

PHA Name : Ripley County

PHA Code : MO212

MTW Supplement for PHA Fiscal Year Beginning : (MM/DD/YYYY): 7/1/2022

PHA Program Type: Housing Choice Voucher (HCV) only

MTW Cohort Number: 1

MTW Supplement Submission Type: Annual Submission

B. MTW Supplement Narrative.

The five goals of the Ripley County Public Housing Agency's MTW Program are:

- 1) Increasing the cost effectiveness of assisted housing programs. This will be accomplished by streamlining administrative procedures with the intent of reducing the number of staff hours needed and reducing the burden on assisted households.
 - 2) Increasing the quantity and quality of affordable housing in the RCPHA service area. This goal will be met through the leveraging of additional housing funds and increasing the turnover of assistance slots.
 - 3) Increasing the economic self-sufficiency of assisted households. Guidelines that promote rent reforms and requirements for receiving supportive services that encourage work among households with eligible work-abled adults will be implemented.
 - 4) Promoting residential stability for targeted households with specific needs that may be underserved or not well served by the traditional public housing and HCV programs.
 - 5) Expanding the geographical choices of assisted households through adjustments to payment standards and other program rules and through recruiting and maintaining the participation in the HCV program of a broader range of landlords.
- To accomplish these goals, several initiatives are being proposed to be implemented in the RCPHA MTW program. These initiatives are organized under two statutory objectives. These objectives are 1) self-sufficiency and 2) housing choice.

Self-Sufficiency

Short-Term Assistance

MTW Waiver: The agency may create a short-term housing assistance program with supportive services in its HCV program.

Proposed Policy: The RCPHA will set aside 10 vouchers to be used for emergency, short-term assistance, including any utility and rental deposits if such deposit funds are not available from other sources. The term of this assistance shall not exceed 12 months. At that point, the tenant must meet a self-sufficiency standard that will enable the tenant to move onto the regular voucher program for the remaining time of the established term of assistance, or graduate from the program entirely. Short-term assistance tenants are required to participate in supportive services offered by partners of the RCPHA based upon the tenant's current needs and established by the tenant's Housing Coordinator at the time of enrollment in the HCV program, with the above limitations taken into consideration.

A client will qualify for the emergency, short-term assistance if they are certified by the South Central Missouri Community Action Agency, Great Circle, the Poplar Bluff Housing Authority, the Haven House, the Family Counseling Center, Catholic Charities, Southeast Missouri Behavioral Health, or any other local support agency as homeless. While the RCPHA will not require persons with disabilities or the elderly to participate in specific supportive services, tenants must have an established relationship with one of these agencies, or similar agency, to document homelessness.

Alternative Family Selection Procedures

MTW Waiver: The agency is authorized to develop its own recruitment and selection procedures for its MTW FSS Program. Alternatively, the agency may make participation in the MTW FSS Program mandatory for any household member that is non-elderly or non-disabled.

Proposed Policy: The RCPHA will require all non-elderly and non-disabled households to participate in the Family Self-Sufficiency program. These families will be placed ahead of elderly and disabled on the FSS waiting list as self-sufficiency will be targeted toward able-bodied households. If a slot is not available in the FSS program, the household will be placed on a waiting list and must participate when a slot becomes available.

Work Requirement

MTW Waiver: The agency may implement a work requirement for HCV residents who are at least 18 years old. Additionally, residents must be non-elderly and non-disabled.

Proposed Policy: The RCPHA will require non-elderly and non-disabled persons to adhere to a work requirement policy. Each eligible individual living in the household will be required to obtain a minimum of 15 hours of work or school per week, documented by submission of payroll check stubs or semester grade sheet from a secondary education institution submitted during the quarterly review process with FSS. Each individual will have access to support services from area employment support agencies, such as the Department of Elementary and Secondary Education's Vocational Rehab services and the Missouri Jobs Centers managed locally by the South Central Missouri Community Action Agency. Failure to comply with the work requirement will result in the termination of the client's housing choice voucher.

Housing Choice

Payment Standards – Fair Market Rents

MTW Waiver: The agency is authorized to adopt and implement any reasonable policy to establish payment standards based upon Fair Market Rents (FMR).

Proposed Policy: The payment standard for an efficiency and one-bedroom unit shall be 110% of FMR. Units of 2 bedrooms and above shall remain 100%. This policy is to assist in expanding the geographical choice of assisted households and promote residential stability for single individual households.

C. The policies that the MTW agency is using or has used (currently implement, plan to implement in the submission year, plan to discontinue, previously discontinued).

1. Tenant Rent Policies	
b. Tiered Rent (HCV)	Not Currently Implemented
d. Stepped Rent (HCV)	Not Currently Implemented
f. Minimum Rent (HCV)	Currently Implementing
h. Total Tenant Payment as a Percentage of Gross Income (HCV)	Not Currently Implemented
j. Alternative Utility Allowance (HCV)	Not Currently Implemented
l. Fixed Subsidy (HCV)	Not Currently Implemented
n. Utility Reimbursements (HCV)	Not Currently Implemented
o. Initial Rent Burden (HCV)	Not Currently Implemented
q. Imputed Income (HCV)	Not Currently Implemented
s. Elimination of Deduction(s) (HCV)	Not Currently Implemented
u. Standard Deductions (HCV)	Not Currently Implemented
w. Alternative Income Inclusions/Exclusions (HCV)	Not Currently Implemented
2. Payment Standards and Rent Reasonableness	
a. Payment Standards- Small Area Fair Market Rents (HCV)	Not Currently Implemented
b. Payment Standards- Fair Market Rents (HCV)	Plan to Implement in the Submission Year
c. Rent Reasonableness – Process (HCV)	Currently Implementing
d. Rent Reasonableness – Third-Party Requirement (HCV)	Not Currently Implemented
3. Reexaminations	
b. Alternative Reexamination Schedule for Households (HCV)	Not Currently Implemented
d. Self-Certification of Assets (HCV)	Not Currently Implemented
4. Landlord Leasing Incentives	
a. Vacancy Loss (HCV-Tenant-based Assistance)	Not Currently Implemented
b. Damage Claims (HCV-Tenant-based Assistance)	Not Currently Implemented
c. Other Landlord Incentives (HCV- Tenant-based Assistance)	Not Currently Implemented
5. Housing Quality Standards (HQS)	
a. Pre-Qualifying Unit Inspections (HCV)	Not Currently Implemented
b. Reasonable Penalty Payments for Landlords (HCV)	Not Currently Implemented
c. Third-Party Requirement (HCV)	Not Currently Implemented
d. Alternative Inspection Schedule (HCV)	Not Currently Implemented
6. Short-Term Assistance	
b. Short-Term Assistance (HCV)	Plan to Implement in the Submission Year
7. Term-Limited Assistance	
b. Term-Limited Assistance (HCV)	Not Currently Implemented
8. Increase Elderly Age (PH & HCV)	
Increase Elderly Age (PH & HCV)	Not Currently Implemented
9. Project-Based Voucher Program Flexibilities	
a. Increase PBV Program Cap (HCV)	Not Currently Implemented
b. Increase PBV Project Cap (HCV)	Not Currently Implemented
c. Elimination of PBV Selection Process for PHA-owned Projects Without Improvement, Development, or Replacement (HCV)	Not Currently Implemented
d. Alternative PBV Selection Process (HCV)	Not Currently Implemented
e. Alternative PBV Unit Types (Shared Housing and Manufactured Housing) (HCV)	Not Currently Implemented
f. Increase PBV HAP Contract Length (HCV)	Not Currently Implemented
g. Increase PBV Rent to Owner (HCV)	Not Currently Implemented
h. Limit Portability for PBV Units (HCV)	Not Currently Implemented
10. Family Self-Sufficiency Program with MTW Flexibility	
a. HCV Waive Operating a Required FSS Program (HCV)	Not Currently Implemented
b. HCV Alternative Structure for Establishing Program	

Coordinating Committee (HCV)	Not Currently Implemented
c.HCV Alternative Family Selection Procedures (HCV)	Not Currently Implemented
d.HCV Modify or Eliminate the Contract of Participation (HCV)	Not Currently Implemented
e.HCV Policies for Addressing Increases in Family Income (HCV)	Not Currently Implemented
11. MTW Self-Sufficiency Program	
a.HCV Alternative Family Selection Procedures (HCV)	Plan to Implement in the Submission Year
b.HCV Policies for Addressing Increases in Family Income (HCV)	Not Currently Implemented
12. Work Requirement	
b. Work Requirement (HCV)	Plan to Implement in the Submission Year
13. Use of Public Housing as an Incentive for Economic Progress (PH)	
14. Moving on Policy	
a. Waive Initial HQS Inspection Requirement (HCV)	Not Currently Implemented
b.HCV Allow Income Calculations from Partner Agencies (HCV)	Not Currently Implemented
c.HCV Aligning Tenant Rents and Utility Payments Between Partner Agencies (HCV)	Not Currently Implemented
15. Acquisition without Prior HUD Approval (PH)	
16. Deconcentration of Poverty in Public Housing Policy (PH)	
17. Local, Non-Traditional Activities	
a. Rental Subsidy Programs	Not Currently Implemented
b. Service Provision	Not Currently Implemented
c. Housing Development Programs	Not Currently Implemented

C. MTW Activities Plan that Ripley County Plans to Implement in the Submission Year or Is Currently Implementing

1.f. - Minimum Rent (HCV)
Currently, voucher holders are required to pay a minimum rent amounting to \$50 (unless the voucher holder meets one of the hardship exemption criteria) of their income for rent at the time of initial lease-up if the voucher holder has zero income. If the voucher holders has an income in the amount of \$2,000 or higher, the minimum monthly rent shall be 30% of their monthly income, based on their annual reported income. The goal of the minimum rent is to ensure voucher holders have some investment in their own expenses if they have the means to do so. This is a current policy of the Ripley County Public Housing Agency (RCPHA) and is not new to the RCPHA's MTW program. Elderly and disabled persons are excluded from this requirement.
This MTW activity serves the following statutory objectives: Self-sufficiency
This MTW activity serves the following statutory objectives: Neutral (no cost implications)
An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies to all assisted households
N/A
This MTW activity requires a Hardship Policy. The Hardship Policy is attached.
Attached Hardship policy applies to: 1.f. - Minimum Rent (HCV) 2.b. - Payment Standards- Fair Market Rents (HCV) 12.b. - Work Requirement (HCV)}
The hardship policy has been modified based on following considerations: Adding a hardship policy for the Payment Standards and Work Requirement activities.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency

Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
This MTW activity requires an Impact Analysis. The Impact Analysis is attached.
The Impact Analysis that applies to this MTW activity also applies to the following MTW activities: 1.f. - Minimum Rent (HCV) 2.b. - Payment Standards- Fair Market Rents (HCV) 12.b. - Work Requirement (HCV)
minimum rent or minimum Total Tenant Payment (TTP) - \$50

1.h. - Total Tenant Payment as a Percentage of Gross Income (HCV)
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
Percentage of income will equal 0.00% of the Total Tenant Payment (TTP)
Income basis for calculating Total Tenant Payment is :

1.i. - Fixed Subsidy (HCV)
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release. households are currently subject to this policy.

Table 1.I.1 - What is the fixed rent/subsidy for each of the following unit sizes?

Unit Size	Subsidy Amount - HCV
Studio/Efficiency	0
One-bedroom	0
Two-bedroom	0
Three-bedroom	0
Four or more bedrooms	0

1.n. - Utility Reimbursements (HCV)
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.

2.b. - Payment Standards- Fair Market Rents (HCV)
MTW Waiver: The agency is authorized to adopt and implement any reasonable policy to establish payment standards based upon Fair Market Rents (FMR).
Proposed Policy: The payment standard for an efficiency and one-bedroom unit shall be 110% of FMR. Units of 2 bedrooms and above shall remain 100%. This policy is to assist in expanding the geographical choice of assisted households and promote residential stability for single individual households.
This MTW activity serves the following statutory objectives: Housing choice
This MTW activity serves the following statutory objectives: Increased expenditures
An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies to all assisted households
N/A
This MTW activity requires a Hardship Policy. The Hardship Policy is attached.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
This MTW activity requires an Impact Analysis. The Impact Analysis is attached.
The Impact Analysis that applies to this MTW activity also applies to the following MTW activities: 1.f. - Minimum Rent (HCV) 2.b. - Payment Standards- Fair Market Rents (HCV) 12.b. - Work Requirement (HCV)
Following will explain the payment standards by FMR: The payment standard for a studio or one bedroom unit shall be 110% of FMR.

2.c. - Rent Reasonableness – Process (HCV)
Annual rent surveys are conducted by the PHA staff to assist in rent reasonableness determinations and will ensure that the rent charged is not in excess of rents currently being charged by the owner for comparable unassisted units. The goal of this activity is to ensure access to safe and affordable housing by our tenants.
This MTW activity serves the following statutory objectives: Housing choice
This MTW activity serves the following statutory objectives: Neutral (no cost implications)
An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies to all assisted households

N/A
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
Following method is used to determine rent reasonableness and the motivations for using a method different from the standard method: Rent reasonableness is determined by direct contact by the PHA with landlords who have open units and locating the rent amount for those units independent of a HCV tenant occupying the unit.

6.b. - Short-Term Assistance (HCV)
MTW Waiver: The agency may create a short-term housing assistance program with supportive services in its HCV program. Proposed Policy: The RCPHA will set aside 10 vouchers to be used for emergency, short-term assistance, including any utility and rental deposits if such deposit funds are not available from other sources. The term of this assistance shall not exceed 12 months. At that point, the tenant must meet a self-sufficiency standard that will enable the tenant to move onto the regular voucher program for the remaining time of the established term of assistance, or graduate from the program entirely. Short-term assistance tenants are required to participate in supportive services offered by partners of the RCPHA based upon the tenant's current needs and established by the tenant's Housing Coordinator at the time of enrollment in the HCV program, with the above limitations taken into consideration. A client will qualify for the emergency, short-term assistance if they are certified by the South Central Missouri Community Action Agency, Great Circle, the Poplar Bluff Housing Authority, the Haven House, the Family Counseling Center, Catholic Charities, Southeast Missouri Behavioral Health, or any other local support agency as homeless. While the RCPHA will not require persons to participate in specific supportive services, tenants must have an established relationship with one of these agencies, or similar agency, to document homelessness prior to being issued a short-term voucher. Elderly and disabled individuals will not be required to participate in supportive services to maintain housing subsidy. This activity supports the PHA's goal of self-sufficiency. Once an individual has stable housing, other self-supportive activities are available to the individual.
This MTW activity serves the following statutory objectives: Self-sufficiency
This MTW activity serves the following statutory objectives: Neutral (no cost implications)
An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies to all assisted households
This activity will be implemented with the MTW program.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
The term of assistance is 1 months
Following is how the tenant contribution was established: The tenant contribution will be based upon regular HCV minimum rent requirements. If the tenant is zero income, the minimum payment will be \$50 per the PHA's administrative plan.
10 households are expected to be served in this program in the Fiscal Year.
Following is how participants will be offered the opportunity to transition to the HCV or public housing (as applicable) program subject to availability: The tenant will be given 6 months to obtain employment, provided they are non-elderly and non-disabled individuals. Once employment is obtained, the tenant will enter the family self-sufficiency program and will follow all other MTW requirements, such as the work requirement. At the conclusion of 12 months of stability, the tenant will transition into the regular HCV program.
Following is the list of partner organizations and the services that each provides: Haven House - domestic violence shelter. United Gospel Rescue Mission - men's homeless shelter. Family Counseling Center - mental health counseling center. Great Circle - woman's homeless and domestic violence shelter.

7.b. - Term-Limited Assistance (HCV)
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.
The following is how households will be supported to prepare for the end of assistance: This activity is not currently going to be implemented. Any information that remains is an artifact of the activity being previously selected for implementation. This display issue will be fixed in a future release.
0 households are currently subject to this policy.

11.a.HCV - Alternative Family Selection Procedures (HCV)
<p>All non-elderly, non-disabled individuals will be required to participate in the Family Self-Sufficiency program. These persons will be given a preference ahead of elderly and disabled persons on the FSS waiting list as the goal of the FSS program is to get those able-bodied individuals the tools they need to become self-sufficient. The FSS program at the PHA is currently only funded for one FTE FSS Coordinator. One coordinator can serve 40 tenants. Tenants will be placed on the FSS waiting list until a slot becomes available. The PHA will also pursue funding for a second FSS Coordinator position at the next application cycle.</p> <p>A hardship policy will be developed and adopted in accordance with MTW guidance prior to implementation. Participation in the family-self sufficiency program is not mandatory for individuals that do not meet the definition of an eligible family at section 23(n)(3) of the U.S. Housing Act of 1937 (1937 Act) and those exempted from the Community Service Requirement under section 12(c)(2)(A), (B), (D) and (E) of the 1937 Act.</p> <p>If housing subsidy or tenancy is terminated for alleged violation of mandatory Self- Sufficiency Program participation, the family will be entitled to a hearing under the agency's HCV appeals hearing process.</p> <p>Income increases during a family's participation in the MTW Self-Sufficiency Program will not change a family's eligibility status for purposes of participation in the MTW Self-Sufficiency Program or for the receipt of public housing or HCV assistance.</p>
This MTW activity serves the following statutory objectives: Self-sufficiency
This MTW activity serves the following statutory objectives: Increased expenditures
An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies to all assisted households
N/A
No hardship were requested in the most recent fiscal year.
In the prior year, under this activity, Ripley County MTW agency Received 0 hardship requests Approved hardship requests Denied hardship requests There is\are hardship requests pending.

12.b. - Work Requirement (HCV)
<p>MTW Waiver: The agency may implement a work requirement for HCV residents who are at least 18 years old. Additionally, residents must be non-elderly and non-disabled.</p> <p>Proposed Policy: The RCPHA will require non-elderly and non-disabled persons to adhere to a work requirement policy. Each eligible individual living in the household will be required to obtain a minimum of 15 hours of work or the equivalent of part-time education per</p>

week, documented by submission of payroll check stubs or semester grade sheet from a secondary education institution submitted during the quarterly review process with FSS. Each individual will have access to support services from area employment support agencies, such as the Department of Elementary and Secondary Education's Vocational Rehab services and the Missouri Jobs Centers managed locally by the South Central Missouri Community Action Agency. Failure to comply with the work requirement will result in the termination of the client's housing choice voucher.

MTW Waiver: The agency may implement a work requirement for HCV residents who are at least 18 years old.

Additionally, residents must be non-elderly and non-disabled.

Proposed Policy: The RCPHA will require non-elderly and non-disabled persons to adhere to a work requirement policy. Each eligible individual living in the household will be required to obtain a minimum of 15 hours of work or school per week, documented by submission of payroll check stubs or semester grade sheet from a secondary education institution submitted during the quarterly review process with FSS. Each individual will have access to support services from area employment support agencies, such as the Department of Elementary and Secondary Education's Vocational Rehab services and the Missouri Jobs Centers managed locally by the South Central Missouri Community Action Agency. Failure to comply with the work requirement will result in the termination of the client's housing choice voucher.

A hardship policy will be developed and adopted in accordance with MTW guidance prior to implementation.

Participation in the family-self sufficiency program is not mandatory for individuals that do not meet the definition of an eligible family at section 23(n)(3) of the U.S. Housing Act of 1937 (1937 Act) and those exempted from the Community Service Requirement under section 12(c)(2)(A), (B), (D) and (E) of the 1937 Act.

If housing subsidy or tenancy is terminated for alleged violation of mandatory Self-Sufficiency Program participation, the family will be entitled to a hearing under the agency's HCV appeals hearing process.

Income increases during a family's participation in the MTW Self-Sufficiency Program will not change a family's eligibility

status for purposes of participation in the MTW Self-Sufficiency Program or for the receipt of public housing or HCV assistance.

This activity supports the PHA's goal of self-sufficiency and will enable the PHA to serve more persons in need once current tenants become self-sufficient and can leave the program.

This MTW activity serves the following statutory objectives:
Self-sufficiency

This MTW activity serves the following statutory objectives:
Decreased expenditures

An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies only to a subset or subsets of assisted households

This MTW activity applies to:
New admissions and currently assisted households

An MTW activity may apply to all family types or to selected family types (i.e., non-elderly/non-disabled, elderly, disabled, other).
The MTW activity applies only to selected family types

The MTW activity applies to all tenant-based units

This activity will be implemented with the MTW program.

This MTW activity requires a Hardship Policy. The Hardship Policy is attached.

No hardship were requested in the most recent fiscal year.

In the prior year, under this activity, Ripley County MTW agency
Received 0 hardship requests
Approved hardship requests
Denied hardship requests
There is\are hardship requests pending.

This MTW activity requires an Impact Analysis. The Impact Analysis is attached.

The following counts as work under this activity: Each eligible individual living in the household will be required to obtain a minimum of 15 hours of work or school per week, documented by submission of payroll check stubs or semester grade sheet from a secondary education institution submitted during the quarterly review process with FSS.

The following is how will the MTW agency monitor compliance: A quarterly review will be conducted with the tenant's Family Self-Sufficiency Coordinator.

The following supportive services are offered to support households: Each individual will have access to support services from area employment support agencies, such as the Department of Elementary and Secondary Education's Vocational Rehab services and the Missouri Jobs Centers managed locally by the South Central Missouri Community Action Agency.

The following is how the agency address noncompliance with the work requirement policy: Failure to comply with the work

requirement will result in the termination of the client's housing choice voucher.

85 households are currently subject to the policy.

0 households were sanctioned for non-compliance with the work requirement in the most recently completed PHA fiscal year.

D.	Safe Harbor Waivers.
D.1	Safe Harbor Waivers seeking HUD Approval: No Safe Harbor Waivers are being requested.

E.	Agency-Specific Waiver(s).
E.1	Agency-Specific Waiver(s) for HUD Approval: The MTW demonstration program is intended to foster innovation and HUD encourages MTW agencies, in consultation with their residents and stakeholders, to be creative in their approach to solving affordable housing issues facing their local communities. For this reason, Agency-Specific Waivers may be requested. No Agency-Specific Waivers are being requested.
E.2	Agency-Specific Waiver(s) for which HUD Approval has been Received: MTW Agency does not have approved Agency-Specific Waivers

F.	Public Housing Operating Subsidy Grant Reporting.
F.1	Total Public Housing Operating subsidy amount authorized, disbursed by 9/30, remaining, and deadline for disbursement, by Federal Fiscal Year for each year the PHA is designated an MTW agency.

Federal Fiscal Year (FFY)	Total Operating Subsidy Authorized Amount	How Much PHA Disbursed by the 9/30 Reporting Period	Remaining Not Yet Disbursed	Deadline
2021	\$425,112	\$460,216	\$0	2021-06-30

G.	MTW Statutory Requirements.	
G.1	75% Very Low Income – Local, Non-Traditional. HUD will verify compliance with the statutory requirement that at least 75% of the households assisted by the MTW agency are very low-income for MTW public housing units and MTW HCVs through HUD systems. The MTW PHA must provide data for the actual families housed upon admission during the PHA's most recently completed Fiscal Year for its Local, Non-Traditional program households.	
Income Level		Number of Local, Non-Traditional Households Admitted in the Fiscal Year*
80%-50% Area Median Income		11
49%-30% Area Median Income		0
Below 30% Area Median Income		89
Total Local, Non-Traditional Households		100

*Local, non-traditional income data must be provided in the MTW Supplement form until such time that it can be submitted in IMS-PIC or other HUD system.

G.2	Establishing Reasonable Rent Policy.
MTW agency established a rent reform policy to encourage employment and self-sufficiency	

G.3	Substantially the Same (STS) – Local, Non-Traditional.
The total number of unit months that families were housed in a local, non-traditional rental subsidy for the prior full calendar year.	670 # of unit months
The total number of unit months that families were housed in a local, non-traditional housing development program for the prior full calendar year.	0 # of unit months

Number of units developed under the local, non-traditional housing development activity that were available for occupancy during the prior full calendar year:

PROPERTY NAME/ ADDRESS	0/1 BR	2 BR	3 BR	4 BR	5 BR	6+ BR	TOTAL UNITS	POPULATION TYPE*	if 'Population Type' is Other	# of Section 504 Accessible (Mobility)**	# of Section 504 Accessible (Hearing/ Vision)	Was this Property Made Available for Initial Occupancy during the Prior Full Calendar Year?	What was the Total Amount of MTW Funds Invested into the Property?
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G.4	Comparable Mix (by Family Size) – Local, Non-Traditional.
To demonstrate compliance with the statutory requirement to continue serving a 'comparable mix' of families by family size to that which would have been served without MTW, the MTW agency will provide the number of families occupying local, non-traditional units by household size for the most recently completed Fiscal Year in the provided table.	

Family Size:	Occupied Number of Local, Non-Traditional units by Household Size
1 Person	25
2 Person	50
3 Person	24
4 Person	1
5 Person	
6+ Person	
Totals	100

H.	Public Comment
Attached you will find a copy of all of the comments received and a description of how the agency analyzed the comments, as well as any decisions made based on those comments.	
No additional public hearing was held for an Agency-Specific Waiver and/or Safe Harbor waiver	

I.	Evaluations.
No known evaluations.	

MTW CERTIFICATIONS OF COMPLIANCE**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
OFFICE OF PUBLIC AND INDIAN HOUSING****Certifications of Compliance with Regulations:
Board Resolution to Accompany the MTW Supplement to the Annual PHA Plan**

Acting on behalf of the Board of Commissioners of the Moving to Work Public Housing Agency (MTW PHA) listed below, as its Chairperson or other authorized MTW PHA official if there is no Board of Commissioners, I approve the submission of the MTW Supplement to the Annual PHA Plan for the MTW PHA Fiscal Year beginning (July 1, 2021), hereinafter referred to as "the MTW Supplement", of which this document is a part and make the following certifications and agreements with the Department of Housing and Urban Development (HUD) in connection with the submission of the MTW Supplement and implementation thereof:

- (1) The PHA made the proposed MTW Supplement and all information relevant to the public hearing available for public inspection at least 45 days before the hearing, published a notice that a hearing would be held and conducted a hearing to discuss the MTW Supplement and invited public comment.
- (2) The MTW PHA took into consideration public and resident comments (including those of its Resident Advisory Board(s) or tenant associations, as applicable) before approval of the MTW Supplement by the Board of Commissioners or Board of Directors in order to incorporate any public comments into the annual MTW Supplement.
- (3) The MTW PHA certifies that the Board of Directors has reviewed and approved the budget for the Capital Fund Program grants contained in the Capital Fund Program Annual Statement/Performance and Evaluation Report, form HUD-50075.1 (or successor form as required by HUD).
- (4) The MTW PHA will carry out the MTW Supplement in conformity with Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d-2000d-4), the Fair Housing Act (42 U.S.C. 3601-19), section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), and title II of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) all regulations implementing these authorities; and other applicable Federal, State, and local civil rights laws.
- (5) The MTW Supplement is consistent with the applicable comprehensive housing affordability strategy (or any plan incorporating such strategy) for the jurisdiction in which the PHA is located.
- (6) The MTW Supplement contains a certification by the appropriate state or local officials that the Plan is consistent with the applicable Consolidated Plan, which includes a certification that requires the preparation of an Analysis of Impediments to Fair Housing Choice, for the MTW PHA's jurisdiction and a description of the manner in which the MTW Supplement is consistent with the applicable Consolidated Plan.
- (7) The MTW PHA will affirmatively further fair housing, which means that it will: (i) take meaningful actions to further the goals identified by the Assessment of Fair Housing (AFH) conducted in accordance with the requirements of 24 CFR 5.150-5.180 and 903.15; (ii) take no action that is materially inconsistent with its obligation to affirmatively further fair housing; and (iii) address fair housing issues and contributing factors in its programs, in accordance with 24 CFR 903.7(o)(3) and 903.15(d). Note: Until the PHA is required to submit an AFH, and that AFH has been accepted by HUD, the PHA must follow the certification requirements of 24 CFR 903.7(o) in effect prior to August 17, 2015. Under these requirements, the PHA will be considered in compliance with the certification requirements of 24 CFR 903.7(o)(1)-(3) and 903.15(d) if it: (i) examines its programs or proposed programs; (ii) identifies any impediments to fair housing choice within those programs; (iii) addresses those impediments in a reasonable fashion in view of the resources available; (iv) works with local jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; and (v) maintains records reflecting these analyses and actions.
- (8) The MTW PHA will comply with the prohibitions against discrimination on the basis of age pursuant to the Age Discrimination Act of 1975 and HUD's implementing regulations at 24 C.F.R. Part 146.
- (9) In accordance with 24 CFR 5.105(a)(2), HUD's Equal Access Rule, the MTW PHA will not make a determination of eligibility for housing based on sexual orientation, gender identity, or marital status and will make no inquiries concerning the gender identification or sexual orientation of an applicant for or occupant of HUD-assisted housing.
- (10) The MTW PHA will comply with the Architectural Barriers Act of 1968 and 24 CFR Part 41, Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped.
- (11) The MTW PHA will comply with the requirements of section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low- or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 135.
- (12) The MTW PHA will comply with requirements with regard to a drug free workplace required by 24 CFR Part 24, Subpart F.
- (13) The MTW PHA will comply with requirements with regard to compliance with restrictions on lobbying required by 24 CFR Part 87, together with disclosure forms if required by this Part, and with restrictions on payments to influence Federal Transactions, in accordance with the Byrd Amendment.
- (14) The MTW PHA will comply with acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implementing regulations at 49 CFR Part 24 as applicable.

- (15) The MTW PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).
- (16) The MTW PHA will provide HUD or the responsible entity any documentation needed to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58. Regardless of who acts as the responsible entity, the MTW PHA will maintain documentation that verifies compliance with environmental requirements pursuant to 24 Part 58 and 24 CFR Part 50 and will make this documentation available to HUD upon its request.
- (17) With respect to public housing and applicable local, non-traditional development the MTW PHA will comply with Davis-Bacon or HUD determined wage rate requirements under section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.
- (18) The MTW PHA will keep records in accordance with 2 CFR 200.333-200.337 and facilitate an effective audit to determine compliance with program requirements.
- (19) The MTW PHA will comply with the Lead-Based Paint Poisoning Prevention Act and 24 CFR Part 35.
- (20) The MTW PHA will comply with the policies, guidelines, and requirements of 2 CFR Part 200.
- (21) The MTW PHA must fulfill its responsibilities to comply with and ensure enforcement of housing quality standards as required in PIH Notice 2011-45, or successor notice, for any local, non-traditional program units. The MTW PHA must fulfill its responsibilities to comply with and ensure enforcement of Housing Quality Standards, as defined in 24 CFR Part 982, for any Housing Choice Voucher units under administration.
- (22) The MTW PHA will undertake only activities and programs covered by the Moving to Work Operations Notice in a manner consistent with its MTW Supplement and will utilize covered grant funds only for activities that are approvable under the Moving to Work Operations Notice and included in its MTW Supplement. MTW Waivers activities being implemented by the agency must fall within the safe harbors outlined in Appendix I of the Moving to Work Operations Notice and/or HUD approved Agency-Specific or Safe Harbor Waivers.
- (23) All attachments to the MTW Supplement have been and will continue to be available at all times and all locations that the MTW Supplement is available for public inspection. All required supporting documents have been made available for public inspection along with the MTW Supplement and additional requirements at the primary business office of the PHA and at all other times and locations identified by the MTW PHA in its MTW Supplement and will continue to be made available at least at the primary business office of the MTW PHA.

Ripley County Public Housing Agency

MO 212

MTW PHA NAME**MTW PHA NUMBER/HA CODE**

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

Jesse Roy

RCPHA Chairman

NAME OF AUTHORIZED OFFICIAL**TITLE****SIGNATURE**

December 2, 2021

DATE

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

**RIPLEY COUNTY PUBLIC HOUSING AGENCY
PUBLIC HEARING NOTICE**

Contact Person: Crystal Jones
Phone Number: 573-785-6402
E-mail Address: crystal@ofrpc.org

Dates/Times: Tuesday, July 20, 2021 at 12:00 pm (noon) and Thursday, July 22, 2021 at 3:00 pm at the offices of the Ripley County Public Housing Agency located at 3019 Fair Street, Poplar Bluff, MO 63901. Please consider attending one of these meetings to learn about the RCPHA's Moving to Work (MTW) program and participate in the development of the MTW Supplement.

Description of Agenda:

A public hearing will be held on Tuesday, July 20, 2021 at 12:00 pm (noon) and Thursday, July 22, 2021 at 3:00 pm to discuss the Ripley County Public Housing Agency's (RCPHA) submission of the Moving to Work (MTW) Plan Supplement. The RCPHA's MTW Supplement Plan will be available for public inspection at the hearing. Public comments can be made at the meeting or to Crystal Jones at the above contact information.

Background: The Ripley County Public Housing Agency Housing Services Office administers the Section 8 Housing Choice Voucher (HCV) Program as the Public Housing Agency (PHA) of Butler, Carter, Reynolds, Ripley, and Wayne Counties in Missouri. The program is federally funded by the U.S. Department of Housing & Urban Development (HUD) and is designed to accommodate very low-income families and individuals with rental assistance for decent, safe, and sanitary housing, provided by private owners and rental agents. On average, the program assists 400 families with rent assistance per year.

The MTW Demonstration Program was first established under the 1996 MTW Statute to provide statutory and regulatory flexibility to participating Public Housing Agencies under three statutory objectives. Those three statutory objectives are:

- Reduce cost and achieve greater cost effectiveness in federal expenditures;
- 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
- Increase housing choices for eligible low-income families.

The RCPHA is participating in the MTW Demonstration Program to further enhance the quality of life of all clients who participate in the HCV program. This will be accomplished by encouraging Section 8 tenants and clients to become more self-sufficient by decreasing reliance on the Section 8 program, increasing the cost effectiveness of the Section 8 program through the standardization of processes and procedures that will enable the staff to operate more efficiently, and increasing housing choice options through residential stability.

T OF PUBLICATION

sworn according to law, state that I am **PUBLISHER** of the weekly newspaper of general circulation in the newspaper has been admitted to the Post Office as of Doniphan, Missouri, the city of publication; which is published regularly and consecutively for a period of three years and has subscribers voluntarily engaged as such who have paid the stated price for a subscription for a definite period. This newspaper has complied with the provisions of Section 57.010, Missouri 1969. The affixed notice appeared in said newspaper on consecutive issues.

No. 34 day of July, 2021
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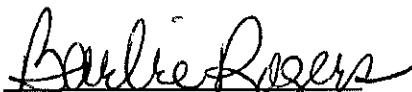


Chris Pruett, PUBLISHER

Subscribed and sworn to before me this

7th day of July

2021


Barbie Rogers, NOTARY PUBLIC

My commission expires

January 21, 2022

Publication Fee \$

110.40

BARBIE ROGERS
Notary Public - Notary Seal
STATE OF MISSOURI
Ripley County
Commission # 13925163

RIPLEY COUNTY PUBLIC HOUSING AGENCY
MOVING TO WORK PROGRAM
HARDSHIP POLICY

If a family requests a hardship exemption, the PHA will suspend the minimum rent requirement and increased amount due to the increase in payment standards and adjust the HAP accordingly, effective on the first of the month following the family's request for the hardship exemption, continuing until the PHA determines whether there is a qualifying financial hardship and whether the hardship is temporary or long term. The financial hardship exemption only applies to payment of the minimum rent or total tenant payment due to the increase in the payment standard above 100% of FMR. The TTP is still calculated, excluding the minimum rent, and the family pays the higher of 30% of monthly adjusted income, 10% of monthly income, and the welfare rent, as applicable, during the term of the suspended minimum rent or increase in the payment standard. Financial hardship includes circumstances in which families:

- a) Have lost eligibility or are awaiting an eligibility determination for a federal, state, or local assistance program, including a family that has a noncitizen household member lawfully admitted for permanent residence who would be entitled to public benefits but for Title IV of the Personal Responsibility and Work Opportunity Act of 1996, 8 U.S.C. §1601 et seq.
- b) Would be evicted as a result of imposing the minimum rent requirement
- c) Experience income decreases because of changed circumstances, including the loss or reduction of employment or reduction in or loss of earnings or other assistance.
- d) Have a death in the family
- e) Require a reasonable accommodation related to a family member's disability

Hardship exemptions requested for the work requirement will result in the PHA suspending the requirement for a family member to obtain a minimum of 15 hours of work or school per week, effective immediately, continuing until the PHA determines whether there is a qualifying hardship and whether the hardship is temporary or long term. The work requirement hardship exemption only applies to the requirement for a household member aged 18 or older to submit documentation of 15 hours of work or school attendance each week. Documentation must be submitted to the PHA on a quarterly basis. The hardship must be requested within 10 days of the hardship commencing.

Work requirement hardships include circumstances in which individuals:

- a) Experience income decreases because of changed circumstances, including the loss or reduction of employment or reduction in or loss of earnings or other assistance,
- b) Have a death in the family
- c) Require a reasonable accommodation related to a family member's disability

All hardship exemptions require the approval of the PHA Executive Director. If the PHA determines there is no qualifying hardship, the minimum rent, payment standard adjustment, and work

requirement is reinstated retroactively to the date of the suspension. The family must reimburse the PHA for any financial difference. A payment plan may be offered if the amount is over \$50.

If the PHA determines the qualifying hardship is temporary (circumstances causing the hardship are expected to last 90 days or less), the PHA will suspend the minimum rent, increase in payment standard, or work requirement for a period of 90 days from the beginning of the month following the date of the family's request. At the end of the 90-day period, the PHA must reinstate the minimum rent and increased payment standard retroactively to the date of suspension. The family will be given the option of a payment plan to cover the charges accumulated during the suspension period. The work requirement will be reinstated on the date the qualifying hardship is complete.

If the PHA determines the qualifying hardship is long term (circumstances causing the hardship are expected to last more than 90 days), the PHA will exempt the family from the minimum rent requirements, increase in payment standards, and work requirement from the beginning of the month following the date of the family's request. The exemption continues until the hardship no longer exists. The family is not required to repay the difference between the TTP and the minimum rent or increase in payment standard amount to the PHA once the hardship is over. If the PHA denies a long-term hardship the family will have the option to request an appeal of the decision following the PHA normal appeals process.

NCA Sample Output																	
Agency	County	Income (Yrly)	% of Income	Work Requirement Income*	% of Work Requirement Income	Total Target Payment - %N	Variable Side	Current Rent Amount	Payment Standard	Proposed Payment Standard	Total Target Payment (20% of Income)	Current Rent Payment by Client	Current Total Family Responsibility	Current Utilities	Difference	New Maximum Subsidy - New NRI	Current Maximum Subsidy
Agency 1	Butler	\$13,139	13.84%	0	0%	\$248,000	0	\$248,000	\$612	\$608	\$108,480	\$61,000	\$13,139	\$200	\$-20	\$248,31	\$13,139
Agency 2	Butler	\$10,587	11.21%	0	0%	\$248,000	0	\$248,000	\$612	\$608	\$87,200	\$50,000	\$10,587	\$200	\$-20	\$248,31	\$10,587
Agency 3	Butler	\$14,338	14.474%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$14,338	\$200	\$-20	\$248,31	\$14,338
Agency 4	Butler	\$16,052	16.86%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$126,800	\$64,000	\$16,052	\$200	\$-20	\$248,31	\$16,052
Agency 5	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 6	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 7	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 8	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 9	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 10	Butler	\$8,285	10.473%	0	0%	\$248,000	0	\$248,000	\$612	\$610	\$108,133	\$1,000	\$8,285	\$200	\$-20	\$248,31	\$8,285
Agency 11	Butler	\$9	0.01%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$9	\$200	\$-20	\$248,31	\$9
Agency 12	Butler	\$14,088	14.480%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$14,088	\$200	\$-20	\$248,31	\$14,088
Agency 13	Butler	\$7,255	7.138%	0	0%	\$248,000	0	\$248,000	\$612	\$610	\$87,200	\$50,000	\$7,255	\$200	\$-20	\$248,31	\$7,255
Agency 14	Butler	\$11,556	13.574%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$11,556	\$200	\$-20	\$248,31	\$11,556
Agency 15	Butler	\$1,400	1.50%	\$7,000.00	\$2,466.67	\$2,466.67	0	\$2,466.67	\$612	\$610	\$1,733.33	\$1,733.33	\$1,400	\$200	\$-20	\$248,31	\$1,400
Agency 16	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 17	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 18	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 19	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 20	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 21	Casper	\$22,020	26.874%	0	0%	\$248,000	0	\$248,000	\$612	\$610	\$173,600	\$122,000	\$22,020	\$200	\$-20	\$248,31	\$22,020
Agency 22	Butler	\$5,141	5.140%	0	0%	\$248,000	0	\$248,000	\$612	\$610	\$87,200	\$50,000	\$5,141	\$200	\$-20	\$248,31	\$5,141
Agency 23	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 24	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 25	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 26	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 27	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 28	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 29	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 30	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 31	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 32	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 33	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 34	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 35	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 36	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 37	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 38	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 39	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 40	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 41	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 42	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 43	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 44	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 45	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 46	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 47	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 48	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 49	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 50	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 51	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 52	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 53	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 54	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 55	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 56	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 57	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 58	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 59	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 60	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 61	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 62	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 63	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 64	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 65	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$200	\$-20	\$248,31	\$13,389
Agency 66	Butler	\$10,577	11.201%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,577	\$200	\$-20	\$248,31	\$10,577
Agency 67	Butler	\$10,519	10.703%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$10,519	\$200	\$-20	\$248,31	\$10,519
Agency 68	Butler	\$9,886	10.500%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$9,886	\$200	\$-20	\$248,31	\$9,886
Agency 69	Butler	\$13,616	14.109%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,616	\$200	\$-20	\$248,31	\$13,616
Agency 70	Butler	\$13,684	14.209%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,684	\$200	\$-20	\$248,31	\$13,684
Agency 71	Butler	\$13,389	14.140%	0	0%	\$172,200	0	\$172,200	\$612	\$610	\$112,400	\$64,000	\$13,389	\$			