA continues to secure adequate funding to revitalize the Appian Hills public housing development. This site may be rehabilitated in its entirety or in phases, as determined by the Authority. Once a plan for revitalization is agreed upon that includes the substitution of project-based vouchers for public housing subsidies, LHA will submit an appropriate application for disposition of the affected portion(s) of the site as well as a request for tenant protection vouchers for residents of affected units.

#### **Provide an update on the plan for implementation of the activity;**

The LHA did not seek funding for this activity during FY2017.

#### **Provide a timeline for implementation;**

The LHA does not know when funding resources will be available for implementation of this activity.

**Provide an explanation of any non-significant changes or modifications to the activity since it was approved;**

There are no significant changes or modifications to the activity as previously proposed and approved.

**Activity 9 – Development of Project-Based Voucher Units at 800 Edmond Street**

**Activity Proposed and Approved – LHA’s FY2012-FY2013**

LHA plans to develop between five and eight projected-based 3-bedroom townhomes on a vacant lot owned by the agency on Edmond Street. The property is adjacent to an existing 3-unit public housing site and close to the Authority’s Pine Valley Management Office.

The flexibilities provided through this MTW activity will be used to project-base the units at Edmond Street without a competitive process and to exceed the per-building cap typically placed on project-based voucher developments. Current project-based voucher rules limit percentage of project-based units to 25% of the units in the development. The LHA plans to project-base 100% of the units at this site.

**Provide an update on the plan for implementation of the activity;**

The activity has been not been implemented. The LHA intends to implement this activity once financial resources become available.

**Provide a timeline for implementation;**

The LHA will develop a timeline for this activity during FY 2017 should the Authority decide to develop the Edmond Street property.

**Provide an explanation of any non-significant changes or modifications to the activity since it was approved;**

There are no significant changes or modifications to the activity as previously proposed and approved.

**Activity 11 – Local, Non-Traditional Use of MTW Funds: Emergency Reserves for Connie Griffith-Ballard Towers**

**Activity Proposed/Approved in FY2012-2013 Plan**

**Activity Revised in FY2014 Plan/Revision Approved in FY2014**

Through its FY 2014 MTW Annual Plan, the LHA requested to retain the flexibility to use MTW funds should Ballard Tower (which is attached to an LHA-owned public housing site, Connie Griffith Manor; serves low-income, elderly households; and is managed, but not owned, by the LHA) require significant emergency capital repairs. MTW funds would only be used if the tax credit investor can demonstrate to the Authority’s satisfaction that it does not have the financial resources to complete the repairs itself. Despite the number/extent of unforeseen capital emergencies that might arise, the LHA will provide Ballard Place no more than \$300,000 in emergency funds in total.

When this activity was proposed the LHA did not have a confirmed funding source for sorely needed capital improvements at Ballard. After the activity was approved, the site's tax credit investors informed the LHA that they would indeed have sufficient funds to complete the needed work. Having spent a significant portion of their reserves to fund these improvements the Housing Authority was concerned about their ability to cover any additional emergency capital repairs, which prompted creation of this activity.

**Provide an update on the plan for implementation of the activity;**

This activity has not yet been implemented but will be implemented if there is an emergency capital expense necessitating the use of these funds at Ballard Place.

**Provide a timeline for implementation;**

The LHA will develop a timeline for this activity should the Authority encounter an emergency that would result in a financial hardship for the property which would necessitate the used of the MTW emergency reserves.

**Provide an explanation of any non-significant changes or modifications to the activity since it was approved;**

There are no significant changes or modifications to the activity as previously proposed and approved.

**Activity 20: Assign Project-Based Vouchers to LHA Owned/Controlled Units Without Bid Process  
Activity Proposed and Implemented FY2017**

The LHA received approval to select existing and new LHA owned/managed property for project-based voucher assistance without a competitive bid process. Site selection for LHA owned or managed property will be based on the need to maintain and preserve affordable housing. Each site may create a separate wait list for applicants interested in renting project-based units. LHA will eliminate the restriction on the percentage of units leased in a building or project. The LHA has plans to project-base its own new construction projects in the coming year and this flexibility will have a positive impact for the agency and the clients we serve.

**Provide an update on the plan for implementation of the activity;**

This activity has not yet been implemented but will be implemented should the opportunity to do so become available.

**Provide a timeline for implementation;**

The LHA will develop a timeline for this activity should it be implemented.

**Provide an explanation of any non-significant changes or modifications to the activity since it was approved;**

There are no significant changes or modifications to the activity as previously proposed and approved.

## C. CLOSED OUT ACTIVITIES

### **Activity #2 - Management Team III Rent Reform Controlled Study – No Rent Reduction Requests for 6 Months After Initial Occupancy for Bluegrass HOPE VI Public Housing Residents (Closed out FY2014)**

The implementation of this activity made no discernable impact on the percentage of Bluegrass HOPE VI public housing families meeting the self-sufficiency requirement. Staff reported that many families simply waited for the six-month restriction to expire, and then requested a rent reduction shortly thereafter. Given its negligible impact, the LHA decided to terminate this activity.

### **Activity #4 - HCV Rent Reform Controlled Study: No Rent Reduction Requests for 6 Months After Initial Occupancy (Closed out FY2015)**

The implementation of this activity did not reduce the percentage of families requesting a rent reduction within 6 months of their effective move-in date. In fact, the percentage of families making such a request rose from 10% to 18% during FY2012 – FY2013. For those reasons, the LHA has decided to terminate this activity.

### **Activity #6 - Biennial Housekeeping Inspection Policy for Public Housing Residents (Closed out FY2014)**

This activity was not implemented in FY 2012-FY2013 because it was determined that tracking the housekeeping ratings would require software modifications that would be cost prohibitive.

### **Activity #15 – Limit HCV Landlord Rent Increases to the Least of 2%, HUD Fair Market Rent (FMR), or the Comparable Rent - Plan Year Activity Approved and Implemented FY2015 (Closed out FY2016)**

The LHA proposed to limit annual contract rent increases for participating landlords to the least of a 2% increase in current contract rent, HUD's FMR or the comparable rent. This activity was closed out because LHA staff found that this activity placed a burden on the landlord and is negatively affecting landlords and hindering new landlords from making their units available to the HCV program.

## SECTION V. SOURCES AND USES OF FUNDS

<b>Annual MTW Report</b>			
<b>V.3.Report.Sources and Uses of MTW Funds</b>			
<b>A. MTW Report: Sources and Uses of MTW Funds</b>			
<b>Actual Sources and Uses of MTW Funding for the Fiscal Year</b>			
PHAs shall submit their unaudited and audited information in the prescribed FDS format through the Financial Assessment System - PHA (FASPHA), or its successor system			
<b>Describe the Activities that Used Only MTW Single Fund Flexibility</b>			
No activites involved the use of single fund flexibility during the reporting year.			

<b>V.4.Report.Local Asset Management Plan</b>			
<b>B. MTW Report: Local Asset Management Plan</b>			
Has the PHA allocated costs within statute during the plan year?	Yes		
Has the PHA implemented a local asset management plan (LAMP)?		or	No
<p>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. It shall explain the deviations from existing HUD requirements and should be updated if any changes are made to the LAMP.</p>			
Has the PHA provided a LAMP in the appendix?		or	No
There are no changes in the LAMP since LHA is not implementing a LAMP.			

<b>V.5.Report.Unspent MTW Funds</b>			
<b>C. MTW Report: Commitment of Unspent Funds</b>			
<p>In the table below, provide planned commitments or obligations of unspent MTW funds at the end of the PHA's fiscal year.</p>			
<b>Account</b>	<b>Planned Expenditure</b>	<b>Obligated Funds</b>	<b>Committed Funds</b>
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
N/A	N/A	0	0
<b>Total Obligated or Committed Funds:</b>		<b>0</b>	<b>0</b>
<p>In the body of the Report, PHAs shall provide, in as much detail as possible, an explanation of plans for future uses of unspent funds, including what funds have been obligated or committed to specific projects.</p>			
<p><b>Note :</b> Written notice of a definition of MTW reserves will be forthcoming. Until HUD issues a methodology for defining reserves, including a definition of obligations and commitments, MTW agencies are not required to complete this section.</p>			

## SECTION VI: ADMINISTRATIVE

A. General description of any HUD reviews, audits or physical inspection issues that require the agency to take action to address the issue;

The Lexington Housing Authority is in compliance with HUD reviews, audits and physical inspections. The LHA's FY2017 audit has been completed and no findings are anticipated pending the final audit report. In cases where there were findings in HUD reviews and physical inspections, the LHA responded and no further action was required.

B. Results of latest PHA-directed evaluations of the demonstration, as applicable;

# LHA MTW DEMONSTRATION PROJECT



8/13/17

## YEAR END REPORT – FY 2017 (SELECTED ACTIVITIES)

*This report provides a general review of LHA MTW Demonstration project for the following activities: #1, #13, #14, #17 and #21, in terms of stated program goals and includes an impact analysis on the extent to which these activities impact disparate populations of tenants.*

**Amanda E. Soka, MHA PhD**



This report will present the results of latest PHA-directed evaluations of the demonstration, as applicable;

As with previous years, the central goal of this evaluation is to measure the overall effectiveness of the rent reform activities under review, in accomplishing HUD's stated goals of:

- a) increasing the number and quality of affordable housing choices throughout the Lexington-Fayette community,
- b) increasing the number of families moving toward self-sufficiency,
- c) strengthening the number of community partnerships benefitting residents with special needs,
- d) and reducing administrative costs while limiting administrative burdens placed on staff and residents.

Also, in keeping with the structure established for this process, this evaluation will consider potential disparate impacts on protected classes of residents as determined by sex, race, ethnicity, age and disability.

## INTRODUCTION

This year marks the sixth year in which the LHA has participated in the HUD MTW demonstration. Participation was premised on the recognition of the benefits to be derived by LHA, the constituency it serves as well as its stakeholders, from the pursuit of the following goals:

1. Reducing costs (increase revenues)
2. Increasing self-sufficiency of tenants
3. Increasing housing choices for tenants

To date as part of that MTW Demonstration program, LHA has proposed and received approval to embark upon a total of 21 activities, with up to 16 on-going - each designed to target one or more of the goals identified above. Of that number, this report reviews the following:

- a. Activity One – Increase Minimum Rent to \$150 Across All Housing Programs
- b. Activity Thirteen – Local Self-Sufficiency Admissions and Occupancy Requirements
- c. Activity Fourteen – Rent Reform: Elimination of Earned Income Disallowance
- d. Activity Seventeen – Limit Interim Re-examinations for Public Housing Households
- e. Activity Twenty-one – Triennial Re-certifications for Home Choice Voucher (HCV) Homeownership Participants

Each activity will be reviewed in terms of how well the stated goals above were achieved for the year in question. In compliance with HUD policy regarding rent reform initiatives, this report will also present the results of an impact analysis conducted to determine the effect of each activity and its driving policies on disparate tenant populations within LHA. Where data is available, resident perception and/or satisfaction with the activity and/or its impact will be reviewed.

### **REVIEW CONSIDERATIONS**

- How well did activity meet stated MTW Demonstration Project goals?
- Did implementation create a disparate effect on tenant populations?
- What is resident perception of the activity and or its impact?

## ACTIVITY ONE

Increase Minimum Rent to \$150 across all Housing Programs.

Exclusions: Elderly and disabled households.

Implementation Date: April 1, 2014

Changes and Modifications/Activity: No changes (non-significant; significant), during Plan year

Changes and Modifications/Metrics: No changes to metrics, baseline, or benchmarks during Plan year

### **Reduce costs (increase revenues)**

Relevant metric used: increase in agency rental revenue. Applied to both public housing (PH) and Housing Choice Voucher (HCV) units, as appropriate. Also applied to the new category of Project-Base Voucher units.

### **NOTES:**

i) A new category - Project-Base Voucher (PBV) is included in this analysis. These PBV units were formerly Pimlico units, rehabilitated in 2015 as Centre Meadows. For this category, measures for baseline/benchmark are derived from 2016 data.

ii) As there have been no changes/modifications to metrics, baselines or benchmarks, values used in FY 2015 remain relevant.

iii) For PBV units, applicable baseline/benchmark metrics are derived from 2016 data, being the first year of reporting for these units.

Agency-wide benchmark (established 2015) – annual net rental revenue: \$5,945,580 /\$2756 average per household (a/phh)

2017 - Actual net rental revenue: \$8,445,228/\$3,304 a/phh

Agency-wide, the LHA received a total of \$8,445,228 in net rental revenue for FY 2017, based on a total of 2,556 households (non-elderly/non-disabled). Although the total number of eligible/affected households increased significantly by addition of the PBV units, it must be noted that both PH and HCV saw increases in the number of eligible households. PH units increased by 81 from the previous year, and HCV by 265. Thus, even without the PBV units, LHA saw a net increase in rental revenue of almost \$500,000 (\$491,652). Taken together, there was an overall of increase in net rental revenue of \$882, 684 compared to \$865,752 in 2016. Despite this agency wide increase, average actual net rental income per household went down to \$3304, lower than the 2016 figure of \$3,736, attributable to the fact that the new category - PBV failed to meet the baseline established in 2016. As a result, net rental revenue for 2017 fell below 2016 by an average of \$432 per household. It did however exceed the 2015 benchmark by an average of approximately \$548 per household.

Public Housing (PH) benchmark – annual net rental revenue: \$2,017,152/\$2,886 a/phh.  
FY 2017 - actual rental revenue = \$2,803,644/\$3,465 a/phh  
Previous FY: 2016 - \$2,676,180/\$3,676 a/phh

Net rental revenue is calculated minus utilities. In FY 2017, a total of 809 eligible yielded actual rental revenue of \$2,803,644. As this resulted in an average of \$3,465 per household, LHA was able to meet its revenue goal for PH, while exceeding both benchmark and 2016 revenues by \$786,492 and \$ 127,464 respectively.

HCV benchmark – annual rent revenue: \$3,928,428 /\$2,694 a/phh  
FY 2017 - actual rental revenue = \$5,250,612/\$3,364 a/phh  
Previous FY: 2016 - \$4,886,424/\$3,770 a/phh

The increasing trend in annual net rental revenue collected continued in 2017, no doubt reflecting in part the increase in the number of eligible holds to 1,561 - the highest since baseline (1,540), and higher than in FY 2016 (1,296). That said, it must be noted that the average rental revenue per household saw a decrease of about \$406 compared to the previous year.

PBV baseline – annual rent revenue: \$290,262 /\$1,837 a/phh  
FY 2016 (benchmark) - \$497,592/\$3,016 a/phh  
FY 2017 - actual rental revenue = \$390,972/\$2,102 a/phh

The 2017 report includes for the first time PBV units of Centre Meadows, formerly Pimlico. LHA failed to achieve benchmark as actual rental revenue for these units fell by almost 25%, even though actual number of eligible households increased by about 12%. Average rental revenue per household decreased to \$2,102 compared to the previous year and bench mark of \$3,016.

With the exception of the PBV units, average rental revenues in each sector saw an increase in FY 2017. All three sectors saw increases in the number of eligible households. Despite this, as

stated earlier average rental revenue per household fell, in particular for the PBV units this bears further investigation.

### **Increase self-sufficiency of tenants**

Another key element of this initiative is promoting or enhancing a move to self-sufficiency for heads of eligible households, defined as tenants who are the head or co-head of household, and spouses. To this end, the initiative seeks to encourage work/employment status, which is measured by a review (increase) of household income. In reviewing tenant self-sufficiency, metrics considered include the following:

- a. Increase in average earned income of head of household
- b. Increase in positive outcomes in employment status
- c. Removal from Temporary Assistance for Needy Families (TANF)
- d. Households transitioned to self-sufficiency

### **Increase in head of household's average earned income**

**PH benchmark:** expected average household income = \$12,857

# potentially employable heads of households = 699

Number of potentially employable heads of households = 809

According to the data presented for FY 2017, 81% (658) of eligible households with potentially employable heads of household, reported average gross annual earned income of \$20,634, compared to \$19,518 in 2016 by a similar number/percentage (598/82%) – a difference of just under \$1,120. This continues an upward trend begun in 2013. LHA achieved its benchmark for this metric, as employed heads of households reported an average an increase of \$7,777 in excess of benchmark.

**HCV benchmark:** expected average household income = \$8,535

# potentially employable heads of households = 1,458

A similar percentage of heads of households in 2017 (62%) as seen in the previous year - 2016 (65%), reported employment compared to 2015 (520/1325, or 39%). The average gross annual income of \$15,990 exceeds benchmark (\$8,535) as well as FY 2016 (\$14,555). Thus, we see an increase on average of about \$1,435 per household head, over 2016 values, and 7,289 compared to benchmark.

**PBV benchmark (2016):** expected average household income = \$18,277

# potentially employable heads of households = 165

Benchmark for expected average gross annual earned income (\$18,277), for the new PBV units, and number of potentially employable heads of households (165), was established in 2016. 75% of 186 eligible households (non-elderly/non-disabled/non-special partner) reported average earned income of \$14,726. As this amount was \$3,551 less than income reported in 2016, LHA failed to meet benchmark on this metric for PBV.

**Agency-wide benchmark:** expected average household income = \$10,696  
# potentially employable household heads = 2,157

In FY 2017, 1,762 (of a total of 2,556 employable heads of households), reported employment. This includes 140 from the new PBV units added in 2016. Although agency-wide, LHA appears to have increased the number of actual heads of households who were employed, there is a much smaller increase in average earned income (\$75), compared to change seen between 2015 and 2016 (\$1,134).

The addition of CM appears to have depressed the numbers. This population (formerly Pimlico), traditionally have much lower income requirements than PH and HCV. Notwithstanding, because 2017 earned income indicates an increase of over \$6,400 compared to benchmark, LHA appears to have met this goal.

### ***Increase in positive outcomes in employment status***

Following from the previous section, it is always useful to consider the ratio of employed heads of households to unemployed, as one of the program goals is to encourage self-sufficiency. Agency-wide, LHA saw a small increase when compared to 2016 (29%), in the numbers of heads of households (31%), who reported earning no income in 2017. Because this is still 10% less than benchmark (41%), LHA met this goal.

In PH units, the number of affected household heads who reported no income fell by 3 percentage points, while HCV saw an increase of 3 percentage points. Compared to benchmark set for the newly added PBV units, 2017 saw an increase of 25%, significantly higher than the benchmark (0%) set by LHA in 2016.

Thus, with the exception of the PBV sector, both PH and HCV appear to still reflect the significant declines in number of households in which the head reported no earned income, especially vis-à-vis previously reported values. For instance, in 2017.

PH, reported 19%, compared to 59% in 2015, and lower even than benchmark (29%). Despite the slight increase in 2017, the same pattern is seen with regard to HCV, which reports 38% (3% more than in 2016), which is still lower than benchmark (46%) and significantly less than in 2015 (61%).

Generally, therefore, LHA appears to be holding course – at least with respect to PH and HCV sectors – in the goal of increasing average household income, as well as improved employment status for heads of households. As stated in prior reports, this is arguably a more critical measure of success. It will be important to continue to track activity in the new PBV sector to help understand/inform future analysis. Also, HCV sector should be monitored in light of the current increase.

### ***Increase in Household Income – Heads of Household Reporting Income***

As before, this report reviews the employment status/earned income reported by heads/co-heads of households and/or spouses, as another means to consider positive outcomes in employment status.

In 2017, 81% of PH household heads reported earned income, a 10% increase over benchmark (71%). In HCV, that percentage changed by 8 points to 62% (54% = benchmark). Although not achieving benchmark in the PBV sector, 75% of those household heads did report earned income in 2017. Overall therefore, it is important not to lose sight of the gains made in relation to the stated goal, despite the relatively small increases to average earned income generally (\$75 per head of household, when compared to 2016), and the 8% increase in number of household heads reporting earned income (67% in 2017 vs. benchmark value of 59).

### ***Removal from Temporary Assistance for Needy Families (TANF)***

This metric provides another measure for self-sufficiency by tracking numbers of heads of households who receive TANF, as a cessation of reliance on TANF can be seen as a move towards self-sufficiency.

Per 2017 data 9% (233/2556) of non-elderly, non-disabled families received Temporary Assistance for Needy Families (TANF), one percent more than in 2016 (142/2024), even with the inclusion of Centre Meadows (CM) in the analysis. It is informative to look at the actual numbers of households still on TANF, versus the percentage of the underlying population in each of the sectors that it represents.

PH: 21% of households (166/809) received TANF, compared to 13% (95/728) in 2016 and established 5% benchmark (32/699). An upward trend in TANF recipients - both actual numbers and percentage of underlying population is visible here.

HCV: 4% of households (60/1561) received TANF, compared to 4% (47/1296) in 2016; 4% (58/1325) in 2015, and established 6% benchmark (91/1458). Reflects a holding pattern generally, even though the actual number of recipients is higher in number in 2017 than in 2016.

CM: 4% of households (7/186) received TANF, compared to baseline of 24% (38/158), established in FY2016. Indicates a down ward direction, but still higher than benchmark set at 0% by LHA.

Overall therefore, although LHA achieved benchmark for both PH and HCV, failure to do same in CM negatively impacted a positive outcome for this metric agency-wide. Agency-wide, the size of household recipients of TANF is 9% (233/2556) in 2017, an outcome that is higher than the desired benchmark of 6%. It will also be important to monitor the trend seen in PH sector, presented above.

Self-sufficiency = Household with annual earned income of at least \$15,080\*  
\*\$7.25/hour (Federal minimum wage) x 40-hour week x 52 (work weeks per year)

### ***Households transitioned to self-sufficiency***

This final metric measures the number of households that transition to self-sufficiency, which for the purpose of the MTW Demonstration Project is defined as any household that has earned income of at least \$15,080 per year.

Further to a recommendation to monitor future data (2016 onward), for comparison to benchmark, as well as 2013 baseline and 2015 - these values are presented below. Data is also presented for PBV units for the first time.

Agency-wide, in 2017 36% (960/2556) of households transitioned to self-sufficiency. By comparison, this exceeds 2015 values (22%), but the number of households that transitioned to self-sufficiency is lower than the 2013 baseline of 52%. Overall however, LHA met its goal by exceeding benchmark of 22% (464/2157).

Both PH and HCV sectors contributed to achievement of benchmark.

PH households maintained the 53% (482 households) recorded in 2016, retaining the 664% increase on benchmark (56 households), and 75% increase on 2015 values (220).

HCV shows a percentage point increase on 2016 (30% vs. 29%), thus also maintaining a similar pattern, with previous trends.

PBV data shows that although 31% of households transitioned to self-sufficiency in 2017, this is lower when compared both to baseline of 46%, as well as benchmark of 53% in 2016. Future outcomes should continue to be monitored.

### **Increase housing choices for tenants**

Data unavailable at this time.

### **Impact Analysis – Activity One**

A continuing and key question for LHA, MTW and other stakeholders, is the impact on LHA tenants and families of increasing minimum rent to \$150 across all housing programs. To answer this question an impact analysis was conducted to measure impact in terms of the following:

***Effectiveness*** – how many families met the minimum payment required?

***Annual earned income*** – how many families reported increases?



***Effect on tenants – includes:*** how many requested hardship exemptions, left LHA housing, number of initiative related complaints, and residents’ demographics and

***Administration*** – staff time handling complaints related to this initiative

***a) Effectiveness – how many families met the minimum payment required?***

For the third year in a row, LHA reports 100% of households paid at least the minimum rent of \$150 per month in gross rent/TTP, agency-wide. Thus, LHA has effectively established and, continues to maintain a monthly minimum rent of \$150 for residents. In addition to PH and HCV units, this minimum rent payment has also been extended successfully to the PBV units which came on board in 2016.

In 2017, the average monthly rent paid was \$322 agency-wide. Although lower by \$43 from the previous year, rent paid was higher than both the minimum payment (\$150), as well as the benchmark (\$305), established in FY 2014.

This initiative was also effective in increasing revenues as the data documents progressive increase in net monthly revenue collected by LHA agency-wide, from \$291,829 (2013, baseline), and \$458,214 in 2014, which exceeded the benchmark of \$360,125, to \$558,071 in 2015.

This initiative has also been effective in increasing annual rental revenues for LHA. For instance, annual net rental revenue for 2017 (8,445,228) was almost 35% higher than the 2015 benchmark (\$5,945,580).

Each year since 2013, there has been progressive increase in rental revenues realized.

***b) Annual earned income – how many families reported increases?***

Looking at agency-wide aggregate data, it would appear that average gross annual earned income reported by families generally indicate a somewhat gradual but increasing trend overall. That said, it is noteworthy that in 2017, average increase was about \$75 per household, especially in light of the addition of the PBV units – two-thirds of which (140/186) were eligible households. In fact, this category actually saw a 3% (about \$505) decrease in average earned income per household. It will be informative to learn what impact (if any) PBV units had on agency-wide numbers, and how this initiative might play out within this category – in terms of impact on households. Data monitoring is recommended.

A key question of interest relates to any impact on heads of household. Unfortunately, data challenges that preclude discrimination between sources of earned income (i.e. how much was earned by head of household, versus other members of the household), prohibit further analysis or development of any conclusions about whether, and to what extent initiative acts as a motivator on heads of household to increase potential earnings. The recommendation that this be rectified for the future, is restated.

***c) Effect on tenants – includes: how many requested hardship exemptions, left LHA housing, number of initiative related complaints, and residents’ demographics***

A useful way to measure any effect of the initiative on tenants/residents, is by tracking the number of requests for exemption or deferral of the minimum rent payment. Although PH and the newly added CM/PBV reported no hardship requests, agency-wide 2017 saw a total of 17 requests for hardship exemptions, all coming from HCV units. This number represents a 71% increase compared to 2016 (5, with 4 from HCV; 1 from CM/PBV). No hardship requests reported for 2015. Thus, this represents a growing negative trend for HCV units deserving both consideration and investigation, even though at this point it is still less than the benchmark of 29 (HCV only) and 40 (agency-wide). An investigation of cause and monitoring of this negative trend is recommended. All 2017 hardship requests were granted.

Another way to measure effect of Activity One on tenants is by looking at the incidence of initiative-related complaints agency-wide. However, that data is not available for 2017. Similar to hardship requests, as a means to understand tenant perception/impact, it is important to monitor and evaluate any potential drivers of dis/satisfaction with this activity – to inform decision-making and optimize management as necessary.

Data also indicates increases in initiative-related complaints agency-wide. Of the eight (8) reported, PH saw 3 complaints, one less than in 2015, while HCV complaints doubled from 2 (2015) to 4, which appears in line with/reflects the number of hardship requests. One (1) complaint came from PBV – Centre Meadows, which is currently excluded from analysis this year as previously stated. Again, as with hardship requests, it is important to monitor and evaluate any potential drivers of this negative trend - in order to manage or avoid upward growth trends as, and if appropriate.

The number of tenants who moved/left LHA housing may provide useful information. It is useful to consider the reasons why residents leave, and whether or not this is linked to the initiative.

Available data does not include PH and HCV. Data provided indicates that in 2017, a total of 52 Centre Meadows (PBV) households moved – 16 (31%) moved to HCV units, so remained in LHA housing; another 13% left LHA housing for reasons unknown; 2% left because of the rent increase, while over half (54%) were evicted (eviction/court judgement/14-30 notice). Data is not provided for the exact reason for eviction/behind the court judgement. Such information is necessary to support any reasonable deductions. It is also helpful to explore if any, links between exodus, initiative – related hardship requests, and/or tenant complaints. The following excerpt from the 2016 report still holds true –

*“For instance, are residents leaving without making complaints, and/or engaging the hardship exemption request system, if so why? Are managers reminding tenants who make complaints about the existence of the hardship exemption request system? As stated in the 2015 report, without data on the reasons why residents leave LHA housing, it is not possible to exclude the initiative as a contributory factor. Again, it is recommended that this gap in data collection be amended in future years to allow for more meaningful*

*analyses. One example of a useful metric would be, the number of tenants who leave, who also made any complaints in the year preceding exodus from LHA, and the nature of the complaint made."*

Data/information on the suggested metric above is unavailable at this time.

***d) Administration – staff time handling complaints related to this initiative***

The effect of the initiative on staff productivity is useful because it relates to the goal of cost reduction, and revenue increase. It can also help shed light on the how well the initiative is working, and /or accepted by residents. In 2017 data on this metric is unavailable. So, it is not known if there were complaints, hardship requests, etc. or if these just failed to be recorded.

Staff should be reminded about the importance reporting complaints, educating tenants about policies governing/how to initiate hardship requests, or make complaints to management.

Staff should also track the number, nature of complaints made, hardship requests, types and reasons for evictions, and time spent dealing or processing these and related matters. Such records should be an integral part of data submitted for analysis.

## Disparate Impact Analysis - Demographics

The purpose of the disparate impact analysis is to ensure that this rent reform initiative does not unintentionally result in and/or create through its implementation a disparate impact on the rent burden faced by protected classes of households by race, color, national origin, disability, age, or gender. The tables below provide snapshots of income (earned/adjusted), and rents paid by households by race/ethnicity, age and gender across four years (2013 – 2016), and the increased rent burden incurred.

## A) Public Housing

**TABLE 1: PROFILE, HEAD OF HOUSEHOLD, 2017**

	2016	2017
<b>ALL HOUSEHOLDS</b>	728	809
<b>GENDER</b>		
Female	654	711
Male	74	98
<b>RACE</b> <i>(Multiple selections allowed)</i>		
Black	606	657
White	116	145
American Indian/Native Alaskan	1	1
Asian/Pacific Islander	3	3
Native Hawaiian/Other Pacific Islander	2	3
**Other	-	0\$?
<b>ETHNICITY</b>		
Non-Hispanic	708	784
Hispanic	20	25
<b>AGE</b>		
18 - 31	309	345
32 - 46	309	340
47 - 61	110	124
<b>EXCLUDED H/HOLDS</b>		
Elderly/Disabled	368	406

### Who Is the Average Head of Household (affected by Activity 1) in LHA Public Housing?

Table 1 shows the demographic breakdown of heads of households,

- Female
- Black
- Non-Hispanic
- Aged between 18 and 46

This profile has remained more or less the same since the onset of data collection in the MTW program.

**TABLE 2: PUBLIC HOUSING - AVERAGE INCOME (EARNED/ADJUSTED)**

Activity 1: Public Housing															
Disparate Impact Analysis - Baseline Data															
Public Housing Population	Heads of Household					Average Gross Annual Earned Income					Average Total Annual Adjusted Income				
	FY 2013	FY 2014*	FY2015	FY2016	FY2017	FY 2013	FY 2014	FY2015	FY2016	FY2017	FY 2013	FY 2014	FY2015	FY2016	FY2017
All Households	860	704	768	728	809	\$10,512	\$13,263	\$14,367	\$16,112	\$16,782	\$11,197	\$14,478	\$19,388	\$16,389	\$16,667
Gender															
Female	774	636	700	654	711	\$10,610	\$13,392	\$14,388	\$15,593	\$15,982	\$11,245	\$14,588	\$15,617	\$15,966	\$16,133
Male	86	68	68	74	98	\$9,623	\$12,049	\$14,156	\$20,326	\$22,589	\$10,764	\$13,447	\$15,680	\$20,133	\$20,538
Race (Multiple selections permitted)															
Black	677	577	642	606	657	\$10,959	\$13,635	\$14,485	\$16,259	\$16,871	\$11,656	\$14,789	\$16,179	\$16,679	\$17,464
White	179	126	118	116	145	\$9,267	\$11,668	\$13,910	\$15,645	\$16,527	\$10,022	\$13,199	\$13,460	\$15,011	\$13,341
American Indian / Native Alaskan	4	3	1	1	1	\$9,407	\$15,847	\$13,595	\$0	\$0	\$3,333	\$10,271	\$8,731	\$12,635	\$14,328
Asian / Pacific Islander	5	5	5	3	3	\$13,170	\$12,172	\$16,777	\$18,919	\$13,151	\$7,930	\$10,810	\$8,820	\$8,923	\$7,524
Native Hawaiian / Other Pacific Island	4	4	2	2	3	\$8,120	\$10,683	\$6,500	\$13,000	\$19,015	\$6,890	\$12,044	\$10,346	\$13,360	\$12,627
Other**	3	-	-	-	\$0	-	-	-	-	\$0	\$568	-	-	-	-
Ethnicity															
Non-Hispanic	843	688	752	708	784	\$10,514	\$13,254	\$14,135	\$16,093	\$16,745	\$11,245	\$14,510	\$12,669	\$16,009	\$16,788
Hispanic	17	16	16	20	25	\$10,411	\$13,627	\$17,075	\$15,181	\$17,948	\$8,798	\$13,099	\$15,222	\$16,197	\$12,855
Age of Head of Household															
18-31	421	284	310	309	345	\$9,284	\$12,198	\$14,939	\$15,486	\$14,886	\$9,320	\$12,473	\$12,571	\$15,999	\$14,859
32-46	292	289	327	309	340	\$11,734	\$13,598	\$15,247	\$16,420	\$17,476	\$13,162	\$15,548	\$16,844	\$14,282	\$16,736
47-61	147	131	131	110	124	\$11,600	\$14,830	\$14,981	\$18,616	\$20,157	\$12,667	\$16,465	\$20,511	\$19,428	\$21,505
Excluded Households															
Elderly/Disabled Households	363	358	323	368	406	\$971	\$1,341	\$688	\$1,397	\$2,287	\$11,051	\$11,555	\$10,368	\$10,560	\$12,689

Table 2 shows the average income earned between 2013 and 2017. Two types of income are reported – average gross annual earned income and average total annual adjusted income. Taken as one, all PH households saw an increase in both types of income in 2017 compared to 2016.

With regard to gross earned income, with the exception of two categories (Asian/Pacific Islander (API); 18 to 31 age group), average gross annual earned income rose in 2017 compared to 2016. However, for total adjusted income, more groups fared worse in 2017 than in 2016 (White; Asian/Pacific Islander; Native Hawaiian/Other Pacific Islander (NHOPI); Hispanic; 18 – 31 age group).

It is noted that total adjusted income reflects a variety of allowances that increase or decrease per household. With regard to the API /NHOPI – this group represents a very small percentage (~1%) of the overall tenant population. Thus, for instance, the effect of the loss of a previously held allowance, in one household (where there are so few), may appear to have a greater magnitude on overall values.

## Gender

**TABLE 3: INCREASED RENT BURDEN BY GENDER OF HEAD OF HOUSEHOLD**

Public Housing Population	Heads of Household					Average Gross Rent Payment					Average Increased Rent Burden				
	FY 2013	FY 2014*	FY 2015	FY 2016	FY 2017	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014 Benchmark	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual
All Households	860	704	768	728	809	\$281	\$352	\$487	\$416	\$422	\$21	\$71	\$206	\$135	\$141
Gender															
Female	774	636	700	654	711	\$284	\$354	\$399	\$377	\$408	\$20	\$70	\$115	\$93	\$124
Male	86	68	68	74	98	\$260	\$335	\$267	\$467	\$520	\$26	\$75	\$7	\$207	\$260

The above table shows the average gross rent paid by head of households by gender, between 2013 and 2017, and the average increased rent burden for each year. The female/male distribution remained relatively the same in 2016 (90:10) and 2017 (88:12). Both genders saw an increase in average gross rent payment in 2017, with men paying more (\$53 versus \$31 for females).

*Average rent burden:* In 2017, average rent burden was \$124 for female and \$260 for male household heads. This reflects the increase in average gross rent paid in 2017. With the exception of 2015 (males = \$7; females = \$115), male household heads have incurred a higher debt burden. This is despite the fact that data shows females paying a higher average gross rent than men except in recent years (2016 & 2017). Probable explanations may include the relative numbers of females compared to males, differences in income by gender.

Prior to 2015, there was a small/marginal difference in average increased rent burden by gender - \$6 less in 2013, and \$5 less in 2014 for females. Beginning with 2015, data shows a growing difference – first with a higher impact on females in that year (\$115 vs. \$7). However, the following year saw a reversal – with a huge jump for male household heads, which resulted in men incurring a higher increase, a pattern that has continued in 2017. Thus, it may be argued that the picture is far from clear (or mixed) at this point as to whether this activity has a disparate effect on households on the basis of gender.

- What is the effect of the larger number of households with female heads?
- What is the effect of the wider age span of heads of households (18 – 46, compared to 18 – 31, in the previous year?)

- What is the impact of the difference in gross annual earned/adjusted income by gender? For instance, a review of 2015 and 2016 data indicates that in 2016, the average total adjusted annual income for male heads of households was significantly more than for females.

Thus, further data collection and analysis may be useful to help determine whether the effect seen is due to a combination of the lower income earned by female heads of households and the larger numbers of female heads of households, or other cause.

## Race and Ethnicity

**TABLE 4: INCREASED RENT BURDEN BY RACE AND ETHNICITY OF HEAD OF HOUSEHOLD**

**Activity 1: Public Housing**  
**Disparate Impact Analysis - Baseline Data**

Public Housing Population	Heads of Household					Average Gross Rent Payment					Average Increased Rent Burden				
	FY 2013	FY 2014*	FY2015	FY2016	FY2017	FY 2013	FY 2014	FY2015	FY2016	FY2017	FY 2014 Benchmark	FY 2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual
All Households	860	704	768	728	809	\$281	\$352	\$487	\$416	\$422	\$21	\$71	\$206	\$135	\$141
Race (Multiple selections permitted)															
Black	677	577	642	606	657	\$290	\$358	\$412	\$424	\$441	\$21	\$68	\$122	\$130	\$151
White	179	126	118	116	145	\$257	\$324	\$347	\$380	\$341	\$17	\$67	\$90	\$123	\$84
American Indian / Native Alaskan	4	3	1	1	1	\$116	\$262	\$218	\$316	\$358	\$34	\$146	\$102	\$200	\$242
Asian / Pacific Islander	5	5	5	3	3	\$208	\$284	\$222	\$223	\$188	\$27	\$76	\$14	\$15	-\$20
Native Hawaiian / Other Pacific Islander	4	4	2	2	3	\$210	\$305	\$272	\$334	\$316	\$4	\$95	\$62	\$124	\$106
Other**	3	-	-	-	\$0	\$83	-	-	-	-	\$67	-	-	-	
Ethnicity															
Non-Hispanic	843	688	752	708	784	\$282	\$352	\$417	\$407	\$425	\$35	\$70	\$135	\$125	\$143
Hispanic	17	16	16	20	25	\$251	\$337	\$359	\$411	\$321	\$21	\$86	\$108	\$160	\$70

The average gross rent paid by head of households by race/ethnicity, between 2013 and 2017, as well as the average increased rent burden for each year, is presented in Table 4.

Overall, for PH households generally, there was an increase in both average gross rent and rent burden compared to the previous year (FY 2016), and benchmark (FY 2014). Considering benchmark values alone, we see a percentage change of 52% (increase) in average rent burden compared to a 20% change (increase) in average gross rent paid. This is significant and worthy of investigation.

With the exception of Asian/Pacific Islander, every other race and ethnicity records an average rent burden significantly higher than the values established at benchmark. Non-Hispanics show a greater rent burden than Hispanics – probably attributable to factors such as the relatively lower numbers of Hispanic heads of households. Black household heads show on average 619% change (increase) over benchmark, followed closely by American Indian/Native Alaskan at 615 percentage points. By race alone, in dollar terms, the least rent burden was accrued by Asian/Pacific Islander (-\$20), followed by White household heads (\$84). As always, any consideration or analysis of impact, should take into account any possible effects of the very small numbers of residents who are American Indian/Native Alaskan, Asian/Pacific Islander, and Native Hawaiian/Other Pacific Islander, on value spread.

Also, unlike last year when the data seemed to indicate the likelihood of a more negative/disparate effect of the initiative on Hispanics compared to Non-Hispanic groups, 2017 shows the opposite. It would appear that a longer-range observation may be necessary to inform any inferences to be drawn, and continued monitoring is recommended.

## Age

**TABLE 5: INCREASED RENT BURDEN BY AGE OF HEAD OF HOUSEHOLD**

Activity 1: Public Housing																
Disparate Impact Analysis - Baseline Data																
Public Housing Population	Heads of Household						Average Gross Rent Payment					Average Increased Rent Burden				
	FY 2013	FY 2014*	FY2015	FY2016	FY2017	FY 2013	FY 2014	FY2015	FY2016	FY2017	FY 2014 Benchmark	FY 2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual	
All Households	860	704	768	728	809	\$281	\$352	\$487	\$416	\$422	\$21	\$71	\$206	\$135	\$141	
Age of Head of Household																
18-31	421	284	310	309	345	\$249	\$318	\$322	\$365	\$377	\$21	\$69	\$73	\$116	\$128	
32-46	292	289	327	309	340	\$317	\$379	\$428	\$437	\$423	\$17	\$62	\$111	\$120	\$106	
47-61	147	131	131	110	124	\$305	\$368	\$196	\$504	\$543	\$27	\$63	\$156	\$199	\$238	

Table 5 shows the average gross rent paid by head of households by age, between 2013 and 2017, and the average increased rent burden for each year. In 2017 overall increase in average rent burden for all PH households, is recorded as \$141. Increased rent burden in 2017 exceeds both actual rent burden in 2016, for all but the 32 - 46 age group. Compared to the 2014 benchmark, rent burden has increased significantly for all groups.



As with previous years, amongst the three age groups/range represented on the table, those aged 47 to 61 bore the highest rent burden (\$238), followed by those aged 18 to 31 (\$128), and 32 to 46 (\$106) respectively. Also, as stated in prior reports, the higher rent burden for the 47 to 61 group is perhaps attributable to the higher income reportedly earned by this group in 2017 (see Table 2), which is in keeping with past trends.

## B) HCV

**TABLE 6: 2017 PROFILE - HCV HEADS OF HOUSEHOLD**

Household Characteristic	HCV
Average Household Size	2.819
<b>Head of household</b> <i>(includes Co-head/Spouse)</i>	
Female	1,422 (91%)
Male	137 (9%)
<b>Race</b>	
Black	1,266
White	287
Asian	2
American Indian/ Alaskan Native	4
Native Hawaiian/ Other Pacific Islander	2
<b>Average Age</b>	37
<b>Total Households Affected</b>	<b>1,561</b>

## Who Is the Average Head of Household in HCV Housing?

Table 10 shows the demographic breakdown of eligible heads of households (non-elderly/non-disabled).

- Female
- Black
- Non-Hispanic
- 32 – 46 years of age (Avg. 37)
- 2.8 household size

This 2017 profile of the average HCV head of household is consistent with 2016, 2015, and other annual data previously reported.

Table 7: HCV - DISPARATE IMPACT, BASELINE DATA

HCV Population	Heads of Household					Average Gross Annual Earned Income					Average Total Annual Adjusted Income					Average TTP					Average Increased Rent Burden					
	FY 2013	FY 2014*	FY 2015	FY2016	FY2017	FY 2013	FY 2014	FY 2015	FY2016	FY2017	FY 2013	FY 2014	FY 2015	FY2016	FY2017	FY 2013	FY 2014	FY 2015	FY2016	FY2017	FY 2014 Benchmark	FY 2014 Actual	FY2015 Actual	FY2016 Actual	FY2017 Actual	
All Households	1,454	1,430	1,325	1,296	1,561	\$8,632	\$8,626	\$8,335	\$9,479	\$9,875	\$10,501	\$10,325	\$9,887	\$11,328	\$9,948	\$271	\$357	\$289	\$314	\$280	\$35	\$86	\$18	\$43	\$9	
Gender																										
Female	1,404	1,378	1,177	1,167	1,424	\$8,697	\$8,669	\$8,701	\$9,873	\$9,901	\$10,547	\$10,403	\$10,231	\$11,605	\$10,013	\$273	\$360	\$299	\$322	\$282	\$34	\$87	\$26	\$49	\$9	
Male	50	52	148	129	137	\$7,995	\$7,497	\$5,424	\$5,917	\$9,666	\$8,958	\$8,254	\$7,146	\$8,824	\$9,281	\$237	\$271	\$207	\$246	\$268	\$47	\$34	-\$30	-\$9	\$31	
Race (Multiple selections permitted)																										
Black	1,183	1,160	962	1,036	1,266	\$8,942	\$8,811	\$8,975	\$10,066	\$10,319	\$10,787	\$10,444	\$10,205	\$11,809	\$10,213	\$279	\$360	\$297	\$325	\$286	\$34	\$81	\$18	\$46	\$7	
White	277	275	358	257	287	\$7,561	\$7,938	\$5,816	\$7,221	\$8,046	\$9,341	\$9,805	\$8,595	\$9,431	\$8,096	\$242	\$341	\$256	\$273	\$259	\$38	\$99	\$14	\$31	\$8	
American Indian / Native Alaskan	5	4	2	2	4	\$6,298	\$4,940	\$5,029	\$3,329	\$9,324	\$7,354	\$7,557	\$12,892	\$8,279	\$17,215	\$189	\$221	\$323	\$324	\$462	\$34	\$32	\$189	\$35	\$273	
Asian / Pacific Islander	-	-	0	0	2	-	-	-	-	\$2,126	-	-	-	-	\$5,930	-	-	-	-	\$223	-	-	-	-	\$223	
Native Hawaiian / Other Pacific Islander	1	2	3	1	2	\$0	\$0	\$0	\$0	\$0	\$12,264	\$7,104	\$6,624	\$11,668	\$0	\$436	\$178	\$166	\$403	\$0	\$436	\$178	\$166	\$403		
Other**	1	-	-	-	-	\$22,260	-	-	-	\$0	\$0	-	-	-	-	\$50	-	-	-	-	\$100	-	-	-	-	
Ethnicity																										
Non-Hispanic	1,438	1,410	1,262	1,274	1,526	\$8,654	\$8,605	\$5,753	\$9,481	\$9,917	\$10,475	\$10,294	\$8,648	\$11,316	\$10,000	\$271	\$356	\$240	\$314	\$281	\$35	\$85	-\$31	\$43	\$10	
Hispanic	16	20	63	22	35	\$10,432	\$10,156	\$7,345	\$9,641	\$8,060	\$12,096	\$12,466	\$9,082	\$12,006	\$7,719	\$306	\$394	\$257	\$313	\$254	\$21	\$88	-\$49	\$7	-\$52	
Age of Head of Household																										
18-31	497	386	329	289	482	\$8,258	\$7,821	\$8,593	\$9,456	\$8,701	\$9,035	\$8,513	\$8,558	\$9,801	\$8,768	\$237	\$297	\$261	\$287	\$255	\$42	\$60	\$24	\$50	\$18	
32-46	759	824	711	741	850	\$9,231	\$9,351	\$9,150	\$10,379	\$10,958	\$11,774	\$11,499	\$11,120	\$12,407	\$10,699	\$302	\$392	\$312	\$318	\$337	\$296	\$29	\$90	\$16	\$35	-\$6
47-61	198	220	285	266	229	\$7,579	\$7,324	\$6,003	\$7,016	\$8,324	\$9,238	\$9,104	\$8,344	\$9,982	\$9,648	\$242	\$328	\$246	\$282	\$275	\$38	\$86	\$4	\$40	\$33	
Excluded Households																										
Elderly/Disabled	1,196	717	983	709	623	\$1,810	\$1,203	\$732	\$1,269	\$1,584	\$8,879	\$10,225	\$9,549	\$9,007	\$9,706	\$227	\$320	\$241	\$238	\$243	N/A	N/A	N/A	N/A	N/A	

\*The UHA's fiscal year ended June 30, 2014, however, software conversion from Tennant to Emphasys took place on June 1, 2014. Therefore, UHA is using data from Tennant ending May 27, 2014.

\*\*Other\* category not available in UHA's computer systems as of May 27, 2014.

TABLE 8: HCV, HEADS OF HOUSEHOLD, AVG. GROSS ANNUAL EARNED/AVG TOTAL ANNUAL ADJUSTED INCOME

HCV POPULATION	Heads of Household					Average Gross Annual Earned Income					Average Total Annual Adjusted Income				
	FY 2013	FY 2014*	FY 2015	FY 2016	FY 2017	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
All Households	1,454	1,430	1,325	1,296	1,561	\$8,632	\$8,626	\$8,335	\$9,479	\$9,875	\$10,501	\$10,325	\$9,887	\$11,328	\$9,948
Gender															
Female	1,404	1,378	1,177	1,167	1,424	\$8,697	\$8,669	\$8,701	\$9,873	\$9,901	\$10,547	\$10,403	\$10,231	\$11,605	\$10,013
Male	50	52	148	129	137	\$7,995	\$7,497	\$5,424	\$5,917	\$9,666	\$8,958	\$8,254	\$7,146	\$8,824	\$9,281
Race (Multiple selections permitted)															
Black	1,183	1,160	962	1,036	1,266	\$8,942	\$8,811	\$8,975	\$10,066	\$10,319	\$10,787	\$10,444	\$10,205	\$11,809	\$10,213
White	277	275	358	257	287	\$7,561	\$7,938	\$5,816	\$7,221	\$8,046	\$9,341	\$9,805	\$8,595	\$9,431	\$8,096
American Indian	5	4	2	2	4	\$6,298	\$4,940	\$5,029	\$3,329	\$9,324	\$7,354	\$7,557	\$12,892	\$8,279	\$17,215
Asian / Pacific Isls	-	-	0	0	2	-	-	-	-	\$2,126	-	-	-	-	\$5,930
Native Hawaiian	1	2	3	1	2	\$0	\$0	\$0	\$0	\$0	\$0	\$12,264	\$7,104	\$6,624	\$11,668
Other**	1	-	-	-	-	\$22,260	-	-	-	\$0	\$0	-	-	-	-
Ethnicity															
Non-Hispanic	1,438	1,410	1,262	1,274	1,526	\$8,654	\$8,605	\$5,753	\$9,481	\$9,917	\$10,475	\$10,294	\$8,648	\$11,316	\$10,000
Hispanic	16	20	63	22	35	\$10,432	\$10,156	\$7,345	\$9,641	\$8,060	\$12,096	\$12,466	\$9,082	\$12,006	\$7,719
Age of Head of Household															
18-31	497	386	329	289	482	\$8,258	\$7,821	\$8,593	\$9,456	\$8,701	\$9,035	\$8,513	\$8,558	\$9,801	\$8,768
32-46	759	824	711	741	850	\$9,231	\$9,351	\$9,150	\$10,379	\$10,958	\$11,774	\$11,499	\$11,120	\$12,407	\$10,699
47-61	198	220	285	266	229	\$7,579	\$7,324	\$6,003	\$7,016	\$8,324	\$9,238	\$9,104	\$8,344	\$9,982	\$9,648
Excluded Households															
Elderly/Disabled	1,196	717	983	709	623	\$1,810	\$1,203	\$732	\$1,269	\$1,584	\$8,879	\$10,225	\$9,549	\$9,007	\$9,706

\*The UHA's fiscal year ended June 30, 2014, however, software conversion from Tennant to Emphasys took place on June 1, 2014. Therefore, UHA is using data from Tennant ending May 27, 2014.

## Gender

TABLE 9: HCV - AVERAGE INCREASED RENT BURDEN BY GENDER

HCV Population	Heads of Household				Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average TTP				Average Increased Rent Burden				
	FY 2014*	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY '14 Benchmark	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual
All Households	1,430	1,325	1,296	1,561	\$8,626	\$8,335	\$9,479	\$9,875	\$10,325	\$9,887	\$11,328	\$9,948	\$357	\$289	\$314	\$280	\$35	\$86	\$18	\$43	\$9
Gender																					
Female	1,378	1,177	1,167	1,424	\$8,669	\$8,701	\$9,873	\$9,901	\$10,403	\$10,231	\$11,605	\$10,013	\$360	\$299	\$322	\$282	\$34	\$87	\$26	\$49	\$9
Male	52	148	129	137	\$7,497	\$5,424	\$5,917	\$9,666	\$8,254	\$7,146	\$8,824	\$9,281	\$271	\$207	\$246	\$268	\$47	\$34	-\$30	-\$9	\$31

FY '14 = benchmark

Unlike the previous year, 2017 saw a reversal of increased rent burden in favor of female household heads, who show an average burden of \$9 compared to \$31 for men. Again, we see a wider gap between households on the basis of gender, albeit in favor of a different gender (females) than in 2016.

## Race and Ethnicity

**TABLE 10: HCV - AVERAGE INCREASED RENT BURDEN BY RACE/ETHNICITY**

HCV POPULATION	Heads of Household by Fiscal Year				Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average TTP				Average Increased Rent Burden			
	FY 2014*	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual
<b>All Households</b>	1,430	1,325	1,296	1,561	\$8,626	\$8,335	\$9,479	\$9,875	\$10,325	\$9,887	\$11,328	\$9,948	\$357	\$289	\$314	\$280	\$35	\$18	\$43	\$9
<b>Race (Multiple selections permitted)</b>																				
Black	1,160	962	1,016	1,266	\$8,811	\$8,975	\$10,066	\$10,719	\$10,444	\$10,205	\$11,809	\$10,213	\$360	\$297	\$325	\$286	\$34	\$18	\$46	\$7
White	275	358	257	287	\$7,938	\$5,816	\$7,221	\$8,046	\$9,805	\$8,595	\$9,431	\$8,696	\$341	\$256	\$273	\$250	\$38	\$34	\$31	\$8
American Indian /	4	2	2	4	\$4,940	\$5,029	\$3,329	\$9,324	\$7,557	\$12,892	\$8,279	\$17,215	\$221	\$323	\$224	\$462	\$34	\$189	\$35	\$273
Asian / Pacific Islander	-	0	0	2	-	-	-	\$2,126	-	-	-	\$5,930	-	-	-	\$223	-	-	-	\$223
Native Hawaiian /	2	3	1	2	\$0	\$0	\$0	\$0	\$12,264	\$7,104	\$6,624	\$11,668	\$436	\$178	\$166	\$403	\$0	\$178	\$166	\$403
Other**	-	-	-	-	-	-	-	\$0	-	-	-	-	-	-	-	-	\$100	-	-	-
<b>Ethnicity</b>																				
Non-Hispanic	1,410	1,262	1,274	1,526	\$8,605	\$5,753	\$9,481	\$9,917	\$10,294	\$8,648	\$11,316	\$10,000	\$356	\$240	\$314	\$281	\$35	\$31	\$43	\$10
Hispanic	20	63	22	35	\$10,156	\$7,345	\$9,641	\$8,060	\$12,466	\$9,082	\$12,066	\$7,719	\$394	\$257	\$313	\$254	\$21	\$49	\$7	\$52
<b>Age of Head of Household</b>																				
18-31	386	329	289	482	\$7,821	\$8,593	\$9,456	\$8,701	\$8,513	\$8,558	\$9,801	\$8,768	\$297	\$261	\$287	\$255	\$REF	\$24	\$50	\$18
32-46	824	711	741	850	\$9,351	\$9,150	\$10,179	\$10,958	\$11,499	\$11,120	\$12,407	\$10,699	\$392	\$318	\$337	\$296	\$REF	\$36	\$35	\$6
47-61	220	285	266	229	\$7,324	\$6,003	\$7,016	\$8,324	\$9,104	\$8,344	\$9,982	\$9,648	\$328	\$246	\$282	\$275	\$REF	\$4	\$40	\$33
<b>Excluded Households</b>																				
Elderly/Disabled	717	983	709	623	\$1,203	\$732	\$1,269	\$1,584	\$10,225	\$9,549	\$9,007	\$9,706	\$320	\$241	\$258	\$243	N/A	N/A	N/A	N/A

\*The UHA's fiscal year ended June 30, 2014, however, software conversion from Teramast to Emphasys took place on June 1, 2014. Therefore, UHA is using data from Teramast ending May 27, 2014.

\*\*"Other" category not available in UHA's computer systems as of May 27, 2014

Table 10 shows the average increase in rent burden incurred by head of households by race/ethnicity, between 2014 (benchmark) and 2017. The average increased rent burden for all households was \$9, the lowest since implementation of this activity. This decrease in FY 2017 rent burden is reflected for Black (1,266) and White (287) households, which together form the majority of HCV households. The other race groups - American Indian/Native Alaskan (\$273), Asian/Pacific Islander (\$223), and Native Hawaiian/Other Pacific Islander (\$403), saw significant increases in rent burden compared to previous years.

Similar to 2016, Native Hawaiian/Other Pacific Islander group reports the highest increased rent burden, even though it constitutes a very negligible portion of the population. The higher rent burden for these minority groups may be attributed to a number of factors including, the lack of earned income where reported, the number of households in these groups compared to the majority. Thus, changes for one household can exaggerate outcomes for that group.

## Age

**TABLE 11: INCREASED RENT BURDEN BY AGE**

HCV POPULATION	Heads of Household by Fiscal Year				Average Gross Annual Earned Income				Average Total Annual Adjusted Income				Average TTP				Average Increased Rent Burden			
	FY 2014*	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014	FY 2015	FY 2016	FY 2017	FY 2014 Benchmark	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual
All Households	1,430	1,325	1,296	1,561	\$8,626	\$8,335	\$9,479	\$9,875	\$10,325	\$9,887	\$11,328	\$9,948	\$357	\$289	\$314	\$280	\$35	\$18	\$43	\$9
Age of Head of Household																				
18-31	386	329	289	482	\$7,821	\$8,593	\$9,456	\$8,701	\$8,513	\$8,558	\$9,801	\$8,768	\$297	\$261	\$287	\$255	\$42	\$24	\$50	\$18
32-46	824	711	741	850	\$9,351	\$9,150	\$10,379	\$10,958	\$11,499	\$11,120	\$12,407	\$10,699	\$392	\$318	\$337	\$296	\$29	\$16	\$35	-\$6
47-61	220	285	266	229	\$7,324	\$6,003	\$7,016	\$8,324	\$9,104	\$8,344	\$9,982	\$9,648	\$328	\$246	\$282	\$275	\$38	\$4	\$40	\$33

2014\* = BENCHMARK

Table 11 reports inter alia, the average gross annual earned income by age of head of households, and the average increased rent burden between 2014 and 2017. It shows an 80% decrease in the average rent burden for all households compared to 2016. This decrease is mirrored in every age group to different /varying extents, reversing the pattern indicated in 2016. For instance, the average rent burden per age group decreased by 64% (18 -31), 117% (32 -46), and 17.5% (47 -61), respectively.

Of the three age groups/range represented on the table, those aged 47 – 61 show the highest rent burden (\$33) in 2017, which is almost 60% higher than for those aged 18 to 31 (\$18) even though the average gross earned income, total adjusted income, and total tenant payment (TTP), are within relatively close ranges. Possible factors driving this difference should be investigated to exclude the existence or potential for disparity for the 47 – 61 age group.

### C) Project Based Vouchers (PBV) - Centre Meadows

In the 2016 report, data on Centre Meadows, formerly Pimlico was not included even though it qualified for disparate impact analysis, to allow time for data generation and collection. Preliminary data was presented to provide both a snapshot and baseline values for comparative analysis beginning in 2017.

**TABLE 12: 2017 PROFILE - PBV HEADS OF HOUSEHOLD**

Household Characteristic	PBV (Centre Meadows)
Average Household Size	2.542
<b>Head of household</b> <i>(includes Co-head/Spouse)</i>	
Female	171 (92%)
Male	15 (8%)
<b>Race</b>	
Black	157
White	28
Asian	1
American Indian/ Alaskan Native	0
Native Hawaiian/ Other Pacific Islander	0
<b>Average Age</b>	31
<b>Total Households Affected</b>	<b>186</b>

#### **Who Is the Average Head of Household in PBV (CENTRE MEADOWS) Housing?**

Table 12 shows the demographic breakdown of eligible heads of households (non-elderly/non-disabled).

- Female
- Black
- Non-Hispanic
- 18 – 31 years of age (Aged 31)
- 2.5 household size

This profile establishes baseline head of household characteristics for PBV/Centre Meadows (CM), going forward.

**TABLE 13: CENTRE MEADOWS (CM) - DISPARATE ANALYSIS, BASELINE & 2017 DATA**

Activity 1: Centre Meadows									
Disparate Impact Analysis - Baseline Data									
Public Housing Populati	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment		Rent Burden
	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY2017 Actual
All Households	158	174	\$12,532	\$12,672	\$13,964	\$12,001	\$355	\$303	-\$52
Gender									
Female	144	154	\$12,561	\$12,363	\$13,819	\$11,930	\$352	\$302	-\$50
Male	14	20	\$12,239	\$13,806	\$15,457	\$12,548	\$387	\$314	-\$73
Race (Multiple selections permitted)									
Black	129	143	\$12,126	\$12,491	\$14,067	\$12,318	\$357	\$312	-\$45
White	28	30	\$14,237	\$13,539	\$13,407	\$10,670	\$342	\$267	-\$75
American Indian / Native A	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,492	\$16,273	\$6,580	\$407	\$164	-\$243
Native Hawaiian / Other Pa	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other**	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity									
Non-Hispanic	156	172	\$12,356	\$12,535	\$13,819	\$12,099	\$351	\$306	-\$45
Hispanic	2	2	\$26,232	\$24,482	\$25,272	\$3,540	\$632	\$89	-\$543
Age of Head of Household									
18-31	107	118	\$12,438	\$12,260	\$13,582	\$11,684	\$347	\$293	-\$54
32-46	37	43	\$12,671	\$13,004	\$14,402	\$13,048	\$363	\$326	-\$37
47-61	14	13	\$12,883	\$15,313	\$16,252	\$12,928	\$393	\$323	-\$70
Excluded Households									
Elderly/Disabled Househol	45	42	\$487	\$659	\$11,679	\$10,962	\$292	\$274	-\$18

NOTE: 2017 data presented as of 3/27/2017.

Rent burden fell for EVERY group in 2017, first year for which data is presented.

## Gender

**TABLE 14: CM – AVERAGE RENT BURDEN BY GENDER OF HOUSEHOLD HEAD**

Public Housing Populati	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment		Rent Burden
	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY2017 Actual
All Households	158	174	\$12,532	\$12,672	\$13,964	\$12,001	\$355	\$303	-\$52
Gender									
Female	144	154	\$12,561	\$12,363	\$13,819	\$11,930	\$352	\$302	-\$50
Male	14	20	\$12,239	\$13,806	\$15,457	\$12,548	\$387	\$314	-\$73

Average gross annual income for all households increased in 2017 by a little over 1% (\$140). However, females saw a decrease of about 1.6% compared to 2016, while male heads of households reported a 12% increase in the same period.

With regard to rent paid in 2016 and 2017 respectively, average gross rent for female household heads (\$352; \$303) was less than for males (\$387; \$314). A probable explanation may be the higher average total annual adjusted income of male household heads.

Generally household heads incurred no increase in debt burden in 2017. In fact, for all households, average rent burden decreased by \$52. Female heads of household saw on average a decrease of \$50, while male heads of households fared better with an average decrease of \$73.

## Race and Ethnicity

**TABLE 15: CM – AVERAGE RENT BURDEN BY RACE/ETHNICITY OF HOUSEHOLD HEAD**

Public Housing Populati	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment		Rent Burden
	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY2017 Actual
All Households	158	174	\$12,532	\$12,672	\$13,964	\$12,001	\$355	\$303	-\$52
Race (Multiple selections permitted)									
Black	129	143	\$12,126	\$12,491	\$14,067	\$12,318	\$357	\$312	-\$45
White	28	30	\$14,237	\$13,539	\$13,407	\$10,670	\$342	\$267	-\$75
American Indian / Native A	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,492	\$16,273	\$6,580	\$407	\$164	-\$243
Native Hawaiian / Other Pa	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other**	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity									
Non-Hispanic	156	172	\$12,356	\$12,535	\$13,819	\$12,099	\$351	\$306	-\$45
Hispanic	2	2	\$26,232	\$24,482	\$25,272	\$3,540	\$632	\$89	-\$543

In 2017, 82% of PBV household heads were Black, and non-Hispanic (99%). Whites made up about 17%, and Asian/Pacific Islander 0.6%. Figures are similar for 2016. In terms of race, Whites had the highest average gross annual earned income in 2017, although this had declined by about 5% from the preceding year. In 2016, average gross annual income was highest for the Asian/Pacific Islander but fell by about 28% in 2017. Hispanics who constituted less than 1.5% of the heads of households in both years, earned the highest average gross annual income in 2016 and 2017. Black household heads paid the highest average gross rent in 2017 (\$312) compared to all households generally (\$303), and other races, followed by Whites (\$267).

In contrast to 2016, which saw Asian/Pacific Islander household paying the highest rent at \$407, the racial group with the highest average gross rent in 2017, was Black, household heads at \$312. Hispanics also show the second highest rate (\$306) compared to all other races and all households. This was likely due to the fact that both groups also reported the highest gross income in the same time period. On the other hand, despite a high average gross annual earned income of \$24,482 reported in 2017, average gross rent payment for Hispanics was \$89, probably related to the low average total annual adjusted income reported for the group.

Again, no race or ethnic group saw an increase in rent burden, as this decreased to mirror decrease in rents paid in 2017. That said, Hispanic household heads saw the greatest decrease (-\$543), with Black household heads recording the lowest decrease in average rent burden.

## Age

**TABLE 16 CM - AVERAGE RENT BURDEN BY AGE OF HEAD OF HOUSEHOLD**

Public Housing Populati	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Burden		Rent Burden
	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY 2016 Baseline	FY2017 Actual	FY2017 Actual
All Households	158	174	\$12,532	\$12,672	\$13,964	\$12,001	\$355	\$303	-\$52
Age of Head of Household									
18-31	107	118	\$12,438	\$12,260	\$13,582	\$11,684	\$347	\$293	-\$54
32-46	37	43	\$12,671	\$13,004	\$14,402	\$13,048	\$363	\$326	-\$37
47-61	14	13	\$12,883	\$15,313	\$16,252	\$12,928	\$393	\$323	-\$70

Heads of household aged between 47 and 61 reported the highest average gross annual income in 2016 and 2017. They also paid the highest average gross rent in 2016, but not in 2017 ((32t046 = \$326).

However, as rents paid in 2017 were lower than in 2016 (Baseline), as with the other categories we see a decrease rather than an increase in debt burden for all households regardless of age. The magnitude of the decrease reported (-\$70) was high – almost twice that of the 32 – 40 age group despite the \$3 difference in average rent paid by the latter.

Generally, no group saw any increase in rent burden in 2017, and so no negative impact. It could be argued that even then the decreases can be reviewed for disparate impact, by comparing groups to see if an undue advantage is reflected in the magnitude of decrease, for instance relative to rent paid, and incomes reported. As this is the first year for which data is available, continued data collection and monitoring is recommended, with a review of any trends (both positive and negative) as they occur overtime.

## Resident Survey – Findings

In 2017, LHA resident satisfaction survey was completed. This 12-question survey was administered to respondents in Public Housing, HCV, and Ballard Towers (See Appendix A, for survey questions). For PH, 17 of the 38 surveys mailed to households were returned for a response rate of 48%. For HCV, 50 walk-in clients were administered the survey, with a response rate of 100%. For Ballard Towers, a senior housing facility, 25 surveys were mailed, of which 18 were returned for a response rate of 72%. (Ballard Towers is excluded from results reported here.)



Two of the survey questions had some relevance for Activity 1 as follows:

**Q2. How satisfied are you with the rent you pay?**

- May shed some light on perspective or response to \$150 minimum rent

**Q7. When you raise concerns about your rent or income changes to LHA housing management office staff, are your concerns addressed in a timely manner?**

- May shed some light on perspective or experience with rent, income related concerns, possible complaints/reservations related to Activity 1.

Results indicate that generally respondents were satisfied with the amount of rent paid. PH (88%) and HCV (82%) respondents reported being satisfied or extremely satisfied. With regard to Q7, of the of PH respondents surveyed, 76% felt that their concerns about rent and income changes were handled in a timely manner, compared to 84% for HCV.

This survey is a good first attempt to capture residents' perspective but may have been too general in scope. While these responses give us some insight, they merely scratch the surface in terms of delivering a more robust resident view of Activity 1. To do so, questions that target areas/issues specific to the working of Activity 1 should be included, such as specifically addressing perceptions/satisfaction with the \$150 minimum rent, challenges if any this poses to households, how households come up with the rent and by whom, etc. Questions targeting initiative -related issues should also be included, such as the existence or otherwise of complaints, hardship requests, number and nature of interactions with LHA staff on activity related concerns, etc.

## Conclusion and recommendations

The rent reform Activity 1 – that seeks to increase minimum rent for work-able households across all housing programs, is a key initiative for LHA and its tenants. The scope of its impact and probable implications for both LHA and tenants continues to be important. Outcomes for Activity 1 indicate both successes and some potential challenges in 2017. 2017 results for this initiative reflect a mixture of both positive and a few potentially negative outcomes in 2016.

**Goals realized** – A number of goals were met in 2017. For the third year in a row, LHA has successfully continued to maintain 100% tenant participation in the now established minimum \$150 rent agency-wide.

Agency-wide an increase in rental revenue over benchmark was achieved, fueled in particular by both PH and HCV, and although the newly included PBV did not meet baseline/benchmark on this measure. 2017 saw the highest numbers of eligible (work-able) households since the inception of the initiative, continuing an upward trend, as well as an increase in the actual number of employed heads of households. Also, excepting PBV, data shows a continued upward trend in average earned income for PH and HCV household heads. Overall there were smaller increases in average earned incomes, however, incomes were significantly higher than

established benchmark values. Other positive outcomes include more households removed from TANF, a decrease in the number of heads of households reporting no earned income, as well as an overall increase in households transitioned to self-sufficiency (PH and HCV).

Consequently, Activity 1 continues to show progress towards realization of stated goals of increasing agency revenues, promoting self-sufficiency for tenants for instance through improvements in employment status, increases in earned income, and reduction of reliance on programs such as TANF.

**Probable Challenges/opportunities** - Some issues deserving of further investigation, monitoring or evaluation are identified below.

First, this report presents data on PBV, a new housing program added in 2016. In a number of metrics considered above, PBV failed to meet baseline/benchmarks established, which tended to reduce/have a negative impact on overall agency performance. LHA may need to consider whether, and/or to what extent the barriers faced by the former Pimlico unit tenants continue to be in operation here. That said, as it is early days yet, continued monitoring and the passage of time will be necessary to determine PBV contributions to, role in, and effect on agency-wide outcomes.

Although LHA achieved benchmark regarding increased revenue in 2017, it must be noted that actual rent revenues went down. This is a growing concern following the decline previously noted in the last report. Total net revenue increase in 2017 amounted to almost \$900,000 (\$882,684), compared to \$864,752 in 2016. Also, the number of eligible households was higher - 2556 in 2017, compared to 2024 in 2016. The result is that average actual net rental income per household was lower in 2017 when contrasted to 2016. Some of this may be attributable to the inclusion of PBV – thus, it will be important to investigate any possible dampening effect on rental revenues attributable to activity in the PBV sector. Generally, it is imperative to track whether this decline continues, and if so, reasons for same.

The number of household heads reporting no earned income in 2017 went up by 3%. In terms of achieving self-sufficiency, employment status is a critical measure to watch. Again, this metric should be monitored and tracked in particular for PBV (and to a lesser degree, HCV) households.

Agency-wide, although the increase in average earned income was small, LHA saw an increase in the actual number of employed heads of household (exception PBV). As stated in the 2016 report, in order to appropriately determine drivers of self-sufficiency, it is helpful to understand who/what contributed to the increase, and present data that discriminates among sources of these contributions. Such information helps inform decision-making in the design of supportive policies, programs and interventions.

The issue of households on TANF is another to watch. Agency-wide LHA failed to meet benchmark on this metric. Here it is also useful to consider both the trend (increase/decrease) in numbers as well as the percentage that it represents of the underlying population being

measured. For instance, in HCV households the actual number of recipients increased even though the percentage for 2017 stayed the same as for 2016. This may temporarily mask unfavorable trends and so both indicators should be monitored.

No data was provided for initiative related complaints, it is not known if there were none, or if the data was not available – a clear distinction should be made. There were 17 hardship requests in 2017, 12 more than in 2016. This 240% change/increase occurred in HCV households alone. This is a strong negative outcome that should be investigated, including a focus on why HCV households are disproportionately represented. Because of the potential of hardship request and tenant complaints to help shed light on the impact of Activity 1, on household experience and perceptions, it is imperative to continue to track these two metrics overtime, and agency-wide.

Another challenge to be reviewed relates to “move outs”. Of the 52 move outs in 2017, 36 left LHA housing (16 went to HCV). As stated in earlier reports in addition to tracking numbers, it is useful to understand why tenants leave LHA – in particular to explore any possible links to hardship requests, or prior tenant complaint relative to/arising from this initiative. It would also be helpful to provide demographic information for those who move out, for disparate impact analysis. Recognizing the challenges regarding feasibility and depending on circumstances of move out, again, the use of exit interviews/surveys, etc. whenever possible is recommended.

Activity 1 is now well established – strategic data collection and analysis will ensure that the key questions regarding how well it’s execution meets stated MTW Demonstration Project goals, whether its continued implementation creates a disparate effect on any tenant populations, and how households perceive the activity and or its impact, are answered. Careful focus on impact on protected categories, and longitudinal data to map changes overtime in metrics, operations, and outcomes is required.

### **Opportunities: 2017 – areas to watch and monitor**

#### *a. Disparate impact and gender?*

Head of household profile remains similar to previous years, in favor of females. Increased rent burden found for male household heads in 2017. Before 2015, there was a marginal difference in average rent burden by gender. The growing gender gap to the detriment of female heads of households noted in the previous report appears to be reversed in 2017. The result is a mixed/unclear at this time and should continue to be monitored.

#### *b. Disparate impact and age?*

The 47 to 61 age group continues to bear the highest rent burden. This may reflect the higher income reportedly earned compared to other age groups. Continued monitoring is recommended for confirmation, and/or to identify other potential drivers for this increased rent burden.

#### *c. Disparate impact and ethnicity?*

2017 data indicates a different picture than the greater rent burden for Hispanics found in 2016, that indicated a likelihood of potential for disparity. This group forms a very small percentage of the LHA tenant population. Longer range observation for Hispanics and continued monitoring is needed, especially if the number of Hispanic households increases.

*d. Resident Survey?*

Re 2017 Survey – Applaud execution of recommendation.

Question: What was method of sampling for PH residents? Consider increasing number and sample size of respondents in PH, HCV, and include PBV households (Random sampling? Survey delivered to all eligible households?). Consider other data collection methods to obtain feedback, e.g. series of focus groups? Obtaining resident feedback on this initiative, either via a resident survey or by conducting focus group sessions.

Consider including other explorative questions about rent (e.g. ability to meet payment; who/how rent paid by household, etc.) About any motivations/activity impact (e.g. on seeking/holding employment, increasing income, etc.). On staff response/support (assistance, complaint, hardship request, etc.) Specific question on \$150 minimum rent payment (resident perception and/or satisfaction with the activity).

*e. Other recommendations?* Identify and manually analyze a small sample of households (e.g. 30?) and collect data by manually reviewing individual files to see who has earned income, sources of earned income, any reason for adjustment to allowances e.g. healthcare, disability, etc. for each household in the sample. Overall, LHA appears to be realizing its stated goals for Activity One.

## ACTIVITY THIRTEEN

### **Local Self-Sufficiency Admissions and Occupancy Requirements activity**

Excludes households whose head/co-head is elderly/disabled.

Description: Rent reform activity requiring work-able heads of households (includes co-heads, or spouses) including full-time students at LHA's Self-Sufficiency (SS) and Centre Meadows (CM) sites to work a minimum number of hours, or be subject to imputed income as follows:

**TABLE 17: IMPUTED INCOME**

Program	Minimum Hours	Hourly Rate	Current Annual Imputed Income
Self-Sufficiency Level 1	37.5	Federal Minimum Wage	$7.25 \times 37.5 \times 52 = \$14,138$
Self-Sufficiency Level 2	20	Federal Minimum Wage	$\$7.25 \times 20 \times 52 = \$7,540$
Centre Meadows	20	Federal Minimum Wage	$\$7.25 \times 20 \times 52 = \$7,540$

Date of implementation FY2014

This activity was created as a response to the identified need to eliminate loopholes that hitherto enabled residents of LHA Self-sufficiency units to avoid compliance with applicable “work requirements” protocols.

To that end, LHA:

- a. Imposed a minimum earned income requirement for residents, regardless of employment status
- b. Modified the definition of “work activity” upon which compliance with self-sufficiency is based, and
- c. Obtained approval to implement Self-Sufficiency Level II Admissions and Continued Occupancy Rules at Centre Meadows (206- unit, formerly Pimlico apartments)

**LHA definition of “work activity” includes:**

- ✓ Unsubsidized employment;
- ✓ Subsidized public sector employment;
- ✓ Subsidized private sector employment;
- ✓ Paid on-the-job training

**2017 Additional notes/updates:**

No significant changes or modifications since 2016.

With the exception of Centre Meadows (PBV site), all baselines and metrics for this activity were established in FY 2015, so two years of historical data now exists.

In 2017, LHA had a total of 1052 units, consisting of Public Housing units in Self-sufficiency I (256.), Self-Sufficiency II (590), and Centre Meadows (206).

Number of households affected by this initiative and rent reform activity, in 2017:

683 households (occupied, non-elderly/non-disabled)

Breakdown of numbers of eligible households by type of unit:

Self-Sufficiency 1 (SSI) = 204/256 Units

Self-Sufficiency II = 479/590)

Total (SSI & SSII): Units = 683

Centre Meadows Units (CM): Consists of 206 units, of which 186 households (occupied units, non-elderly/non-disabled) are affected by this initiative and rent reform activity.

Thus Activity 13 affects a total of 841 households (683 – SS I/II units; 186 CM units)

## Increase self-sufficiency of residents/tenants

To measure this goal, the following metrics were used –

- a. *increase in household income;*
- b. *increase positive outcomes in employment status;*
- c. *number of households requesting hardship exemption,*
- d. *decrease in number of households on TANF, and*
- e. *number of households transitioned to self-sufficiency.*

### ***Increase in household income***

Based on the earned income of the head of household (includes co-head, or spouse), this measure considers the average gross earned income of household subject to the policy initiative in Self-Sufficiency Units I and II (SS I/II), and Centre Meadows (CM).

#### **SSI/II benchmark (2015):**

expected average gross annual earned household income = \$13,704

# qualifying households = 639

#### **CM benchmark (2015):**

expected average gross annual earned household income = \$18,277

# qualifying households = 165

**SS I/II:** In 2017, 568 (out of 683 = 83%) qualifying households reported actual average gross annual earned income of \$21,397. This represents an increase of about \$7,700 higher than benchmark for 77 fewer qualifying households. This is the highest income reported since the inception of the initiative in 2013, and the number of households is the second lowest in the same period. As such LHA met its goal for 2017. With 83% of households earning higher than benchmark and baseline respectively, plus improving on 2016 values, the reported increase is a positive outcome for this metric.

**CM:** This is the second year of occupancy since the site reopened as PBV in December 2015, and thus the first time a determination of whether benchmark was achieved is being made.

186 qualifying households reported actual average gross annual earned income of \$11,084, which was \$7,193 less than benchmark (\$18,277), established in 2015. It must be noted that this shortfall is in spite of the fact that the number of households in 2017 was 21 more than benchmark (165). Thus, as average actual earned income is less than both benchmark as well as baseline, LHA failed to meet benchmark on this metric.

### ***Increase positive outcomes in employment status***

This metric is addressed by reviewing the increase in number of heads of household reporting earned income in 2017:

#### **SSI/II benchmark (2016):**

Expected number of heads of household reporting earned income = 628

#### **CM benchmark (2017):**

Expected number of heads of household reporting earned income = 165

**SS I/II:** In 2017, the second year for which data is available 568 heads of households reported actual earned income. Although this is an increase on 2016 (542), it is still less than benchmark as established in 2015 (628), consequently LHA did not achieve benchmark on this metric.

Reviewing the number of heads of households who reported no earned income during the year under review, provides an alternative way to compute this metric. 115 heads of households did not report earned income in 2017, continuing an increase seen in 2016 (104), when compared to 2015 baseline (96). Here again, LHA failed to achieve benchmark on this metric. Taken together, the outcomes in 2017 indicate that to achieve success in this metric – increasing positive outcomes in employment status, will require a focus on increasing employment for an attendant decrease in number of unemployed heads of households.

**CM:** In 2017, the first year for which data is available in this category, 140 heads of households reported actual earned income. Although this is higher than at baseline (130), because the number does not reflect an increase equal to or greater than benchmark (165), LHA did not achieve a positive outcome on this metric. Similar to the process for SSI/II above, a consideration of the number of heads of households who reported no earned income in 2017, provides another way to address this metric. Data indicates that 46 heads of household reported no earned income in 2017, compared to baseline (28), and the benchmark of zero (0), set by LHA. Thus, by either approach, LHA failed to obtain positive outcomes on this metric.

### ***Number of households requesting hardship exemption***

LHA tracks the number of hardship requests made by affected households.

#### **SSI/II benchmark (2015):**

Expected number of hardship requests (SSI) = 21 (or 10% of households)

Expected number of hardship requests (SSII) = 42 (or 10% of households)

#### **CM benchmark (2015):**

Expected number of hardship requests = Exempt

**SS I/II:** For the fourth year in row, data shows zero requests for hardship exemption, as none was reported for 2017. It is recommended that this metric continued to be tracked and monitored, for review in FY 2018.

**CM:** No hardship requests reported in 2017, and there is no historical data for comparison. It is recommended that this metric continued to be tracked and monitored, for review in FY 2018.

***Decrease in number of households on Temporary assistance for Needy Families (TANF)***

**SSI/II benchmark (2015):**

Expected number of household with heads receiving TANF = 20

**CM benchmark (2017):**

Expected number of household with heads receiving TANF = 0

**SS I/II:** LHA estimates for FY 2017 indicated an expected decrease in numbers of households receiving TANF in line with benchmark (20). Compared to benchmark, the number of households receiving TANF was 135, this is a significant (and negative) increase - 54 more households than in 2016 (81), and 115 more (or 575% increase) on benchmark. Obviously, the trend is in the wrong direction, resulting in a failure to meet metric in this instant. Also, it will be important to continue to track/monitor data going forward.

**CM:** In 2017, a total of 13 household heads reported receiving TANF. Although lower than baseline (28), it exceeds the benchmark value of zero set in 2016. Thus, LHA failed to achieve the goal for this metric.

**Self-sufficiency**

**= Household with annual earned income of at least \$15,080\***

*Calculation:*

*\*\$7.24/hour (Federal minimum wage) x 40-hour week x 52 (work weeks per year)*

***Number of households transitioned to self-sufficiency***

**SSI/II benchmark (2015):**

Expected number of households where head is meeting the definition of self-sufficiency = 58



**CM benchmark (2017):**

Expected number of households where head is meeting the definition of self-sufficiency = 88

**SS I/II:** 2017 saw a third year of consecutive growth in this metric. LHA reports that there were 372 households subject to this policy initiative, where the head of household (head/co-head/spouse) met the definition of self-sufficiency in FY 2017 (i.e. earned income > \$15,080 per year). LHA realized a positive outcome on this metric as the 2017 number is significantly higher than both benchmark (58) and baseline (48). This outcome is a huge success for the agency.

The importance of collecting and presenting data such that the source(s)/contributor(s) to household income can be identified/disaggregated cannot be overstated. This is necessary to facilitate a better understanding of what drives the outcomes, and to inform policy and practice.

**Reduce costs (increase revenues)**

To measure this goal, the following metrics were used –

- a. reduce per unit subsidy costs for participating households,
- b. increase agency rental revenues, as well as
- c. a cost-benefits assessment of this activity for LHA

**Reduce per unit subsidy costs for participating households - New**

In 2015, LHA established the baseline and benchmark for this metric, which looks at the average amount of subsidy per eligible household. Eligible households are non-elderly/non-disabled, with head/co-head/spouse meeting the definition of self-sufficiency. Goal is reduction of/decrease in subsidy.

**SSI/II benchmark (2015):**

Expected average amount of Section 8 and/or Section 9 subsidy = \$2191/\$183 per household, per month.

**CM benchmark (2017):**

Expected average amount of Section 8 and/or Section 9 subsidy = \$299 per household, per month.

**SS I/II:** 2017 data shows that the average subsidy paid per household was \$2,783, compared to benchmark value of \$2191. This is a negative outcome for LHA because it exceeds benchmark by about 27%, even though it is less than baseline (\$2,921). LHA failed to achieve benchmark.

**CM:** \$5,543 (\$462 per household), is the average amount of subsidy recorded in 2017. When compared to the benchmark (\$299), because of the increase in the subsidy instead of the desired decrease, LHA failed to achieve a positive outcome on this metric. This is the first year of data, continued data collection and monitoring is advised.

Recommend continue to track and monitor data for review post FY 2017.

Increase agency rental revenues - New

In 2015, LHA established the baseline and benchmark for this metric, which looks at increase in PHA rental revenue. Goal is increase in agency rental revenues. This review was placed on hold in 2015, as outcome data had yet to be determined for FY 2015.

**SSI/II benchmark (2015):**

Expected PHA rental revenue = \$193,851

**CM benchmark (2017):**

Expected PHA rental revenue = \$672,684

**SSI/II:** A total of \$233,777 was realized by PHA as rental revenue in 2017. Although this was almost \$45,000 less than in 2016, actual revenue received was higher than benchmark and baseline. The resulting 21% increase on benchmark ensured that LHA met its goal on this metric.

**CM:** Baseline = Post implementation of Activity 13 in 2016, benchmark was set in 2017. PHA rental revenue of \$519,803 however failed to meet benchmark – lower by approximately 23%. The outcome was that although actual revenue was higher than revenue collected at baseline, the shortfall of \$152,881(23%) meant that LHA failed to meet this metric.

Despite the implementation of this activity, taken together (SSI/II and CM), LHA saw an overall decrease in rental revenue to the magnitude of about \$113,000 dollars. Recommend continue to track and monitor data for review in FY 2018.

***Cost-benefits assessment***

Two measures are considered –

- a) total rent revenue (gross/net), as well as
- b) dollar value of staff time spent processing hardship requests.

Data is unavailable for (b) as there were no hardship requests reported for 2017 at either site.

Revenue from SSI/II met benchmark but marked the first time a decrease was recorded since inception of the activity. As noted above, although LHA failed to meet benchmark for CM, the fact that taken together, the agency still collected more revenue than at baseline at both SSI/II and CM units is positive and indicates some benefit for the agency.

It is recommended that this metric continue to be tracked and reported to monitor developments in both sectors.

## Disparate Impact Analysis – Demographics

The purpose of the disparate impact analysis is to ensure that this rent reform initiative does not unintentionally result in/create through its implementation, a disparate impact on the rent burden faced by protected classes of households by race, color, national origin, disability, age, or gender. The tables below provide snapshots of average annual income (earned/adjusted), and average gross rent (monthly) paid by households by race/ethnicity, and gender from inception in FY2013, to current FY2017, and any increased rent burden incurred.

### A) Self-Sufficiency I Units

**TABLE 18: SELF-SUFFICIENCY I - DISPARATE IMPACT ANALYSIS, BASELINE DATA**

Activity 13: Self-Sufficiency I																
Disparate Impact Analysis - Baseline Data																
Self-Sufficiency I Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment			
	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017
All Non-Elderly/Non-Disabled Households	210	230	206	204	\$16,431	\$19,512	\$20,595	\$20,853	\$16,555	\$19,270	\$21,365	\$21,620	\$380	\$462	\$531	\$524
<b>Gender</b>																
Female	201	222	194	191	\$16,399	\$19,512	\$20,483	\$20,334	\$16,525	\$19,270	\$20,782	\$21,129	\$378	\$462	\$518	\$511
*Male	9	8	12	13	\$17,154	\$17,513	\$29,783	\$28,476	\$17,228	\$16,659	\$30,800	\$28,837	\$426	\$467	\$745	\$725
<b>Race (Multiple selections permitted)</b>																
Black	170	193	169	170	\$16,581	\$20,390	\$21,254	\$21,606	\$16,281	\$19,365	\$21,505	\$21,795	\$387	\$477	\$538	\$544
White	39	34	34	32	\$17,164	\$15,215	\$20,580	\$16,660	\$18,048	\$19,494	\$21,394	\$20,586	\$365	\$475	\$515	\$421
American Indian / Native Alaskan	1	0	0	0	\$5,184	\$36,874	\$0	\$0	\$29,827	\$0	\$0	\$0	\$130	\$550	\$0	\$0
**Asian / Pacific Islander	2	0	2	1	\$10,090	\$19,512	\$12,084	\$12,356	\$20,313	\$19,259	\$19,726	\$21,252	\$278	\$493	\$302	\$309
Native Hawaiian / Other Pacific Islander	0	1	1	1	\$0	\$15,771	\$15,376	\$26,320	\$0	\$0	\$0	\$25,324	\$0	\$394	\$384	\$658
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>																
Non-Hispanic	204	220	198	197	\$16,511	\$19,761	\$21,029	\$20,851	\$16,508	\$19,310	\$21,471	\$21,647	\$381	\$500	\$531	\$524
Hispanic	6	10	8	7	\$13,711	\$19,512	\$20,916	\$20,931	\$18,145	\$19,259	\$18,738	\$20,862	\$351	\$493	\$523	\$523
<b>Age of Head of Household</b>																
18-31	88	82	72	83	\$13,189	\$16,002	\$16,582	\$14,483	\$13,760	\$15,519	\$17,752	\$16,872	\$312	\$401	\$422	\$368
32-46	88	106	100	90	\$17,554	\$22,040	\$22,175	\$23,436	\$17,177	\$21,210	\$21,821	\$23,844	\$405	\$555	\$558	\$587
47-61	34	42	34	31	\$21,916	\$24,141	\$27,050	\$30,411	\$22,179	\$21,697	\$27,678	\$27,877	\$489	\$607	\$681	\$761
<b>Excluded Households</b>																
Elderly/Disabled Households	35	36	48	46	\$15,369	\$15,174	\$14,449	\$23,140	\$4,429	\$3,892	\$5,031	\$6,283	\$343	\$358	\$361	\$426

\*Data for males is skewed due to one income being three times that of the average.

\*\* Data for Asian/Pacific Islander households is incorrect for FY2015 as there were no households of that race for 2015.

### Profile, Heads of households

- Female
- Black
- Non-Hispanic
- 32 -46 years old

## Gender

TABLE 19: SSI - GENDER

Self-Sufficiency I Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2015	FY 2016	FY 2017
All Non-Elderly/Non-Disabled Households	210	230	206	204	\$16,431	\$19,512	\$20,595	\$20,853	\$16,555	\$19,270	\$21,365	\$21,620	\$380	\$462	\$531	\$524	\$82	\$151	\$144
Gender																			
Female	201	222	194	191	\$16,399	\$19,512	\$20,483	\$20,334	\$16,525	\$19,270	\$20,782	\$21,129	\$378	\$462	\$518	\$511	\$84	\$140	\$133
*Male	9	8	12	13	\$17,154	\$17,513	\$29,783	\$28,476	\$17,228	\$16,659	\$30,800	\$28,837	\$426	\$467	\$745	\$725	\$41	\$319	\$299

In 2017, females made up 94% of heads of household, continuing a trend where women far exceed men as head of households. In fact, the number of males only increased by one, from 12 in 2016 while females decreased by 3 compared to the previous year (2016). Average gross rent payment decreased for both genders, but relatively within the same margins as in 2016, falling by \$7 for females and by \$20 on average per male. This is reflected in the average rent burden which fell for both males and females in 2017, compared to the previous year, albeit still significantly higher than in 2015.

For the second consecutive year, males report a higher average increased rent burden. This has been attributed to higher incomes earned by male household heads. Also, LHA information suggests that data for males may be skewed due to an outlier income, reported as thrice the average income. Continued tracking and monitoring is recommended.

## Race/ethnicity

TABLE 20: SSI - RACE/ETHNICITY

Self-Sufficiency I Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2013	FY 2015	FY 2016	FY 2017	FY 2015	FY 2016	FY 2017
All Non-Elderly/Non-Disabled Households	210	230	206	204	\$16,431	\$19,512	\$20,595	\$20,853	\$16,555	\$19,270	\$21,365	\$21,620	\$380	\$462	\$531	\$524	\$82	\$151	\$144
Race (Multiple selections permitted)																			
Black	170	193	169	170	\$16,581	\$20,390	\$21,254	\$21,606	\$16,281	\$19,365	\$21,505	\$21,795	\$387	\$477	\$538	\$544	\$90	\$151	\$157
White	39	34	34	32	\$17,164	\$15,215	\$20,580	\$16,660	\$18,048	\$19,494	\$21,394	\$20,586	\$365	\$475	\$515	\$421	\$110	\$150	\$56
American Indian / Native Alaskan	1	0	0	0	\$5,184	\$36,874	\$0	\$0	\$29,827	\$0	\$0	\$0	\$130	\$550	\$0	\$0	\$0	\$0	\$0
**Asian / Pacific Islander	2	0	2	1	\$10,090	\$19,512	\$12,084	\$12,356	\$20,313	\$19,259	\$19,726	\$21,252	\$278	\$493	\$302	\$309	\$215	\$24	\$31
Native Hawaiian / Other Pacific Islander	0	1	1	1	\$0	\$15,771	\$15,376	\$26,320	\$0	\$0	\$0	\$25,324	\$0	\$394	\$384	\$658	\$394	\$384	\$264
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity																			
Non-Hispanic	204	220	198	197	\$16,511	\$19,761	\$21,029	\$20,851	\$16,508	\$19,310	\$21,471	\$21,647	\$381	\$500	\$531	\$524	\$119	\$150	\$143
Hispanic	6	10	8	7	\$13,711	\$19,512	\$20,916	\$20,931	\$18,145	\$19,259	\$18,738	\$20,862	\$351	\$493	\$523	\$523	\$172	\$172	\$172

At \$256, Native Hawaiian/Other Pacific Islander household head reported the highest rent burden in 2017, followed by Blacks (\$157), White (\$56), and Asian/Pacific Islander (\$31). Rent burden decreased for the three groups: Whites (63%), Native Hawaiian/Other Pacific Islander (32%), and non-Hispanics (5%). Blacks and Asian/Pacific Islander saw an increase of about 4% and 30% respectively.

For the third consecutive year, rent burden remained same for Hispanics (\$172). Arguably, the higher rent burden incurred by Blacks and Native Hawaiian/Other Pacific Islander reflects the higher gross net payment by these groups. That said, it might be prudent to watch rent burden for Black heads of household – the one group for which the rent burden has increased each year, despite similarity in rent payment, income etc. to other groups.

## Age

**TABLE 21: SSI - AGE**

Self-Sufficiency I Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	210	230	206	204	\$16,431	\$19,512	\$20,595	\$20,853	\$16,555	\$19,270	\$21,365	\$21,620	\$380	\$462	\$531	\$524	\$82	\$151	\$144
Age of Head of Household																			
18-31	88	82	72	83	\$13,189	\$16,002	\$16,582	\$14,483	\$13,760	\$15,519	\$17,752	\$16,872	\$312	\$401	\$422	\$368	\$89	\$110	\$56
32-46	88	106	100	90	\$17,554	\$22,040	\$22,175	\$23,436	\$17,177	\$21,210	\$21,821	\$23,844	\$405	\$555	\$558	\$587	\$150	\$153	\$182
47-61	34	42	34	31	\$21,916	\$24,141	\$27,050	\$30,411	\$22,179	\$21,697	\$27,678	\$27,877	\$489	\$607	\$681	\$761	\$118	\$192	\$272

In 2017, both average rent and rent burden in increased for the 32 – 46 and 47 – 61 age groups. This appears to reflect increase in income reported by same. On the other hand, 18 – 31 age group reported lower incomes (earned and adjusted), rent payment, as well as a lower rent burden than other age groups. Thus, an age-related disparate effect is not supported at this time.

## B) Self-Sufficiency II Units

**TABLE 22: SELF SUFFICIENCY II - DISPARATE IMPACT BASELINE DATA**

Self-Sufficiency II Population	Heads of Household				Average Total Annual Adjusted				Average Gross Annual Earned				Average Gross Rent Payment				Average Increased Rent Burden		
	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	419	398	440	479	\$16,431	\$13,381	\$15,182	\$15,282	\$11,012	\$12,926	\$14,936	\$15,031	\$297	\$342	\$384	\$385	\$45	\$87	\$88
Gender																			
Female	379	362	389	430	\$11,813	\$13,112	\$14,680	\$14,904	\$10,848	\$12,679	\$14,269	\$14,276	\$294	\$336	\$372	\$375	\$42	\$78	\$81
Male	40	36	51	49	\$15,238	\$16,092	\$19,014	\$18,602	\$13,450	\$15,412	\$20,023	\$21,663	\$340	\$402	\$475	\$465	\$62	\$135	\$125
Race (Multiple selections permitted)																			
Black	351	256	376	401	\$12,244	\$15,160	\$15,455	\$15,731	\$11,051	\$17,463	\$14,870	\$14,646	\$300	\$385	\$391	\$396	\$85	\$91	\$96
White	71	59	63	76	\$11,594	\$11,881	\$13,534	\$13,318	\$11,363	\$10,910	\$15,291	\$16,940	\$289	\$305	\$341	\$334	\$16	\$52	\$45
American Indian / Native Alaskan	1	0	0	0	\$5,400	\$0	\$0	\$0	\$7,800	\$0	\$0	\$0	\$135	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	1	1	\$5,400	\$16,344	\$16,344	\$0	\$7,800	\$17,304	\$17,304	\$18,200	\$135	\$409	\$409	\$0	\$274	\$274	\$0
Native Hawaiian / Other Pacific Islander	3	1	0	1	\$9,186	\$4,920	\$0	\$0	\$10,826	\$13,000	\$0	\$21,320	\$230	\$150	\$0	\$0	-\$80	\$0	\$0
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ethnicity																			
Non-Hispanic	415	394	435	469	\$12,129	\$13,381	\$15,150	\$15,442	\$11,057	\$12,926	\$14,898	\$14,922	\$298	\$305	\$383	\$389	\$7	\$85	\$91
Hispanic	4	4	5	10	\$13,246	\$11,277	\$17,964	\$7,781	\$15,145	\$13,846	\$18,247	\$20,133	\$332	\$310	\$449	\$195	-\$22	\$117	-\$137
Age of Head of Household																			
18-31	223	176	207	227	\$10,494	\$11,935	\$13,915	\$14,139	\$10,459	\$12,541	\$14,390	\$13,381	\$268	\$306	\$355	\$357	\$38	\$87	\$89
32-46	137	173	174	191	\$13,416	\$14,256	\$15,479	\$15,532	\$11,295	\$13,491	\$15,026	\$15,781	\$321	\$363	\$391	\$399	\$42	\$70	\$78
47-61	59	49	59	61	\$15,397	\$15,489	\$18,743	\$18,756	\$13,044	\$12,318	\$16,585	\$18,826	\$360	\$397	\$469	\$469	\$37	\$109	\$109
Excluded Households																			
Elderly/Disabled Households	153	154	240	201	\$10,372	\$10,355	\$11,075	\$12,805	\$597	\$513	\$936	\$1,990	\$260	\$259	\$277	\$323	N/A	N/A	N/A

### Profile - SSII Household heads are predominantly:

- Female
- Black
- Non-Hispanic
- Aged between 18 and 31

## Gender

**TABLE 23: SSII - GENDER**

Self-Sufficiency II Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	419	398	440	479	\$16,431	\$13,381	\$15,182	\$15,282	\$11,012	\$12,926	\$14,936	\$15,031	\$297	\$342	\$384	\$385	\$45	\$87	\$88
Gender																			
Female	379	362	389	430	\$11,813	\$13,112	\$14,680	\$14,904	\$10,848	\$12,679	\$14,269	\$14,276	\$294	\$336	\$372	\$375	\$42	\$78	\$81
Male	40	36	51	49	\$15,238	\$16,092	\$19,014	\$18,602	\$13,450	\$15,412	\$20,023	\$21,663	\$340	\$402	\$475	\$465	\$62	\$135	\$125

In 2017, females made up 90% of heads of household, continuing a trend where women far exceed men as head of households. In fact, the number of males actually fell by 2, while females increased by 41 compared to the previous year (2016). Average gross rent payment remained relatively within the same margins as in 2016, albeit increasing by \$3 for females and decreasing by \$10 on average per male. Still, as seen in prior years, males report a higher average increased rent burden. One explanation previously tendered is that this is a reflection of the higher incomes, and consequently rents paid by male household heads? (see Table 15 above).

## Race/ethnicity

**TABLE 24: SSII - RACE/ETHNICITY**

Self-Sufficiency II Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2013	FY2015	FY2016	FY2017	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	419	398	440	479	\$16,431	\$13,381	\$15,182	\$15,282	\$11,012	\$12,926	\$14,936	\$15,031	\$297	\$342	\$384	\$385	\$45	\$87	\$88
<i>Race (Multiple selections permitted)</i>																			
Black	351	256	376	401	\$12,244	\$15,160	\$15,455	\$15,731	\$11,051	\$17,463	\$14,870	\$14,646	\$300	\$385	\$391	\$396	\$85	\$91	\$96
White	71	59	63	76	\$11,594	\$11,881	\$13,534	\$13,318	\$11,363	\$10,910	\$15,291	\$16,940	\$289	\$305	\$341	\$334	\$16	\$52	\$45
American Indian / Native Alaskan	1	0	0	0	\$5,400	\$0	\$0	\$0	\$7,800	\$0	\$0	\$0	\$135	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	1	1	\$5,400	\$16,344	\$16,344	\$0	\$7,800	\$17,304	\$17,304	\$18,200	\$135	\$409	\$409	\$0	\$274	\$274	\$0
Native Hawaiian / Other Pacific Islander	3	1	0	1	\$9,186	\$4,920	\$0	\$0	\$10,826	\$13,000	\$0	\$21,320	\$230	\$150	\$0	\$0	-\$80	\$0	\$0
Other	0	0	0	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<i>Ethnicity</i>																			
Non-Hispanic	415	394	435	469	\$12,129	\$13,381	\$15,150	\$15,442	\$11,057	\$12,926	\$14,898	\$14,922	\$298	\$305	\$383	\$389	\$7	\$85	\$91
Hispanic	4	4	5	10	\$13,246	\$11,277	\$17,964	\$7,781	\$15,145	\$13,846	\$18,247	\$20,133	\$332	\$310	\$449	\$195	-\$22	\$117	-\$137

In 2017, average rent burden decreased (or remained the same at \$0), for all races except the Black heads of households. The largest change was the decrease in rent burden for the single Asian/Pacific Islander head of household (from \$274 in 2016 to \$0), likely due to the change in annual adjusted income from \$16,344 to \$0 in 2017.

With regard to ethnicity, there appears to have been a reversal in 2017, which saw Hispanics with a significantly reduced rent burden (from \$117 in 2016 to -\$137), compared to Non-Hispanics whose average rent burden increased \$6. In the circumstances, continued tracking is recommended to see what patterns and/trends if any emerge and solidify over time.

## Age

**TABLE 25: SSII - AGE**

Self-Sufficiency II Population	Heads of Household				Average Total Annual Adjusted Income				Average Gross Annual Earned Income				Average Gross Rent Payment				Average Increased Rent Burden		
	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY 2013	FY2015	FY2016	FY2017	FY2015	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	419	398	440	479	\$16,431	\$13,381	\$15,182	\$15,282	\$11,012	\$12,926	\$14,936	\$15,031	\$297	\$342	\$384	\$385	\$45	\$87	\$88
Age of Head of Household																			
18-31	223	176	207	227	\$10,494	\$11,935	\$13,915	\$14,139	\$10,459	\$12,541	\$14,390	\$13,381	\$268	\$306	\$355	\$357	\$38	\$87	\$89
32-46	137	173	174	191	\$13,416	\$14,256	\$15,479	\$15,532	\$11,295	\$13,491	\$15,026	\$15,781	\$321	\$363	\$391	\$399	\$42	\$70	\$78
47-61	59	49	59	61	\$15,397	\$15,489	\$18,743	\$18,756	\$13,044	\$12,318	\$16,585	\$18,826	\$360	\$397	\$469	\$469	\$37	\$109	\$109

The pattern of average rent burden seen in 2016 remained relatively similar in 2017. The 47 – 61 age had the highest rent burden for the second year in a row, with size of rent burden remaining the same. Average rent burden increased for the other age groups: by \$2 for those 18 to 31, and \$8 for the 32 to 46 age group. The highest rent burden experienced by the 47 to 61 possibly reflects both higher income and rent paid.



## C) Centre Meadows

TABLE 26: CENTRE MEADOWS - DISPARATE IMPACT ANALYSIS, BASELINE DATA

Activity 13: Centre Meadows								
Disparate Impact Analysis								
Centre Meadows Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment	
	FY 2016	FY2017	FY 2016	FY2017	FY2016	FY2017	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	158	186	\$12,532	\$11,084	\$13,964	\$10,762	\$355	\$276
<b>Gender</b>								
Female	144	171	\$12,561	\$11,083	\$13,819	\$10,719	\$352	\$275
Male	14	15	\$12,239	\$11,098	\$15,457	\$11,257	\$387	\$281
<b>Race (Multiple selections permitted)</b>								
Black	129	157	\$12,126	\$10,678	\$14,067	\$10,847	\$357	\$279
White	28	28	\$14,237	\$13,324	\$13,407	\$10,437	\$342	\$264
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,238	\$16,273	\$6,580	\$407	\$164
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>								
Non-Hispanic	156	184	\$12,356	\$10,939	\$13,819	\$10,841	\$351	\$278
Hispanic	2	2	\$26,232	\$24,482	\$25,272	\$3,540	\$632	\$89
<b>Age of Head of Household</b>								
18-31	107	124	\$12,438	\$10,820	\$13,582	\$10,263	\$347	\$266
32-46	37	45	\$12,671	\$11,986	\$14,042	\$10,715	\$363	\$270
47-61	14	17	\$12,883	\$10,624	\$16,252	\$14,526	\$393	\$363
<b>Excluded Households</b>								
Elderly/Disabled Households	45	57	\$487	\$1,617	\$11,679	\$10,207	N/A	N/A

Profile – Household heads are predominantly:

- Female
- Black
- Non-Hispanic
- Aged 18 and 31

## Gender

TABLE 27: CM - GENDER

Centre Meadows Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment	
	FY 2016	FY2017	FY 2016	FY2017	FY2016	FY2017	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	158	186	\$12,532	\$11,084	\$13,964	\$10,762	\$355	\$276
<b>Gender</b>								
Female	144	171	\$12,561	\$11,083	\$13,819	\$10,719	\$352	\$275
Male	14	15	\$12,239	\$11,098	\$15,457	\$11,257	\$387	\$281

Similar to others affected by this activity, women far exceed men as head of households. In 2017 compared to the previous year, the number of females increased by ~20% (144 to 171), while the number of males only increased by one (from 14 to 15). Average rent decreased for both genders, with difference such as it is probably reflective of income.

Rent burden data not available at this time.

## Race/ethnicity

TABLE 28: CM - RACE/ETHNICITY

Centre Meadows Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Payment	
	FY 2016	FY2017	FY 2016	FY2017	FY2016	FY2017	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	158	186	\$12,532	\$11,084	\$13,964	\$10,762	\$355	\$276
<b>Race (Multiple selections permitted)</b>								
Black	129	157	\$12,126	\$10,678	\$14,067	\$10,847	\$357	\$279
White	28	28	\$14,237	\$13,324	\$13,407	\$10,437	\$342	\$264
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	1	1	\$17,233	\$12,238	\$16,273	\$6,580	\$407	\$164
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>								
Non-Hispanic	156	184	\$12,356	\$10,939	\$13,819	\$10,841	\$351	\$278

Again, similar to others, Black heads of households are more prevalent in CM, and paid the highest average gross rent in 2017 (\$279) when considering race alone. This is a change from 2016 when the highest rent was paid by Asian/pacific Islander (\$407), dropping to \$164 in 2017. White heads of households paid 23% less (\$264) in 2017 compared to 2016 (\$342).

Looking at ethnicity, Non-Hispanics paid on average more than Hispanics in 2017 – again, a reversal of 2016 data where Hispanics paid the highest rent across all categories (\$632 vs. \$89 in 2017).

## Age

**TABLE 29: CM - AGE**

Centre Meadows Population	Heads of Household		Average Gross Annual Earned Income		Average Total Annual Adjusted Income		Average Gross Rent Deduction	
	FY 2016	FY2017	FY 2016	FY2017	FY2016	FY2017	FY2016	FY2017
All Non-Elderly/Non-Disabled Households	158	186	\$12,532	\$11,084	\$13,964	\$10,762	\$355	\$276
Age of Head of Household								
18-31	107	124	\$12,438	\$10,820	\$13,582	\$10,263	\$347	\$266
32-46	37	45	\$12,671	\$11,986	\$14,042	\$10,715	\$363	\$270
47-61	14	17	\$12,883	\$10,624	\$16,252	\$14,526	\$393	\$363

Average gross rent decreased for all age groups in 2017. As with other sections above, the 47 to 61 age group paid the highest, with the other two groups relatively similar.

### Conclusion and recommendations

Activity 13 continues to be a key initiative to support LHA in the attainment of its stated goals for this housing population. It remains important that in doing, so no group within that population suffers any disparate impact or undue effects. In all scenarios above, there are no red flags currently, as it appears that rent paid is reflective more or less of income earned.

Thus, at this time there appears to be no serious, immediate cause for concern because of the mixed pattern, and reversals that have occurred during the duration of this initiative. The picture is unclear of what, if any are the initiative's effects on gender, race/ethnicity and age. Activity 13 has been underway for SSI/SSII since 2013, and in effect at Center Meadows since 2016. Longitudinal data collection will be helpful to determine what patterns if any, become apparent across these categories, as well as across sites. Such patterns if found will aid analysis of potential disparate impact. As implementation proceeds and evolves, continued tracking, reconciliation, monitoring and analysis of relevant data is recommended.

## ACTIVITY FOURTEEN

### **Rent Reform – Elimination of Earned Income Disallowance (EID).**

Date of implementation FY 2015

A reduction in costs, enhancement of stewardship of resources, as well as promotion of effectiveness in federal expenditures are the overarching goals of this initiative/activity. This is achieved by elimination of non-value adding administrative practices and the streamlining of processes that impede staff productivity. Through this activity, LHA seeks to eliminate an administrative practice, with minimal return on investment of staff time and agency resources.

At onset of implementation of this initiative only 23 households met eligibility criteria to receive the EID agency-wide. By 2016, this number reduced to 19, as four of those households left LHA housing. For the year under review (FY2017), only 10 of the 23 households that were recipients of EID remain: 4 in public housing units, and 6 in the Housing Choice Voucher (HCV) program. No new households can receive EID.

#### **Reduce costs (increase revenues)**

To measure this goal the following metrics were used from both public housing (PH) and Housing Choice Voucher (HCV) households.

- Increase in agency rental revenue
- Decrease in error rate of task execution & Staff time savings
- Agency cost savings

#### ***Increase in agency rental revenue***

Number of remaining households = Net rental revenue received by LHA in 2017 amounted to \$8,820. As this is a significant decrease compared to 2016 and benchmark, benchmark was not achieved on this metric. That said, it is important to consider factors such as the reduction in number of affected households on revenues. This is the likely explanatory or contributory factor.

#### ***Decrease in error rate of task execution and Staff time savings***

- *Staff hourly rate at FY2014 dollars = \$19.65 (\$197 /10 households in 2017)*
- *# of EID households in 2017 = 10 (6 = HCV; 4 = PH)*

LHA achieved benchmark on this metric since data records a 0% error of task execution in 2017. It is important to note that this brings to three, the number of years during which estimated error rate of 25% previously encountered in the process of tracking residents' employment status has been eliminated. Consequently, dollar value of staff time spent processing EID in 2017 was \$0. However, a dollar rate of Staff hourly rate x 10 hours may be imputed based on prior information indicating a processing time of one hour per household. Per this calculation, LHA save approximately \$197 in 2017.

Ultimately, both result in a potential return to staff (and LHA) of time and costs. These resources can then be applied to other tasks and purposes.

### Agency cost savings

In 2017, implementation of this initiative allowed LHA eliminate task costs of \$197 compared to (2013 baseline) for a second year in a row, as all affected households did not receive EID. Benchmark achieved, as this is higher than \$0 reported in 2014.

### Disparate Impact Analysis – Demographics

As reported in 2016, for practical purposes, there is no benefit to conducting a disparate analysis for Activity #14 as LHA indicates that there are no longer any households receiving EID at this time, and there are relatively little (or no), changes to income. For instance, in FY2017, LHA reports a maintenance of \$0 rent burden from 2016, a decrease from 2015 rates for all households, regardless of race, gender, age, and race/ethnicity.

Again, as in 2016, the table below is provided for information and documentation purposes only.

**TABLE 30: EID HOUSEHOLDS - BASELINE DATA**

Activity 14: EID Households																								
Disparate Impact Analysis - Baseline Data																								
EID Households	Heads of Household				Average Gross Annual Eaned Income				Average Total Gross Annual Income				Average TTP				Change in Rent Burden							
	FY 2014	FY2015	FY2016	FY2017	FY2014	FY 2015	FY2016	FY2017	FY2014	FY 20115	FY2016	FY2017	FY2014	FY 2015	FY2016	FY2017	FY2015	FY2016	FY2017					
All Households	23	19	19	10	\$11,680	\$7,990	\$7,990	\$15,574	\$18,387	\$14,783	\$14,783	\$12,437	\$248	\$287	\$287	\$333	\$39	\$0						
Gender																								
Female	21	18	18	10	\$12,402	\$7,990	\$8,434	\$15,574	\$18,624	\$14,617	\$14,617	\$12,437	\$234	\$287	\$287	\$333	\$53	\$0						
Male	2	1	1	0	\$4,102	\$0	\$0	\$0	\$15,901	\$17,764	\$17,764	\$0	\$400	\$296	\$296	\$0	-\$104	\$0						
Race (Multiple selections permitted)																								
Black	16	14	14	9	N/A	\$7,990	\$8,538	\$15,574	N/A	\$15,363	\$15,363		\$226	\$302	\$302	\$353	\$72	\$0						
White	5	4	4	1	N/A	\$7,990	\$5,936	\$0	N/A	\$12,385	\$12,385		\$298	\$240	\$240	\$150	\$58	\$0	0					
American Indian / Native Alaskan	1	0	0	0	N/A	\$0	\$0	\$0	N/A		\$0		\$417	\$0	\$0	\$0	\$155		0					
Asian / Pacific Islander	1	1	1	0	N/A	\$16,248	\$16,248	\$0	N/A	\$16,248	\$16,248		\$189	\$262	\$262	\$0	\$0	\$0	0					
Native Hawaiian / Other Pacific Islander	0	0	0	0	N/A	\$0	\$0	\$0	N/A	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	0					
Other**	0	0	0	0	N/A	\$0	\$0	\$0	N/A	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	0					
Age of Head of Household																								
18-31	7	5	5	2	\$15,873	\$7,693	\$7,693		\$20,412	\$12,333	\$12,333		\$210	\$206	\$206		-\$4	\$0						
32-46	7	5	5	2	\$14,938	\$10,315	\$10,315		\$21,781	\$14,997	\$14,997		\$243	\$263	\$263		\$20	\$0						
47-61	5	5	4	1	\$6,894	\$9,348	\$9,348		\$14,398	\$18,937	\$18,937		\$332	\$347	\$347		\$15	\$0						
62+	6	4	5	5	\$4,623	\$4,875	\$4,875		\$13,889	\$13,696	\$13,696		\$220	\$344	\$344		\$124	\$0						

**\*\*No rental revenue is available for the six former EID HCV households and rental revenue for public housing households from FY2015 through FY2017 do not meet the benchmark for this activity.” – Source LHA**

### Conclusion and recommendations

This initiative appears to have reached (or is approaching) the end of its utility and should be wrapped up when the number of impacted households reaches zero.

As a cost saving and administrative burden reducing initiative, it has clearly been successful by eliminating staff costs and time necessary for processing EID (rent calculations, tracking resident employment status etc.)

However, this initiative has not been able to increase agency rental revenue for the third consecutive year in a row. That said, it may not be a realistic expectation in the face of declining numbers of households from which to collect rent revenues.

The following actions are recommended:

- a. That tracking of this initiative be continued until affected households cease to exist.
- b. Tracking of demographic data, and disparate analysis be continued, despite current \$0 burden reported.
- c. Recognize the closing out status of this activity and its impact on achieving the goal of the increasing agency rental revenue.

## ACTIVITY SEVENTEEN

### **Limit Interim Re-examination for Public Housing Households**

Excluding elderly and disabled households.

Date of proposal/approval and subsequent implementation = FY 2016

The stated goals of this initiative/activity are two-fold, to:

a. Reduce administrative costs associated with the process of interim re-examinations, and increase agency revenues

b. Provide incentives to employed families to remain in employment

Through this activity, LHA seeks to limit the number/frequency of re-examinations for the purpose of rent reduction, made between regularly scheduled re-examination periods, to one per household. Limited criteria for interim adjustments have been delineated, and a Hardship Policy is in effect to help facilitate exceptions to policy.

#### **Reduce costs (increase revenues)**

To measure this goal the following metrics were used –

- *Agency cost savings*
- *Staff time savings*
- *Increase in agency rental revenue - for public housing (PH)*

#### **Provide incentives to remain in employment (Increase/move to self-sufficiency)**

To measure this goal, the following metrics were used –

- *Increase in household income*
- *Increase in positive outcomes of employment status*
- *Removal from TANF*
- *And households transitioned to self-sufficiency cost savings*
- *Staff time savings, increase in agency rental revenue - for public housing (PH).*

Activity #17 now includes Centre Meadows, which was reoccupied in FY 2016.

#### ***Agency cost savings***

**2016 Benchmark:**      *Number of re-certifications < to 330*  
                                 *Total cost in dollars < to \$4,333*

The 2016 report presented the calculation upon which this metric is based as follows: Time taken to complete an interim re-certification (.50) multiplied by the hourly rate of the management specialist completing the task (\$26.25), multiplied by the number of interim re-certifications completed.

$$.50 \times \$26.25 \times \text{\#of re-certs}$$

Through this initiative, LHA sought to reduce the number of interims from 661 to 330, resulting in a lower cost of \$4,333, which became the benchmark for this activity. Set on the basis of 661 interims, baseline was calculated as:  $\$13.13 \times 661 = \$8679$ .

In 2017, Public Housing had a total of 342 interim re-examinations. Using this formula LHA calculated the total cost as  $\$13.13 \times 342 = \$4,491$ . This is lower than baseline, but higher than benchmark value of \$4,333. As the desired goal is a decrease, LHA failed to meet benchmark.

For the period under review, LHA's performance against benchmark is yet to be determined as outcome data is unavailable.

Recommendation: Despite failure to meet benchmark, this initiative has had a positive impact, especially given its infancy. Continue to track data, and plan for review in FY 2018. Investigate strategies for further reducing number of interims requested.

***Staff time savings (Decrease costs)***

***2016 Benchmark: Total task completion time < 165 hours***  
***Total # of interims = 330***

It is noteworthy that LHA responded to recommendations in the 2016 report suggesting that the appropriate metric of interest here is the total time taken to complete the task of interim re-examination in staff hours, with a goal to decrease it, rather than the number of re-examinations per se.

In 2017, based on the 342 interims, staff spent 171 hours to complete the tasks required. Since the number of hours exceeded bench mark (by about 7%), LHA failed to meet this metric.

Recommendation: Continue to track the actual time spent completing each task of re-examination as the target data here, and plan for review in FY 2018.

Also, it is suggested that the LHA consider the feasibility of other possible ways to save costs, for instance reducing the duration of time spent on each re-examination?

***Increase in agency rental revenue***

***2016 Benchmark: Expected rental revenue post implementation = \$4,387,366***



2017 marks one year since implementation of this activity. In 2016, LHA determined benchmark for agency rental revenue expected to be received from Public Housing Households at \$4,387,366.

As actual rental revenue for 2017 is reported as \$3,671,868, LHA failed to achieve its stated benchmark by \$715,498, a decrease of about 16%.

Recommendation: Continue to track data, and plan for review in FY 2018. Also, as 2017 outcome in dollars is closer to the baseline value than the benchmark as set, it might be helpful to review for fidelity, the values set for both baseline and benchmark.

***Increase in household income***

***2016 Benchmark: Average earned income of affected households =\$22,446***

In 2017, the actual average earned income of affected households was reported as \$20,634. Although higher than baseline identified in 2016 as \$19,518, this actual average income is 8% less than benchmark, representing a decrease of about \$1,812 per household. Thus, based on the outcome this year, LHA's benchmark was not achieved. Again, value realized in 2017 is closer to baseline.

It is recommended that LHA continue to track this metric, with a view to reporting on outcome data in FY2018.

***Increase in positive outcomes in employment status***

***2016 Benchmark: Number of households reporting earned income =100%***

Several measures are relevant here, so this metric is computed by separately considering:

- a) Households reporting earned income  
versus
- b) Households with no earned income

(a) ***Households reporting earned income:*** In 2016, LHA established baseline value as 598 (i.e. actual heads of households that reported earned income, before activity implementation out of a total of 728 eligible households) and determined benchmark to be 100% - being the expected number of heads of households, reporting earned income in the fiscal year under review. In 2017, of the 809 eligible households, 658 household heads reported earned income. As this amounted to 80% of eligible households, benchmark was not achieved.

(b) ***Households with no earned income:*** Another way to check positive outcomes in employment status of household heads is to consider the actual number that reported earning no income in 2017(= 151) and compare this to baseline (=130 pre-implementation in 2016), as well as LHA's established benchmark (0 = expected number of heads of households reporting no earned

income post implementation). LHA did not achieve benchmark on this metric as the actual number of affected household heads exceeded both benchmark as well as baseline.

Recommendation: Continue to track data, and plan for review in FY 2018. As previously recommended in the 2016 report, LHA should verify the feasibility or revisit the benchmark value of zero for households reporting no earned income, at the end of the reporting period.

Alternatively, monitoring the percentage(s) of the population affected would also be an effective strategy – i.e. measure rate of growth in earned income each year (see above), as well as the accompanying decrease in number reporting no earned income, overtime.

Also, a longer period of data collection may be necessary to enable meaningful review.

***Decrease in number of households on Temporary assistance for Needy Families (TANF)***

***2016 Benchmark: Number of households receiving TANF assistance = 0***

For this metric LHA has established as desirable a goal of zero households that are still recipients of Temporary Assistance for Needy Families (TANF). Success therefore requires a decrease in number in 2017. At the time of implementation, the baseline was 95 being the number receiving TANF at that point in time. Unfortunately, LHA also failed to achieve benchmark on this metric as data indicates that 166/809 household heads reported no earned income in the period under review. This is 75% more than baseline and 166% in excess of benchmark.

Recommendation: Continue to track data, and plan for review in FY 2018.

LHA is encouraged to monitor and track TANF recipients to determine benefits recidivism levels – in other words, quantify how many are new versus return recipients.

Also, as suggested above, check/verify feasibility of zero benchmark, and/or factors contributing to increase rather than decrease in numbers reported.

***Number of households transitioned to self-sufficiency***

***2016 Benchmark: Expected number of households transitioned to self-sufficiency = 589***

***Self-sufficiency = Income > \$15,080 per year***

This metric seeks to measure an increase in the number of households transitioned to self-sufficiency, as an outcome of this initiative. Per definition provided earlier, a household is considered as transitioned to self-sufficiency if the head/co-head or spouse, earns \$15,080 or more per year. Prior to implementation, 385 households were reported as meeting this criterion. LHA set as benchmark post-implementation, a goal of at least 589 households transitioning to self-sufficiency. However, 2017 data indicates that only 428 households met this criterion – as such benchmark was not achieved, resulting in a negative outcome for LHA on this key metric.

As this is the first year post-implementation, it is perhaps too early to draw conclusions about this initiative, and LHA's performance against established benchmarks at this time. More time may be needed to see impact, if any? That said, because LHA failed to achieve any positive outcomes on any of the metrics associated with this activity, it is important to review this activity on at least the following grounds:

Revisit the feasibility of established benchmarks against baseline values prior to implementation. Are benchmark values overestimated, realistic?

Review the logic model undergirding this activity/initiative. For instance, it is not clear how families are incentivized to remain in employment, or the success of such incentives.

Consider overall relevance or appropriateness of this activity in terms of its ability to deliver on the goals set by LHA.

Recommendation: Continue to track data, and plan for review in FY2018. As discussed above, consider the appropriateness of this activity to meet the goals for which it was designed, or troubleshoot barriers to its effectiveness. LHA could also consider if initiative benefits are supported, as long as performance exceeds baseline.

## Disparate Impact Analysis – Demographics

Note: The data presented for this activity are same as/derived from those for Activity One. As such the conclusions drawn with regard to disparate impact are same/similar. Edited table showing relevant period only, is reposted for the reader's convenience.

**TABLE 31: ACTIVITY 17 - LIMIT INTERIM RECERTIFICATIONS, PUBLIC HOUSING\***

Activity 17: Limit Interim Re-examinations, Public Housing										
Disparate Impact Analysis - Baseline Data										
Public Housing Population	Household Heads		Avg. Gross Earned Income		Average Total Annual Adjusted Income		Avg. Gross Rent Payment		Average Increased Rent Burden	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016 Actual	FY2017 Actual
All Households	728	809	\$16,112	\$16,782	\$16,389	\$16,667	\$416	\$422	\$135	\$141
Gender										
Female	654	711	\$15,593	\$15,982	\$15,966	\$16,133	\$377	\$408	\$93	\$124
Male	74	98	\$20,326	\$22,589	\$20,133	\$20,538	\$467	\$520	\$207	\$260
Race (Multiple selections permitted)										
Black	606	657	\$16,259	\$16,871	\$16,679	\$17,464	\$424	\$441	\$130	\$151
White	116	145	\$15,645	\$16,527	\$15,011	\$13,341	\$380	\$341	\$123	\$84
American Indian / Native Alaskan	1	1	\$0	\$0	\$12,635	\$14,328	\$316	\$358	\$200	\$242
Asian / Pacific Islander	3	3	\$18,919	\$13,151	\$8,923	\$7,524	\$223	\$188	\$15	-\$20
Native Hawaiian / Other Pacific Islander	2	3	\$13,000	\$19,015	\$13,360	\$12,627	\$334	\$316	\$124	\$106
Other**	-	\$0	-	\$0	-	-	-	-	-	
Ethnicity										
Non-Hispanic	708	784	\$16,093	\$16,745	\$16,009	\$16,788	\$407	\$425	\$125	\$143
Hispanic	20	25	\$15,181	\$17,948	\$16,197	\$12,855	\$411	\$321	\$160	\$70
Age of Head of Household										
18-31	309	345	\$15,486	\$14,886	\$15,999	\$14,859	\$365	\$377	\$116	\$128
32-46	309	340	\$16,420	\$17,476	\$14,282	\$16,736	\$437	\$423	\$120	\$106
47-61	110	124	\$18,616	\$20,157	\$19,428	\$21,505	\$504	\$543	\$199	\$238
Excluded Households										
Elderly/Disabled Households	368	406	\$1,397	\$2,287	\$10,560	\$12,689	\$265	\$319	N/A	N/A

\*Includes Center Meadows

Profile – Household heads affected by Activity #17, are predominantly:

- Female
- Black
- Non-Hispanic
- Aged between 18 and 46

This is similar to the 2016 profile.

## Gender

**TABLE 32: ACTIVITY 17 - GENDER**

Public Housing Population	Household Heads		Avg. Gross Earned Income		Average Total Annual Adjusted Income		Avg. Gross Rent Payment		Average Increased Rent Burden	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016 Actual	FY2017 Actual
All Households	728	809	\$16,112	\$16,782	\$16,389	\$16,667	\$416	\$422	\$135	\$141
Gender										
Female	654	711	\$15,593	\$15,982	\$15,966	\$16,133	\$377	\$408	\$93	\$124
Male	74	98	\$20,326	\$22,589	\$20,133	\$20,538	\$467	\$520	\$207	\$260

Per data provided and as seen before, women far exceed men as head of households (711 vs. 98). Average income, rent, and rent burden increased for both genders in 2017. As seen in 2016, male heads of households earn on average higher annual adjusted incomes (\$20,538 vs. \$16,133 for females) and have a higher gross rent payment (\$520 vs. \$408 for females).

Thus, similar to last year, income rather than gender bias appears to be the driver for higher rent paid by males, and higher rent burden.

## Race/ethnicity

**TABLE 33: ACTIVITY 17 - RACE/ETHNICITY**

Public Housing Population	Household Heads		Avg. Gross Earned Income		Average Total Annual Adjusted Income		Avg. Gross Rent Payment		Average Increased Rent Burden	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016 Actual	FY2017 Actual
All Households	728	809	\$16,112	\$16,782	\$16,389	\$16,667	\$416	\$422	\$135	\$141
Race (Multiple selections permitted)										
Black	606	657	\$16,259	\$16,871	\$16,679	\$17,464	\$424	\$441	\$130	\$151
White	116	145	\$15,645	\$16,527	\$15,011	\$13,341	\$380	\$341	\$123	\$84
American Indian / Native Alaskan	1	1	\$0	\$0	\$12,635	\$14,328	\$316	\$358	\$290	\$242
Asian / Pacific Islander	3	3	\$18,919	\$13,151	\$8,923	\$7,524	\$223	\$188	\$15	-\$20
Native Hawaiian / Other Pacific Islander	2	3	\$13,000	\$19,015	\$13,360	\$12,627	\$334	\$316	\$124	\$106
Other**	-	\$0	-	\$0	-	-	-	-	-	-
Ethnicity										
Non-Hispanic	708	764	\$16,093	\$16,745	\$16,009	\$16,788	\$407	\$425	\$125	\$143
Hispanic	20	25	\$15,181	\$17,948	\$16,197	\$12,855	\$411	\$321	\$160	\$70

In 2017, average total annual adjusted income, average gross rent, and average rent burden increased for Black and American Indian/Native Alaskan household heads, and decreased for White, Asian/Pacific Islander, and Native Hawaiian/Other Pacific Islander heads of household.

Black heads of household paid the highest average gross rent (\$441) compared to other racial groups, and also earned the highest average total annual adjusted income (\$17,464). In 2017, rent and rent burden increased for Non-Hispanics and decreased for Hispanics compared to 2016.

With regard to ethnicity, a consideration of both rent paid, and average total annual adjusted income earned by Non-Hispanics and Hispanics respectively, average rent burden appears to reflect the difference in average total adjusted annual income, rather than any significant disparity (income = \$16,788 vs. \$12,855; rent = \$425 vs. \$321).

The same appears true for race.

## Age

**TABLE 34: ACTIVITY 17 - AGE**

Public Housing Population	Household Heads		Avg. Gross Earned Income		Average Total Annual Adjusted Income		Avg. Gross Rent Payment		Average Increased Rent Burden	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016 Actual	FY2017 Actual
All Households	728	809	\$16,112	\$16,782	\$16,389	\$16,667	\$416	\$422	\$135	\$141
Age of Head of Household										
18-31	309	345	\$15,486	\$14,886	\$15,999	\$14,859	\$365	\$377	\$116	\$128
32-46	309	340	\$16,420	\$17,476	\$14,282	\$16,736	\$437	\$423	\$120	\$106
47-61	110	124	\$18,616	\$26,157	\$19,428	\$21,595	\$504	\$543	\$199	\$238
Excluded Households										
Elderly Disabled Households	368	406	\$1,397	\$2,287	\$10,560	\$12,689	\$265	\$319	N/A	N/A

At \$543, average gross rent was highest for those in the 47 to 61 age group in 2017. Again, as seen in 2016, because this group also earned the highest income - both annual gross and adjusted (see Table 30 above), it is reasonable to consider that the higher rent paid is attributable to this fact, rather than any age-related bias driving disparate impact.

At this time, in light of the above it does not appear that Activity 17 has created any disparate impact on any of the protected groups. However, this activity is still in its infancy, and the accumulation of multi-year data will be helpful for robust analysis.

Last year's recommendation regarding continuous tracking of relevant metrics is reiterated. Consistent and continued tracking will allow for appropriate review and attention to the issue of disparate impact.

## ACTIVITY TWENTY-ONE

### Triennial Certifications for HCV Homeownership Participants - NEW

Rent Reform Activity Proposed and Implemented FY2017

**Goal:** The stated goals for the implementation of this initiative/activity is to reduce the administrative burden of annual certifications for Homeownership households by conducting income reexaminations every three (3) years. Also, to increase agency cost savings.

**Target population:** 31 homeownership households in the Housing Choice Voucher program.

**Rationale:** (a) Minimal changes to income have been recorded overtime, hence query need for certifications, and (b) By eliminating these annual certifications, free up time for LHA staff who deal with this issue such as the HCV Specialist. Time thus gained can then be put toward other administrative tasks.

#### Status at baseline: Update

Prior to program implementation, there were 31 active HCV homeowner participants in 2016, of which 11 were disabled households.

#### Status at FY 2017: Update

There were 30 active HCV homeowner participants in 2017, because of three households that ended participation in the program. 10 of the remainder were disabled households.

Selected metrics include the following:

- Agency cost savings
- Staff time savings
- Increase agency rental revenue

#### ***Agency cost savings - Metrics***

Number of annual certifications

Average task completion time = 1 hour

Staff hourly costs = \$27.78

Hard costs per certification = .75cents (mail, copies, paper, etc.)

E.g. 2016 Total = Cost per annual certification + hard costs X # of certifications

$$\$27.78 + .75 \times 31$$

#### **Agency cost savings**

- ***Baseline: Total cost of task in dollars = \$884.43 per year***
- ***Benchmark: Expected cost of task at implementation = \$884.43 every 3 years***

- Year 1 = \$884.43
- Year 2 = \$0
- Year 3 = \$0

Outcome FY2017: Actual cost of task post implementation

2017 Total = Cost per annual certification + hard costs x # of certifications

$$\$27.78 + .75 \times 30 = \$855.90$$

In 2017 the actual cost of implementation of this activity was \$855.90 in Year 1, with an expectation of \$0 in Years 2 and 3 respectively. Benchmark achieved in 2017, with years 2 & 3 (2018 and 2019), as yet to be determined. LHA saved \$29 dollars in year one due to the reduction in number of households requiring certifications. Assuming no certifications per activity in 2018 and 2019, the potential savings could be in the region of about \$1,800 over 3 years.

#### ***Staff time savings - Metrics***

Number of annual certifications (certs.)

Average task completion time = 1 hour

- ***Baseline: # annual certs. x 1 hr. per year - 2016 = 31 hrs x 3 yrs = 93 hours***
- ***Benchmark: Expected task completion time = 31 hours every 3 years***
  - Year 1 = 31
  - Year 2 = 0
  - Year 3 = 0

In 2017 the actual time it took LHA staff to complete certifications was 30 hours in Year 1, with an expectation of zero hours in Years 2 and 3 respectively. Benchmark achieved in 2017, with years 2 & 3 (2018 and 2019), as yet to be determined. LHA staff saved 3 hours in year one due to the reduction in number of households requiring certifications. Assuming no certifications per Activity 21 are completed in 2018 and 2019 respectively, the potential savings could be in the region of 59 hours over 3 years.

#### ***Increase agency rental revenue - Metrics***

Rental revenue in dollars

- ***Baseline: Rental revenue before implementation = \$154,860***
- ***Benchmark: Expected rental revenue = \$154,860***

In 2017 the rental revenue was \$147,588. Compared to benchmark rental revenue was 5% less due to a \$7,272 shortfall. Because of this shortfall, LHA failed to achieve benchmark on this measure.

According to LHA projections, the move from annual to triennial recertification is expected to be efficient because in practice, changes to income that trigger recertification are minimal. It is also LHA's stated intent to have staff monitor current as well as new participants for issues that may arise, provide access to and encourage the use of financial literacy resources for households as needed or appropriate. These are laudable objectives.

Although LHA lost revenue in 2017, this was due to the reduction in number of households to which the initiative applied. Notwithstanding, Activity 21 has good potential to garner cost savings for LHA, in terms of eliminating costs of certification in years 2 and 3 for impacted households.

Another benefit to be realized is the potential for time savings which staff can channel towards other tasks and duties as necessary. On the basis of these, this activity holds promise for LHA in the attainment of the goals of reducing administrative costs and staff time savings.

Recommendation: At this time available data is for Year 1, so we have no actual data on years 2 & 3 in the 3-year cycle. LHA will need to collect and report on that data before any preliminary conclusions can be made regarding the efficacy of this initiative.

Also, a review of the propriety of including a metric on rental revenue is suggested, especially in light of the strong link or tie to number of participating households, rather than activities resulting from the certification process per se.



## Disparate Impact Analysis – Demographics

**TABLE 35: ACTIVITY 21 - HCV HOMEOWNERSHIP HOUSEHOLDS**

HCV Homeownership Households								
DISPARATE IMPACT ANALYSIS								
HCV Homeownership Households	Heads of Household		Average Total Annual Adjusted Income		Average Gross Annual Earned Income		Average Gross Rent Payment	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
			Baseline		Baseline		Baseline	
<b>Total Households</b>	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$956	\$908
<b>Gender</b>								
Female	29	29	\$20,414	\$19,772	\$17,157	\$19,479	\$966	\$919
Male	2	1	\$12,865	\$11,238	\$0	\$0	\$817	\$626
<b>Race (Multiple selections permitted)</b>								
Black	24	23	\$20,351	\$20,399	\$17,795	\$20,454	\$963	\$916
White	7	7	\$18,476	\$15,055	\$10,069	\$10,905	\$932	\$873
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>								
Non-Hispanic	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$498	\$895
Hispanic	0	0	0	0	\$0	\$0	\$0	\$0
<b>Age of Head of Household</b>								
18-31	1	0	\$57,580	\$0	\$63,340	\$0	\$1,019	\$0
32-46	16	18	\$22,782	\$23,116	\$21,348	\$24,821	\$1,020	\$925
47-61	10	8	\$15,259	\$14,021	\$8,240	\$9,010	\$895	\$896
62 and Over	4	4	\$10,764	\$9,168	\$2,688	\$3,584	\$838	\$840

Profile – In 2017, household heads affected by Activity #21, were predominantly:

- Female
- Black
- Non-Hispanic
- Aged between 32 and 46

This is similar to the 2016 profile.

## Gender

TABLE 36: ACTIVITY 21 - HCV, GENDER

HCV Homeownership Households	Heads of Household		Average Total Annual Adjusted Income		Average Gross Annual Earned Income		Average Gross Rent Payment	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
			Baseline		Baseline		Baseline	
<b>Total Households</b>	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$956	\$908
<b>Gender</b>								
Female	29	29	\$20,414	\$19,772	\$17,157	\$19,479	\$966	\$919
Male	2	1	\$12,865	\$11,238	\$0	\$0	\$817	\$626

Per data provided and as seen before, the number of women greatly exceeds men as head of households (29 vs. 1). Both genders saw declines in average total annual adjusted income between 2016 and 2017, however, average gross annual earned income went up for females in 2017, while the male household heads reported no income in 2016 and 2017. For both groups, average gross rent paid decreased in 2017, but with a larger decrease for males, possibly due to the income earned in 2017.

Thus, income rather than gender bias appears to be the driver for higher rent paid by females, and any higher rent burden.

## Race/ethnicity

TABLE 37: ACTIVITY 21 – HCV, RACE/ETHNICITY

HCV Homeownership Households	Heads of Household		Average Total Annual Adjusted Income		Average Gross Annual Earned Income		Average Gross Rent Payment	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
			Baseline		Baseline		Baseline	
<b>Total Households</b>	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$956	\$908
<b>Race (Multiple selections permitted)</b>								
Black	24	23	\$20,351	\$20,399	\$17,795	\$20,454	\$963	\$916
White	7	7	\$18,476	\$15,055	\$10,069	\$10,905	\$932	\$873
American Indian / Native Alaskan	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Asian / Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Native Hawaiian / Other Pacific Islander	0	0	\$0	\$0	\$0	\$0	\$0	\$0
Other	0	0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Ethnicity</b>								
Non-Hispanic	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$498	\$895
Hispanic	0	0	0	0	\$0	\$0	\$0	\$0

In 2017, participating households were predominantly black (about 77%), with the only other race represented – White households constituting the remainder 23%. All participants were non-Hispanic. On average Black households had higher average annual incomes (both adjusted and gross) and paid higher average gross rent. The rent paid is more likely a function of the number (volume) of Black households, and income earned rather than a disparate impact/effect on White households.

## Age

**TABLE 38: ACTIVITY 21 - HCV, AGE**

HCV Homeownership Households	Heads of Household		Average Total Annual Adjusted Income		Average Gross Annual Earned Income		Average Gross Rent Payment	
	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017	FY2016	FY2017
			Baseline		Baseline		Baseline	
<b>Total Households</b>	31	30	\$19,927	\$19,478	\$16,050	\$18,808	\$956	\$908
<b>Age of Head of Household</b>								
18-31	1	0	\$57,580	\$0	\$63,340	\$0	\$1,019	\$0
32-46	16	18	\$22,782	\$23,116	\$21,348	\$24,821	\$1,020	\$925
47-61	10	8	\$15,259	\$14,021	\$8,240	\$9,010	\$895	\$896
62 and Over	4	4	\$10,764	\$9,168	\$2,688	\$3,584	\$838	\$840

Unlike all other activities considered herein, Activity 21 includes a fourth age group of persons 62 years of age and older. This group was the most financially challenged in 2016 as well as in 2017. It also paid the least average rent in both years. Considering the relatively high rent paid, given the low income reported by this group, it is recommended that rent payment to income ratio be monitored, for potential to cause increased/undue hardship. In 2016 the highest income and rent paid was by an 18 to 31-year-old household head, who was over-income in 2017 and so ineligible for housing assistance. The majority of heads of household were aged 32 to 46, had the highest income and paid the highest rent in 2017.

Due to the brevity of duration of implementation, at this time there are no clear patterns regarding disparate effects. It is recommended that LHA continues to track data and monitor metrics for this activity.

## Closing Comments

This report has provided a review of selected activities involving rent reform as part of the LHA MTW Demonstration project. With the exception of Activity 21, all were previously included in the 2016 report.

LHA now has multiple years of participating in the MTW Demonstration program. In that time, it has pursued a broad mix of initiatives with the goal of increasing revenues, decreasing costs, moving families/households to self-sufficiency, reducing administrative costs, and burdens that usurp staff time and productivity. LHA and its staff continues to work diligently to ensure that implementation of these initiatives do not impose undue burdens or create disparate effects for protected classes.

As part of LHA's commitment to its tenants, a residents' survey was conducted in 2017, that sought to obtain feedback on issues such as rent paid, quality of housing, quality of staff supports and customer-service to name a few. This is good practice and further iterations are encouraged. Recommendations regarding ways to improve function and usability of feedback collecting mechanisms such as the survey was briefly addressed in this report, earlier. For instance, it would be useful to create instruments that specifically ask residents questions about their perceptions, satisfaction, and the impact of MTW initiatives with which they are involved.

A number of the activities reviewed this year have been of short enough durations, as to preclude any definitive conclusions regarding potential for disparate impact. As a result, no serious challenges were identified at this time, but as always continued monitoring, tracking and evaluation is recommended. These activities will likely benefit from longer periods of observed implementation and data collection. A good example is the data for activities now including Centre Meadows/Project Based Voucher units, most of which came on board circa 2016.

One activity – Activity 14 is recommended for careful review by LHA as to feasibility and appropriateness to meet the goals for which it was designed – LHA failed to meet any of its metrics for this activity. It might also be beneficial to review all activities and their associated metrics, to ensure that they are still relevant for the purpose for which they were chosen and or derived. In addition, consider any new metrics (outside of HUD standard metrics) that might be applicable.

Recommendation: Continue to track data, and plan for review in FY2018.

As discussed above, consider the appropriateness of this activity to meet the goals for which it was designed, or troubleshoot barriers to its effectiveness.

As always issues that highlight or flag potential concerns or negative trends of which to be watchful or mindful are worth drawing attention to. This is so, even where disparate impact is not suspected. For instance, these included in Activity One, the beginning of unfavorable trends such as an increase in household recipients on TANF, from the previous year; decrease in actual net revenue agency-wide for some activities/initiatives; decreasing numbers of households transitioning to self-sufficiency compared to baseline and benchmarks as applicable; as well the dampening effect which the addition of CM/PBV housing appears to have had on the achievement of desired metrics, during FY2017.

Another critical issue relates to hardship requests and complaints. It is important to ensure that residents are aware of these processes and encouraged to use them as appropriate. Also, staff must be enjoined to keep robust records of any such requests, as well as reasons for resident evictions. Data collection on these issues must be consistent and deliberate.

Finally, a recurring issue since the inception of this demonstration project relates to how household income is determined. Without clear knowledge of these inputs (how income is earned, and by whom), it is more difficult if not impossible to measure the impact of these initiatives/activities on heads of households, such as transition to self-sufficiency, increase in positive outcomes of employment status, etc. data as currently provided does not permit discrimination regarding who (which family/household member), or how (source), any reported income is acquired by respective households.

Recommendation: In lieu of software collected/limited data, consider a pilot test of a small random sample of residents (about 30 households). The goal is to conduct a manual review of individual tenant accounts (administrative documents) in order to provide answers to these questions, which in turn will aid more in-depth analysis.

As LHA continues to focus on policies, practices and services to enhance residents' ability to move to self-sufficiency, it will also be helpful to pay careful attention to metrics that measure improved employment status of heads of eligible households. These are no doubt more critical measures of success.

LHA's commitment to improving efficiencies, outcomes and well-being of residents, staff, partner organizations as well as other stakeholders is recognized. As initiatives are deployed and maintained, continued attention to strategies such as monitoring benchmarks, obtaining resident/staff feedback, improving data collection, and reviewing metrics used for continued saliency will feed and reinforce this commitment.

C. Certification that the PHA has met the three statutory requirements of: 1) assuring that at least 75 percent of the families assisted by the Agency are very low-income families; 2) continuing to assist substantially the same total number of eligible low-income families as would have been served had the amounts not been combined; and 3) maintaining a comparable mix of families (by family size) are served, as would have been provided had the amounts not been used under the demonstration.

**CERTIFICATION OF COMPLIANCE WITH REGULATIONS  
MOVING TO WORK ANNUAL REPORT**

Acting on behalf of the Public Housing Agency (PHA) listed below, as its authorized PHA official, I approve the submission of the Annual Moving to Work Report for the PHA fiscal year July 1, 2016 through June 30, 2017.

The Agency has met the three statutory requirements of: 1) ensure that at least 75 percent of the families assisted by the Agency are very low-income families, as defined in section 3(b)(2) of the 1937 Act; 2) assist substantially the same total number of eligible low-income families under MTW, as would have been served absent the demonstration, and 3) maintain a comparable mix of families by family size, as would have been served or assisted had the amounts not been used under the demonstration.

Lexington-Fayette Urban County Housing Authority  
PHA Name

KY004  
PHA Number/HA Code

I hereby certify that all the information stated herein, as well as any information provided in the Report, is true and accurate.

Austin J. Simms  
Name of Authorized Official

Executive Director  
Title

  
Signature

August 16, 2018  
Date

## APPENDIX A

### LHA RESIDENT SATISFACTION SURVEY

#### Public Housing

38 surveys mailed; 17 returned (48% return rate)

12 questions – the most responses received for each question is highlighted yellow

#### Question 1:

How satisfied are you with your apartment?

Response	Count	
Extremely satisfied	6	35%
Extremely unsatisfied	1	6%
<b>Satisfied</b>	<b>7</b>	<b>41%</b>
Somewhat satisfied	3	18%
<b>Total</b>	<b>17</b>	

#### Question 2:

How satisfied are you with the rent you pay?

Response	Count	
<b>Extremely satisfied</b>	<b>9</b>	<b>53%</b>
Extremely Unsatisfied	2	12%
Satisfied	6	35%
<b>Total</b>	<b>17</b>	

#### Question 3:

How responsive is LHA office management staff to your needs?

Response	Count	
Not responsive	1	6%
Somewhat responsive	3	18%
<b>Very responsive</b>	<b>13</b>	<b>76%</b>
<b>Total</b>	<b>17</b>	

#### Question 4:

All households are recertified annually to review income and determine rent, are you satisfied with your income being reviewed annually?

Response	Count	
Yes	17	100%
No	0	
<b>Total</b>	<b>17</b>	

#### Question 5:

Do you think your household income should be reviewed?

Response	Count	
Don't Know	2	12%
Less often	2	12%
<b>Unchanged</b>	<b>13</b>	<b>76%</b>
<b>Total</b>	<b>17</b>	

#### Question 6:

Are you given adequate written notice prior to your recertification appointment?

Response	Count	
Don't Know	2	12%
Less often	2	12%
<b>Unchanged</b>	<b>13</b>	<b>76%</b>
<b>Total</b>	<b>17</b>	

#### Question 7:

When you raise concerns about your rent or income changes to LHA housing management office staff, are your concerns addressed in a timely manner?

Response	Count	
Don't Know	2	12%
No	2	12%
<b>Yes</b>	<b>13</b>	<b>76%</b>
<b>Grand Total</b>	<b>17</b>	



Question 8:

Does LHA housing management office staff respond to your general questions/concerns in a timely manner?

Response	Count	
No	2	12%
Yes	15	88%
Total	17	

Question 9:

Is LHA housing management office staff friendly and courteous when you have questions or concerns?

Response	Count	
No	2	12%
Yes	15	88%
Total	17	

Question 10:

How long have you lived at your current address?

Response	Count	
1-2 years	2	12%
3-5 years	3	18%
Less than one year	2	12%
More than 5 years	10	59%
Total	17	

Question 11:

Did you reside at any other LHA sites before your current address?

Response	Count	
Yes	5	29%
No	12	71%
Total	17	

Question 12:

What is the highest degree or level of school you have completed?

Response	Count	
Associate's Degree	2	12%
High School Graduate	6	35%
Less than High School	3	18%
Some College, No Degree	4	25%
Blank	2	12%
Total		

## HCV

50 surveys given to walk-in HCV clients

12 questions – the most responses received for each question is highlighted yellow

### Question 1:

How satisfied are you with your dwelling unit (apartment, house, townhouse, etc.)?

Response	Count	
Extremely Satisfied	23	46%
Extremely Unsatisfied	2	4%
Not Satisfied	3	6%
Satisfied	17	34%
Somewhat Satisfied	5	10%
<b>Total</b>	<b>50</b>	

### Question 2:

How satisfied are you with the rent you pay?

Response	Count	
Extremely Satisfied	22	44%
Not Satisfied	1	2%
Satisfied	19	38%
Somewhat satisfied	8	16%
<b>Total</b>	<b>50</b>	

### Question 3:

How responsive is the HCV/Section 8 staff to your needs?

Response	Count	
Somewhat responsive	5	10%
Very Responsive	45	90%
<b>Total</b>	<b>50</b>	

### Question 4:

All households are recertified by the LHA at least annually to review income and determine rent. Are you satisfied with the frequency of certifications to review your income?

Response	Count	
Don't Know	2	4%
No	1	2%
Yes	47	94%
<b>Total</b>	<b>50</b>	

### Question 5:

Do you think your household income should be reviewed?

Don't Know	14	28%
Less often	5	10%
More often	5	10%
Unchanged	26	52%
<b>Total</b>	<b>50</b>	

### Question 6:

Are you given adequate written notice prior to your recertification appointment?

Response	Count	
No	1	2%
Yes	49	98%
<b>Total</b>	<b>50</b>	

### Question 7:

When you raise concerns about your rent or income changes to HCV/Section 8 management staff are your concerns addressed in a timely manner?

Response	Count	
Don't Know	6	12%
No	2	4%
Yes	42	84%
<b>Total</b>	<b>50</b>	

Question 8:

Does HCV/Section 8 office staff respond to your general questions/concerns in a timely manner?

Response	Count	
Don't Know	2	4%
No	2	4%
Yes	46	92%
<b>Total</b>	<b>50</b>	

Question 9:

Is HCV/Section8 office staff friendly and courteous when you have questions or concerns?

Response	Count	
Don't Know	1	2%
Yes	48	96%
(blank)	1	2%
<b>Total</b>	<b>50</b>	

Question 10:

How long have you lived at your current address?

Response	Count	
1-2 years	15	30%
3-5 years	10	20%
Less than one year	17	34%
More than 5 years	8	16%
<b>Total</b>	<b>50</b>	

Question 11:

Have you lived at property owned/managed by the LHA in the past?

Response	Count	
Don't Know	2	4%
No	33	66%
Yes	15	30%
<b>Total</b>	<b>50</b>	

Question 12:

What is the highest degree or level of school did you complete? If currently enrolled, highest level degree received?

Response	Count	
Associate's degree	5	10%
Bachelor's degree	1	2%
Graduate or professional degree	2	4%
High School graduate	14	28%
Less than high school	8	16%
Some college, no degree	18	36%
(blank)	2	4%
<b>TOTAL</b>	<b>50</b>	

## **Ballard Towers**

25 surveys mailed, 18 were completed and returned (72% return rate)

12 questions – the most responses received for each question is highlighted yellow

### **Question 1:**

How satisfied are you with your apartment?

Response	Count	
Extremely Satisfied	4	22%
Extremely Unsatisfied	1	6%
Satisfied	8	44%
Somewhat Satisfied	5	28%
Total	18	

### **Question 2:**

How satisfied are you with the rent you pay?

Response	Count	
Extremely Satisfied	3	17%
Not Satisfied	3	17%
Satisfied	12	66%
Total	18	

### **Question 3:**

How responsive is the LHA office management staff to your needs?

Response	Count	
Not responsive	1	6%
Somewhat responsive	10	56%
Very Responsive	7	39%
Total	18	

### **Question 4:**

All households are recertified by the LHA at least annually to review income and determine rent, are you satisfied with your income being reviewed annually?

Response	Count	
Don't Know	3	17%
No	2	11%
Yes	13	72%
Total	18	

### **Question 5:**

Do you think your household income should be reviewed?

Response	Count	
Blank	1	6%
Don't Know	2	11%
Less Often	8	44%
More often	1	6%
Unchanged	6	33%
Total	18	

### **Question 6:**

Are you given adequate written notice prior to your recertification appointment?

Response	Count	
Blank	1	6%
Don't Know	1	6%
Yes	16	89%
Total	18	

Question 7:

When you raise concerns about your rent or income changes to LHA housing management office staff are your concerns addressed in a timely manner?

Response	Count	
Blank	1	6%
Don't Know	5	28%
No	2	11%
Yes	10	56%
<b>Total</b>	<b>18</b>	

Question 8:

Does LHA housing management office staff respond to your general questions/concerns in a timely manner?

Response	Count	
Blank	1	6%
No	3	17%
Yes	14	78%
<b>Total</b>	<b>18</b>	

Question 9:

Is LHA housing management office staff friendly and courteous when you have questions or concerns?

Response	Count	
Blank	1	6%
No	2	11%
Yes	15	83%
<b>Total</b>	<b>18</b>	

Question 10:

How long have you lived at your current address?

Response	Count	
Less than one year	4	22%
1-2 years	3	17%
3-5 years	4	22%
More than 5 years	6	33%
Blank	1	6%
<b>Total</b>	<b>18</b>	

Question 11:

Did you reside at any other LHA site(s) before your current address?

Response	Count	
No	12	67%
Yes	6	33%
<b>Total</b>	<b>18</b>	

Question 12:

What is the highest level of school you have completed? If currently enrolled, highest degree received.

Response	Count	
Associate's degree	2	11%
Bachelor's degree	2	11%
High school graduate	4	22%
Less than high school	8	44%
Some college, no degree	2	11%
<b>Total</b>	<b>18</b>	

## Survey Summary

Responses for satisfaction with rent paid across all three groups surveyed received a high rate of respondents selecting satisfied or extremely satisfied (83% – 88%):

Respondents	Q1 Satisfaction with Unit	Q2 Satisfaction with Rent
Public Housing	76% (13/17) were satisfied or extremely satisfied	88% (15/17) were satisfied or extremely satisfied
HCV	80% (40/50) were satisfied or extremely satisfied	82% (41/50) were satisfied or extremely satisfied
Ballard Towers	66% (12/18) were satisfied or extremely satisfied	83% (15/18) were satisfied or extremely satisfied

LHA's responsiveness to resident needs for Ballard Towers survey respondents received 7/18 (39%) 'very responsive' and 10/18 'somewhat responsive' are a concern that should be addressed:

Respondents	Q3 LHA responsiveness to needs	Q9 LHA staff friendliness and courteous
Public Housing	76% (13/17) very responsive	88% (15/17) staff is friendly and courteous
HCV	90% (45/50) very responsive	96% (48/50) staff is friendly and courteous
Ballard Towers	39% (7/18) very responsive	83% (15/18) staff is friendly and courteous

Responses to how often household income should be reviewed/certified received the most responses for 'unchanged' for public housing and HCV but the Ballard Towers respondents responded 'more often' 8/18 (44%):

Respondents	Less Often	More Often	Unchanged	Don't Know	Blank
Public Housing	2	0	13	2	0
HCV	5	5	26	14	0
Ballard Towers	1	8	6	2	1

On the question of how long the resident had lived at their current address, responses from HCV participants surveyed indicate that more participants lived at their current address for two years or less 32/50 (64%):

Respondents	More Than 5 Years	3-5 Years	1 – 2 Years	Less Than 1 Year
Public Housing	10	3	2	2
HCV	8	10	15	17
Ballard Towers	6	4	3	4

67% of all responders to this question have not previously lived in housing owned or managed by the LHA, while 31% have lived in LHA housing previously:

Respondents	Previously Lived w/ LHA	Have not Lived w/ LHA Previously	Didn't Know
Public Housing	5	12	0
HCV	15	33	2
Ballard Towers	6	12	0

Highest degree or level of school completed – 57% of all responders are high school graduates or received some college with no degree and 22% or 19 responders are not high school graduates:

Respondents	Less Than High School	High School Graduate	Some College No Degree	Associate's Degree	Bachelor's Degree	Graduate or Professional Degree	Blank
Public Housing	3	6	4	2	0	0	2
HCV	8	14	18	5	1	2	2
Ballard Towers	8	4	2	2	2	0	0