



Fairfax County Redevelopment and Housing Authority



FY 2025
MOVING TO WORK PLAN

DRAFT: To be submitted on or before April 15, 2024

The Mission

The mission of the FCRHA is to initiate and provide opportunities for Fairfax County residents to live in safe, affordable housing and to help develop, preserve, and revitalize communities through fiscally responsible and open processes.

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I. Introduction

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

1. Reduce cost and achieve greater cost effectiveness in federal expenditures;
2. Incentivize employment to help families increase their levels of self-sufficiency; and
3. Increase housing choices for low-income families.

In 2013, the Fairfax County Redevelopment and Housing Authority (FCRHA) was designated as a Moving to Work agency. The FCRHA provides a continuum of affordable housing options, from rental vouchers to moderately priced rental units, as well as affordable programs for homeownership. Each household fits somewhere along this continuum and it is the goal of the FCRHA to help individuals find the right fit based on income and need. Households are offered opportunities to progress to the next step based on their level of individual self-sufficiency as well as the availability of housing resources. Housing options in the continuum including the following:

Rental Subsidy and Services Program. The Rental Subsidy and Services Program (RSSP) is a rental assistance program that includes supportive services. The program offers medium to long-term subsidies with case management and is geared towards supporting households earning 50 percent of Area Median Income (AMI) and below. RSSP is a locally funded rental assistance program that is subject to annual appropriations by the Fairfax County Board of Supervisors.

Project-Based or Tenant-Based Housing Choice Voucher. The federal Housing Choice Voucher Program serves extremely and very low-income households (earning 50 percent of AMI and below) that need housing assistance. Participants can be referred to local nonprofit organizations which can assist with employment skills, case management, and other services as needed.

Fairfax County Rental Program. The local Fairfax County Rental Program (FCRP) generally serves working, low- to moderate-income households (earning 80 percent of AMI and below). Housing managed under the FCRP includes multifamily housing, magnet housing for public sector employees, seniors, and supportive housing. FCRP includes rental properties owned by the FCRHA and developed with funds other than RAD-PBV or Housing Choice Voucher.

Homeownership or Unsubsidized Housing. The FCRHA's First-Time Homebuyers Program offers affordably priced new and resale townhomes and condominiums to first-time homebuyers who meet income and other qualifications. Individuals and families who are considered self-sufficient are referred to the program.

The FCRHA uses Moving to Work flexibility to:

- Further a range of housing programs and services that help participants move toward the greatest level of self-sufficiency they can attain.

- Expand community partnerships with nonprofit organizations to provide self-sufficiency services.
- Reduce the regulatory burden both on staff and customers, to allow a greater focus on people – not paperwork.
- Align housing resources with community needs, consistent with Fairfax County’s affordable housing development and preservation goals.

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

The Fiscal Year (FY) 2025 Moving to Work Plan (the Plan) furthers the on-going work of the FCRHA and includes two repropoed activities and one new proposed activity. The Plan supports the efforts of the FCRHA to preserve and develop affordable housing as well as provide greater housing mobility and self-sufficiency opportunities. In FY 2025, the FCRHA will focus on understanding barriers and opportunities to self-sufficiency through data analysis and resident engagement activities. In addition, the FCRHA will further develop a set of comprehensive landlord engagement and outreach strategies to continue to attract and retain landlords in the HCV program. As in the past, the FCRHA will monitor several important policies designed to decrease the cost of assistance to families in the Housing Choice Voucher (HCV) program as well as the impact of a changing rental market on households.

The following is a list of the activities included in the FY 2025 Plan—those that are proposed, repropoed, implemented, not yet implemented, and closed out.

PROPOSED	
2025-1	Alternative Utility Allowance Schedules for Project-Based Voucher Units
RE-PROPOSED	
2014-1	Reduce Frequency of Reexaminations
2021-2	Rental Assistance Demonstration Project-Based Voucher Program Admissions Policy
IMPLEMENTED	
2014-2	Eliminate Mandatory Earned Income Disregard Calculation
2014-3	Streamline Inspections for Housing Choice Voucher Units
2014-5	Institute a Minimum Rent
2014-9	Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Assistance Demonstration Project-Based Voucher Program
2016-1	Use Moving to Work Funds for Local, Non-Traditional Housing Program
2016-2	Modify Project-Based Voucher Choice Mobility Criteria
2017-1	Modify the Family Self-Sufficiency Program
2017-3	Authorization to Establish a Local Moving to Work Project-Based Voucher Program
2018A-1	Modify the Calculation of the Family Share of Rent
2018A-3	Increase Initial Maximum Tenant Rent Burden to 45 Percent
2019-1	Establish Fairfax County Payment Standards
2021-1	Affordable Housing Acquisition and Development
NOT YET IMPLEMENTED	
2023-1	Implementation of Payment Standards at Effective Date
CLOSED	
2014-4	Streamline Inspections for Public Housing Residents
2014-6	Design and Initiate a Rent Reform Controlled Study
2014-7	Convert Scattered-Site Public Housing Units to Project-Based Section 8 Assistance
2014-8	Allow Implementation of Reduced Payment Standards at Next Annual Reexamination
2015-1	Eliminate Flat Rents in the Public Housing Program
2017-2	Establish a Gateway to Housing Choice Voucher Program from the Tenant-Based Rental Assistance Program
2018A-2	Establish Shared Housing Program for Rental Assistance Demonstration Project-Based Voucher Program

Highlights of the FCRHA's short-term goals for FY 2025 include:

1. **Continue the Implementation of Sub-Market Payment Standards:** In FY 2019, the FCRHA was granted authority to develop local payment standards. This activity has been implemented in two phases: 1) decouple from the use of HUD's Small Area Fair Market Rents and develop a new local countywide payment standard (implemented in March 2019); and 2) implement local sub-market payment standards. The FCRHA implemented the sub-market payment standards (Phase 2), known as RealMarket Payment Standards, in FY 2024. As this is a change for Housing Choice Voucher households, in FY 2025 staff will work to ensure continued implementation of the payment standard approach; collect data to understand any potential outcomes of the change, particularly from an equity perspective; and continue to clearly communicate the change in payment standards to households.
2. **Update MTW Strategies with Input from Participants:** In FY 2025, the FCRHA will continue to build on client engagement activities to better understand opportunities and challenges that households face, particularly as related to self-sufficiency and housing mobility. The MTW Resident Advisory Committee will continue to play a key role in providing feedback to the FCRHA and be the "voice" of households served through MTW.
3. **Continue the Step Ahead 2.0 Pilot:** In FY 2025, the FCRHA will continue its pilot program, known as Step Ahead 2.0, that provides support services to specific households once they have secured housing. The purpose of this pilot is to help households who have a federal voucher under MTW, maintain housing stability by providing intensive support services as needed. The pilot will assist households served through an Emergency Housing Voucher as well as other households served through the Housing Choice Voucher (HCV) program as needed. Funding is provided through Moving to Work single fund flexibility and includes a formal evaluation.
4. **Engage in Landlord Outreach Activities.** As part of ongoing efforts to increase housing mobility opportunities for households, the FCRHA will engage in landlord recruitment and retention activities throughout FY 2025. The focus will be recruiting new landlords, particularly in areas of Fairfax County where HCV households typically are not able to find housing due to a variety of issues. Landlord outreach activities are a critical component to the continued successful implementation of the sub-market payment standards to increase the supply of available housing options in areas of the county with higher rents.

Overview of the FCRHA'S Long-Term MTW Goals

Moving to Work provides the opportunity to utilize block grant flexibility to meet an important goal of the FCRHA—to *preserve, expand, and facilitate new affordable housing opportunities in Fairfax County*. According to the Virginia Center for Housing Research, the total affordable housing gap in Fairfax County for low-income renters (i.e., incomes at or below 80 percent of the Area Median Income) is approximately 32,000 units. In addition to this affordable housing gap, there is a projected need for 15,000 net new affordable homes for households earning up to 60 percent AMI. To that end, a long-term Moving to Work goal of the FCRHA is to realize savings through its federal programs—both through efficiencies in the programs, as well as ultimately moving families to self-sufficiency—and to utilize these savings for the creation and preservation of affordable housing. This will continue to be a long-term goal of the FCRHA.

II. General Operating Information

A. Housing Stock Information

I. Planned New Public Housing Units

New public housing units that the MTW PHA anticipates will be added during the Plan Year.

Asset Management Project (AMP) Name and Number	Bedroom Size						Total Units	Population Type*	# of Uniform Federal Accessibility Standards (UFAS) Units	
	0/1	2	3	4	5	6+			Fully Accessible	Adaptable
N/A	0	0	0	0	0	0	0	N/A	0	0

I. Planned Public Housing Units to be Removed

Public housing units that the MTW PHA anticipates will be removed during the Plan Year.*

AMP Name and Number	# of Units to be Removed	Explanation for Removal
N/A	0	N/A

**Robinson Square, a RAD-PBV property, was demolished in FY 2022 as part of the FCRHA's One University redevelopment project. 46 RAD-PBV units have been offline, and residents have been issued tenant-based vouchers, relocation assistance, and an option to return when the project is completed and prepared for occupancy. The 46 units that are offline will be project-based upon completion as replacement for the original units in the completed redevelopment; this is anticipated to occur in FY 2024.*

III. Planned New Project-Based Vouchers

Tenant-based vouchers that the MTW PHA anticipates project-basing 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) will be in place by the end of the Plan Year. Indicate whether the unit is included in the Rental Assistance Demonstration (RAD).

Property Name	# of Vouchers to be Project-Based	RAD?	Description of Project
Telestar	27	No	Development of multifamily housing
The Exchange at Spring Hill Station (Formerly Dominion Square)	100	No	Development of multifamily housing
Somos	8	No	Development of multifamily housing
Lamb Center	48	No	Development of emergency shelter
Residences at Government Center II	7	No	Development of multifamily housing

IV. 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 is already in place at the beginning of the Plan Year. Indicate whether the unit is included in RAD.

Property Name	# of Project-Based Vouchers	Planned Status at End of Plan Year*	RAD?	Description of Project
Arden (The)	8	Leased	No	Multifamily
Arrowbrook	8	Leased	No	Multifamily
Autumn Willow	8	Committed	No	Senior housing
Briarcliff	26	Leased	No	Multifamily
Chesterbrook Senior Residences	44	Leased	No	Senior housing
Community Residences	5	Leased	No	Group housing
Coppermine	57	Leased	No	Multifamily
Culpepper Gardens	141	Leased	No	Multifamily
Fallstead at Lewinsville Center	22	Leased	No	Senior housing
Herndon Harbor House	3	Leased	No	Senior
Hollybrooke III	12	Leased	No	Multifamily
Lewinsville Retirement Residences	18	Leased	No	Senior housing
Lincolnia Senior Apartments	26	Leased	No	Senior housing
Lindsay Hill	8	Leased	No	Senior housing
Madison Ridge	24	Leased	No	Multifamily
Morris Glen	12	Leased	No	Senior housing
New Lake Anne	122	Leased	No	Housing for seniors and individuals with a disability
North Hill	68	Leased	No	Senior and multifamily
Oakwood	8	Leased	No	Senior housing
One University	25	Leased	No	Senior housing
Scattered Sites	112	Leased	No	Scattered sites
Stonegate	6	Leased	No	Multifamily
Westglade	6	Leased	No	Multifamily
Wexford Manor	5	Leased	No	Multifamily
RAD-PBV 1	1,060	Leased	Yes	Multifamily
RAD-PBV 2	108	Leased	Yes	Multifamily
VASH-PBV	3	Leased	No	Multifamily
TOTAL	1,945			

*Select "Planned Status at the End of Plan Year" from: Committed, Leased/Issued

V. Planned Other Changes to MTW Housing Stock Anticipated During 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.

Planned Other Changes to MTW Housing Stock Anticipated in the Plan Year
N/A

VI. General Description of All Planned Capital Expenditures During the Plan Year

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

General Description of All Planned Capital Expenditures During the Plan Year
MTW funds will not be used for capital expenditures in FY 2025.

B. Leasing Information

I. Planned Number of Households Served

Snapshot and unit month information on the number of households the MTW PHA plans to serve at the end of the Plan Year.

Planned Number of Households Served Through:	Planned Number of Unit Months Occupied/Leased*	Planned Number of Households to be Served**
MTW Public Housing Units Leased	N/A	N/A
MTW Housing Choice Vouchers (HCV) Utilized (<i>does not include RAD</i>)	45,864	3,822
Local, Non-Traditional: Tenant-Based [^]	300	25
Local, Non-Traditional: Property-Based [^]	456	38
Local, Non-Traditional: Homeownership [^]	0	0
Planned Total Households Served	46,620	3,885

NOTE: The above data does not include RAD-PBV households.

* "Planned Number of Unit Months Occupied/Leased" is the total number of months the MTW PHA plans to have leased/occupied in each category throughout the full Plan Year.

**"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.

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

Local, Non-Traditional Category	MTW Activity Name/Number	Planned Number of Unit Months Occupied/Leased*	Planned Number of Households to be Served*
Tenant-Based	2016-1	300	25**
Property-Based	2021-1	456	38***
Homeownership	N/A	N/A	N/A

* The sum of the figures provided should match the totals provided for each local, non-traditional categories in the previous table. Figures should be given by individual activity. Multiple entries may be made for each category if applicable.

** Includes 25 households served through tenant-based rental assistance

*** Includes 38 units at The Senior Residences of North Hill

II. Discussion of Any Anticipated Issues/Possible Solutions Related to Leasing

Discussions of any anticipated issues and solutions in the MTW housing programs listed.

Housing Program	Description of Anticipated Leasing Issues and Possible Solutions
MTW Public Housing	N/A
MTW Housing Choice Voucher	N/A
Local, Non-Traditional	N/A

C. Waiting List Information

I. Waiting List Information Anticipated

Snapshot information of waiting list data as anticipated at the beginning of the Plan Year. The “Description” column should detail the structure of the waiting list and the population(s) served.

Waiting List Name	Description	# of Households on Waiting List	Waiting List Open, Partially Open or Closed	Plans to Open the Waiting List During the Plan Year
Housing Choice Voucher—Tenant Based	Housing Choice Voucher Program	1,717	Closed	No
RAD--PBV	RAD Project-Based Voucher Program	1,647	Closed	No

Please describe any duplication of applicants across waiting lists: Applicants can apply to multiple rental assistance programs and often appear on multiple lists.

II. Planned Changes to Waiting List in the Plan Year

Please describe any anticipated 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 Planned Changes to Waiting List
RAD-PBV Waitlist	N/A
PBV Waitlist	The FCRHA anticipates opening PBV waitlists at three separate properties in FY 2025

III. Proposed MTW Activities: HUD Approval Requested

2025-1 Local Site-Specific Utility Allowance Schedules for Project-Based Voucher Units

- Cost Effectiveness
- Self-Sufficiency
- Increase Housing Choice

Description of Activity

The FCRHA is requesting the ability to set local site-specific utility allowances for newly constructed, redeveloped, or preserved Project-Based Vouchers (PBV) units. The FCRHA has previously sought waivers from HUD to utilize a local site-specific utility allowance for new construction. If authorized, this activity will improve the cost effectiveness of PBV units, particularly those awarded for new construction under MTW authority by promoting utility conservation and the efficient use of Housing Assistance Payment (HAP) funding.

Currently, the FCRHA uses a countywide utility allowance based on building type for all PBV units. This is often problematic for newly constructed developments or substantially redeveloped properties with PBV units, as new properties are usually required to be energy efficient resulting in lower utility costs. The current utility allowance often negatively impacts the overall operating proforma of new developments or redevelopments, resulting in decreased cash flow to the property and increased debt requirements. If authorized, the FCRHA would request developers to submit a proposed utility allowance inclusive of data that substantiates the requested amount. This request would be compared to the FCRHA’s current countywide utility allowance. If there was a variance in amounts, a site-specific utility allowance would be granted and updated annually.

Importantly, the amount of the utility allowance directly impacts the amount of the HAP per unit, with a higher utility allowance resulting in a higher gross rent and therefore a higher HAP. In some cases, the current countywide utility allowance is more generous than actual utility consumption rates which discourages conservation because the amount that a household must pay to the landlord is lower resulting in less pressure to constrain utility consumption. Establishing local site-specific utility allowances for PBV units that are closely aligned with actual consumption will encourage conservative use of utilities and better match actual utility costs.

Cost Implications

If authorized, the FCRHA anticipates that this change will result in lower HAP costs. While this activity may result in an increase in tenant rent for some PBV households, the cost of utilities will be lower resulting in a net neutral change. The FCRHA will continue to closely monitor the number of households rent burdened and will adjust accordingly if needed.

Need/Justification for MTW Flexibility

The FCRHA requests authorization to implement this activity under the following:

- PIH Notice 2018-11

Because site-specific utilities allowances are not currently allowed, MTW flexibility is required.

CE #6: Reducing Per Unit Subsidy Costs for Participating Households

Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
Average amount of Section 8 and/or 9 subsidy (or local, nontraditional subsidy) per household affected by this policy in dollars (decrease)	Average subsidy per household affected by this policy prior to implementation of the activity (in dollars).	Expected average subsidy per household affected by this policy after implementation of the activity (in dollars).	Actual average subsidy per household affected by this policy after implementation of the activity (in dollars)	Whether the outcome meets or exceeds the benchmark.
	To be provided when activity is implemented	To be provided when activity is implemented	To be provided in the annual MTW Report	To be provided in the annual MTW Report

2014-1 Reduction in Frequency of Reexaminations

Cost Effectiveness

Self Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Implemented: FY 2014 and FY 2018
- Amended: FY 2020
- Reproposed: FY 2025

Description of Activity/Update

The objectives of this activity are to provide a work incentive and to lessen the administrative burden on staff and families by reducing the frequency of income reexaminations. This activity allows for the following:

- Reexaminations are conducted every two years for work-able households. Families that claim to have zero income continue to meet with FCRHA staff regularly.
- Reexaminations for non work-able households are conducted every five years. If, during the five-year period, a household's portion of rent and utilities increases to a level greater than 42% of their adjusted gross annual income, the most current payment standards will be applied prior to the five-year recertification. This will help to ensure non work-able households do not become rent burdened during the five-year period due to increases in rent at the request of a landlord. Any change in family composition must be reported in writing to the FCRHA within ten (10) business days. The FCRHA will conduct interim reexaminations to account for any changes in household composition that occur between scheduled reexaminations.
- Interim increases (i.e., increases in income between annual reexaminations) are disregarded until the next scheduled reexamination.
- Interim decreases (i.e., a reported decrease in income) are limited to one during a calendar year and no interim decreases during the first six months after initial occupancy.

The reduction in the frequency of reexaminations provides an incentive to work as families are not immediately subject to a rent increase when their income increases because of new employment or a job promotion. The impact of this activity is closely monitored, particularly to ensure that households are not becoming increasingly rent burdened. This activity will continue to be implemented in FY 2025.

In FY 2025, the FCRHA is seeking to amend this activity as follows:-

- The reexaminations for non work-able households will be conducted every three years, as was the previous policy when the activity was initially approved. Since amending the activity in FY 2020, the FCRHA has determined that a five-year reexamination schedule can pose a risk of a substantial increase in the family portion of rent between reexamination periods. While the change from a three to five-year reexamination period was initially done to reduce administrative burdens for households and staff during the COVID-19 pandemic, the FCRHA has determined that the extended time period of five years is not beneficial to households, particularly for those who are on fixed income or not employed.

Application of Activity

This activity applies to the following vouchers:

Voucher Type	Activity 2014-1 Applicability	Voucher Type	Activity 2014-1 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	YES
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers- Pre 2008	YES
RAD1	YES	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	NO	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Cost Implications

The FCRHA does not anticipate any cost implications as a result of the proposed change. While the change may result in an increase in staff time, it is also anticipated to result in a minor decrease in HAP expenses.

Need/Justification for MTW Flexibility

The FCRHA requests authorization to implement this activity under the following section of the MTW Agreement:

- Attachment C, Section D.1 of the MTW Agreement

MTW flexibility is necessary to modify current regulations pertaining to reexaminations.

CE#1: AGENCY COST SAVINGS				
Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>Total cost of task in dollars (decrease)</i>	This baseline was set using FY 2014 data. \$30.2386 average hourly pay of reexamination specialists X 19,345 total staff hours for reexaminations (see CE #2 baseline) = \$584,965 total cost for reexaminations	This activity was initially implemented in FY 2016. \$30.2386 average hourly pay of reexamination specialists X 18,334 total staff hours for reexaminations = \$554,394 total cost for reexaminations	To be provided in the annual MTW Report	To be provided in the annual MTW Report

CE#2: STAFF TIME SAVINGS				
Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>Total time to complete the task in staff hours (decrease).</i>	<p>This baseline was set using FY 2014 data. Survey of staff revealed that staff spends on average 5 hours processing each reexamination.</p> <p>5 hours X 3,532 HCV reexaminations=17,660 HCV staff hours + 5 hours X 337 PH Pilot Portfolio reexaminations =1,685 PH staff hours =19,345 total staff hours for reexaminations.</p>	<p>5 hours X 3,532 HCV reexaminations = 17,660 HCV staff hours + 5 hours X 337 Pilot PH reexaminations = 1,685 PH staff hours = 19,345 total staff hours dedicated to reexaminations.</p>	To be provided in the annual MTW Report	To be provided in the annual MTW Report

CE#5: INCREASE IN AGENCY RENTAL REVENUE				
Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>Rental revenue in dollars (increase).</i>	<p>FY 2014 HCV estimated HAP disbursements were \$43,389,711.</p> <p>FY 2014 Public Housing estimate rental revenue was \$5,248,624.</p>	<p>No change in rental revenue is expected in FY 2016 as a result of alternate reexaminations.</p> <p>FY 2015 HCV estimated HAP disbursements are \$42,440,227.</p> <p>FY 2015 Public Housing estimated rental revenue is \$6,187,194.</p>	To be provided in the annual MTW Report	To be provided in the annual MTW Report

SS#1: INCREASE IN HOUSEHOLD INCOME				
Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>Average earned income of households affected by this policy in dollars (increase).</i>	<p>This baseline was set using FY 2014 data.</p> <p>Average earned income of HCV households is \$24,504.</p> <p>Average earned income of PH households in the Pilot PH program is \$24,993.</p>	<p>Expected average earned income of HCV households was \$24,504 in FY 2014.</p> <p>Expected average earned income of PH households was \$24,993 in FY 2014.</p> <p>Update for FY 2016: Data used was total annual income previous. The metric is now being calculated using earned income.</p>	To be provided in the annual MTW Report	To be provided in the annual MTW Report

SS#3: INCREASE IN POSITIVE OUTCOMES IN EMPLOYMENT STATUS

Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
1. Employed Full-Time	Full-time employment is not tracked separately from part-time employment. They will be reported together under (6) below.	N/A	N/A	N/A
2. Employed Part-Time	Part-time employment is not tracked separately from full-time employment. They will be reported together under (6) below.	N/A	N/A	N/A
3. Enrolled in an Educational Program	This data was not tracked previously prior to FY 2015 and required the addition of a new data element to the database. The initial baseline is zero.	No change in the number of heads of households enrolled in an educational program is expected as a result of this activity. The benchmark is zero.	To be provided in the annual MTW Report	To be provided in the annual MTW Report
4. Enrolled in Job Training Program	This data was not previously tracked prior to FY 2015 and required the addition of a new data element to the database. The initial baseline is zero.	No change in the number of households enrolled in a job training program is expected as a result of this activity. The benchmark is zero.	To be provided in the annual MTW Report	To be provided in the annual MTW Report
5. Unemployed	In FY 2014, the total number of families with a head of household that was neither elderly nor	No change in the number of unemployed heads of households is expected as result of alternate reexaminations.	To be provided in the annual MTW Report	To be provided in the annual MTW Report

	disabled (i.e. "employable"), and had no earned income is 664.	The total number of families in HCV program/PH Pilot portfolio with a head of household that is neither elderly nor disabled and has no earned income is 664 in FY 2014.		
6. Other: Employed Part- or Full-Time	The total number of families with a head of household that is neither elderly nor disabled (i.e. "employable"), and has earned income is 1495 in FY 2015.	No change in the number of employed heads of households is expected as a result of alternate reexaminations. The total number of families with a head of household that is neither elderly nor disabled and has earned income in FY 2015 is 1,495.	To be provided in the annual MTW Report	To be provided in the annual MTW Report

SS#4: HOUSEHOLDS REMOVED FROM TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>Number of households receiving TANF assistance (decrease).</i>	Total number of Public Housing and HCV households receiving TANF assistance is 181.	No change in the number of households receiving TANF is expected as a result of alternate reexaminations.	To be provided in the annual MTW Report	To be provided in the annual MTW Report

SS#8: HOUSEHOLDS TRANSITIONED TO SELF-SUFFICIENCY

Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
<i>For the purposes of collecting this metric only, the FCRHA is defining self-sufficiency as a</i>	The baseline is zero.	No households are expected to transition to self-sufficiency because of	To be provided in the annual MTW Report	To be provided in the annual MTW Report

<i>household that is no longer receiving subsidy (in HCV) or is at 100% AMI (in PH).</i>		alternate reexaminations. The benchmark is zero.		
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2021-2 Project-Based Vouchers Rental Assistance Demonstration Admissions Policy

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2021
- Implemented: FY 2021
- Amended: FY 2022
- Reproposed: FY 2025

Description of Activity/Update

This activity modifies the admission requirement so that new, otherwise eligible RAD-PBV participants be allowed to lease a unit, even if they do not generate a HAP. The FCRHA is still required to serve 75 percent extremely low-income (below 30 percent AMI) households in the RAD-PBV Program. The tenant's share of rent for all RAD-PBV participants will continue to be 32 or 35 percent of the household's income, depending on whether the household is work-able or non work-able, consistent with the FCRHA's rent calculation policy.

RAD-PBV households, who enter the program with zero HAP, can remain leased without generating a HAP until six (6) months after reaching 120% of the household Area Median Income (AMI) level. Households will be required to exit the RAD-PBV program and vacate their unit after their income level is at 120% of AMI or higher for six months. Household income levels will be determined at regularly scheduled reexaminations.

Households with income levels at 120% of AMI or higher who have received notice of the need to vacate will be responsible for securing private affordable housing themselves. The FCRHA considers households at 120% of AMI to be self-sufficient and therefore able to independently secure housing in the private market. Leases will not be extended, except in limited circumstances, as households will have six (6) months from their reexamination date to vacate the unit if their household income is and remains at 120% of AMI or above.

In FY 2025, the FCRHA is seeking to amend this activity as follows:

To promote equity in the application of this authority, the FCRHA is requesting that RAD-PBV households who enter the program and are eligible for housing assistance payments (i.e., TTP is less than gross rent) can remain leased without generating a HAP until six (6) months after reaching 120% of the Area Median Income (AMI) level. Households will be required to exit the RAD-PBV program and vacate their unit after their income level is at 120% of AMI or higher for six months; household income levels will be determined at regularly scheduled reexaminations. Currently, households that are eligible for housing assistance payments must exit the program when no assistance has been paid for 180 days because the family's TTP has increased to an amount equal or greater than the gross rent.

If authorized, the application of this authority will enhance parity in the policies for all RAD-PBV households who have entered the program since the FCRHA converted its Public Housing portfolio to RAD-PBVs. Households who do not generate a housing assistance payment, but who entered the program prior to the conversion of the FCRHA's Public Housing portfolio to RAD-PBVs, will continue to adhere to the requirements outlined in PIH Notice 2023-19.

Application of Activity:

This activity applies to the following:

Voucher Type	Activity 2021-2 Applicability	Voucher Type	Activity 2021-2 Applicability
MTW Vouchers	N/A	Homeownership Vouchers	N/A
Project-Based Vouchers	N/A	Emergency Housing Vouchers	N/A
RAD2 – Creekside Vouchers	NO	1-Year Mainstream Vouchers - Pre 2008	N/A
RAD1	YES	5-Year Mainstream Vouchers	N/A
Tenant Protection Vouchers– Culpepper Gardens	N/A	Family Unification Protection Vouchers - Pre 2008	N/A
Enhanced Voucher	N/A	Family Unification Protection Vouchers 08/09	N/A

Cost Implications

Similar to when this activity was first authorized, this proposed change may result in lower future HAP eligibility for leasing to households that do not generate a HAP. However, the FCRHA is committed to this cost trade off to reduce administrative burden and assist a broader spectrum of households. Thus, this activity will be monitored to ensure it is cost neutral to the program.

Need/Justification for MTW Flexibility

The FCRHA requests authorization to implement this activity under the following section of the MTW Agreement:

- Attachment C, Section D. 3 Eligibility of Participants

MTW flexibility is necessary to modify this eligibility because it is required for a new PBV participant to generate a HAP to move into a unit.

HC #1: Additional Units of Housing Made Available				
Unit of Measurement	Baseline	Benchmark	Outcome	Benchmark Achieved?
Number of new housing units made available for households at or below 80% AMI as a result of the activity (increase). If units reach a specific type of household, give that type in this box.	Housing units of this type prior to implementation of the activity (number). This number may be zero.	Expected housing units of this type after implementation of the activity (number).	Actual housing units of this type after implementation of the activity (number).	Whether the outcome meets or exceeds the benchmark.
	0 as of FY 2021	50 households with zero HAP will now be eligible for a RAD-PBV	To be provided in the Annual MTW Report	To be provided in the Annual MTW Report
	0 as of FY 2025	50 households who have reached zero HAP but are not at 120% AMI	To be provided in the Annual MTW Report	To be provided in the Annual MTW Report

IV.A. Approved MTW Activities: Implemented

The following Moving to Work activities are currently implemented. A summary and status update on these activities follows:

ACTIVITY	
2014-2	Eliminate Mandatory Earned Income Disregard Calculation
2014-3	Streamline Inspections for Housing Choice Voucher and Rental Assistance Demonstration Program-based Voucher Units
2014-5	Institute a Minimum Rent
2014-9	Increase the Family Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Rental Demonstration Program Project-Based Voucher Programs
2016-1	Use MTW Funds for Local, Non-Traditional Housing Program
2016-2	Modify Project-Based Voucher Choice Mobility Criteria
2017-1	Modify the Family Self-Sufficiency Program
2017-3	Authorization to Establish a Local Moving to Work Project-Based Voucher Program
2018A-1	Modify the Calculation of the Family Share of Rent
2018A-3	Increase Initial Maximum Tenant Rent Burden to 45 Percent
2019-1	Establish Fairfax County Payment Standards
2021-1	Affordable Housing Acquisition and Development

2014-2 Eliminate Mandatory Earned Income Disregard Calculation

Cost Effectiveness

Self Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Implemented: FY 2014

Description of Activity/Update

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

In the FY 2014 Moving to Work Plan, the FCRHA eliminated the HUD-mandated EID calculation and began notifying affected families. The FCRHA eliminated all use of the EID calculation in FY 2015.

In FY 2022, the FCRHA was awarded Emergency Housing Vouchers (EHVs), where the EID calculation is in effect. The implementation of Activity 2014-2 ensures that the EID calculation is eliminated for all MTW households, but not to households in the EHV program.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2014-2 Applicability	Voucher Type	Activity 2014-2 Applicability
MTW Vouchers	YES	Homeownership Vouchers	YES
Project-Based Vouchers	YES	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	YES	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	YES	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes regarding this activity.

2014-3 Streamlined Inspections for Housing Choice Voucher and Rental Assistance Demonstration Project-Based Voucher Units

Cost Effectiveness
Self Sufficiency
Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Implemented: FY 2014
- Amended: FY 2020 and FY 2021

Description of Activity/Update

This activity reduces costs associated with conducting inspections, encourages owners to maintain their units, and incentivizes families to employ good housekeeping practices. The following applies:

- HCV units are inspected on a triennial basis.
- RAD-PBV units are inspected biennially by property. Approximately 50 percent of RAD-PBV properties are inspected in one calendar year (all units in those properties) and the other 50 percent are inspected in the next calendar year (all units in those properties).

Tenants, owners, or a third-party continue to have the option to request Special Inspections at any time, and any complaints received by the FCRHA from a tenant, owner or third-party may revert a unit back to an annual inspection cycle. Additionally, all units are subject to Quality Control Inspections. Inspection staff follow HQS protocol including using HUD Form 52580 for all inspections. This activity will continue to be implemented in FY 2025.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2014-3 Applicability	Voucher Type	Activity 2014-3 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	YES
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	YES	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	NO	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to this activity. The FCRHA continues to closely monitor upcoming requirements under NSPIRE and will implement inspections accordingly.

2014-5 Institute a New Minimum Rent

Cost Effectiveness

Self Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Reproposed: FY 2016
- Implemented: FY 2018
- Amended: FY 2018

Description of Activity/Update

To encourage families to seek employment and stay employed, the FCRHA has set a minimum rent of \$220 per month for work-able families. This rent is based on one family member working 20 hours per week for four weeks during the month earning the minimum wage of \$7.25. The minimum rent of \$220/month is currently implemented in both the RAD-PBV and the HCV programs, affecting only work-able households. Households can pay a minimum rent of \$50 if they are determined to have little or no income.

This activity is fully implemented. This activity will continue to be closely monitored in FY 2025 to ensure that households are not becoming increasingly rent burdened.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2014-5 Applicability	Voucher Type	Activity 2014-5 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	YES	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	NO	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Definition of Work-Able and Non Work-Able

The following definitions apply to this activity:

- *Non Work-Able*: For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and not have any earned income; and (2) all other household members 18 years or older must be elderly or disabled without earned income, or enrolled in full-time school or job training program.
- *Work-Able*: Any household with a member who is 18 years or older where the member is not elderly or disabled with no earned income or not enrolled in full-time school or job training program.

Annual Reevaluation of Rent Reform Initiative

Outcomes were measured and reviewed annually using identified metrics. The rent reform controlled study ended in FY 2022.

Hardship Case Criteria

Households eligible for the minimum rent are subject to the FCRHA's Hardship Policy. Based on previous years, it is anticipated that fewer than 20 households will request a hardship exemption. The FCRHA will continue to monitor and review these requests in FY 2025.

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

2014-9 Increase the Family’s Share of Rent from 30 Percent to 35 Percent of Family Income in the Housing Choice Voucher and Public Housing Programs

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Implemented: FY 2014 and FY 2018
- Amended: FY 2018

Description of Activity/Update

Along with other cost effectiveness measures, this activity was enacted by the FCRHA to counteract fiscal constraints and close potential operating shortfalls. The activity is as follows:

- Increases the percentage of a family’s share of rent to 35 percent of adjusted income for all work-able households.
- The 35 percent family share of rent is applied to all households in the HCV and RAD-PBV programs, except for families on fixed incomes (only SSI, SSDI, SS, or pensions, or any combination of those sources). These households will continue to pay the highest of (1) 30 percent of adjusted income, (2) 10 percent of gross income, or (3) the FCRHA’s current minimum rent.

Participants who have difficulty paying the family share of rent are informed of their ability to request a hardship. This activity has been fully implemented and will continue to be closely monitored in FY 2025.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2014-9 Applicability	Voucher Type	Activity 2014-9 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	YES	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	NO	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Definition of Work-Able and Non Work-Able

The following definitions apply to this activity:

- *Non Work-Able*: For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and not have any earned income; and (2) all other household members 18 years or older must be elderly or disabled without earned income, or enrolled in full-time school or job training program.
- *Work-Able*: Any household with a member who is 18 years or older where the member is not elderly or

disabled with no earned income or not enrolled in full-time school or job training program.

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

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

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2016
- Implemented: FY 2024
- Amended: FY 2024

Description of Activity

In FY 2016, the FCRHA gained approval to create a gateway to federal housing programs for households who were either homeless or on a waiting list(s) for affordable housing. The activity initially sought to use MTW funds to support a locally funded program, known as the Fairfax County Bridging Affordability (BA) program. In FY 2021, the Bridging Affordability program ended and was replaced with another local program known as the Rental Subsidy and Services Program (RSSP), which offers time-limited rental assistance along with support services. As the RSSP program continues to be sufficiently supported through local funding, the use of MTW funding flexibility authorized through this activity was not initially implemented.

In FY 2024, the FCRHA amended this activity to use MTW funds as a local non-traditional tenant-based program to assist extremely low-income older adults. Beginning in FY 2024, funding is used to support older adults who currently participate in the Fairfax County Rental Program (FCRP) and who are experiencing extreme economic hardships. FCRP properties are locally owned by the FCRHA, and no funding provided by the HUD Office of Public and Indian Housing is used to either acquire or operate the program. The use of MTW funding to support this local non-traditional program is limited to older adults who have household income levels at or below 30 percent of the Area Median Income and are unable to pay rent. Funding is provided directly to the FCRHA's contracted third-party property management provider currently managing the properties where the low-income older adults reside. Funding is used to offset the difference between what the household can pay and the rent for the unit. Any subsidy, provided via the third-party property management provider, is not portable and is not reissued upon turnover. This is provided to current senior FCRP households who previously received financial rental support through nonprofit organizations. The implementation of this activity provides a valuable resource to low-income older adults, a population that has been prioritized by the FCRHA and the Fairfax County Board of Supervisors as in need of affordable housing opportunities. It also helps support individuals with limited, fixed income levels who are at high risk of homelessness.

Application of Activity

This activity applies to the following vouchers:

Voucher Type	Activity 2016-1 Applicability	Voucher Type	Activity 2016-1 Applicability
MTW Vouchers	N/A	Homeownership Vouchers	N/A
Project-Based Vouchers	N/A	Emergency Housing Vouchers	N/A
RAD2 – Creekside Vouchers	N/A	1-Year Mainstream Vouchers- Pre 2008	N/A
RAD1	N/A	5-Year Mainstream Vouchers	N/A
Tenant Protection Vouchers– Culpepper Gardens	N/A	Family Unification Protection Vouchers - Pre 2008	N/A
Enhanced Voucher	N/A	Family Unification Protection Vouchers 08/09	N/A

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to this activity. The FCRHA will continue to evaluate whether the rental subsidy could be expanded to other populations or additional FCRP properties.

2016-2 Modify Project-Based Voucher Choice Mobility Criteria

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Approved: FY 2014
- Implemented: FY 2014 and FY 2018
- Amended: FY 2021

Description of Activity/Update

This activity modifies the PBV Choice Mobility Criteria by allowing the FCRHA to prioritize limited resources to the neediest families and aligning resources with community needs. The FCRHA reserves a majority of the tenant-based voucher opportunities for new families on its waiting list and promotes the stability of families in PBV units by encouraging continued housing assistance at their current residence. By modifying choice mobility criteria, wait times for families on the tenant-based voucher list are reduced, thereby expanding affordable housing opportunities for families not currently served. When its voucher program is fully leased, the FCRHA typically has fewer than 200 tenant-based vouchers available each year due to attrition. In the past, families living in PBV units were given priority to receive tenant-based vouchers after only one year of residency, thereby reducing the number of tenant vouchers available to new families on the waiting list. This activity provides for the following:

- Maintains a waiting list of families that requested to convert their project-based voucher to a tenant-based voucher.
- Adds PBV families (that request to move) to the “PBV to HCV conversion” wait list after two years of residency. This does not apply to RAD-PBV households.
- One project-based voucher for every four tenant-based vouchers is processed per year (capped at 20 percent of the total vouchers issued per year).

Choice Mobility is allowed for instances for reasonable accommodations and Violence Against Women Act (VAWA) cases. This activity will continue to be fully implemented in FY 2025.

Application of Activity:

This activity applies to the following:

Voucher Type	Activity 2016-2 Applicability	Voucher Type	Activity 2016-2 Applicability
MTW Vouchers	N/A	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	N/A
RAD2 – Creekside Vouchers	YES	1-Year Mainstream Vouchers - Pre 2008	N/A
RAD1	YES	5-Year Mainstream Vouchers	N/A
Tenant Protection Vouchers–Culpepper Gardens	YES	Family Unification Protection Vouchers - Pre 2008	N/A
Enhanced Voucher	N/A	Family Unification Protection Vouchers 08/09	N/A

Planned Non-Significant Changes

There are no planned non-significant changes.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to this activity for FY 2025.

2017-1 Modifications to Family Self-Sufficiency Program

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2017
- Implemented: FY 2017

Description of Activity/Update

The FSS program provides an opportunity for participants to set individualized goals that will assist them in moving toward increased self-sufficiency within a five-year period. This activity modifies the FSS program as follows:

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

In addition to case management and service coordination, an important component of the program is the participant’s ability to grow assets – in the form of an escrow – over five years. The escrow accrues based on increases in a participant’s TTP (total tenant payment) due to increases in the participant’s earned income. To ensure that the FCRHA is operating a diverse and inclusive program, this activity allows participants to opt out of accruing interest on their escrow. Interest is calculated as normal throughout participation. Upon graduation or at an interim disbursement, participants can choose whether they would like to opt out or receive interest in their escrow disbursements.

2. *Modify the Family Self-Sufficiency Escrow Structure*

The ability to build assets is a key component of the FSS program. Upon graduation, the escrow a household accumulates during their participation in the program is disbursed to them to be used as they wish. To address inequalities in the growth of escrow accounts and provide an incentive for low- and moderate-income participants, the following changes were made:

- Participants must pay a minimum of \$220 in rent before they can begin to escrow (i.e., the “rent strike point”).
- Once the participant reaches the rent strike point, the FCRHA establishes an escrow account and allocates a \$2,000 Homeownership Incentive Award each year the participant is escrowing and up to a maximum of \$10,000, contingent upon purchasing a home after the participant is eligible for graduation or for up to six months after graduation. If the participant does not purchase a home, this money is forfeited.
- Once the rent strike point is met, monthly escrow is calculated using a tiered system based on earned income. This money is disbursed to the participant once they have completed all contract goals and are eligible for graduation from the FSS program. If the participant is purchasing a home utilizing their accrued Homeownership Incentive Award, they receive both this escrow amount and the Homeownership Incentive Award when they are closing on their new home. The escrow tiers are as follows:

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

\$45,000 - \$49,999	\$250
\$50,000 - \$54,999	\$275
\$55,000 - \$59,999	\$300
\$60,000 - \$64,999	\$325
\$65,000 - \$69,999	\$350
\$70,000 - \$74,999	\$375
\$75,000 - \$79,999	\$400

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

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

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

The FCRHA’s FSS program does not discriminate based on age, education, or ability level. All interested applicants are encouraged to apply, including elderly and participants with a disability. In cases when participants are receiving SSI, SSDI, or who are elderly or disabled, work eligibility and appropriate hours will be determined through assessments with the Ticket to Work program, the Virginia Department of Aging and Rehabilitative Services, and the Fairfax County Department of Family Services.

Exceptions to this rule are granted on a case-by-case basis, in collaboration with the FSS Family, the FSS team and any outside case managers, supportive service providers, and family supports. Participants who are not in compliance and decline participation in supportive services, case management, or coaching are terminated from the FSS program. Participants are required to document and verify employment at their quarterly progress meetings. Program extensions remain an option for participants who are in good standing and are left to the discretion of the service coordinator.

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

Education, in addition to employment, is critical to the success of FSS participants in achieving their self-sufficiency goals. The FSS program encourages participants to remain active in the workforce while they are enrolled in school. The following applies to FSS Head of Household members who are both working and enrolled in approved education programs:

- When the head of the FSS Household is enrolled full-time in an accredited and approved education program, 100 percent of the individual’s earned income is excluded during months 1 through 12. During months 13 through 21, 50 percent of the individual’s income is excluded.
- Participation is limited to a first degree. For example, an individual with a bachelor’s degree will not be approved for an income exclusion to enroll in a second bachelor’s degree program, however the exclusion could apply if the individual enrolls in an advanced certification/graduate certificate or graduate degree program.

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

be fully implemented in FY 2025.

Application of Activity

This activity applies to only RAD-PBV and HCV households enrolled in the FSS program.

Planned Non-Significant Changes

There are no planned non-significant changes to this activity.

Planned Changes to Metrics/Data Collection

There are no changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to this activity.

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

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2017
- Implemented: FY 2019
- Amended: FY 2019

Description of Activity/Update

To increase affordable housing options for participants and preserve affordable units, the FCRHA established a local project-based voucher program. There are three key components of this authorization.

1. The FCRHA can provide a commitment of project-based vouchers utilizing an alternative competitive process, such as the Public-Private Educational Facilities Infrastructure Act or locally-administered procurement process, for:
 - Development or redevelopment by the FCRHA of FCRHA- or Fairfax County-owned housing units or land;
 - Development or redevelopment by private developers of FCRHA- or Fairfax County-owned housing units or land;
 - Development or redevelopment by private developers utilizing FCRHA financing.

The establishment of a Moving to Work project-based voucher program provides the FCRHA with the flexibility to work with private developers and commit valuable assets to potentially close the financing gap in affordable housing projects.

2. The FCRHA can utilize project-based vouchers for its own Fairfax County Rental Program units. Specific authorization from the FCRHA is requested for the commitment of project-based voucher projects under this authority. There continues to be a project-based voucher competition for other projects, as vouchers are available. Further, the FCRHA will inspect its own project-based voucher units, with requests for special inspections allowed from the occupants. The same Housing Quality Standards are used on FCRHA-owned units as with Housing Choice Voucher units. Authorization to waive independent entity requirements for inspections, rent reasonableness, and rent negotiations has been granted through the Third Amendment to the FCRHA's Moving to Work Plan. The FCRHA adopted the Third Amendment in April 2020 and now conducts its own inspections, rent reasonableness determinations, and rent changes at PBV units that are owned or operated by the FCRHA.
3. The FCRHA allows for a different subsidy standard for project-based vouchers than tenant-based vouchers. The subsidy standard for project-based vouchers is:
 - One bedroom for the head of household (and spouse or cohead, if applicable);
 - One bedroom for each two household members of the same sex, regardless of age or relationship;
 - Persons of the opposite sex (other than spouse or cohead, if applicable) will be allocated a separate bedroom; and
 - Any live-in aide (approved by the FCRHA to reside in the unit to care for a family member who is disabled or is at least 50 years of age) is allocated a separate bedroom.

4. The FCRHA offers protections for residents in instances of affordable housing development or redevelopment when the FCRHA awards PBVs using MTW authority or under a competitive process and where there are current residents at these properties. In instances of affordable housing development or redevelopment where new units are being constructed at the same or adjacent site(s) as an existing property, the FCRHA has the authority to immediately move otherwise eligible current households residing at the property into the newly constructed PBV units without placing these households on waiting lists that are open to the public. This ensures that current residents are protected from displacement, are provided with housing choices, and can move into new units once eligibility is determined. Lacking this authority, households currently residing at properties in these situations would be subject to waiting list requirements and would be required to remain in the redeveloped portion of the property only or could be displaced.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2017-3 Applicability	Voucher Type	Activity 2017-3 Applicability
MTW Vouchers	NO	Homeownership Vouchers	NO
Project-Based Vouchers	YES	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	NO	1-Year Mainstream Vouchers - Pre 2008	NO
RAD1	NO	5-Year Mainstream Vouchers	NO
Tenant Protection Vouchers– Culpepper Gardens	NO	Family Unification Protection Vouchers - Pre 2008	NO
Enhanced Voucher	NO	Family Unification Protection Vouchers 08/09	NO

Planned Non-Significant Changes

There are no planned non-significant changes to this activity in FY 2025.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

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

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2018
- Implemented: FY 2018
- Amended: FY 2020 and FY 2021

Description of Activity/Update

In FY 2018, the Fairfax County Department of Housing and Community Development (HCD) collaborated with advisory committees, local leaders, and the FCRHA to identify cost saving strategies that could help minimize the likelihood of program terminations in the Housing Choice Voucher (HCV) Program. Following rigorous analysis, several cost savings strategies were identified to help the FCRHA continue to serve existing participants, serve new participants, and fund other affordable housing goals such as the development and preservation of affordable housing units. In addition, the definitions of work-able and non work-able households were clarified.

Under this activity, the following changes have been made:

1. Increase the family share of rent from 30 to 32 percent for all non work-able households. Housing Choice Voucher Homeownership participants are exempt from this policy.
2. Revise the utility allowance for all program participants. This activity applies to all work-able and non work-able households in the Housing Choice Voucher Program. Households whose landlord does not include utilities in their rent receive a flat utility allowance based on the smaller of 1) the number of bedrooms for which they qualify; or 2) their actual unit size. The utility allowance is calculated based on 50 percent of the average utility allowance for participants for each specific bedroom size. If needed, the amount of the flat utility allowance could change in the future based on financial forecasts, significant changes in the cost of utilities, or community feedback. In that case, authorization from the FCRHA will be requested which would include an implementation plan. Lastly, should there be a case when a family would receive a Utility Reimbursement Payment, the FCRHA will no longer issue these payments. Project-Based Vouchers and Housing Choice Voucher Homeownership participants are exempt from this policy.
3. Exclude asset income from income calculations for families with assets under \$50,000 and accept self-certifications from households with these assets. If a household has assets above \$50,000, they will be allowed to provide documentation of assets up to 120 days old.
4. Simplifying income verification by accepting documentation that is up to 120 days old (instead of a maximum of 60 days old).
5. Accepting self-certifications from program participants with income decreases. A reported decrease in income is limited to one per calendar year.
6. Simplifying medical/disability expense deductions by allowing for self-certification of expenses up to \$1,000; if a household has more than \$1,000 in expenses, the household will be required to provide verification of these expenses.

These changes were made in conjunction with other MTW Activities to provide cost savings and improve cost efficiencies through administrative relief. These include Activity 2014-5 (increase in minimum rent) and Activity 2014-9 (increase in family share for all work-able households) and a Technical Amendment to the FY 2020 MTW Plan.

Definition of Work-Able and Non Work-Able

The following definitions apply to this activity:

- *Non Work-Able*: For a household to be considered non work-able, (1) the head of household (as well as the co-head of household, if applicable) must be elderly or disabled and not have any earned income; and (2) all other household members 18 years or older must be elderly or disabled without earned income, or enrolled in full-time school or job training program.
- *Work-Able*: Any household with a member who is 18 years or older where the member is not elderly or disabled with no earned income or not enrolled in full-time school or job training program.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2018A-1 Applicability	Voucher Type	Activity 2018A-1 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	YES ; but excluded from the revised utility allowance	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	YES ; but excluded from revised utility allowance	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	YES ; but excluded from revised utility allowance	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers–Culpepper Gardens	YES	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Annual Reevaluation of Rent Reform Controlled Study

Outcomes were measured and reviewed annually using identified metrics. The rent reform controlled study ended in FY 2022.

Hardship Case Criteria

Families impacted by the revised calculation of the family share of rent are subject to the FCRHA’s Hardship Policy. Based on previous years, it is anticipated that fewer than 20 households will request a hardship exemption. The FCRHA will continue to monitor and review these requests.

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes for this activity.

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

Cost Effectiveness
Self-Sufficiency
Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2018
- Implemented: FY 2019

Description of Activity/Update

This activity allows Housing Choice Voucher (HCV) program participants--both new and current participants who are moving--to rent higher-cost units, up to a maximum amount of 45 percent of their adjusted income. This cap only applies to new leases. Because of the high-cost rental market in Fairfax County, rent and utilities are often more than the FCRHA’s payment standards. This activity allows HCV participants, when entering a new lease with a new landlord, the option to pay more than 32 to 35 percent of their adjusted income on rent, up to 45 percent. This may provide additional housing options to program participants than were previously available to them.

This activity will continue to be fully implemented in FY 2025. The FCRHA will continue to monitor the number of households that are close to paying 45% of their adjusted income on rent and will modify if needed.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2018A-3 Applicability	Voucher Type	Activity 2018A-3 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	N/A	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	N/A	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	N/A	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	N/A	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

2019-1 Establish Fairfax County Payment Standards

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2019
- Implemented: FY 2019
- Amended: FY 2021

Description of Activity/Update

In November 2016, HUD published a final rule implementing Small Area Fair Market Rents (SAFMR) to promote residential mobility and equity as well as reduce poverty. The SAFMRs are Fair Market Rents set at the ZIP code level rather than at the metropolitan level. The Fairfax County Department of Housing and Community Development (HCD) staff analyzed the potential impact of SAFMRs in Fairfax County and concluded that implementation of SAFMRs as written would have a significant negative financial impact to the program.

This activity outlines how the FCRHA is developing a local payment standard in lieu of the SAFMR. The development of local payment standards using current, local rental market data was accomplished in two phases:

- **Phase 1** included decoupling from the Washington-Arlington-Alexandria, DC-VA-MD U.S. Department of Housing and Urban Development (HUD) Metro Fair Market Rents (FMR). The FCRHA set a local, countywide payment standard, which began in March 2019. Should there ever be any decrease in the Fairfax County payment standard, housing participants will be provided with this information at their recertification and the lower payment standard will be applied at their second recertification following the date of the change.
- **Phase 2** included evaluating the Fairfax County rental market to determine sub-markets for payment standards to promote positive residential mobility. The sub-market payment standards, referred to locally as “RealMarket Payment Standards” are expected to create equity opportunities for program participants by allowing residential mobility to areas which have higher rents.

The implementation of Phase 2 meaningfully addressed the intent of the SAFMRs, while also resulting in a more cost-effective approach by reducing the administrative burden and complexity of overseeing 60 zip codes with different FMRs in Fairfax County.

The original intent was to identify and develop an implementation plan for Phase 2 in FY 2021, however this was delayed due to the economic effects of the COVID-19 pandemic. Phase 2 was implemented in FY 2024, utilizing the following methodology to identify sub-market payment standards:

- The payment standards was based on Costar data for 2 BR units, as these are the units that are most frequently captured in the Costar database and the most common unit size in Fairfax County. Costar is a private subscription-based research company which provides data, analytics, and marketing services for the multifamily and commercial real estate industry. Rental data is frequently updated, often in real time based on agreements between Costar and multifamily properties.
- Average market rental data was aggregated by zip code and then assigned to one of three “zones” based on the overall weighted average.
- The payment standard amount was set between the 40th to 50th percentile of the market rental data

per zone.

- The payment standards for all bedrooms were then determined using a standard adjustment methodology based on the 2-BR payment standard value.

The zip codes that are included in each zone are not necessarily located next to one another. The methodology identifies payment standards based on market rents, not on a set of contiguous zip codes. In addition, the methodology reflects the dynamic rental market in Fairfax and the recognition that there is tremendous variation in rents among zip codes.

The FCRHA was granted authority to apply the Phase 2, sub-market payment standards, at any time after the effective date of the new payment standards amount when the payment standards increase. This allowed current HCV households to not be subject to waiting until their next reexamination to benefit from the sub-market payment standards. This is particularly important as most HCV households are on at least a two- year reexamination schedule. The sub-market payment standards began taking effect on December 1, 2023.

In the future, if the payment standard decreases, a household’s current payment standard would remain in effect until the next scheduled reexamination. Because most households are on a biennial reexamination schedule, this conforms to HUD’s requirement that a decrease in the payment standards be implemented at a household’s second annual reexamination. This request is specific to the implementation of Phase 2 only and differs from proposed Activity 2023-1 which requests broader flexibility moving forward to apply payment standards increases at their effective date.

The FCRHA will continue to closely monitor the implementation of the RealMarket Payment Standards in FY 2025, working to ensure that households understand the new system and potential options to lease in different areas of Fairfax County. Data will continue to be collected and analyzed to understand the impact of the sub-market payment standards, particularly from an equity perspective.

Application of Activity

This activity applies to the following:

Voucher Type	Activity 2019-1 Applicability	Voucher Type	Activity 2019-1 Applicability
MTW Vouchers	YES	Homeownership Vouchers	YES for Phase 1; No for Phase 2
Project-Based Vouchers	N/A	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	N/A	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	N/A	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	N/A	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	N/A	Family Unification Protection Vouchers 08/09	YES

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes regarding this activity.

2021-1 Affordable Housing Acquisition and Development

Cost Effectiveness

Self-Sufficiency

Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2021
- Implemented: FY 2021

Description of Activity/Update

In response to a growing affordable housing need, the Fairfax County Board of Supervisors directed the Fairfax County Department of Housing and Community Development, in partnership with the FCRHA, to produce a strategic plan to help address this need. As part of this plan, the Board of Supervisors and FCRHA set a goal to produce 10,000 new units for households earning 60 percent of the AMI or below by the year 2034. The creation of 10,000 new units is a countywide goal that will take the active engagement of public and private organizations and utilize multiple fiscal tools.

This activity allows the FCRHA to commit MTW funds for affordable housing acquisition and development to augment investment tools available when projects are identified. In combination with other financing tools, this activity will help Fairfax County meet the overarching goal of producing 10,000 new units by the year 2034.

This activity allows the FCRHA to provide an investment commitment for the:

1. Development or redevelopment by the FCRHA of FCRHA- or Fairfax County-owned housing units or land;
2. Development or redevelopment by private developers of FCRHA- or Fairfax County-owned housing units or land; and
3. Development or redevelopment by private developers utilizing FCRHA financing for affordable housing projects.
4. Acquisition of (a) newly built housing units developed by private developers, or (b) existing units owned by private owners for the purpose of housing affordability preservation; to be owned by the FCRHA.
5. Acquisition of land, to be owned by the FCRHA, for affordable housing units that are developed either by the FCRHA or a private developer.

Prioritization of MTW funds will be given to the development, redevelopment, or acquisition of housing units and/or land in areas which offer high opportunity for residents, as guided by the One Fairfax policy.

Use of these funds for a specific commitment requires a thorough financial analysis to ensure sufficient funds and reserves for the ongoing operation of the MTW program. Further, use of these funds will be approved by the FCRHA in each of the projects' financing plans. The FCRHA will meet the requirements as listed in PIH Notice 2011-45 for local, non-traditional activities as authorized through the MTW Agreement.

In FY 2022, the FCRHA approved the utilization of MTW funds (\$10 million) under this authority for acquisition costs related to the development of The Exchange at Spring Hill Station (formerly Dominion Square West). When complete, this multifamily project will include more than 500 units of affordable housing at or below 60% AMI. In FY 2024, an additional \$3 million was approved for the same development, required to cover additional project costs and higher interest rates. In addition, the FCRHA approved the utilization of \$7 million in MTW funding during FY 2022 for development at Little River Glen, a senior housing property located in Fairfax County. The Little River Glen project will create 60 new units for seniors and will also involve the redevelopment of an existing 120 units for seniors at the property. In FY 2024, the loan for Little River Glen was updated to \$9.4 million. Lastly, in FY 2023, the FCRHA approved using \$300,000 of MTW funds to support the development of The Senior Residences at North Hill which will support 63 affordable units for older adults with incomes at or

below 60 percent of the Area Median Income.

The FCRHA will use this authority as appropriate in FY 2025, pending any identified development or preservation needs and funding availability.

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

IV.B Approved MTW Activities: Not Yet Implemented Activities

2023-1 Implementation of Payment Standards at Effective Date

- Cost Effectiveness
- Self-Sufficiency
- Increase Housing Choice

Approved/Implemented/Amended

- Year Approved: FY 2023
- Implemented: N/A

Description of Activity

The FCRHA was given the authority to apply new payment standards at any time after the effective date of the new amount when the payment standard increases. Applying new, increased payment standards after the effective date, in lieu of at a household’s first regular reexamination after or on the effective date of a payment standard, can help to reduce the number of households who are rent burdened. This flexibility is important due to high market rents in Fairfax County and because most HCV households are on at least a two-year reexamination schedule. Importantly, many non work-able households are on a five-year reexamination schedule, which could further delay the application of any new increased payment standards. The FCRHA will apply this activity as needed if data indicate that households are becoming increasingly rent burdened.

The FCRHA is committed to this activity in order to help reduce the number of rent burdened households, particularly those who are non work-able. This activity and the financial implications, when implemented, will be monitored closely to ensure it remains fiscally prudent.

Application of Activity:

This activity applies to the following:

Voucher Type	Activity 2023-1 Applicability	Voucher Type	Activity 2023-1 Applicability
MTW Vouchers	YES	Homeownership Vouchers	NO
Project-Based Vouchers	N/A	Emergency Housing Vouchers	NO
RAD2 – Creekside Vouchers	N/A	1-Year Mainstream Vouchers - Pre 2008	YES
RAD1	N/A	5-Year Mainstream Vouchers	YES
Tenant Protection Vouchers– Culpepper Gardens	YES	Family Unification Protection Vouchers - Pre 2008	YES
Enhanced Voucher	YES	Family Unification Protection Vouchers 08/09	YES

Planned Non-Significant Changes

There are no planned non-significant changes regarding this activity.

Planned Changes to Metrics/Data Collection

There are no planned changes to the metrics or data collection to report for this activity.

Planned Significant Changes

There are no planned significant changes to report regarding this activity.

IV.C. Approved MTW Activities: Activities on Hold

There are no activities currently on hold.

IV.D. Approved MTW Activities: Closed Out

2014-4 Streamlined Inspections for Public Housing Residents

Approved/Implemented/Closed Out

- Year Approved: FY 2014
- Implemented: N/A
- Closed Out: FY 2018

Similar to Activity 2014-3 Streamlined Inspections for Housing Choice Voucher Units, the FCRHA believed that streamlining its Public Housing inspections would both reduce costs for the agency and provide another tool for families to engage in their own self-sufficiency. However, because the FCRHA was going through a RAD conversion of its Public Housing stock, this activity was never implemented.

2014-6 Design and Initiate a Rent Reform Controlled Study

Approved/Implemented/Amended

- Approved: FY 2014
- Reproposed: FY 2016
- Implemented: FY 2018
- Amended: FY 2018
- Closed Out: FY 2023

The FCRHA began a pilot of the rent reform controlled study in 2015, including applying the minimum rent activity and identifying an initial pilot group of participants at three public housing properties. Unfortunately, a technical roadblock occurred in updating the Yardi system at this same time, resulting in a delay in the implementation of the pilot. While the contract negotiations were occurring with Yardi, the three public housing sites were converted to Rental Assistance Demonstration – Project-Based Voucher units (RAD-PBV). The combination of the RAD-PBV conversion and delay in the Yardi upgrade resulted in a pause on the full implementation of this activity. In FY 2020, this activity was fully implemented including a new contract with Virginia Tech to evaluate the rent reform controlled study. Households were assigned to both “control” and “study” groups and met with staff for recertifications. The study concluded at the end of FY 2022 and the activity closed in FY 2023.

Based on the administrative data analysis, the research team could not conclude that the work stabilization deduction had a positive impact on the study households, primarily because the control households saw greater increases in average monthly earned income and assets over the course of the study period. The demographic differences between the study and control group households did not appear to be significant enough to fully explain why the control group fared relatively better. The overall gains for either group over the study period on average did not substantially lift households out of the extremely low-income category, though some households did move to the Housing Choice Voucher (HCV) program during the study and some younger, workable members moved out of the household due to increased financial independence. This lack of appreciable gains may point to broader factors, such as unemployment during the COVID-19 pandemic and related issues,

having a unique impact on households' ability to increase their self-sufficiency during the study period.

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

Approved/Implemented/Closed Out

- Year Approved: FY 2014
- Implemented: N/A
- Closed Out: FY 2018

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

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

Approved/Implemented/Amended

- Year Approved: FY 2014
- Implemented: N/A
- Closed Out: FY 2021

This activity was put on hold and never implemented because of the financial impact on Housing Choice Voucher families, particularly since the family share of rent was increased to 35 percent in FY 2015. The FCRHA currently does not have plans to reactivate this activity. Therefore, this activity is closed out.

2015-1 Eliminate Flat Rents in the Public Housing Program

Approved/Implemented/Closed Out

- Year Approved: FY 2015
- Implemented: FY 2015
- Closed Out: FY 2018

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

Because the FCRHA has converted its Public Housing to the RAD Project-Based Vouchers, this activity was closed.

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

Approved/Implemented/Amended

- Year Approved: FY 2014
- Implemented: FY 2014 and FY 2018
- Amended: N/A
- Closed: FY 2021

The FCRHA has nearly 50 TBRA vouchers which provide housing assistance to formerly homeless households, non-elderly disabled households, and families that are not able to be served through the RAD-PBV program because of a reasonable accommodation or some other reason. TBRA is funded through the federal HOME Investments Partnership Program. During each federal budget negotiation, the FCRHA was regularly concerned about a loss of funding for this program. Activity 2017-2 allowed the FCRHA to establish a gateway between the TBRA program and HCV, similar to the locally funded RSSP program. Thus, should it be necessary to decrease the number of TBRA households funded through HOME, the gateway would be established through a preference for priority on the HCV waiting list to ensure that these families continue to receive affordable housing assistance.

This activity was approved in the FY 2017 Moving to Work Plan. However, because HOME has continued to be funded at a level to allow the FCRHA to continue the TBRA program, this activity has been closed.

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

Approved/Implemented/Amended

- Year Approved: FY 2014
- Implemented: FY 2014 and FY 2018
- Closed Out: FY 2023

The Supported Shared Housing Program (SSHP) was a specialized housing program cooperatively administered by the Fairfax County Department of Housing and Community Development and the Fairfax-Falls Church Community Services Board (CSB). The program was designed to provide long-term affordable housing opportunities to adults who were living with a disability and met the prescribed level of services established by the CSB. The program allowed two or more assisted individuals to live together in a single unit.

This activity allowed for each tenant in a shared unit to be treated as a separate household. Rents were calculated using the unit gross rent divided by the number of household members. Over time, this activity did not realize the intended outcomes as anticipated. Importantly, residents who were served through this activity were often in two-bedroom units, which are the units most in demand in Fairfax County and have the largest waiting list. Because this activity did not encourage one-person households to reside in studio or one-bedroom units, it had the unintended consequence of further contributing to waiting lists for two-bedroom units and the inability to serve larger families in two-bedroom units. The CSB also indicated that the program did not yield outcomes as anticipated and agreed to end the partnership on this program.

V. Planned Application of MTW Funds

I. Estimated Sources of MTW Funds

The MTW PHA shall provide the estimated sources and amount of MTW funding by Financial Data Schedule (FDS) line item.

FDS LINE ITEM NUMBER	FDS LINE ITEM NAME	DOLLAR AMOUNT (MTW +RAD1)
70500 (70300+70400)	Total Tenant Revenue	\$0
70600	HUD PHA Operating Grants	\$75,288,228
70610	Capital Grants	\$0
70700 (70710+70720+70730+70740+70750)	Total Fee Revenue	\$0
71100+72000	Interest Income	\$8,105
71600	Gain or Loss on Sale of Capital Assets	\$0
71200+71300+71310+71400+71500	Other Income	\$3,094,165
70000	Total Revenue	\$78,390,498

II. Estimated Application of MTW Funds

The MTW PHA shall provide the estimated uses and amount of MTW spending by Financial Data Schedule (FDS) line item.

FDS LINE ITEM NUMBER	FDS LINE ITEM NAME	DOLLAR AMOUNT (MTW + RAD1)
91000 (91100+91200+91400+91500+91600+91700+91800+91900)	Total Operating - Administrative	\$6,898,772
91300+91310+92000	Management Fee Expense	\$0
91810	Allocated Overhead	\$0
92500 (92100+92200+92300+92400)	Total Tenant Services	\$1,157,448
93000 (93100+93600+93200+93300+93400+93800)	Total Utilities	\$0
93500+93700	Labor	\$0
94000 (94100+94200+94300+94500)	Total Ordinary Maintenance	\$0
95000 (95100+95200+95300+95500)	Total Protective Services	\$0
96100 (96110+96120+96130+96140)	Total Insurance Premiums	\$0
96000 (96200+96210+96300+96400+96500+96600+96800)	Total Other General Expenses	\$10,190
96700 (96710+96720+96730)	Total Interest Expense & Amortization Cost	\$0
97100+97200	Total Extraordinary Maintenance	\$0
97300+97350	HAP + HAP Portability-In	\$70,324,088
97400	Depreciation Expense	\$0
97500+97600+97700+97800	All Other Expense	\$0
90000	Total Expenses	\$78,390,498

Please describe any variance between Estimated Total Revenue and Estimated Total Expenses:
None.

III. Description of Planned Use of MTW Single Fund Flexibility

The MTW PHA shall provide a thorough narrative of planned activities that use only the MTW single fund flexibility. Where possible, the MTW PHA may provide metrics to track the outcomes of these programs and/or activities. Activities that use other MTW authorizations in Attachment C and/or D of the Standard MTW Agreement (or analogous section in a successor MTW Agreement) do not need to be described here, as they are already found in Section (III) or Section (IV) of the Annual MTW Plan. The MTW PHA shall also provide a thorough description of how it plans to use MTW single fund flexibility to direct funding towards specific housing and/or service programs in a way that responds to local needs (that is, at a higher or lower level than would be possible without MTW single fund flexibility).

PLANNED APPLICATION OF MTW FUNDING FLEXIBILITY
<p>In FY 2025, the FCRHA plans to utilize MTW Block Grant to:</p> <ul style="list-style-type: none">• Fund a pilot to assist households when initially leasing a RAD-PBV unit. The pilot will support households who have been authorized and offered a RAD-PBV unit but need to break a lease with a private landlord to lease with the FCRHA. After leasing the RAD-PBV unit, households will be eligible to receive financial assistance to help offset costs associated with breaking a lease with their former landlord. The FCRHA anticipates using funding to support approximately 50 households (or less) in FY 2025 and expects the pilot to improve RAD-PBV occupancy rates.• Continue to contract with Northern Virginia Family Service (NVFS), a local nonprofit organization, to provide case management services to Housing Choice Voucher households as part of the Step Ahead 2.0 pilot. The purpose of the Step Ahead 2.0 pilot is to help households maintain housing stability by providing intensive support services as needed. The pilot assists households served through an Emergency Housing Voucher as well as other households served through the Housing Choice Voucher program as needed. The pilot includes an evaluation component, led by George Mason University, to determine the impact of various support services on housing stability. In addition to the Step Ahead 2.0 pilot, the FCRHA will continue to contract with NVFS on the Step Ahead 1.0 program which provides referrals and less intensive services to MTW households.• Contract with nonprofit organizations (Cornerstones and FACETS) to provide community building/organizing/case management services to HCV and RAD-PBV clients.• Provide organization/clean-out services for qualified RAD-PBV households to help address hoarding disorders. Funds are restricted to reducing and removing items with the support of a qualified hoarding specialist and are not authorized to cover storage fees.• Support enhancements to Yardi to improve data collection and data management efforts for the HCV program.• Support a staff position who assists HCV households.

IV. Planned Application of PHA Unspent Operating Fund and HCV Funding

Original Funding Source	Beginning of FY – Unspent Balances	Planned Application of PHA Unspent Funds during FY
HCV HAP	\$33,284,741 estimated (HUD held at \$31,776,189 and PHA held at \$1,508,552*) estimated	\$22,300,000**
HCV Admin Fee	\$8,608,328 estimated	
PH Operating Subsidy	N/A	N/A
TOTAL	\$41,893,069 estimated	

* MTW & RAD1 funds only

** In FY 2022, the FCRHA authorized the use of \$10 million from MTW reserves for the development of The Exchange at Spring Hill Station (formerly known as Dominion Square West). This was then supplemented by the FCRHA in FY 2024 with the approval of an additional loan of \$3 million for the development of the Exchange at Spring Hill Station. In FY 2024, the FCRHA updated its commitment to the development and renovation of Little River Glen senior housing project, by approving a loan of \$9.4 million (previously committed for \$7 million). In FY 2023, the FCRHA approved a loan to the Senior Residence at North Hill project for \$300,000 and the Step Ahead 2.0 pilot for \$5 million. It is anticipated approximately \$22.3 million in MTW reserve funds will be committed or expended during the remainder of FY 2024 and/or FY 2025.

V. Local Asset Management Plan

- I. Is the MTW PHA allocating costs within statute? **YES**
- II. Is the MTW PHA implementing a local asset management plan (LAMP)? **NO**
- III. Has the MTW PHA provide a LAMP in the appendix? **NO**
- IV. If the MTW PHA has provided a LAMP in the appendix, please describe any proposed changes to the LAMP in the Plan Year or state that the MTW PHA does not plan to make any changes in the Plan Year. **N/A**

VI. Rental Assistance Demonstration (RAD) Participation

I. Description of RAD Participation

The MTW PHA shall provide a brief description of its participation in RAD. This description must include the proposed and/or planned number of units to be converted under RAD, under which component the conversion(s) will occur, and approximate timing of major milestones. The MTW PHA should also give the planned/actual submission dates of all RAD Significant Amendments. Dates of any approved RAD Significant Amendments should also be provided.

RENTAL ASSISTANCE DEMONSTRATION (RAD) PARTICIPATION
All of the FCRHA's Public Housing units were converted through RAD in previous years.

II. Has the MTW PHA submitted a RAD Significant Amendment in the appendix? A RAD Significant Amendment should only be included if it is a new or amended version that requires HUD approval. **N/A**

III. If the MTW PHA has provided a RAD Significant Amendment in the appendix, please state whether it is the first RAD Significant Amendment submitted or describe any proposed changes from the prior RAD Significant Amendment? **N/A**

VI. Administrative

A. Board Resolution Adoption Annual Plan and Certifications of Compliance

FCRHA RESOLUTION TO BE INCLUDED WHEN COMPLETED

SIGNED CERTIFICATION FORMS TO BE INCLUDED WHEN COMPLETED

B. Documentation of Public Process

The FCRHA made the Moving to Work Plan available for public comment from January 29, 2024, through February 29, 2024. The required public hearing was held on February 22, 2024.

NOTICE OF PUBLIC HEARING

**Thursday, February 22, 2024
at 7:00 p.m.**

The Fairfax County Redevelopment and Housing Authority (FCRHA) will conduct a public hearing on its Moving to Work (MTW) Plan for Fiscal Year 2025. The hearing is being conducted in compliance with U.S. Department of Housing and Urban Development requirements for Public Housing Agencies submitting a MTW Plan. The public hearing will be held in person at the Fairfax County Government Center, 12000 Government Center Parkway, Conference Rooms 9 and 10, Fairfax, VA 22035 at 7 p.m. on February 22, 2024. Interested residents are invited to share their views on the FCRHA MTW Plan at the public hearing. Residents wishing to speak are encouraged to contact Brandy Thompson by phone at (703) 877-5696, TTY 711, or by email at brandy.thompson@fairfaxcounty.gov to indicate their desire to participate. If you have any questions concerning the public hearing, please call 703-246-5120, TTY: 711.

The Fiscal Year 2025 MTW Plan will be available for public review on the county website beginning January 29, 2024, at www.fairfaxcounty.gov/housing/initiatives/moving-to-work. Citizens wishing to comment on the MTW Plan in writing may do so via the email address linda.hoffman@fairfaxcounty.gov or by writing to the attention of Linda Hoffman, Associate Director of Policy, Policy and Compliance, at the Fairfax County Department of Housing and Community Development, 3700 Pender Drive, Fairfax, Virginia 22030. The deadline for receipt of written comments on the draft Plan is 4 p.m. on Thursday, February 29, 2024.

Fairfax County is committed to a policy of nondiscrimination in all County programs, services and activities and will provide reasonable accommodations upon request. To request special accommodations, call 703-246-5120 or TTY 711. Equal Housing/Equal Opportunity Employer.



Resident Advisory Council Letter of Support

The MTW Resident Advisory Committee was provided with an opportunity to discuss and review the FY 2025 Moving to Work Plan during the January 16, 2024, meeting.

SIGNED MTW RESIDENT ADVISORY LETTER TO BE INCLUDED WHEN COMPLETED

C. Planned and Ongoing Evaluations

In FY 2023, the FCRHA approved the launch of the Step Ahead 2.0 pilot, which includes an evaluation component. The purpose of the Step Ahead 2.0 pilot is to provide support services to MTW households once they have secured their housing. Recruitment for the Step Ahead pilot has been focused on households with an Emergency Housing Voucher but is open to any MTW household. The pilot began in the later part of FY 2023, with the George Mason University (GMU) Costello College of Business selected to conduct a full evaluation of the pilot. Initial data collection and analysis efforts began in FY 2024, with FCRHA staff holding monthly meetings with GMU and the nonprofit service provider. In FY 2025, GMU will continue their evaluation, including both quantitative and qualitative analyses, to evaluate the impact of various support services on housing stability.

D. Lobbying Disclosures

SIGNED LOBBYING DISCLOSURE FORMS TO BE INCLUDED WHEN COMPLETED