

Fairfax County Redevelopment and Housing Authority



THRIVE

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



Application for Designation as a Moving to Work Agency

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B. Overview of the Agency’s MTW goals and objective for the year, including new and ongoing MTW activities.

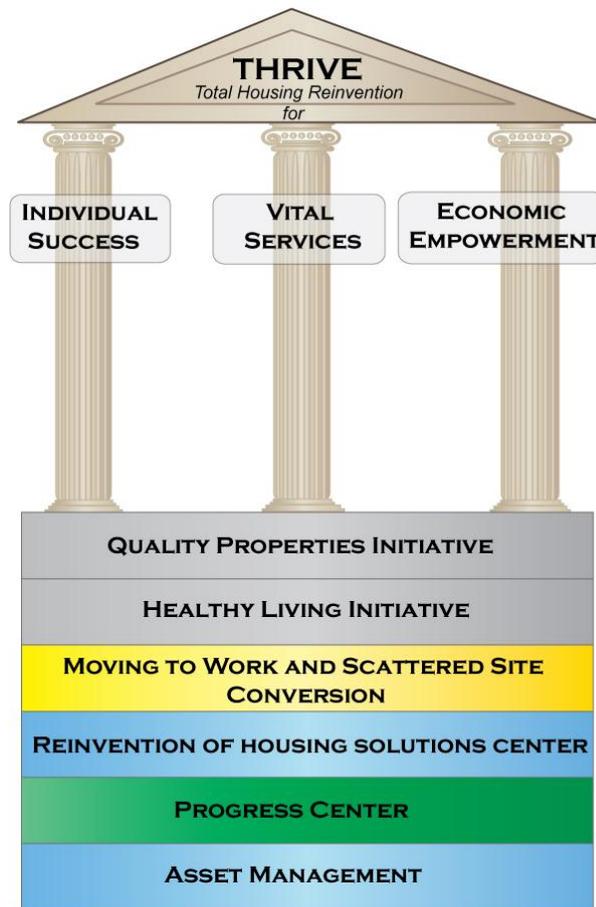
Reinventing Housing: Moving to Work and the THRIVE Initiative in Fairfax County, Virginia

The Fairfax County Redevelopment and Housing Authority (FCRHA) serves one of the most dynamic and diverse jurisdictions in the nation, and is uniquely positioned – both in terms of past performance and community capacity – to implement Moving to Work (MTW). The FCRHA envisions MTW as the keystone of its THRIVE Initiative – **Total Housing Reinvention for Individual Success, Vital Services and Economic Empowerment.**

THRIVE is an overall effort by the FCRHA to ensure that its customers achieve the greatest level of self-sufficiency of which they are capable, while at the same time ensuring the financial viability of its portfolio of affordable housing properties and creating cost efficiencies for its federal programs.

It is the goal of the FCRHA MTW Plan that every person and family in our programs do more than survive, we want them to thrive. The Plan is designed to ensure that individuals and families are provided not only affordable and attractive housing, but are connected to services and support that help them succeed and become self-sufficient.

In addition to providing housing options, the MTW Plan – as part of the THRIVE Initiative – will link households to services and programs offered by other Fairfax County human services agencies and community non-profit organizations. Such programs will support the concept of self-sufficiency ranging from personal money management, job training, language skills, and health services to perhaps even homeownership.



The FCRHA provides a continuum of affordable housing ranging from rental vouchers and Public Housing; to moderately priced rental apartments and townhouses; all the way to affordable programs for homeownership. Each person or family fits somewhere along this continuum and it is the goal of THRIVE and the FCRHA's MTW Plan to help individuals find the right fit based on income and need – helping them progress along the continuum to self-sufficiency.

The Housing Continuum provides the right housing at the right time, based on a household's income and skill set – and allows participating households to move through the different steps of the continuum as they become more self-sufficient. The four steps in the continuum – Bridging Affordability, Housing Choice Voucher or Public Housing, the Fairfax County Rental Program and Homeownership or Unsubsidized Housing – provide a range of housing types and subsidy levels, each tied to the attainment of certain self-sufficiency skills.

“Moving to Work is a **great opportunity** for people in the FCRHA's Public Housing and Housing Choice Voucher programs – people like me – to have the housing and services we need to build a better tomorrow for our families.”

*Paulette Whiteside,
FCRHA Resident*

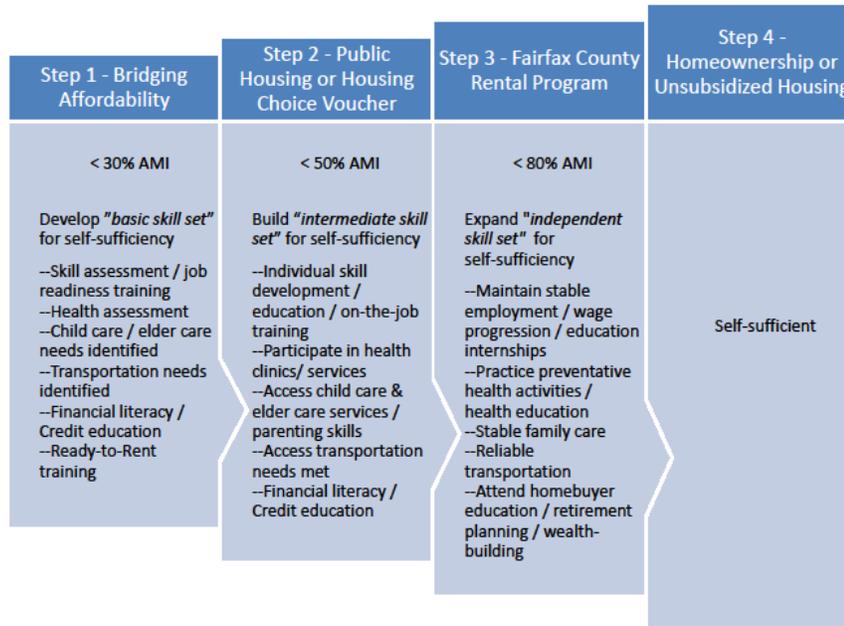
Moving Along the Housing Continuum

- **Step One - Bridging Affordability**, the county's Bridging Affordability rental subsidy program, is designed to serve extremely low-income households earning 30 percent of the Area Median Income (AMI) and below, including those who are homeless. In Step One/Bridging Affordability, participating households will focus on building basic self-sufficiency skills such as job readiness and financial literacy; they will receive “ready to rent” training, and receive services aimed at addressing basic self-sufficiency barriers, such as identifying child/elder care needs and assessing health needs.
- **Step Two – Public Housing or Housing Choice Voucher**, the federal Public Housing and Housing Choice Voucher programs, will be used to serve extremely and very-low-income households (earning 50 percent of AMI and below) that need assistance in attaining an intermediate self-sufficiency skill set. Participants in Step Two will receive services designed to provide individual job skill development, address transportation needs, and ensure ongoing participation in health care services.
- **Step Three – Fairfax County Rental Program**, the local Fairfax County Rental Program (FCRP), serves low and moderate income households (earning 80 percent of AMI and below) working toward an independent skill set, who are able to maintain stable employment, are participating in preventative activities, and are pursuing financial education such as retirement planning and homebuyer training.

- **Step Four – Homeownership or Unsubsidized Housing**, is homeownership or unsubsidized rental housing – self-sufficiency. At Step Four, individuals and families will be considered self-sufficient. To ensure long term success, the FCRHA is engaging private landlords to offer initial discounts on their market rate housing as a way to ease this transition.

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

THRIVE Housing Continuum
A Stepped Approach that Provides Work Incentives, Service Supports, and Permanent Housing



Note: Elderly/disabled households may choose their level of participation in many aspects of the THRIVE/MTW program.

The MTW designation would allow the FCRHA to exponentially expand the scope and impact of the THRIVE Initiative. The FCRHA, consistently recognized by HUD as a high-performing public housing agency, proposes to use the flexibility that comes with the MTW designation to:

- 1) Create a **housing continuum** that seamlessly couples the county's *local and federal* housing programs and establishes skills-based benchmarks to move customers toward the greatest level of self-sufficiency they are able to attain.

- 2) Expand its already **strong community partnerships** with non-profit organizations to provide self-sufficiency services ranging from “ready-to-rent” training, to job readiness, through homebuyer education and beyond.

- 3) Reduce the regulatory burden both on staff and customers, to allow a greater focus on **people – not paperwork**. MTW changes such as moving to biannual re-certifications will permit FCRHA staff to concentrate on facilitating access to self-sufficiency services and opportunities, such as job training and higher education.

- 4) **Align housing resources with community needs**, consistent with the county’s recently-adopted “Housing Blueprint”.

A number of critical components of the THRIVE Initiative are already in place or underway:

The PROGRESS Center: This new unit, staffed by dedicated professionals with a broad array of cross-cutting skills, provides crisis intervention for residents, access to self-sufficiency programs and resources, and coordinates the FCRHA’s Section 3 compliance. The PROGRESS Center would be expanded under MTW.

Asset Management Division: Established in response to HUD’s asset-based management requirements, this new division provides professional management for the “business” aspects of the FCRHA’s federal Public Housing and local Fairfax County Rental Program (FCRP) portfolio – critical in this time of diminishing resources.

FCRHA Partnerships in Action: Mondloch House



Mondloch House, a 45-bed homeless shelter owned by the FCRHA, is slated for renovation to create 20 much-needed affordable efficiency units. The Fairfax County Department of Housing and Community Development is developing the “Residences at Mondloch” in partnership with the FCRHA, the Fairfax County Office to Prevent and End Homelessness (OPEH), New Hope Housing (a local nonprofit), and other community partners.

Mondloch House is currently operated by New Hope Housing under contract with OPEH. Both New Hope Housing and OPEH expressed an interest in upgrading the building and improving its functionality to provide efficiency units for formerly homeless adults under a Housing First Program. The project is expected to renovate the existing 8,463 square foot building and add 2,953 square feet of new floor space.

Renovation of Mondloch House is expected to begin in June 2012 with an anticipated completion date of June 2013. An estimated \$3,353,204 will be used for substantial renovation of the existing homeless shelter facility and conversion to residential studio units for “Housing First.”

Housing Solutions Center: The FCRHA is also in the process of reinventing the public “face” of its housing programs, making its housing application process more customer-driven and geared toward finding holistic affordable housing solutions – not just processing paperwork.

Quality Properties and Healthy Living Initiatives: The FCRHA plans to implement two other initiatives to enhance property maintenance and healthy living choices for residents.

MTW will allow the FCRHA to significantly enhance the impact it has on its families and the community as a whole. For the FCRHA’s residents, the benefits include:

- **Less intrusion, less paperwork:** Most customers will only need to go through the full recertification process every other year, instead of annually. Elderly and disabled families on a fixed income will only need to recertify every three years.
- **Saving for the Future:** Residents and voucher participants may have an opportunity to have a portion of their income increases go into a savings account instead of paying more rent, giving them an opportunity to save for goals including education, buying a home or retirement.
- **Opportunities to Grow:** Families will be provided the services they need to pursue opportunities, such as finding a better job, more education, and English language skills.
- **Focusing on Customer Needs:** FCRHA staff will be able to spend less time on paperwork and verifications and more time focusing on our families. This new relationship will help families in setting their own goals and in connecting them to the right services and support networks.

FCRHA Partnerships in Action: Christian Relief Services Transitional Housing Program

Christian Relief Services, the FCRHA and Fairfax County have a long-standing, successful partnership to provide housing and services to homeless families. Christian Relief Services (CRS), a non-profit organization, uses Community Development Block Grant (CDBG) and other federal funding provided by Fairfax County for its Homeless Transitional Housing program. The goal of this program is to bridge the gap when permanent housing is not available at the time the household leaves an emergency shelter. The program provides opportunities for motivated participants to obtain the necessary skills, income, and services to obtain permanent housing and achieve self-sufficiency. As a part of the program, CRS provides clients with case management, support services, budgeting and financial management counseling.

CRS provides transitional housing for formerly homeless households exiting emergency shelters, including seniors, persons with disabilities and victims of domestic violence. Most recently, the FCRHA has used federal funding to finance the acquisition and/or rehabilitation by CRS of three properties, which provide seven beds of permanent supportive housing.

CRS also receives CDBG funding through Fairfax County’s Consolidated Community Funding Pool (CCFP) to provide case management support, financial management training, and housing counseling and advocacy services.

Since 1993, CRS has received \$1,079,018 in CDBG support under the Consolidated Community Funding Pool, which CRS has leveraged with over \$9.7 million in resources, including over \$3.5 million in cash and more than \$6.2 million in non-cash and volunteer resources to provide these public services - a leveraging ratio of 9:1.

- **Rebates for Good Housekeeping:** Families who maintain their homes well help reduce the maintenance costs to the FCRHA. Good housekeepers will be rewarded with a rebate at the end of each year.
- **New Options for Persons with Special Needs:** Residents who have a disability or are elderly may choose their level of participation in many aspects of the THRIVE/MTW program.
- **A Path to Recovery:** For individuals with health problems or substance abuse issues, or those with disabilities, the FCRHA's THRIVE/MTW program will provide a connection to services from other county agencies and non-profit organizations – services aimed at helping with recovery and being successful in housing.
- **Getting on the Road to Self-Sufficiency:** The FCRHA will work with residents to move them from dependency on public subsidies and programs to becoming self-sufficient. THRIVE/MTW will assist residents every step of the way through services, resources and support. The goal will be to move ahead in every aspect of life – most especially in housing. The goal is to have the FCRHA's families move along the housing continuum from deeply subsidized housing (the local rental subsidy program, Housing Choice Voucher and Public Housing) on to moderate priced housing (the Fairfax County Rental Program) and eventually on to market rate rental housing or homeownership.

The FCRHA's Housing Continuum will move families toward self-sufficiency and, for those who are able, serve as a gateway to homeownership and market rental housing. By fostering self-sufficiency, attrition will create new opportunities for households with the greatest needs to be served; households moving off of the program will have enhanced skills that make them – and our community – economically stronger.

The designation of the FCRHA as an MTW agency will result in an even stronger partnership between the FCRHA and HUD:

- **Leverage:** The MTW designation will allow for further leveraging of federal resources by greater access to local services and housing programs. The Bridging Affordability program, a locally-funded rental subsidy program intended to serve as the first step in the FCRHA THRIVE Housing Continuum - brings more than \$4 million to the table each year in rental subsidies. The current Bridging Affordability contract is expected to leverage nearly \$7 million in non-profit services and rental housing over three years. In addition, as part of the THRIVE Housing Continuum, the FCRHA will provide access to the Fairfax County Rental Program for households moving off of the federal programs as they achieve greater self-sufficiency.
- **Replicability:** The THRIVE model is one that can be replicated by other PHAs and communities around the country. PHAs that operate local rental housing and tenant subsidy programs can replicate the Housing Continuum by creating a gateway into the federally-subsidized programs, and a “soft landing” as they move off those programs and toward self-sufficiency. In addition, the FCRHA's unique rent strategy concept for incentivizing families to increase their income can be reproduced by other PHAs. This alternate rent strategy proposes a short term reduction in family share with incremental increases in the family share every two years; a portion of the family share is invested in a

an escrow savings account accessible as families achieve self-sufficiency goals and a portion of the family share is appropriated for the cost of services.

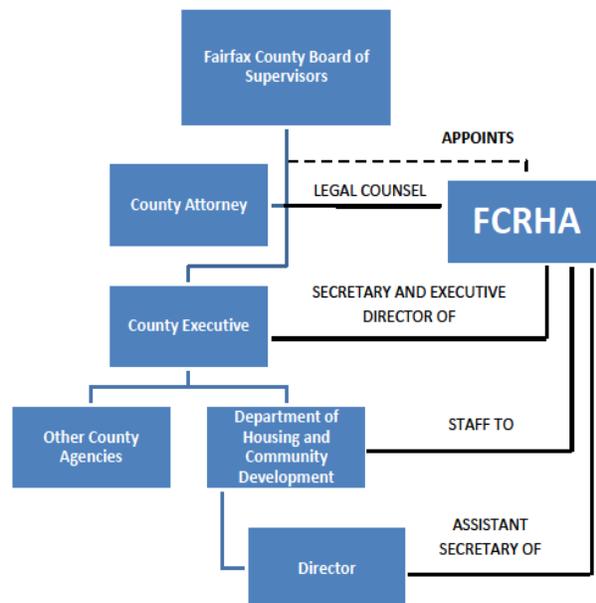
- **Cost Effectiveness:** The THRIVE model relies on a local program, Bridging Affordability – as a gateway to ready families to be responsible tenants and to start their path to self-sufficiency. Bridging Affordability provides services and other supports, allowing households to increase household income; move through the housing continuum, and make available deep-subsidy housing resources for new low-income families.

Positioned for Success

The FCRHA MTW Plan provides a framework to connect services and supports from the private, non-profit and government sectors – the foundation of the THRIVE initiative. The FCRHA is in the unique position of being not only an independent local housing authority but an integral part of local county government at the same time. This integration, along with well-established partnerships with non-profit providers, creates the framework necessary to connect services and supports to affordable housing. Through its affordable housing stock and federal and local rental subsidy programs as well as its capacity to develop and finance affordable housing, the FCRHA provides a key portion of the affordable housing continuum.

Especially significant to the success of the MTW Plan is the FCRHA’s close relationship with the county government, and particularly its integrated operations with the county’s Department of Housing and Community Development (HCD). Because HCD is part of the County’s highly successful human services system, the FCRHA will be able to tap the resources, services, programs and supports available through the County’s many human services agencies. They include: programs for seniors, those with disabilities, children, adult protective services, women and victims of domestic violence through the Department of Family Services; services for those with mental health, alcohol and drug problems and developmental disabilities through the Community Services Board; programs to prevent and end homelessness through the Office to Prevent and End Homelessness; preventive health and clinic services through the Health Department; and teen, community and therapeutic programs through the Department of Neighborhood and Community Services.

Fairfax County and the FCRHA: A Seamless Partnership



The FCRHA has deep roots in the community with long-standing partnerships with non-profit organizations. The non-profits provide a range of key services and supports that underlie a successful MTW effort, including housing locator assistance, child care, job readiness training and job placement; after-school programs and other critical help and services.

The MTW Plan connects the dots among the array of providers throughout the County, making a direct link between affordable housing, services and self-sufficiency. The key impact to the community will be the synergy and efficiency that will result from this new and important framework.

A well-grounded approach consistent with HUD's MTW goals

This application is the result of many years of working to re-invent how the FCRHA manages its federal and local housing programs, to make them more customer-friendly, sustainable, and, most critically, focused on moving to self-sufficiency.

The FCRHA's MTW Goals and Objectives

The FCRHA's MTW approach addresses the three mandatory MTW statutory goals and additional objectives, which include:

- Achieving greater cost effectiveness in the use of federal resources;
- Increasing housing choice for eligible low-income families;
- Giving incentives for families with children where the head of household is working; is seeking work, or is preparing for work by participating in job training, educational programs, or programs that assist people to obtain employment and become economically self-sufficient;
- Piloting rent policies that will encourage self-sufficiency and assure accurate reporting of income;
- Leveraging local and federal resources to serve the same or larger number of families while preserving, transforming, and revitalizing Public Housing; and
- Changing or eliminating existing local preferences to better align resources with community needs.

The FCRHA's First-Year Activities under MTW:

- Create a gateway to the federal programs for those at the first step of the FCRHA Housing Continuum, using the Fairfax County Bridging Affordability Program.
- Develop a basic skill set for self-sufficiency including skills assessment/job readiness training; health assessment and services referrals; identified transportation needs; training in basic financial literacy and credit education; and ready-to-rent training.
- Utilize an assessment tool for all participating MTW households and match them to the right fit for housing assistance and services.
- Renew existing partnerships with the Northern Virginia Workforce Investment Board and its affiliate, SkillSource Group, Inc. for skills assessments, job training and certification and placement into employment.
- Expand existing partnerships with non-profits, such as Northern Virginia Family Service, for job readiness training.
- Expand partnerships with the Fairfax-Falls Church Community Services Board (CSB) and the Fairfax County Health Department for mental and other health services, clinics and education.

- Undertake an alternate rent strategy that will allow participating residents to establish escrow accounts using a portion of rising income for this purpose, as an incentive for wage progression and increasing self-sufficiency.
- Imbed the PROGRESS Center model for all FCRHA operated federal programs.
- Reduce frequency of reexaminations to allow more staff time to be devoted to helping families set goals and connecting them with services.
- Eliminate mandatory Earned Income Disregard calculation.
- Streamline Housing Choice Voucher and Public Housing inspection processes that will encourage good housekeeping by providing rebates.
- Institute a work requirement for all non-exempt families in Public Housing and Housing Choice Voucher programs.
- Design and initiate a rent reform controlled study.
- Evaluate the Moving to Work block grant.
- Dispose of scattered-site Public Housing units to an FCRHA-affiliated entity and implement project-based Section 8 assistance at those units to facilitate rehabilitation needs of the units, deconcentrate poverty, and streamline management efficiencies at those widely-dispersed units.
- Train staff in the new MTW model.

See Section V for detailed explanations of each activity.

FCRHA Partnerships in Action: George Mason University

The principal mission of the George Mason University Center for Regional Analysis is to provide research and analytical services to local governments, community organizations and businesses in the Washington DC region focusing on economic, housing, demographic, transportation, and fiscal trends and forecasts. Over the past two decades, the Center for Regional Analysis has become the “go to” organization for economic, demographic and housing data and analysis within the Washington and Northern Virginia regions and is cited locally and nationally as the source of information for the media, research scholars, and investors interested in understanding the region.

The Center for Regional Analysis has a long-standing relationship with Fairfax County and has partnered with the County government on a number of research projects. For 12 years, the Center published monthly the Fairfax Economic Index, a measure of the current and near-term future performance of the County’s economy. More recently, the Center has provided research support and policy analysis on a number of housing-related issues in Fairfax County, working closely with FCRHA staff. In 2006, the Center helped develop a definition of “moderate income” for the County’s housing programs. In 2007, the Center produced an analysis of issues affecting the availability of affordable housing in the County and produced forecasts of the workforce housing needed out to 2025, with a breakdown of housing demand by tenure and income level.

The Center, and George Mason’s Center for Social Science Research (CSSR), will continue this effective partnership throughout the FCRHA’s MTW designation. Specifically, the Center for Regional Analysis will lead the effort to evaluate all activities proposed by the FCRHA in this application, and the CSSR will design and evaluate the rent reform controlled study described in detail in Section V of the MTW Plan.

Fairfax County: A sound investment of HUD's first MTW designation in the Commonwealth of Virginia.

About Fairfax County: Fairfax County, Virginia is an ideal community to participate in HUD's Moving to Work (MTW) program because it can provide evidence of how innovative housing strategies can have positive outcomes in communities undergoing demographic and economic change. Fairfax County can serve as a prototype for the types of changes many other communities across the country will be experiencing over the next decade. Other communities that are earlier in the period of transition could learn from the strategies Fairfax County is proposing to implement before they find themselves in the middle of major demographic and economic transitions. With a population of 1,081,726¹, Fairfax County is the most populous jurisdiction in Virginia, and is a rapidly urbanizing, highly diverse community. Fairfax County has a high median income but also a high cost of living, particularly housing. The county has a comparatively strong job market thanks in part to its proximity to the national capital. However, Fairfax County is a community with many housing needs.



In spite of the slow pace of the economic recovery, Fairfax County remained one of the highest cost areas for housing in the nation in 2011. The county has more than 55,000 people living below the poverty level – more than the entire population of most of Virginia's 134

¹ US Census Bureau: "QuickFacts"; 2011 population estimate.

jurisdictions.² According to the Virginia Tech Center for Housing Research, Fairfax County has an affordable housing gap of more than 28,000 units for low- and moderate-income renters.

According to the 2010 US Census Bureau American Community Survey, there were an estimated 78,662 households in Fairfax County earning less than \$50,000 per year, or about 48 percent of the area median income for a family of four of \$103,100. In Fairfax County, the National Low Income Housing Coalition's Out of Reach 2011 report found that the annual salary needed to afford a two-bedroom apartment at the HUD Fair Market Rent (FMR) of \$1,461 was \$58,440 – nearly 60 percent of the Area Median Income for a family of four. According to the report, a minimum wage earner would have to work nearly four full time jobs to afford a two-bedroom unit at the FMR in Fairfax County.

The recent decrease in housing prices associated with the recession may have relieved some of the pressure in the sales market; however, tighter credit standards, a continued reasonably healthy job market and above average housing prices compared to the rest of the country, continue to make Fairfax County a profoundly challenging housing market for low- and moderate-income working households. This is particularly true for new entrants into the housing market who are coming to pursue new jobs in Fairfax County. Based on job growth and housing data prepared by the Center for Regional Analysis at George Mason University, it is estimated that Fairfax County will need approximately 50,206 net new housing units affordable to low and moderate income working households earning up to approximately 120 percent of

Fairfax County: On the Leading Edge of the Changing Face of America

The US Census Bureau predicts that by 2042, the United States will be majority-minority. According to recent Census data, minorities accounted for more than 50 percent of all births for the first time in 2011. **Fairfax County is at the leading edge of these compelling demographic changes.** While Fairfax County is still majority white, the share of the white (non-Hispanic) population dropped from 64.4% of the population in 2000 to 54.6% a decade later. This Hispanic/Latino population grew from 11.0% in 2000 to 15.6% in 2010; the Asian population grew from 13.0% in 2000 to 17.5% in 2010.

Fairfax County will likely be majority-minority within the decade. Currently, a majority (52.4%) of the county's under 18 population is minority. These demographic trends are playing out in jurisdictions across the country, and Fairfax County can serve as a leading indicator of these changing racial and ethnic patterns.

The racial/ethnic composition of the County's renters has already shifted to majority-minority. In 2000, non-Hispanic whites accounted for 56.7% of all occupied rental units in the County. By 2010, non-Hispanic whites were just 47.1% of all renters in Fairfax County. The share of renters that is Hispanic grew from 11.8% in 2000 to 17% in 2010, an increase of over 9,100 households. The share of renters that are Asian also increased from 13.0% in 2000 to 16.1% in 2010.

Fairfax County provides a preview of what's to come in many other jurisdictions across the country because of its rapidly changing demographics. **Fairfax County is also a leader in terms of the recovery of the housing market.** Fairfax County experienced the housing boom and bust like the rest of the country. But the housing market is in full recovery mode, with average home prices up every month for more than two years. While affordability has disappeared from discussions in many housing markets, Fairfax County has been acutely aware of affordability issues that will only exacerbate as the housing market continues to improve and upward pressure is put on both home prices and rents. **Fairfax County can be a leader with innovative housing strategies that other communities can use as their housing markets strengthen and affordability issues move back to the forefront.**

² US Census Bureau: "QuickFacts; 2011 poverty estimate; 2009 population estimates.

the Area Median Income.³ This gap in housing affordability can affect the ability of employers, including the county, to attract employees crucial to the health and safety of the community, as well as to the county's continued economic success. (**Note:** The GMU Center for Regional Analysis is Fairfax County's program evaluation partner for its MTW application.)

As of September 2011, the total unduplicated households (families and individuals) on the waiting list for the county's three principal affordable housing programs – the federal Housing Choice Voucher and Public Housing programs, and the local Fairfax County Rental Program – was 12,113. There are additional households on the waiting lists for homeless shelters and Fairfax-Falls Church Community Services Board services.

Affordable housing has enjoyed significant support in Fairfax County in recent years, including a substantial investment of local dollars by the Board of Supervisors. Fairfax County has made significant investments of local dollars in the preservation and production of affordable housing and rental subsidies. This has been particularly the case over the last eight years, as the stock of privately-owned subsidized units and non-subsidized rental housing with modest rents in the County has been declining due to owners repositioning their properties in the market, prepaying their federally subsidized mortgages, and other factors. In response to these conditions, the Board of Supervisors created an Affordable Housing Preservation Initiative, with a goal of preserving 1,000 units. The centerpiece of this initiative was the creation of a local affordable housing fund, which has produced more than \$123 million for affordable housing preservation, development and rental subsidies. The county's Preservation Initiative has preserved more than 2,400 units of affordable housing since 2004.

About the FCRHA: The Fairfax County Redevelopment and Housing Authority has a long history of successful innovation and creativity. The FCRHA, established in 1966 following a voter referendum, has been recognized nationally for its innovative approaches to affordable housing through numerous awards.

The FCRHA provides a diverse array of affordable housing programs.

The FCRHA operates three principal affordable housing programs: the federal Public Housing and Housing Choice Voucher programs, and the Fairfax County Rental Program. The following describes the FCRHA's recent (Fiscal Year 2011) performance with these programs:

- **Housing Choice Voucher Program:** Average household income served in FY 2011 was \$20,032, or approximately 21% of AMI for an average family size of three. Most new households leasing earn approximately 30% AMI. A total of 3,537 vouchers are authorized; a total of 9,103 individuals were housed in FY 2011. HUD High Performer.
- **Public Housing Program:** Average household income served in FY 2011 was \$22,334, or approximately 23% of AMI for an average family size of three. Most new households leasing earn approximately 30% AMI. The FCRHA operates 1,060 Public Housing units; a total of 2,839 persons were housed in FY 2011. HUD High Performer.

³ George Mason University, Center for Regional Analysis, "Housing the Region's Future Workforce: Policy Challenges for Local Jurisdictions", October 2011

- Fairfax County Rental Program
 - **Multifamily:** Includes rental property owned by the FCRHA and developed with funds other than Public Housing or Housing Choice Voucher funds, such as Low Income Housing Tax Credits (LIHTC). FCRP generally serves working households with incomes slightly higher than those households living in Public Housing and or participating in the Housing Choice Voucher program. Housing managed under the FCRP include multifamily housing, magnet workforce housing for police, firefighters, Fairfax County Public Schools (FCPS) teachers and bus drivers, housing for families, single persons, seniors, and supportive housing for special populations. The FCRP generally serves a range of household incomes from the low teens up to 80% of AMI, depending on the program component and the property. Average household income served in FY 2011 was \$36,290, or approximately 38% of the Area Median Income (AMI) for an average family size of three. There are a total of 1,929 multifamily units and 19 residential studio units in the FCRP; a total of 5,578 persons were housed in FY 2011.
 - **Senior Housing:** Includes eight independent senior living properties included in the Fairfax County Rental Program and the two assisted living facilities. Average income served in FY 2011 in assisted living was \$16,783, or 23% of AMI for a family of one. The average in independent living was \$17,121, or 23% of AMI for a family of one. The FCRHA owns a total of 112 beds of assisted living, and 504 independent living units.

The average household income served in these programs in Fiscal Year 2011 was \$25,905, or approximately 27 percent of the Area Median Income (AMI) for a family of three; this meets the federal definition of “extremely low income”.

Fairfax County’s new “**Bridging Affordability**” program, which began operation in FY 2012, is a locally-funded rental subsidy provided to income-eligible households who are either 1) homeless; or 2) on one of the county’s waiting lists for affordable housing. The program was developed through the collective effort of non-profit organizations, community advocates, the FCRHA, Fairfax-Falls Church Community Services Board, and the Fairfax County Office to Prevent and End Homelessness. Bridging Affordability is operated by a collaborative of nine non-profit organizations led by Northern Virginia Family Service (NVFS), under contract with Fairfax County. It is expected that, under MTW, Bridging Affordability will become the gateway into the FCRHA’s affordable housing programs – the first step in Fairfax County’s housing continuum. Bridging Affordability is currently funded through an annual allocation by the Board of Supervisors. It is anticipated that the first allocation of Bridging Affordability funds will provide rental subsidies to over 300 homeless individuals and families over the three year contract with NVFS.

The FCRHA is a nationally-recognized affordable housing innovator.

The FCRHA's application for designation as an MTW agency is further demonstration of the agency's creative approach to serving its residents and providing affordable housing. Examples of the FCRHA's innovative approach to managing affordable housing programs include:

- Innovation in Planning – The Housing Blueprint:** In January of 2010, the Fairfax County Board of Supervisors adopted a "Housing Blueprint", which established the county's affordable housing policy direction for FY 2011 and beyond. The Housing Blueprint reflects the philosophy of the Board that affordable housing is a continuum ranging from the needs of the homeless to first-time homebuyers. The goals and priorities set forth in the Housing Blueprint were the product of input gathered through the process of bringing together the FCRHA, county officials and staff, representatives from the non-profit community and for-profit development sector, and the citizens of Fairfax County and supplemented by data compiled from local sources, HUD, and the U.S. Census.

The Housing Blueprint established four principal housing goals for Fairfax County:

- 1) To prevent and end homelessness in 10 years;
- 2) To provide affordable housing options for persons with special needs;
- 3) To streamline and reduce the county's waiting lists by half in ten years; and
- 4) To increase workforce housing through creative partnerships and public policy.

Each year, with the leadership of the FCRHA, the community develops specific metrics for each goal and allocates resources to accomplish those metrics. Most of the resources invested through the Blueprint are managed by or derived from the FCRHA, including the Housing Choice Voucher and Public Housing programs.

The Housing Blueprint represents a consensus on priorities in Fairfax County, and has become the common "housing language" of the FCRHA, elected officials, advocates and the public.

Housing Blueprint Awards

In FY 2011, Fairfax County's Housing Blueprint was selected for two national awards: the **2011 National Association for County Community and Economic Development (NACCED) Award of Excellence** and the **2011 National Association of Counties (NACo) Achievement Award**. In 2012, the Blueprint received a **National Award of Merit** from the **National Association of Housing and Redevelopment Officials (NAHRO)**.

- **Innovation in Resident Supportive Services and Self Sufficiency Programming – The PROGRESS Center:** The Fairfax County Department of Housing and Community Development (HCD), under the guidance of the FCRHA, established the *Partnership for Resident Opportunities, Growth, Resources and Economic Self-Sufficiency (PROGRESS) Center* - a resource to assist some of the most vulnerable tenants of and applicants to Fairfax County affordable housing programs and to assist others achieve self-sufficiency. The PROGRESS Center houses the Resident Opportunities and Supportive Services (ROSS) and Family Self Sufficiency (FSS) programs, among many other activities. Staffed by existing employees with a rich background and experience in HUD housing programs and human services, the PROGRESS Center’s approach includes:
 - **Intervention** to address difficult resident crises and client issues;
 - **Collaboration** with human services agencies and non-profits to coordinate needed services and assistance;
 - Efforts to give residents who may be facing eviction **a second chance** by showing them practical ways to resolve their issues and linking them to ongoing supportive services;
 - **Job training** and placement opportunities;
 - **Connections** to the local community college and other educational resources; and
 - **Special supportive services** such as Earned Income Tax assistance, financial literacy and budgeting classes, healthy living seminars for seniors, summer lunch programs and, community gardens.

Fairfax County is blessed with a wide range of human service agencies and non-profit organizations which offer a wealth of programs and resources. As comprehensive as the network is, it can be complex and daunting to a resident who may be overwhelmed by their language skills, health, and time or transportation barriers. The PROGRESS Center takes an innovative approach to self-sufficiency and housing success in the way it “connects the dots” by linking residents in crisis with existing supportive services. Service Coordinators at the PROGRESS Center connect the resident to appropriate supportive services, sometimes by just smoothing the way and other times by hand-holding the client. This approach saves money in that the FCRHA does not need to re-create existing services, but rather tap into them in the most effective and efficient manner.

For example, the FCRHA’s PROGRESS Center typically becomes involved in a resident’s life at the request of property managers, housing specialists, and occasionally agency finance staff when an issue is identified. In most cases, the presenting problem is non-payment of rent, however, as Service Coordinators work with the resident, there are many other contributing factors that emerge. Service Coordinators work to address each of these issues to stabilize the family and help preserve their housing.

The PROGRESS Center helps individuals in need of employment and better job skills to access the resources of the SkillSource Group, Inc. – the job training and placement services arm of the local Workforce Investment Board. The FCRHA also taps into the hiring power of its contractors and other vendors by imposing and encouraging hiring requirements under the Section 3 program. The PROGRESS Center provides outreach and training to local contractors and vendors.

When a tenant faces a mental health crisis, the PROGRESS Center not only has an experienced mental health worker on staff, but can quickly access the mobile crisis team of the Community Services Board (CSB). The PROGRESS Center also works routinely with the residents and their CSB caseworkers. Through a close relationship with Northern Virginia Family Services, families who experience trauma or are in need of counseling and mental health treatment services can be referred to Multicultural Human Services for ongoing comprehensive care.

The PROGRESS Center also facilitates training for FCRHA staff on critical skills and topics that help to provide better customer service. Trainings have included a simulation in the life of families and individuals in poverty, resources for elderly and disabled populations, and identifying and working with hoarders.

The Family Self-Sufficiency Program is a structured approach to helping individuals and families succeed with an emphasis on transitioning out of subsidized housing. Participants are prepared for graduation through regular case management, progress assessments, and resource coordination. FSS coordinates with the Northern Virginia Community College for education and job training opportunities and has a direct link to the Fairfax County homeownership programs, helping FSS graduates to qualify for the County's affordable homeownership programs and reach the American Dream. Through a wide variety of other community partnerships, FSS is able to provide participants with services such as:

- Credit counseling and budget preparation;
- Computer literacy and keyboarding;
- GED and ESL training;
- Job readiness and skills training;
- Entrepreneurship and small business creation;
- Health and wellness services; and
- Basic needs referrals.

The list of innovative and creative partnerships managed by the PROGRESS Center is long and wide reaching. There are recreation programs through the Neighborhood Community Services agency, including computer training, teen clubs and after-school programs – many of which are facilitated on our Public Housing properties. There are programs for seniors, including some native language programs. There are services for victims of domestic violence; mentoring programs for children and a variety of other opportunities and assistance, all designed to create a supportive environment that encourages independence, resourcefulness and self-sufficiency among FCRHA residents.

FCRHA PROGRESS Center Awards

The partnerships and resources managed and coordinated by the FCRHA's PROGRESS Center are a unique model for capacity-building, and will play an essential role in implementing MTW and the THRIVE Housing Continuum in Fairfax County. In 2012, the PROGRESS Center received a **National Award of Merit from the National Association of Housing and Redevelopment Officials (NAHRO)** and a **National Achievement Award from the National Association of Counties (NACo)**.

- **Innovation in Mixed Finance Transactions – A Historical Review:** The FCRHA has been a leader in mixed finance transactions for the past 20 years. The high cost of housing development in Northern Virginia compelled the FCRHA to seek creative ways to mix a variety of financing sources in order to achieve quality housing that is affordable.

While the FCRHA is a public housing authority, the Authority's portfolio has expanded beyond the federal Public Housing Program. The Authority owns 1,060 Public Housing units and another 2,564 units of housing funded through a diverse array of other programs. The Authority is the managing general partner for 994 units of Low Income Housing Tax Credit (LIHTC) housing; owns and operates 194 units under FHA 236 financing; and 1,134 units of bond-financed housing.

The FCRHA is a local housing finance agency with extensive experience in issuing tax exempt bonds. The FCRHA has financed \$567,862,000 in bonds, funding both for-profit and non-profit developers of housing. The FCRHA is creative in combining the county's HOME and CDBG allocations along with project-based vouchers to fund the "gap" and to ensure that the lowest income levels are proportionately served in each project. In the 1990s, the FCRHA was one of the first PHAs in the country to undertake mixed finance projects which combined Public Housing and LIHTC. One of these properties preceded the HOPE VI program and may have laid the groundwork for that program. Both properties continue to operate today.

In 2005, Fairfax County established a local affordable housing preservation fund, then known as the "Penny for Affordable Housing Fund" because the annual allocation was equal to one cent of the real estate tax rate. The Penny Fund was the centerpiece of Fairfax County's Affordable Housing Preservation Initiative. In total this fund has produced over \$123 million in affordable housing. The county set a goal to preserve 1,000 units of affordable housing at a time when the real estate market was intense and affordable housing was being lost to speculators and condo conversions. The FCRHA not only achieved the 1,000 unit goal, but surpassed it, preserving over 2,400 units of affordable housing as of the end of FY 2011. One of the most innovative Penny Fund endeavors was the purchase of a 670-unit development, Wedgewood Manor, in Annandale, Virginia. The FCRHA used the Penny Fund along with government bonds to purchase this significant resource. The FCRHA entered into a long-term payment agreement with the County which covers the debt service on the property. The cash flow generated from the property's operations is subsequently dedicated to funding a rental subsidy program (Bridging Affordability) for the homeless and disabled.

The FCRHA has been a leader in public/private partnerships. By joining forces with private for-profit partners, the FCRHA has been able to develop affordable assisted living for seniors and affordable workforce housing. One of the most exciting projects is the upcoming Residences at the Government Center – a 270 unit development being built by a private developer on public land adjacent to county headquarters. The FCRHA was instrumental in providing the land through a ground lease and expects to finance the project through tax exempt bonds and 4% tax credits. Other impressive public/private partnerships

are anticipated, including the redevelopment of The Crescent Apartments at Lake Anne in Reston, Virginia. The FCRHA will provide land through a ground lease and will allow the existing 180 units at the site to be redeveloped as approximately 900 units of residential, urban scale housing. This transaction will involve FCRHA financing, Low Income Housing Tax Credits, a ground lease, potential land consolidation and a mix of other financing tools.

It should also be noted that the Housing Blueprint, discussed in detail earlier, helps to guide the county's investment of affordable housing development funds, ensuring that the county's limited housing resources go to address the community's priorities.

- **Innovation in Creating New Housing Programs with Federal Resources – *The Partnership for Permanent Housing***

Program: Fairfax County's Partnership for Permanent Housing (PPH) was a well-structured, successful model for moving homeless households into permanent housing while at the same time creating a foundation of sustainable self-sufficiency. The objective of PPH was to assist homeless families living in shelters address challenges that can prevent them from attaining stable housing and self-sufficiency with the ultimate goal of moving participating families into homeownership. PPH served as a component to Fairfax County's overall Plan to Prevent and End Homelessness within ten years.

Partnership for Permanent Housing: A Success Story



Luella Brown and her son Orlando

Luella Brown sought to overcome a life of abuse and indebtedness which had left her and her son homeless. Working with the PPH Program, Ms. Brown started on the path to self-sufficiency. With the support and guidance of PPH, Ms. Brown and her son completed their sweat equity hours and became homeowners at Habitat for Humanity's Maple Ridge community in Fairfax in 2010.

PPH was designed to assist 25 households move from homelessness into homeownership within a five-year period. Case management and other services are provided to the families along with rental subsidies which are provided through federal HOME-funded Tenant Based Rental Assistance (TBRA) vouchers and Housing Choice Vouchers. All homeless families living in Fairfax County in either homeless shelters or transitional housing programs were eligible to apply for PPH.

Similar to the FCRHA's planned approach to MTW, the PPH program was designed to provide a comprehensive array of services to participants, provided both by county staff and a network of non-profit organizations, with the goal of moving households toward self-sufficiency. PPH included many of the same supportive service elements included in the FCRHA MTW approach:

- **Case management** – participating families meet regularly with their case manager, often weekly or as the needs of the families dictate;
- **Financial education** classes such as Out of Poverty, Credit Smart, and VHDA Homeownership education. Out of Poverty is a program with a curriculum that is taught by trained staff at Reston Interfaith and New Hope Housing. The program is geared toward serving individuals whose lives are habituated and sustained in poverty, assisting those clients to break unhealthy habits and develop new ones.
- **Credit Smart**, a financial literacy curriculum developed by Freddie Mac, is offered by a number of community organizations including Reston Interfaith, Our Daily Bread, the Northern Virginia Urban League, and the Fairfax County Department of Housing and Community Development.
- Virginia Housing Development Authority (VHDA) **homeownership education** was developed by the VHDA and is delivered by certified VHDA Homeownership volunteer trainers, many of whom are lenders.
- **Budgeting** and **credit repair** guidance;
- Eligibility for Fairfax County’s First Time Homebuyers Program;
- Virginia **Individual Development Accounts** (VIDA);
- In-kind resources from non-profits, such as Education Institute, backpacks, school supplies, and employment searches.

Fairfax County’s Partnership for Permanent Housing program won a National Association of Redevelopment and Housing Officials (NAHRO) Award of Merit in 2009. Lessons learned from this effort will be an important foundation for the FCRHA MTW Plan.

- **Innovation in Local Land Use – *Fairfax County Workforce Housing Policy and Affordable Dwelling Units Program:***

- Workforce Housing Policy: Created in 2007 by the Board of Supervisors, with the leadership and guidance of the FCRHA, Fairfax County’s Workforce Housing policy is a proffer-based incentive system designed to encourage the voluntary development of new housing affordable to a range of moderate-income workers in Fairfax County’s high-rise/high-density areas. The county’s Comprehensive Plan provides for a density bonus of up to one unit for every workforce unit provided by a developer, with the expectation that at least 12 percent of units in new developments be affordable or workforce housing. The Workforce Housing policy also provides for the administrative tools for the long-term administration of proffered workforce units, and addresses issues such as unit specifications, price and financing controls, covenants and occupancy. As of the end of FY 2011, approximately 1,286 Workforce Dwelling Units (WDU) had been committed by private developers in rezoning actions approved by the Board of Supervisors. A total of 14 rental workforce units had been constructed as of the end of FY 2011. Fairfax County’s Workforce Housing Program was selected as winner of the Virginia Housing Award for the Best Housing Program in 2008.
- Affordable Dwelling Unit Program: In addition to the Workforce Housing policy described above, the county also has an Affordable Dwelling Unit (ADU) program, adopted in 1990 as part of the Zoning Ordinance. The ADU program, which is

administered jointly by the FCRHA and the county, requires developers of certain housing developments to set aside up to 12.5 percent of the units as affordable housing (6.25 percent for multifamily rentals) in return for additional density granted at the time the development is built. The FCRHA has the right to acquire one-third of the ADUs for sale and to lease up to one-third of the rental units. The remaining units are sold or rented to moderate income households. As of January 2012, a total of 2,448 units (1,112 rentals and 1,336 for-sale condominiums) have been produced under the ADU program; the FCRHA has acquired 147 of the for-sale units, which are maintained as permanent affordable rental housing.

Fairfax County and the FCRHA: A unique partnership

The Fairfax County Redevelopment and Housing Authority (FCRHA) was approved by voter referendum in 1965 and established in 1966; in 1973, the Fairfax County Board of Supervisors established the Department of Housing and Community Development (HCD). HCD serves as the administrative arm of the FCRHA – an arrangement that is not found elsewhere in the Commonwealth of Virginia.

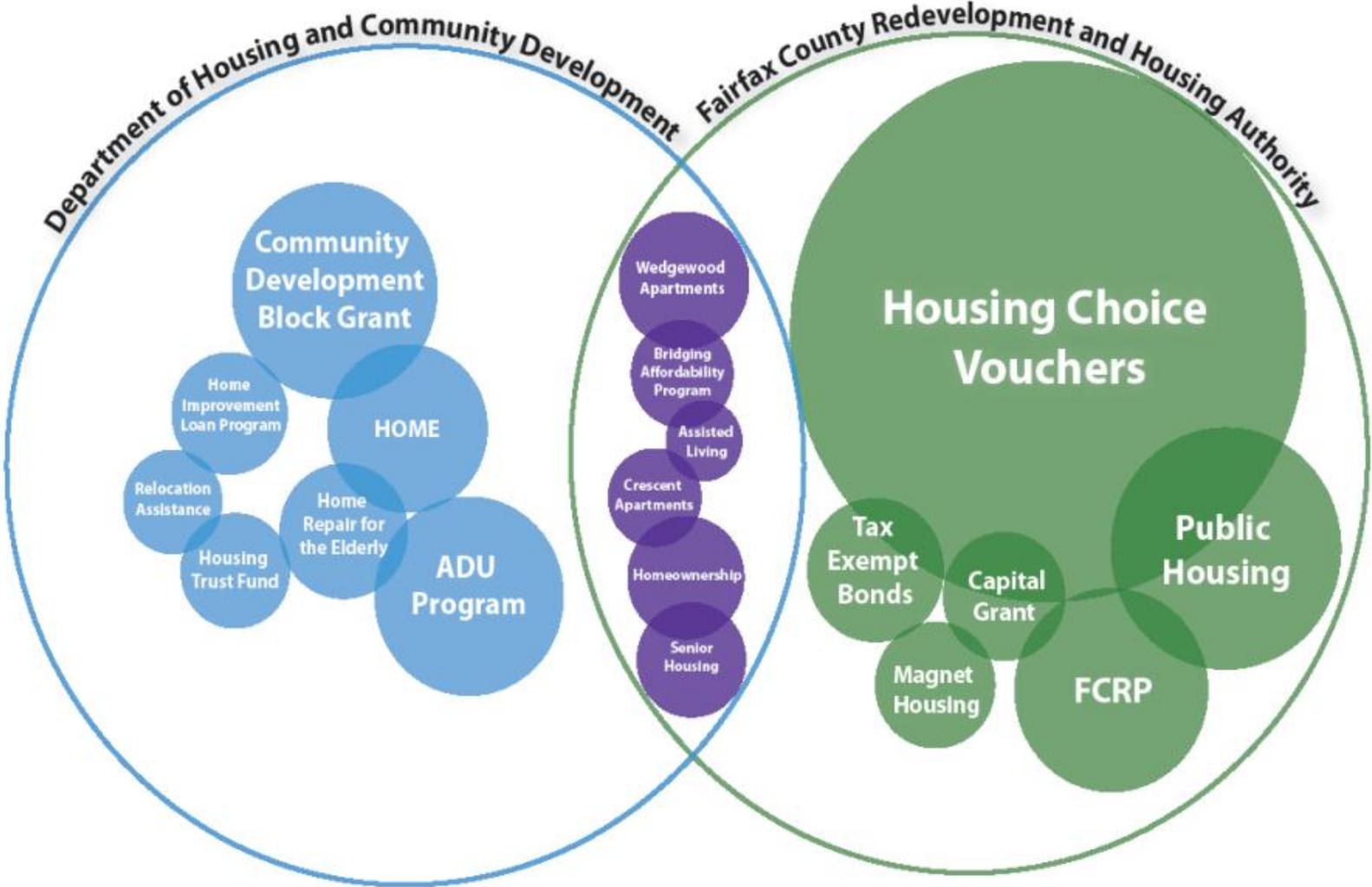
HCD administers the FCRHA's housing programs, including the federal Public Housing and Housing Choice Voucher programs, and the Fairfax County Rental program. HCD also manages housing and community development programs for the Board of Supervisors, including programs funded with federal Community Development Block Grant (CDBG) and HOME Investment Partnership funds, the first-time homebuyers program, and the Bridging Affordability program. Fairfax County provides not only staff to the FCRHA, but vital professional services such as legal counsel and financial management.

This highly unique partnership, by which a department of the local government acts as staff to the housing authority, allows for an unprecedented level of collaboration and integration for all of Fairfax County's housing programs. This collaboration and integration are essential elements of the approach proposed under THRIVE. Because the FCRHA's programs are staffed by an agency of local government, its programs are truly integrated into the rest of the county's human services delivery system. Designation as a Moving to Work agency would allow for even greater integration of the FCRHA's and the county's housing programs, and enhanced access to the county's human services offerings for participants in housing programs.

There are many examples of how this unique partnership between the FCRHA and Fairfax County provides added value and enhances the impact of the county's combined housing programs. Examples include Fairfax County's Lincolnia Senior Complex. The complex includes a senior living community comprised of 26 affordable rental apartments and 52 beds of assisted living. The rental apartments are affordable to low and moderate income seniors age 62 and over; the assisted living portion of the property serves seniors age 62 and over and persons with disabilities aged 55 and over. The Lincolnia senior residences are operated by the FCRHA. The property also includes a senior center, operated by the county's Department of Neighborhood and Community Services, which offers exercise classes, table games and

other social activities and cultural enrichment events; and an Adult Day Health Care Program operated by the county's Health Department, which serves residents of housing and the surrounding community. In addition to operating the housing and assisted living, HCD is responsible for managing and maintaining the entire facility. The Lincolnia complex is located in a former elementary school, which was renovated by HCD for housing and senior recreation purposes.

Another example of the unique partnership between the FCRHA, the county and their common non-profit partners is the Partnership for Permanent Housing (PPH) program. PPH was designed to help homeless families move from shelters, to stable housing and, if practical, homeownership. HCD provided rental assistance using HOME Tenant Based Rental Assistance (TBRA) and the Housing Choice Voucher Program. The entities involved were the FCRHA, HCD, the county's Department of Family Services, and non-profits Northern Virginia Family Service; New Hope Housing and Reston Interfaith. In addition to the main partners, a number of other public and private entities brought essential services to the program, including the Fairfax County Park Authority, Habitat for Humanity, local mortgage lenders, and Vehicles for Change. PPH is an important example of the unique collaboration between the FCRHA, Fairfax County and its non-profit partners as it was the template for the THRIVE model: a holistic approach aimed at moving people toward self-sufficiency through programs delivered seamlessly by a combination of county and non-profit agencies.



II. General Housing Authority Operating Information

A. Housing Stock Information

Housing Stock Information - Public Housing	
(1) Number of public housing units at the beginning of the year	1,060
(2) General description of any planned capital expenditures by development	Property: Greenwood Apartments (AMP 5) Planned expenditures: \$596,010 for replacement of kitchen cabinets, tops, and appliances out of total Capital Grant Fund of \$1,457,258
(3) Description of any new public housing units to be added during the year by development	None
(4) Number of public housing units to be removed from the inventory during the year by development specifying the justification for the removal	The FCRHA plans to dispose of 209 scattered site PH units in our first year as an MTW agency and implement project-based Section 8 assistance at those units to facilitate rehabilitation needs of the units, deconcentrate poverty, and streamline management efficiencies at those widely-dispersed units (see table below for details on 209 units). While this would remove the units from the PH inventory, it will not decrease our total housing inventory.

Asset Management Project (AMP)	Property Locations	Number of Units
AMP 1 VA019000001	Scattered Site	36
AMP 2 VA019000002	Scattered Site	40
AMP 3 VA019000003	Scattered Site	12
AMP 4 VA019000004	Scattered Site	16
AMP 5 VA019000005	Scattered Site	36
AMP 8 VA019000008	Scattered Site	48
AMP 9 VA019000009	Scattered Site	21
TOTAL Units		209

Public Housing

The following chart summarizes the number of Public Housing units available as of the beginning of the MTW plan year. The FCRHA has numerous scattered site properties, so the chart is broken down by bedroom sizes of the properties in each Asset Management Project (AMP). The property name is indicated in the AMPs that contain just one property.

AMP	Property Information	Number of units	Eff	1 BR	2 BR	3 BR	4 BR
AMP 1 VA019000001P	Scattered sites	118	32	38	22	26	
AMP 2 VA019000002P	Scattered sites	88			44	38	6
AMP 3 VA019000003P	Scattered sites	108			4	93	11
AMP 4 VA019000004P	Scattered sites	110		2	23	79	6
AMP 5 VA019000005P	Scattered sites	174		52	108	14	
AMP 6 VA019000006P	Kingsley Park	107			54	53	
AMP 7 VA019000007P	Rosedale Manor	96		27	56	13	
AMP 8 VA019000008P	Scattered sites	95		10	57	28	
AMP 9 VA019000009P	Scattered sites	102			27	58	17
AMP 10 VA019000010P	Tavenner (Tax credit)	12			6	6	
AMP 11 VA019000011P	West Glade (26 tax credit)	50			15	21	14
TOTALS		1060	32	129	416	429	54

Housing Stock Information – Housing Choice Voucher	
(5) Number of eligible MTW Housing Choice Voucher units authorized	2,991
(6) Number of non-MTW HCV units authorized	546 - These include the allocations for Mainstream/NEDS (100), FUP (170), VASH (48), Tenant Protection (203) and Homeownership (25)
(7) Number of HCV units to be project-based during the Plan year, including a description of each separate property	The FCRHA expects to convert 209 Public Housing units to project-based assistance. In addition, 42 project-based vouchers will be competitively awarded to an agency/agencies that will use the units to house homeless families and individuals/persons with disabilities.

Housing Choice Voucher

The following chart summarizes the Housing Choice Voucher (HCV) maximum allocations by voucher type.

VOUCHER TYPE	#
Regular vouchers	2,698
NEDS/Mainstream	100
FUP	170
Project-based	293
VASH	45 (includes 10 that were just awarded in March 2012)
VASH Project Based	3
Tenant Protection	203
Homeownership	25
TOTAL ALLOCATION	3,537

Other Available Housing

In addition to Public Housing and HCV, the Fairfax County Redevelopment and Housing Authority (FCRHA) also provides housing through the locally-funded Fairfax County Rental Program (FCRP). There are 1,929 multi-family units and 504 units for seniors operated under the FCRP. The FCRHA also owns and operates 19 Single Room Occupancy (SRO) units.

B. Leasing Information, Planned - this information is estimated and may be subject to change during the Plan year

Leasing Information	
Anticipated total number of MTW PH units leased in the plan year:	830 (makes allowance for no more than 2% vacancy rate). This figure accounts for the planned 209 Public Housing that the FCRHA plans to dispose of in the first year.
Anticipated total number of non-MTW PH units leased in the Plan year	None
Anticipated total number of MTW HCV units leased in the Plan year	3,200. This figure accounts for the planned 209 additional HCV units disposed/converted from Public Housing.
Anticipated total number of non-MTW HCV units leased in the Plan year	546
Description of anticipated issues relating to any potential difficulties in leasing units (HCV or PH)	No potential difficulties in leasing units in either program are anticipated
Number of project based vouchers in-use at start of plan year	293

C. Waiting List Information

Waiting List Information	
<p>Description of anticipated changes in waiting lists (site-based, community-wide, HCV, merged)</p>	<p>Elimination and/or change of preferences; merging of “area” based PH wait lists into just one list.</p> <ul style="list-style-type: none"> • Currently the following local preferences are applied to our PH and HCV wait lists: <ol style="list-style-type: none"> 1. Rent Burden Preference- household pays more than 30% of gross monthly income for rent and utilities or earns less than 50% of area median income. 2. Work Preference- head of household or spouse employed, attending school/job training or combination of both for at least 30 hours per week; OR meets HUD definition of being handicapped or disabled; OR is 62 years of age or older; OR is the primary caretaker of a disabled dependent. 3. Residency Preference- lives, works, or has been offered employment in Fairfax County. 4. Homeless Preference- families who are homeless or at risk of homelessness as determined and referred through a partnership with the Office to Prevent and End Homelessness. <p>Points are assigned to each preference and applicants who meet all three preferences are placed at the top of the list by date of application. Remaining applicants are then placed according to the number of points and date of application. Eliminating or changing the preferences will decrease the administrative burden of administering the wait list and will allow for a wider cross-section of applicants to be served.</p> <ul style="list-style-type: none"> • Currently the PH wait list is divided into three separate lists by geography. Applicants can apply to any list according to the area of the county in which they wish to live. <p>Merging the three lists in to one will again reduce the administrative burden required to maintain three separate lists which will in turn increase efficiency in wait list management</p>
<p>Description of anticipated changes in the number of families on the waiting list(s) and/or opening and closing of the waiting list(s)</p>	<p>PH and HCV waiting lists have been closed for several years in an effort to reduce the applicants on the list to a manageable number. The goal is to reduce the list to a number that will establish a reasonable expectation that any person who applies will be called in to determine eligibility within 24 months of application submission. Analysis of prior year leasing data will be used to determine the appropriate number of applicants that should be maintained on each list to meet that goal and the date(s) the lists will re-open. There are currently 4,468 applicants on the PH wait list and 1,102 applicants on the HCV wait list.</p>

III. Non-MTW Related Housing Authority Information

A. List planned sources and uses of other HUD or other Federal Funds (excluding HOPE VI)

A description of each of these initiatives follows this table.

Funding Source/Use	Amount
Veterans Affairs Supportive Housing (VASH)	\$542,184
Tenant Protection/Enhanced Vouchers	\$2,638,629
Family Unification Vouchers (Pre 2008)	\$1,265,097
Family Unification Vouchers (Fiscal Years 2008 and 2009)	\$1,265,097
Non-Elderly Disabled/Mainstream Vouchers	\$1,265,097
Homeownership Vouchers	\$253,019
Public Housing and Housing Choice Voucher Family Self Sufficiency Programs	\$138,000
ROSS Service Coordinator Program	\$160,000
TOTAL	\$7,527,123

B. Description of Non-MTW Activities Proposed by Agency

Following is a description of the programs not included in the MTW program:

Funding Source	Description of Program
Veterans Affairs Supportive Housing (HUD-VASH)	48 vouchers combining HUD HCV rental assistance for homeless veterans with case management and clinical services provided by the Department of Veterans Affairs at its medical centers and in the community.
Tenant Protection/Enhanced Vouchers	203 vouchers are tenant protection/enhanced vouchers. These vouchers were issued because the tenants were impacted by termination, opt-out or pre-payment of a multifamily assisted development or a property disposition action.

Family Unification Vouchers (Pre 2008)	70 Family Unification Program Vouchers are made available to families for whom the lack of adequate housing is a primary factor in the separation, or threat of imminent separation, of children from their families or in the delay in the discharge of the child, or children, to the family from out-of-home care. FUP vouchers are also made available to youths ages 18 to 21 who left foster care at age 16 or older who lack adequate housing.
Family Unification Vouchers (Fiscal Years 2008 and 2009)	100 Family Unification Program Vouchers are made available to families for whom the lack of adequate housing is a primary factor in the separation, or threat of imminent separation, of children from their families or in the delay in the discharge of the child, or children, to the family from out-of-home care. FUP vouchers are also made available to youths ages 18 to 21 who left foster care at age 16 or older who lack adequate housing.
Non-Elderly Disabled/Mainstream Vouchers	100 Mainstream Vouchers awarded in 1998 made available to provide assistance to persons with disabilities.
Homeownership Vouchers	25 Homeownership Vouchers—provided to families to move toward homeownership.
Public Housing and Housing Choice Voucher Family Self Sufficiency Programs	Two family self-sufficiency coordinators serve 125 families in the Public Housing and Housing Choice Vouchers programs.
ROSS Service Coordinator Program	Two service coordinators assist Public Housing residents who are in crisis or who need assistance to connect to Fairfax County services so that they can maintain their stable housing.

In Fiscal Year 2013, the Fairfax County Redevelopment and Housing Authority (FCRHA) will continue to apply for funds/programs to further the Authority’s goals and the U.S. Department of Housing and Urban Development’s (HUD) priorities and goals. For example, should HUD release Notices of Funding Availability (NOFA), the FCRHA will apply for renewal Public Housing and Family Self Sufficiency Program grants and ROSS Service Coordinator Program grants, as well as for Non-elderly Disabled Vouchers, Family Unification Vouchers, and the Section 3 Coordinator Program grant.

When the FCRHA does apply for these programs, the programs are designed to meet HUD’s strategic goals, including job creation, affirmatively furthering fair housing, and capacity building and knowledge sharing. For example, all of the programs mentioned above are partnerships with many Fairfax County agencies and non-profit organizations. Regularly, regarding our mutual clients, the FCRHA meets to share knowledge with our various partners, as well as ultimately increase each other’s capacity to serve clients.

IV. Long-term MTW Plan. Describe the Agency’s long-term vision for the direction of its MTW program, extending through the duration of the MTW Agreement.

The Fairfax County Redevelopment and Housing Authority’s (FCRHA) application for designation as a Moving to Work agency is directly tied to an agency-wide shift in how the FCRHA serves the Fairfax County community. As the families in the housing programs require more assistance in achieving self-sufficiency and more service supports to maintain their housing stability, the FCRHA is transitioning from a model that ensures families can “survive,” to one that partners with them to provide opportunities to “thrive.” The concept for THRIVE is a:

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

The FCRHA’s MTW application is the latest component in the THRIVE foundation, which includes efforts already completed (the creation of the PROGRESS Center – *Partnership for Resident Opportunities, Growth, Resources, and Economic Self Sufficiency*), underway (the establishment of a new Asset Management division and the reinvention of the Housing Solutions Center), and planned (Moving to Work application; disposal of scattered-site Public Housing units to Section 8 subsidy; a Quality Properties Initiative; and a Healthy Living Initiative).

The development of this MTW application is based both on the principles of THRIVE and the required goals of the MTW program:

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

Reinvention

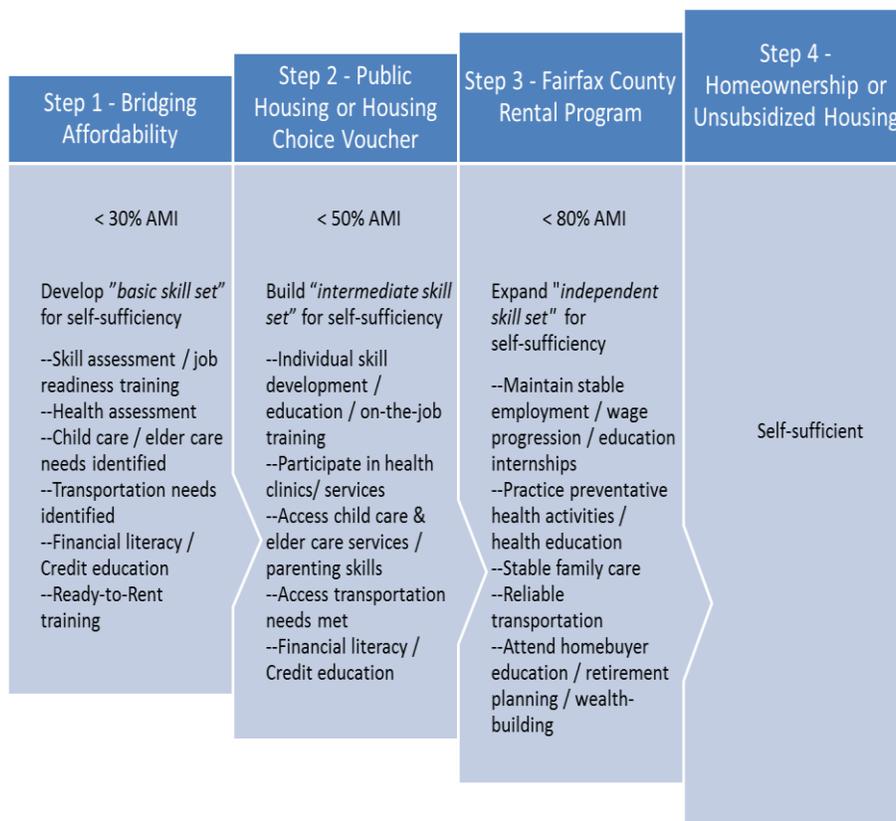
The FCRHA is a High Performing agency that has successfully combined its *federal housing programs* – 3,537 Housing Choice Vouchers and 1,060 Public Housing units – with *local housing resources* – Bridging Affordability, the Fairfax County Rental Program (FCRP), homeownership programs, etc. – in a way that provides housing opportunities to a wide-range of populations throughout the county. However, two barriers have prevented the FCRHA from creating housing solutions that meet the unique needs of

the Fairfax County community while continuing to allow new families to access the system:

1. An inability to link the housing programs together so that families can move through a housing continuum.
2. Overly restrictive HUD requirements in federal programs that require staff to focus more on *paper than people*, and a rent calculation that discourages income growth.

Connecting the Housing Programs

With the flexibility offered in the MTW program, the FCRHA plans to develop a THRIVE housing continuum that creates a stepped approach to provide work incentives, service supports, and permanent housing. Low-income families in Fairfax County will have opportunities to access self-sufficiency “skill sets” based on their level of need and their position in the continuum. Additionally, they will be expected to take advantage of self-sufficiency tools provided by the FCRHA, such as escrow accounts and educational opportunities that will help them advance through the continuum and create new housing openings for families waiting for housing.



Unlike the FCRHA’s current intake process, where families apply to a specific housing program when the waiting list is open, the FCRHA envisions a system where families will apply instead for affordable housing. Based on an objective self-sufficiency skills

assessment tool and household income, the family will be given the opportunity for housing in the continuum. The first stage of this reinvention from separate housing programs to a seamless housing continuum with an emphasis on building skills and progressing toward self-sufficiency will focus on the county's Bridging Affordability program.

In the first year of its designation as an MTW agency, the FCRHA will establish a connection between the county's Bridging Affordability program (see Exhibit A for a full description of Bridging Affordability) and the other steps in the housing continuum. Staff will work closely with the nonprofit partners that manage Bridging Affordability to identify current Bridging Affordability households that are prepared to move to another step. That decision-making process will be based on a number of factors, including but not limited to, the household's participation in Bridging Affordability and the resources made available by nonprofit partners; an assessment of the household's self-sufficiency needs and income; and the housing resources available within the continuum. In years two through five (FY 2014 – FY 2018) of its designation, the FCRHA will move from the current system where households apply for specific programs when the waiting lists are open for those programs, to a system where households apply for "THRIVE housing."

Potential participants in the continuum will submit an application for housing, attend an interview where they complete a self-sufficiency assessment and income determination, and be offered an opportunity to enter THRIVE housing through the appropriate step in the continuum. For Very-Low Income families (at or below 50% of Area Median Income (AMI)), this may be through the Bridging Affordability program. This program, and potentially other housing programs that combine housing and services (such as Fairfax County Housing First and Supportive Housing programs), can become the gateway into the continuum as families receive self-sufficiency services from non-profit partners and time-limited rental subsidies (generally two years). Families that fully commit to these services and comply with existing program requirements will be offered housing in one of the next steps, based on (1) the family's income and self-sufficiency skill set, (2) the available resources in the continuum when the family completes the Bridging Affordability program, and (3) the FCRHA's existing commitment to families on the waiting lists for those housing programs. Using Bridging Affordability as a gateway ensures that new families in the FCRHA's housing become familiar with the new linkage between affordable housing and self-sufficiency and are prepared to continue with this approach throughout their participation in THRIVE.

Although Step Four of the THRIVE Continuum is categorized as either homeownership or unsubsidized rental housing, the FCRHA is already exploring an opportunity to partner with private landlords to pledge a number of rental units for households in the THRIVE continuum. Since the number of units reflects vacancy, the owners would be generating additional revenue at rental rates affordable to households in the general income range of Step Four. While providing a small discount, this approach would help ease the transition from assisted to market-rate housing. This concept was developed by a for-profit member of the FCRHA's THRIVE Community Advisory Committee and

the FCRHA will continue to explore leveraging this potential resource and recruiting other interested partners.

“People not Paperwork”

In 2010 the Fairfax County Board of Supervisors adopted the Housing Blueprint – a comprehensive new affordable housing policy developed collaboratively by county agencies, advocates and non-profit organizations that represents a shift in emphasis for the county’s affordable housing policies. The Blueprint reflects the philosophy of the Board that affordable housing is a continuum ranging from the needs of the homeless to first-time home buyers. Several key initiatives and programs, either directly mentioned in the Blueprint or developed as a result of it, represent a significant commitment to dedicating resources for self-sufficiency and independence, including but not limited to:

- A Ten-Year Plan to Prevent and End Homelessness, based on the Housing First concept;
- The creation of the FCRHA’s PROGRESS Center, which is staffed by six full-time employees at the Department of Housing and Community Development and coordinates services, opportunities and resources as a way to help families and individuals address complex challenges and move toward greater self-sufficiency;
- The creation of the Bridging Affordability program, which provides affordable housing and self-sufficiency services; and
- A renewed emphasis on providing affordable housing for persons with special needs, such as tenant-based rental assistance vouchers for non-elderly disabled households and continued participation in HUD’s Veterans Affairs Supportive Housing (VASH) program.

The FCRHA’s Moving to Work application represents another critical opportunity for the FCRHA and its partners to more effectively ensure that families are “better off” as a result of our housing programs. Proposed activities in the first year as an MTW agency, described in detail in Section V of the Plan, are entirely driven by an effort to reallocate resources to help families achieve self-sufficiency. Reducing reexaminations, eliminating the Mandatory Earned Income Disregard (MEID) calculation, and piloting an alternate rent strategy, among the other activities proposed, are policy changes only allowable for MTW agencies. These policies are a result of benchmarking with other MTW agencies and a deliberate and comprehensive consultative process with the THRIVE Advisory Committee. The FCRHA believes that these changes will open the door to a new relationship with the families being served – one of more interaction, proactive facilitation, and collaborative progress toward individual success and self-sufficiency.

Recognizing that this shift in work focus will represent a cultural change for Department of Housing and Community Development (HCD) staff, the FCRHA will begin a retraining regimen for front-line staff in its first year as an MTW agency. Each Housing Services

Specialist (HSS) will be provided an Individual Development Plan (IDP) that considers their current capacity to work with families on self-sufficiency goals, as well as a training schedule utilizing existing Fairfax County training classes, such as:

- Essentials of Wrap-Around Services
- Mental Health First Aid
- Making Appropriate Referrals
- Benefits Eligibility and Applications
- Basic Budgeting

Specialists will also have the benefit of working with the PROGRESS Center, which has a wealth of experience in identifying resources and opportunities for low-income families in the FCRHA's housing programs. In years two through five (FY 2014 – FY 2018) of its designation, the FCRHA will regularly reevaluate all activities approved by HUD to ensure they support the goal of providing families their best opportunity to thrive, as well as continue to identify HUD "paperwork" requirements that could be altered or eliminated.

Rent Reform Controlled Study

The FCRHA is excited about the opportunity in this MTW application to test an alternate rent strategy that promotes one of HUD's MTW statutory objectives. The FCRHA has designed an approach it believes addresses two of these goals – (1) reducing cost and achieving greater cost effectiveness in federal expenditures, and (2) assisting families achieve economic self-sufficiency. Described in detail in Section V of the Plan, the FCRHA has partnered with George Mason University's Center for Regional Analysis and its Center for Social Science Research to design and conduct a rigorous, random assignment evaluation of our rent reform strategy. This study will ensure that any positive results the FCRHA observes among its participants can be directly attributable to the following policy changes that are proposed:

- A simplified approach to calculating a family's adjusted income, including a "self-sufficiency" deduction based on costs associated with working while raising a family in Fairfax County;
- Conducting income recertifications every two years;
- A reduction in the family's share of rent (less than 30% of adjusted income) during the first two years of participation, with incremental increases every two years thereafter; and
- Investment of a proportion of the family share in an escrow savings account, as well as a proportion of the family share to cover the costs of self-sufficiency services.

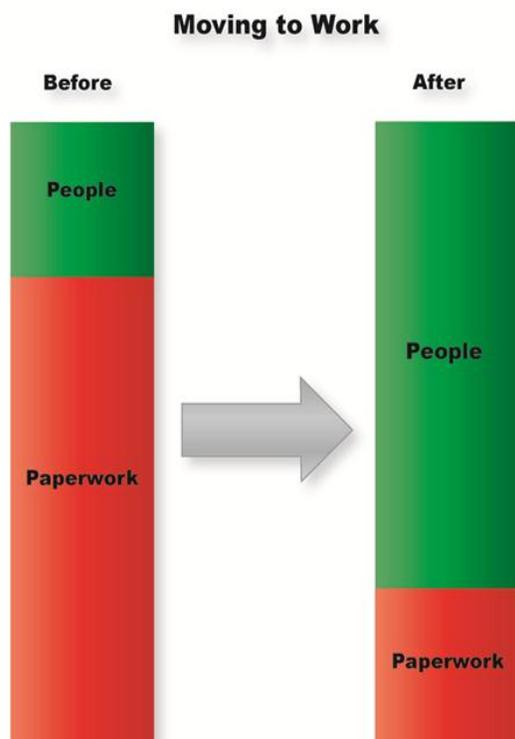
The FCRHA believes that this rent calculation approach will allow families to increase their income over time, build a savings "nest egg," provide self-sufficiency services that families depend on to better their lives, and create predictable rent increases that

families can expect when they transition from the FCRHA's rental programs into private market housing. The partnership with George Mason University, an institution in the FCRHA's "back yard" in Fairfax, VA and one in which there is an existing relationship, is truly exciting. The Center for Regional Analysis and the Center for Social Science Research bring a team of researchers that will ensure the FCRHA accurately evaluates the outcomes of the rent reform strategy and that a controlled study is designed that determines how policy changes may be valuable on a larger scale.

Individual Success

The FCRHA understands that success does not always necessarily mean financial wealth or an advanced degree, although these are certainly desirable goals for most people. The FCRHA serves families whose definition of success is as varied as the conditions in which they enter the housing programs. For example, up to 50% of our annual admissions in the Housing Choice Voucher and Public Housing programs are reserved for homeless individuals and families. These households may be experiencing multiple conditions such as mental illness, substance abuse, and domestic violence. Although success for these families certainly can include financial independence and educational attainment, for most, short-term success will be focused on stable housing and wrap-around services. On the other end of the spectrum, the FCRHA serves families whose children have grown up in Public Housing and have taken advantage of some of the best public schools in the country to secure good jobs. These families may have achieved their definition of success and are now prepared to advance to the next step of the THRIVE housing continuum – the Fairfax County Rental Program or homeownership – in order to free a housing resource desperately needed by another extremely-low income family. In fact, the FCRHA has shown its ability to partner with other Fairfax County human service agencies and nonprofit organizations to

successfully transition homeless individuals and families to homeownership through its Partnership for Permanent Housing (PPH) program (see page 18).



The FCRHA has traditionally had a strong focus on compliance with federal regulations – a focus that has made the FCRHA a consistently high performing agency. However, the regulatory requirements associated with the Housing Choice Voucher and Public Housing programs – and the associated investment of staff time – have prevented the FCRHA from having resident self-sufficiency as a primary focus. A majority of staff time is spent on process-related functions like ensuring recertifications are

completed on time, income and assets are verified, and Public Housing residents are complying with community service requirements. While the FCRHA will continue its commitment to program compliance, the MTW designation will allow the FCRHA to dedicate a majority of staff time on *people not paperwork*. This is a significant shift in both how valuable staff time is utilized and how staff interact with clients.

In the first year of its designation as an MTW agency, the FCRHA will begin working with all families on self-sufficiency assessments and goal-setting. The FCRHA will build on its experience with the Family Self-Sufficiency (FSS) program to create Individual Development Plans (IDPs) for all families, including elderly and disabled families, and begin the process of reorganizing its staff structure and caseloads to create a system that supports goal achievement and strategies for success. In years two through five (FY 2014 - FY 2018) of its designation, the FCRHA will tie the achievement of individual success in a meaningful way to opportunities for advancement in the THRIVE housing continuum.

Vital Services

Over a third of the families in the FCRHA's Housing Choice Voucher and Public Housing programs are elderly or disabled, and staff expect that trend to continue with an aging population and an increased demand for rental units with accessibility features for households with disabilities. The FCRHA works closely with the Fairfax-Falls Church Community Services Board (CSB) to place homeless disabled households in its federal programs. The working preference, which by law must be extended to households that meet HUD's definition of being disabled or handicapped, has provided many housing opportunities to the disabled community. Additionally in Fiscal Year 2011, the Fairfax County Board of Supervisors (BOS) allocated over \$4 million to fund the new Bridging Affordability program, which is intended to provide housing and services to families as a bridge to permanent housing. The first award of this program was made to a collaborative of nine non-profit organizations led by Northern Virginia Family Service (NVFS), and 10% of the funds are committed to CSB-service eligible families (those with or at risk of developmental delay, intellectual disabilities, mental illness, and alcohol or drug use or dependency), and 10% of the funds are committed to households with physical or sensory disabilities. NVFS's program will provide long-term rental subsidies along with self-sufficiency skills and training, to over 300 families during a three-year period. Bridging Affordability is the first step in the THRIVE housing continuum.

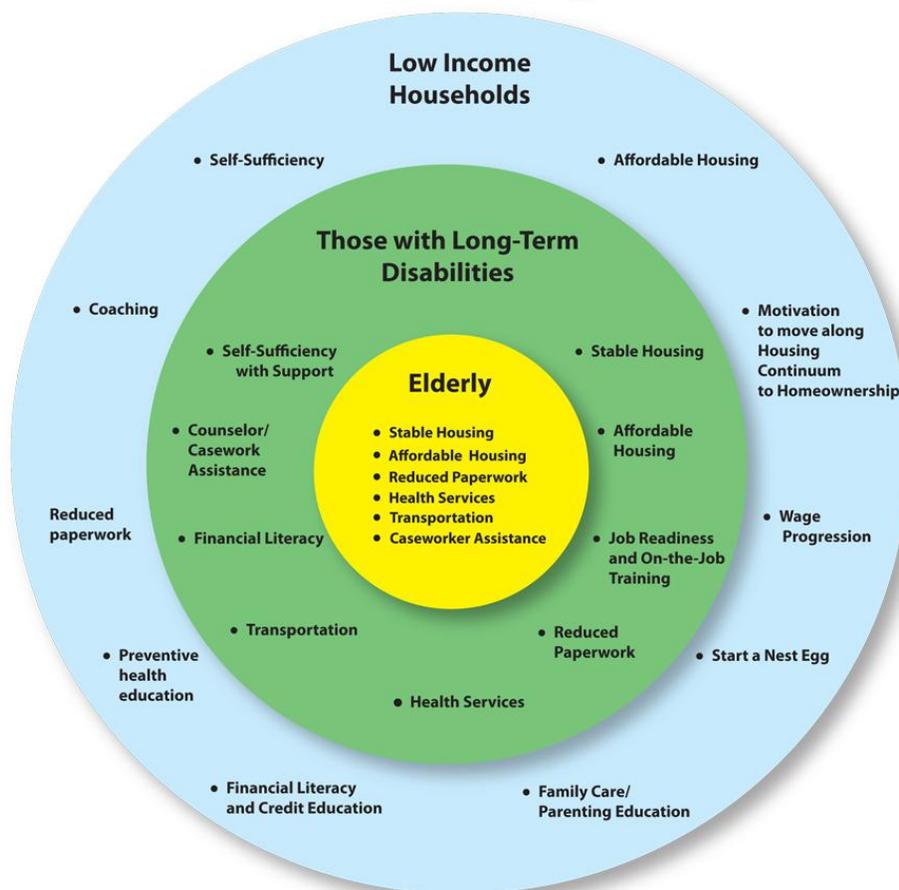
The FCRHA's focus with the Vital Services component of THRIVE will be threefold:

1. *Relieving* vulnerable households from burdensome processes like annual recertifications. The FCRHA in its first year as an MTW agency will require that families on fixed incomes undergo a recertification *every three years*. The FCRHA has found that seemingly routine functions, like collecting documentation and attending interviews can trigger significant disruptions in the lives of families that may have difficulty understanding FCRHA forms, locating transportation to ensure timely arrival at recertification interviews, etc.

2. *Identifying* already-available resources that can lead to vital service provision. The FCRHA plans on using the network of resources already mobilized by the PROGRESS Center, and combined with the administrative relief requested in the application, refocus staff on *people not paperwork*.
3. *Collaborating* with other Fairfax County human services agencies such as the Department of Family Services and the Fairfax-Falls Church Community Services Board; and nonprofit providers to expand the landscape of vital services resources.

In the first year of its designation as an MTW agency, the FCRHA will work primarily on the first two parts of the Vital Services component – relieving staff and families from administrative burdens and identifying already-available service resources. Although FCRHA staff does a commendable job in linking families with potential services, a majority of staff time is spent on processing interim and annual recertifications. The FCRHA believes that relief from required annual recertifications will allow staff to work one-on-one with families to identify barriers to self-sufficiency as well as benefits that they may not be accessing. Through this more regular interaction with families in the THRIVE continuum, staff and our partners will leverage benefits specifically tailored to the needs of individual families:

Who Benefits from Moving to Work



Since the development of Fairfax County’s Housing Blueprint in Fiscal Year 2011, the FCRHA has shifted its emphasis to residents with the greatest need, including individuals and families who are homeless, those with low to extremely low incomes, those with disabilities, and low-income seniors. As a result of that shift and additional Fairfax County resources allocated to a ten-year Plan to Prevent and End Homelessness, all human service agencies have recognized the call to provide services and housing together in an approach that holistically addresses residents with the greatest need. As such, the FCRHA will strengthen our partnerships within this effort and use the administrative relief provided by the MTW designation to become more actively involved in identifying resources for families needing vital services.

In years two through five (FY 2014 – FY 2018) of its designation, a focus will be on the third part of the Vital Services component – *collaborating* with other Fairfax County human services agencies such as the Department of Family Services and the Fairfax-Falls Church Community Services Board; and nonprofit providers to expand the landscape of vital services resources. A significant piece of this strategy will be the creation of a Housing Support Services Blueprint (HSSB). Fairfax County human services agencies are building upon the success of the FCRHA’s award-winning

Housing Blueprint in developing a planning tool for designing and implementing services related to obtaining and maintaining housing and it will seek to:

- Identify the costs of particular services and outcomes that can be used to measure those services;
- Set a framework for establishing service priorities in an environment of limited resources;
- Create an accurate picture of the human services landscape;
- Identify best practices;
- Create common language and common understanding around the concept related to “housing with supportive services”; and
- Create a foundation on which the future of services that support people in obtaining and maintaining housing can be built.

The FCRHA will coordinate closely with staff developing the Housing Support Services Blueprint to ensure families in the housing continuum have access to all services to which they are eligible.

Economic Empowerment

Economic conditions in Fairfax County create a challenge for very-low and extremely-low income families unlike most areas throughout the country. Not only is Fairfax County one of the most highly educated counties in the country⁴, it is also one of the most expensive in terms of cost of living. The National Low Income Housing Coalition’s *Out of Reach* report finds that the Washington –Arlington-Alexandria DC-VA-MD HMFA is the tenth most expensive jurisdiction in the United States, as an hourly wage of \$28.96 (or \$60,237 per year) is required to afford a rental unit at the Two-Bedroom Fair Market Rent (FMR)⁵. Additionally, the proportion of households spending 30% or more of their income on housing in the county has risen over the past decade. In 2009, nearly 46% of the county’s renters and 29% of the county’s homeowners were spending 30% or more of their income on housing. In comparison, only 32% of renters and 20% of homeowners spent 30% or more of their income on housing in 2000.⁶ The combination of a highly-skilled and highly-educated workforce and unaffordable housing creates a dynamic of nearly-unachievable self-sufficiency for very-low and extremely-low income families.

Although the FCRHA recognizes that as a housing authority it is limited in its ability to minimize the impact of these economic conditions, it is believed that through the MTW designation, we have a unique opportunity to assist families with becoming

⁴ As of 2010, 56.1% of Fairfax County residents had a bachelor’s degree, the eighth highest percentage in the country by county. Source: 2010 American Community Survey.

⁵ National Low Income Housing Coalition. *Out of Reach 2012*. <http://nlihc.org/sites/default/files/oor/2012-OOR.pdf>.

⁶ Fairfax County Department of Neighborhood & Community Services. *Behind the Headline: Trends and Implications for County Residents*. http://www.fairfaxcounty.gov/demogrph/pdf/behind_the_headline.pdf.

economically empowered and achieving self-sufficiency. The FCRHA aims to achieve this goal by:

1. A rent reform study that builds savings, provides supportive services, and prepares families for the private rental/ownership market;
2. Self-sufficiency assessments for all families in the THRIVE housing continuum;
3. Self-sufficiency skill-sets that are tailored to the steps in the housing continuum;
4. Leveraging resources already available in Fairfax County to emphasize “soft skills” such as job readiness and parenting, that are necessary to achieve a work-life balance and gain employment;
5. Education opportunities, including job training and college degrees, in partnership with local universities and employers; and
6. Additional opportunities in the THRIVE housing continuum as families increase their income.

In the first year of its designation as an MTW agency, the FCRHA will design a rent reform study that it believes has the potential to be replicated for all families in the housing continuum and nationwide. As mentioned in the Individual Success section of our Long-Term MTW Plan, we will also require that all families in our programs undergo a self-sufficiency assessment that will determine what skill deficiencies may be preventing them from achieving self-sufficiency. Lastly, we will expand upon existing partnerships with organizations such as the Northern Virginia Workforce Investment Board (see inset on next page) to determine already-available resources as well as gaps in the capacity to provide families with more job preparedness skills. Fortunately we have years of experience in our Family Self-Sufficiency program that we can draw on, and our PROGRESS Center is well connected with organizations throughout Fairfax County.

In years two through five (FY 2014 – FY 2018) of its designation, as the FCRHA makes the transition to an application process where families apply for “housing” not housing programs, families will be placed in the housing continuum step most appropriate to their self-sufficiency set and their income level (subject to available housing resources at the time). For example, as shown in the THRIVE housing continuum, families below 30% AMI and without a “basic skill set” may be best suited for our Bridging Affordability program. In that program they will be connected to a nonprofit partner that can provide case management, the family will receive at least two years of rental assistance, and will be on the path to increase their income, expand their skill set, and move to the next step in the continuum. Some members of our THRIVE Advisory Committee have stated that a lack of soft skills like proper hygiene, appropriate attire and professional resumes are more significant job barriers than education and job experience. We will ensure that our self-sufficiency assessments and our resulting skill sets reflect that distinction.

Although the rent reform study will initially be limited to a select group of program participants, in years two through five we will evaluate the possibility of expanding the savings component to a larger group of participants. We also plan to create a reward such as a rent credit or rebate for households that demonstrate good housekeeping upon staff inspection. Perhaps most importantly, we will work on building partnerships throughout Fairfax County that can lead to

FCRHA Partnerships in Action: The Northern Virginia Workforce Investment Board

The Northern Virginia Workforce Investment Board (NVWIB) was established in 2000, with a commitment to providing quality workforce development services on behalf of Northern Virginia residents, representing the counties of Fairfax, Loudoun and Prince William and the cities of Fairfax, Falls Church, Manassas and Manassas Park. In 2002, the **SkillSource** Group, Inc. (**SkillSource**) was created as the non-profit entity of the NVWIB with a mandate for fiscal oversight and resource development in support of the programs and services of the NVWIB. **SkillSource**'s mission is to catalyze a world class, globally competitive business environment in Northern Virginia with the goal to offer world-class preparation to every Northern Virginia resident through its five (5) One-Stop Employment Centers, known as **SkillSource** Centers.

In 2010 the FCRHA and **SkillSource** entered an agreement whereby **SkillSource** assists and supports the FCRHA's Section 3 initiative, which is a HUD requirement that employment and other economic and business opportunities generated by HUD assistance be directed to Public Housing residents and other low- and very low-income persons in Fairfax County. **SkillSource** supports this initiative by providing its workforce development expertise and services to these residents.

The President and CEO of **SkillSource** is on the FCRHA's THRIVE Advisory Committee, and suggested enhancing this partnership through the FCRHA's MTW designation. Specifically, the FCRHA will work with **SkillSource** to develop multiple SHARE Network Access Points (SNAP). A SNAP site is a community-based location where jobseekers can go in their own neighborhoods or communities to look for jobs, assisted by trained individuals who connect them to the One-Stop Workforce System via computer and direct referral. As FCRHA staff experiences the administrative relief provided through our MTW designation, the FCRHA will work with **SkillSource** to set up multiple SNAPS at Public Housing properties throughout our portfolio, enabling families to have “in-house” access to employment and training programs and services. The initial services at SNAP sites are supplemented by direct jobseeker referrals to more comprehensive workforce services available at the **SkillSource** Centers.

additional education and job opportunities for our families. We will reach out to trade schools; universities such as George Mason University and Northern Virginia Community College; and employers such as the INOVA Health System to explore mutually-beneficial partnerships. In fact, our THRIVE Advisory Committee recommended targeting careers that are directly related to the challenges faced by working families in our housing programs. For example, Fairfax County's Office for Children has an Institute for Early Learning that "facilitates the professional development of individuals working with young children through responsive, educational training opportunities related to early care and learning." This type of opportunity presents a fascinating approach to job training in careers linked to low-income self-sufficiency challenges. Affordable child care can be a significant barrier to working families and providing opportunities to mitigate that challenge through workforce development is a strategy the FCRHA will explore throughout our MTW designation.

The next section of the Plan describes the FCRHA's anticipated activities in Year 1 and, separately, Years 2 through 5 which may require specific HUD approval as part of the MTW designation. Although several of the first-year activities described throughout the MTW Plan do not require exemptions from existing Public Housing and Housing Choice Voucher rules, many address HUD's statutory MTW goals. Specifically, the establishment of Bridging Affordability as the gateway and first step into the FCRHA Housing Continuum is essential to the success of the FCRHA's overall MTW Plan. Other such activities include but are not limited to expanding partnerships with the non-profit community and the county's other human service agencies, and embedding the FCRHA's PROGRESS Center model – with its focus on services, crisis intervention and self-sufficiency - as part of all federally-funded housing activities.

The following describes how the THRIVE vision fits within the goals of an MTW program, and distinguishes between MTW activities we intend to accomplish in the first year as an MTW agency and other activities planned in Fiscal Year 2018. Activities listed under "Years Two through Five" build upon initiatives and goals described earlier in the THRIVE long-term vision section.

MTW Goal 1: Reduce Cost and Achieve Greater Cost Effectiveness in Federal Expenditures

Year One (FCRHA Fiscal Year 2013 - Described in detail in Section V. Proposed MTW Activities)

1. Reduce frequency of tenant recertifications to biennially for all families and triennially for families on fixed incomes.
2. Eliminate Mandatory Earned Income Disregard (MEID) policy.
3. Streamline inspections for Housing Choice Voucher units.
4. Streamline unit inspections for Public Housing residents and offer rebates for good housekeeping as a way to preserve the housing stock and reduce maintenance costs.
5. Institute a work requirement for all non-exempt families in the Public Housing and Housing Choice Voucher programs.
6. Design and initiate a rent reform controlled study.
7. Design the Detailed MTW Block Grant Evaluation.

Year One (Additional Activities- HUD Approval not required)⁷

1. Create a gateway to the federal programs for those at the first step of the Housing Continuum, using the *Fairfax County Bridging Affordability Program*. Linking these programs will help prepare participating households for success in the federal programs. Their tenure in the Bridging Program will include services related to such issues as learning to be a good tenant, working on personal or past problems such as substance abuse, and learning basic financial skills. This link will better utilize federal resources by helping to prevent tenant non-compliance in the future.
2. Utilize an assessment tool for all participating MTW households and match them to the right fit for housing assistance and services. This MTW activity will ensure that households are placed in the housing that best suits their needs. Given the housing continuum available through the FCRHA, federal resources will be more effectively used and aligned well with household need. In addition, this approach significantly leverages federal resources by taking full advantage of local and private resources.

⁷ These activities are local efforts that enhance the FCRHA's THRIVE initiative and in some cases, represent leveraged resources in our MTW application.

Years Two through Five (FCRHA Fiscal Years 2014-2018)

1. Develop a Healthy Lifestyles Initiative.

The Healthy Lifestyles Initiative is another component of THRIVE that will provide families with education resources related to proper diet, exercise options, and preventive health tools. We envision creating community gardens at our Public Housing sites, working with families on healthy living through their Individual Development Plans, and bringing healthy exercise opportunities to youth in the housing continuum.

2. Remove families from waiting lists when housed in the housing continuum.

As we transition from a system where families apply to housing programs to a system where they apply to “THRIVE housing,” we will remove families from one of our federal housing waiting lists when we have housed them elsewhere in the continuum. Our housing resources are too scarce and valuable to allow families to continue to take a spot on a waiting list for housing when they are already in an affordable, permanent housing situation. We will also remove families from our lists if they have been removed from another list due to criminal activity or owing debts to other public housing authorities.

3. Design and implement utility allowance simplification.

As families in the Housing Choice Voucher receive a voucher and begin their search for a unit, the multiple variations of utility allowances possible for any given unit makes it difficult to determine a unit’s eligibility for the program. The back and forth between families, landlords and staff in determining the correct utilities in the unit, whether the allowances are accurate, and how it impacts the contract rent is overly burdensome. We will begin to simplify this process, perhaps by using a flat utility allowance by bedroom size.

4. Use technology to streamline business process.

The regulatory relief achieved through our MTW designation will allow us to further explore efficiencies that can be achieved through our technology systems, including Yardi, our database management system. We will look into conducting reexaminations by mail or online and using more paperless technology like bar code documents for scanning.

5. Increase our ability to maintain our scarce housing resources.

We believe that our housing resources, particularly our Housing Choice Vouchers, should be utilized in Fairfax County as much as possible. We will request that families utilizing a project-based voucher reside in that unit for two years before exercising their portability right, rather than the current one year

requirement. As we expand opportunities for families to build savings through escrow accounts, partially through investments by the FCRHA, we will only allow families to port out of Fairfax County with those savings accounts under certain circumstances, like a family emergency. In order for more families to have access to our resources, we will only allow a voucher to be transferred from one household member to another in the case of a family break-up.

MTW Goal 2: Give Incentives to Families with Children where the Head of Household is Working; is Seeking Work; or is Preparing for Work by Participating in Job Training, Educational Programs, or Programs that Assist People to Obtain Employment and become Economically Self-Sufficient

Year One (FCRHA Fiscal Year 2013 - Described in detail in Section V. Proposed MTW Activities)

1. Reduce frequency of tenant recertifications to a biennial cycle for all families and triennial for families on fixed incomes.
2. Eliminate Mandatory Earned Income Disregard (MEID) policy.
3. Institute a work requirement for all non-exempt families in the Public Housing and Housing Choice Voucher programs.
4. Design and initiate a rent reform controlled study.

Year One (Additional Activities- HUD Approval not required)⁸

1. Develop an MTW basic skill set for self-sufficiency including skills assessment/job readiness training; health assessment and services referrals; identified transportation needs; training in basic financial literacy and credit education; and ready-to-rent training. These services will be provided through non-profit organizations and county human services agencies.
2. Utilize an assessment tool for all participating MTW households and match them to the right fit for housing assistance and services.
3. Renew existing partnerships with the Northern Virginia Workforce Investment Board and its affiliate, SkillSource, Inc. for job training and placement.
4. Expand existing partnerships with non-profits for job readiness training.
5. Expand partnerships with the Fairfax-Falls Church Community Services Board (CSB) and the Fairfax County Health Department for mental and other health services, clinics and education.
6. Design an alternate MTW rent strategy that will allow participating residents to establish escrow accounts using a portion of rising income for this purpose, as an incentive for wage progression and increasing self-sufficiency.

⁸ These activities are local efforts that enhance the FCRHA's THRIVE initiative and in some cases, represent leveraged resources in our MTW application.

7. Imbed the FCRHA Progress Center model for all FCRHA-operated federal programs—providing crisis intervention, employment opportunities and community building.
8. Provide training to FCRHA/HCD staff to enhance their ability to connect households to needed services, resources and opportunities. Provide counseling training to improve staff capacity to assist families in setting and meeting self-sufficiency goals.

Years Two through Five (FCRHA Fiscal Years 2014-2018)

1. Implement reforms in HUD’s Family Self-Sufficiency (FSS) Program.

We have found that the FSS program discourages higher-income families from participating and taking advantage of the FSS savings component because families only begin to escrow after an earned income increase. Families entering the program at zero income can maximize their savings at a greater rate than working families, and so we will consider implementing a minimum rent contribution before families can escrow. Additionally, we will not allow participating families to withdraw funds from their escrow accounts in the first twelve months of participation so they can build up their balances and we can reinforce the basic skills of budgeting and goal-oriented saving. Any changes to the FSS program will be consistent with any competitive funds received pursuant to a NOFA, if those funds are not permitted to be included in the MTW block grant.

2. Leverage supportive service capacity.

Although the regulatory relief we can achieve through MTW will allow staff to focus more on people and less on paperwork, we will need the expertise of other human service agencies and our nonprofit partners to ensure families have access to the support they need to achieve self-sufficiency. We believe that our rent reform controlled study will offer a model for service provision that can be replicated throughout the housing continuum, but we will also explore other opportunities to expand the capacity of nonprofits to work with our families, including using savings achieved through combining our operating, capital, and voucher funds.

3. Define soft and hard triggers in the housing continuum.

We want to give families opportunities to move through our housing continuum as they increase their self-sufficiency skills and their income. That flow through the continuum will be achieved through a combination of incentives and requirements. “Soft triggers” could include an offer for a unit further along in the continuum if a family requests to make that next step, if they have achieved a goal in their IDP, or if their caseworker assesses them as ready for the next step,

or a combination of these factors. “Hard triggers” could include a required move if the family’s income increases to a level where they are eligible for the next step, if their assets reach a level where they can afford a down payment, if they have accessed the savings in their escrow account multiple times, or a combination of these factors.

4. Expand HUD’s Public Housing community service requirement.

The FCRHA agrees in principle with HUD’s requirement that families participate in community service if they are not working, elderly, disabled, etc. In fact, we plan to expand this requirement to Housing Choice Voucher participants. While maintaining consistency with the statutory requirements, we would like to expand the community service and work requirements for all program participants, and include them in a family’s IDP as a way to encourage work and community participation.

5. Partner with local banks to assist families in establishing savings.

Although our initial escrow savings approach is limited to families in our rent reform controlled study, we recognize the connection between saving and achieving self-sufficiency. We will work with local banks to solicit competitive savings rates for our families as well as innovative programs that may encourage the value of building a nest egg.

MTW Goal 3: Increase Housing Choices for Eligible Low-Income Families

Year One (FCRHA Fiscal Year 2013 - Described in detail in Section V. Proposed MTW Activities)

1. Design the Detailed MTW Block Grant Evaluation.

Year One (Additional Activities- HUD Approval not required)⁹

1. Utilize an assessment tool for all participating MTW households and match them to the right fit for housing assistance and services.
2. Link housing supply and resources—both public and private—to create a housing continuum and a range of housing choices to low income families and individuals.
3. Design an alternate MTW rent strategy that will allow participating residents to establish escrow accounts using a portion of rising income for this purpose, as an incentive for wage progression and increasing self-sufficiency.
4. Dispose of scattered-site Public Housing units to an FCRHA-affiliated entity and implement project-based Section 8 assistance at those units to facilitate housing choice for residents.
5. Partner with private landlords to pledge a number of rental units for households in the THRIVE continuum. While providing a small discount, this approach would help ease the transition from assisted to market-rate housing. This concept was developed by a for-profit member of the FCRHA's THRIVE Community Advisory Committee and we will continue to explore leveraging this potential resource and recruiting other interested partners.

Years Two through Five (FCRHA Fiscal Years 2014-2018)

- 1. Create admissions preferences in FCRHA housing programs for families in the THRIVE continuum.**

Many of the FCRHA's programs, like the Fairfax County Rental Program and the First-Time Homebuyers Program, have waiting lists. As we transition from a system where families apply to housing programs to a system where they apply to "THRIVE housing," we will adjust the requirements of those programs to ensure that THRIVE families have a preference for admission.

⁹ These activities are local efforts that enhance the FCRHA's THRIVE initiative and in some cases, represent leveraged resources in our MTW application.

2. Coordinate THRIVE housing resources with public transportation locations.

The U.S. Department of Housing and Urban Development has recognized the nexus between transportation and affordable housing through its partnership with the U.S. Department of Transportation and the EPA. This issue is particularly relevant in Fairfax County, which covers nearly 400 square miles and is recognized as one of the most congested areas in the country. As we achieve more flexibility in our affordable housing delivery through the MTW designation, we will pursue housing development near public transportation locations and encourage Housing Choice Voucher and Bridging Affordability participants, who have access to units through the county, to consider leasing near public transportation.

3. Expand FCRHA affordable housing resources through the MTW Block Grant.

A key requirement of an MTW program is – to continue to assist substantially the same total number of low-income families under the demonstration as would have been served had the PHA not participated in MTW. We are confident that we can serve more families through the flexibility of the MTW Block Grant. The fungibility feature of the block grant fits perfectly with the goals of our housing continuum and we expect to achieve significant cost efficiencies which will allow for the development and acquisition of more affordable housing.

4. Establish partnerships with community organizations to administer vouchers for under-served populations.

Through Fairfax County's Housing Blueprint, housing resources are being repositioned to serve citizens with the greatest need, particularly homeless individuals and families and households with special needs. At the same time, organizations serving these groups are experiencing dramatic funding cuts and/or insufficient housing resources. For example, the Fairfax-Falls Church Community Services Board (CSB), which assists individuals with intellectual disabilities, mental illness, and substance abuse disorders, estimates that over 1,100 additional affordable housing units are needed over the next five years to serve their clients¹⁰. By comparison, the Fairfax County Office to Prevent and End Homelessness (OPEH) identified 2,982 individuals who were homeless and in need of permanent affordable housing in Fiscal Year 2011¹¹. We plan on using our MTW flexibility to allow agencies such as these to administer an allocation of our housing resources to serve their clients.

¹⁰ Fairfax-Falls Church Community Services Board. *Forging a Path Homes: 2011 Housing Needs Report*. <http://www.fairfaxcounty.gov/csb/reports/housing-report.pdf>.

¹¹ Fairfax County Office to Prevent and End Homelessness. *Ending Homelessness in the Fairfax-Falls Church Community: Snapshot 2011*. <http://www.fairfaxcounty.gov/csb/reports/housing-report.pdf>.

5. Project-base scattered-site Public Housing units.

The FCRHA plans to utilize 209 scattered-site Public Housing units to implement project-based Section 8 assistance at those units, which will facilitate rehabilitation needs, deconcentrate poverty, increase housing choice, and streamline management efficiencies at those widely-dispersed units.

EXHIBIT A. DESCRIPTION OF BRIDGING AFFORDABILITY PROGRAM

The Bridging Affordability Program, developed as part of Fairfax County's award-winning Housing Blueprint, is a unique partnership between local government and nonprofit organizations that provides housing assistance and service supports to low-income households throughout the county. Designed through a collaborative effort of non-profit organizations, community advocates, the Fairfax County Redevelopment and Housing Authority (FCRHA), Fairfax-Falls Church Community Services Board (CSB), and the Office to Prevent and End Homelessness, Bridging Affordability focuses on providing low-income households, specifically the homeless and households on affordable housing waiting lists, with housing subsidy and services to achieve self-sufficiency.

In Fairfax County Fiscal Year (FY) 2011, the Fairfax County Board of Supervisors allocated \$4.1 million to be used to fund Bridging Affordability in the form of either rental subsidies or capital funds for acquisition. The funds were made available in a competitive request for proposals (RFP) process that was limited to nonprofit organizations in Fairfax County. In June 2011, nearly \$4 million in rental subsidy funds were awarded to Northern Virginia Family Service (NVFS) to begin the first Bridging Affordability project.

Northern Virginia Family Service is one of the most impactful nonprofits in Fairfax County and is leading a collaborative of eight other nonprofits to provide rental subsidies and services to over 300 low-income families over a three-year period. Other partners in the NVFS Collaborative are Alternative House, FACETS, Good Shepherd Housing and Family Services, New Hope Housing, Reston Interfaith, Shelter House, United Community Ministries and Volunteers of America Chesapeake. Funds awarded by Fairfax County, along with nearly \$6.6 million in leveraged resources from the Collaborative, will serve homeless individuals and families, those with disabilities, as well as households currently on the waiting lists for Fairfax County's housing programs. The Collaborative also partners with the Fairfax-Falls Church Community Services Board in a commitment to provide \$564,000 of its total award to households with or at risk of developmental delay, intellectual disabilities, mental illness, and alcohol or drug use or dependency. Additionally, the Collaborative has reached out to other community partners in a commitment to provide \$313,000 of its total award to serve households with physical or sensory disabilities.

In the first year of its MTW designation, the FCRHA will build on the Bridging Affordability program design and begin to extend it to other steps in the housing continuum. We will also establish a connection between Bridging Affordability and our other housing programs so that Bridging Affordability families that have shown a commitment to attaining self-sufficiency have an opportunity to access the next steps in the housing continuum. We will work with the NVFS Collaborative and other nonprofit partners to maintain and adapt each family's supportive services as they move to new steps in the continuum.

V. Proposed MTW Activities: HUD approval requested

The activities listed in Section V are those policy changes requested by the FCRHA that require HUD approval prior to implementation. These activities do not encompass the entirety of the FCRHA's MTW plan for the first year of our designation as an MTW agency, nor are they meant to describe the agency's long-term vision for the THRIVE initiative (See Section IV.). These activities, described here in a format prescribed by HUD, come from a collaborative process that included suggestions from Department of Housing and Community Development (HCD) staff, the THRIVE Advisory Committee, and the FCRHA. All activities are designed in the context of the FCRHA's THRIVE initiative and are intended to (1) enable HCD staff more capacity to work directly with families on achieving individual success and self-sufficiency, (2) reduce unnecessary paperwork that does not add value to the FCRHA's housing programs, (3) create new policies designed to incentivize families to improve their economic situation, and (4) develop a rent strategy that allows families to receive self-sufficiency services and build a nest egg for the future.

All activities proposed by the FCRHA in this section will be evaluated within the Results-Based Accountability (RBA) framework being implemented throughout the Fairfax County human services system. RBA is described in detail in Section VIII.

2013-1 Proposed MTW Activity—Reduction in Frequency of Reexaminations

- A. **MTW Initiative Description:** This activity's main objective is to provide a work incentive for all families and to reduce the burden on staff and families by reducing the frequency of income recertifications. Reexaminations will be reduced from annually to once every two years for each public housing and housing choice voucher family. Reexaminations for families on fixed incomes (SSI, SSDI) will be conducted every three years. The FCRHA proposes to disregard all interim increases—that is, increases in income between annual reexaminations—until the next scheduled biennial or triennial reexamination. The FCRHA proposes reducing the frequency of interim decreases, a reported decrease in income, to one during a calendar year and no interim decreases during the first six months after initial occupancy. The reduction in the frequency of reexaminations provides an incentive to work for all families—including elderly families and people with disabilities who wish to be employed—who will not receive a rent increase when their income increases as a result of self-sufficiency successes such as new employment or job promotion. However, the FCRHA will continue to require families to report all income changes, and will continue to monitor income through HUD's Enterprise Income Verification (EIV) System to prevent program fraud and ensure compliance with continued occupancy income requirements.

Through this proposed activity, the FCRHA will also reduce the regulatory burden both on the participant families and staff to allow a greater focus on people—not paperwork. This program change will allow staff to dedicate additional time to

facilitating self-sufficiency services for program participants, such as job training, higher education, and employment.

B. **MTW Statutory Objective:** This activity addresses the MTW statutory objective to achieve greater cost effectiveness in Federal expenditures and to assist families achieve economic self-sufficiency.

C. **Anticipated Impacts:** Several impacts are anticipated from this policy change:

1. This policy is projected to significantly reduce staff time dedicated to reexaminations.
2. Staff will spend more time assisting families by connecting them to self-sufficiency activities such as credit repair, budgeting, job training/educational assistance, and life skills improvement (either through enrolling more families in the County’s Family Self-Sufficiency (FSS) programs or connecting them with other human services agencies that provide these activities.)
3. A greater proportion of families in the HCV and public housing program will work and working families will have higher wage incomes.
4. Families will maintain a more stable rent burden,
5. Enrollment in FSS program activities and other community self-sufficiency programs will increase.
6. Families will show improvement on self-sufficiency measures, including indicators relating to income, employment, family relations, credit worthiness, and education.
7. There may be a temporary reduction in rental revenue or increase in HAP to landlords.

D. **Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules**¹²:

Outcome Metric	Baseline	Benchmark
Hours of staff time in recertification process	<p>In calendar year 2011 FCRHA staff spent approximately 10,930 hours conducting HCV annual and interim income reexaminations.</p> <p>FCRHA staff spent approximately 3,579 hours conducting Public Housing annual and interim income reexaminations.</p>	Reduce staff reexamination time by 40%

¹² Throughout Section V, proposed activities are described using the following terms: Outcome metrics are the units of measure used to evaluate the impact of program activities. Baselines represent the current conditions in specific activity areas and are expressed in terms of the relevant outcome metrics. Benchmarks are target outcomes for specific activities and are also expressed in terms of the relevant outcome metrics. The anticipated schedule describes when a particular activity will be undertaken in the course of the proposed multiyear program of activities.

<p>Hours of staff time assisting families to connect with self-sufficiency services</p>	<p>Housing specialists currently provide referrals to other Fairfax County human services agencies, but conduct no on-going self-sufficiency activities with families.</p> <p>The FCRHA has two grant-funded positions for Family Self-Sufficiency activities targeting public housing and housing choice voucher families with a caseload of 50 families each.</p>	<p>Increase staff time dedicated to linking families to self-sufficiency activities by an amount equivalent to the time not needed for reexaminations.</p>
<p>Percentage of families with employment activity</p>	<p>Percentage of families with employment activity in 2012</p>	<p>Increase the proportion of families with employment activity by one percentage point.</p>
<p>Average wages of families</p>	<p>The average adjusted annual income of HCV families at their 2011 annual reexaminations was \$16,314 and in the Public Housing (PH) program, the average adjusted annual income of families at their 2011 annual reexaminations was \$18,770.</p>	<p>A benchmark for increase in average wage of families will be established in year one.</p>
<p>Changes in total tenant payment (TTP)</p>	<p>In calendar year 2011, 93 HCV families requested a rent reduction within six months of their move-in date. In the PH program, 20 families requested a rent reduction within that same time period.</p> <p>The average rent/TTP payment for HCV families at their 2011 annual reexaminations was \$411 per month. Approximately half of the HCV families reported an increase in gross income, with an average increase of just over \$4,500; and about a fourth of the HCV families reported a decrease in gross income, with an average decrease of nearly \$4,000.</p> <p>The average rent/TTP payment for PH families at their 2011 annual reexaminations was \$471. Thirty percent of the PH families had a decrease in adjusted annual income, with an average decrease of \$3,300 per year; nearly one</p>	<p>Elimination of all interim increases and interim decreases six months after initial occupancy.</p>

	fourth had no change in adjusted annual income; and 46% had an increase in adjusted annual income, with an average increase of \$5,254 per year.	
Number of families enrolled in FSS and other self-sufficiency programs	Currently, 100 families in the FCRHA's public housing and housing choice voucher program participate in self-sufficiency activities.	Increase participation in FSS programs by 25 families. Connect another 50 families to other self-sufficiency classes.
Values on the Self-Sufficiency matrix (see below) established by the Fairfax County Office to Prevent and End Homelessness on the following indicators - Credit - Income - Employment - Shelter - Education - Family Relations	Baseline measures of families' position along the self-sufficiency matrix will be determined in year one.	Families and individuals will make progress towards self-sufficiency as measured by indicators included in the Self-Sufficiency matrix (see below.)
Rental revenue/HAP payments to landlords	Baseline measures of total rental revenue/HAP payments to landlords will be determined in year one	Potential for temporary drop in rental/HAP payments but recovery by year two

Anticipated Schedule: The proposed reduction in frequency in reexaminations will begin with annual recertifications effective 2013.

E. **Data Collection Process and Proposed Metrics:** The proposed metrics have been described in section D above. The FCRHA will monitor outcomes through existing systems (including their Results-Based Accountability methodology (described in Section VIII) and the HUD Homeless Management Information System (HMIS) that tracks participants progress with a Self-Sufficiency matrix), as well as new approaches to monitor staff time spent on reexaminations and other activities.

HUD HMIS / Self-Sufficiency Matrix: The FCRHA is well-positioned both to connect families and individuals to self-sufficiency services and to track participants' outcomes using existing service providers and data management systems. FCRHA staff will work

closely with the Office to Prevent and End Homelessness (OPEH) to gain expanded access to the Homeless Management Information Systems (HMIS) to monitor a family's progress on the Family Self-Sufficiency Matrix. The Fairfax County OPEH uses the HMIS to track demographic and self-sufficiency information of homeless families. Data from the HMIS also is used to support case management of subsidized families in the partnerships the FCRHA has with non-profit organizations through its Bridging Affordability Program, Partnership for Permanent Housing, Transitional Housing, Project Homes, and Special Needs Homeless initiatives.

During the first 12 months of MTW implementation, the FCRHA will work with OPEH to coordinate ongoing data collection from the HMIS for purposes of tracking self-sufficiency from initial entry into FCRHA housing programs to exit from the programs. Self-sufficiency categories pertinent to subsidized housing include Credit, Income, Employment, Shelter, Adult Education, and Family Relations. Participants are evaluated on each of these measures and are assigned a status level from level 1 (In crisis) to 2 (Vulnerable), 3 (Stable), 4 (Self-Sufficient), and 5 (Thriving). The goal is for families and individuals to move further along the continuum from where they were first assessed.

Other existing processes: Existing reports will be used to determine the number of new families participating in Family Self Sufficiency programs and self-sufficiency classes at the end of 12 months.

New data collection processes: A new approach will be put into place to monitor progress in reaching other benchmarks. The Program Director or designee will review a random sample from housing specialists' caseloads to determine the new average time collected over subsequent years to document the change in staff time dedicated to reexaminations.

A financial report will be established to evaluate rental revenue and HAP impact. Also, an analysis of program violations will be performed to determine any impacts on non-compliance due to less frequent review of program requirements.

F. **Authorization Cited:** Sections C.4 and D.1 of Attachment C of the Amended and Restated MTW Agreement.

G. **Rent Reform Information:**

1. **Board Approval of Policy:** The FCRHA's approval of this MTW initiative is included in the FCRHA's resolution adopting the MTW application and First Annual MTW Plan.
2. **Impact Analysis:** In calendar year 2011, approximately half of the HCV families reported an increase in gross income, with an average increase of just over \$4,500; and about a fourth of the HCV families reported a decrease in gross income, with an average decrease of nearly \$4000. In calendar year 2011, 30% of the PH families had a decrease in adjusted annual income, with an average

decrease of \$3,300 per year; nearly one fourth had no change in adjusted annual income; and 46% had an increase in adjusted annual income, with an average increase of \$5,254 per year. Under MTW activity 1, about half of both HCV and PH families who otherwise would have experienced rent increases would not because their income increases would not be counted.

3. **Annual Reevaluation of Rent Reform Initiative:** Outcomes will be measured, and reviewed annually using the benchmarks and metrics described above as well as the rent impact analysis. The FCRHA will also seek public comment annually on its rent reform initiative as part of the public hearing accompanying its MTW Annual Plan.
4. **Hardship Case Criteria:** All families will be subject to the FCRHA's MTW Hardship Policy. See Appendix A.
5. **Transition Period:** The FCRHA plans to implement this activity in our first year of designation as an MTW agency by HUD.
6. **Documentation of Public Hearing:** See Section D Evidence of Community Support and Involvement, which includes the documentation of the public hearing and related consultations that occurred in connection with the MTW application and First Annual MTW Plan.

2013-2 Proposed MTW Activity—Eliminate Mandatory Earned Income Disregard (EID) Calculation

- A. **MTW Initiative Description:** As a companion measure to the reduction in frequency of reexaminations, the FCRHA will eliminate the Earned Income Disregard (EID) calculation. HUD regulations specify that an assisted Public Housing family is eligible for EID when an unemployed or under-employed family member obtains a job or increases their wages. In the HCV program EID only applies to family members with disabilities. Any income increase attributable to employment is fully excluded from the family's income calculations for a 12-month period and is 50% excluded from calculations for the following 12 months. All earned income increases are then fully included in rent calculations following the 24-month phase-in period. EID also allows that if there are periods of unemployment after EID has started, the full or partial exclusion of wages may be allowed for a maximum time limit of 48 consecutive months. In addition, the EID qualifications are very specific and significantly limit those who may be eligible for the allowance. There are EID qualifications based on minimum wage, participation in job-training or self-sufficiency programs, and TANF thresholds.

The FCRHA is proposing to eliminate the HUD-mandated EID calculation. The infrequent application of the EID calculation becomes negligible when applied under the FCRHA's proposed MTW activity 1, which proposes excluding calculation of increases from income between reexaminations. For most HCV EID-eligible families the reexaminations would be every three years.

- B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures and to assist families achieve economic self-sufficiency.
- C. **Anticipated Impacts:** Impacts anticipated from this change include:
1. A reduction in the number of families receiving the EID.
 2. A reduction in staff time required to calculate a family's rent portion;
 3. A reduction in the likelihood of errors associated with calculating potential income exclusions.

The FCRHA does not anticipate any participants will be adversely affected by this activity as most eligible individuals will realize savings through the FCRHA's proposed reexamination and interim policies. It will be simpler for families to understand what income will be counted for rent and when with the elimination of EID calculations. Families will also be better able to plan for savings, retirement, college educations, or other self-sufficiency plans without the stress and anxiety it causes for families to document and gather income information, often with little gains in rent receipts or reductions in HAP to landlords.

There could be short-term increase in rental revenue or decrease in HAP to landlords.

D. Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:

Outcome Metric	Baseline	Benchmark
Number of families receiving the EID calculation	In FY 2011 there were 35 PH participants and 17 HCV participants eligible for the EID calculation	0 households will receive the EID calculation
Hours of staff time in rent calculation process	Average hours of staff time in rent calculation process in 2012	The amount of staff time in rent calculation process will be lower
Number of errors in income calculation	Number of errors in income calculation in 2012	The number of errors in income calculations will be reduced

Anticipated Schedule: The proposed elimination of EID will begin effective 2013.

E. **Data Collection Process and Proposed Metrics:** As mentioned in the prior activity, during the first full year as an MTW agency FCRHA staff will monitor time spent with families on income reexaminations through review of a random sample of housing specialists' caseloads.

F. **Authorization Cited:** Sections C.11 and D.1 and D.2 of Attachment C of the Amended and Restated MTW Agreement waives certain provisions of Section 8(o)(1), 8(o)2, 8(o)3, 8(o)7, 8(o)10, and 8(o)(13)(H)-(I) of the U.S. Housing Act of 1937 and 24CFR 982.508, 982.503, and 982.518, as necessary to implement FCRHA's Proposed MTW Plan.

G. Rent Reform Information:

1. **Board Approval of Policy:** The FCRHA's approval of this MTW initiative is included in the FCRHA's resolution adopting the MTW application and First Annual MTW Plan.
2. **Impact Analysis:** There are currently 35 PH residents that are either in the initial year (100% exclusion), phase-in year (50% exclusion) or are on "hold" (currently no exclusion due to loss of income but still within the 48 month time period). This represents 3% of all PH households. The total amount of earned income currently being excluded is \$258,198. While this represents a potential increase in PH payments to HCD of approximately \$77,459 (30%), this increase will be offset by the proposed MTW Activity of reducing the frequency of reexaminations.

There are currently 17 HCV residents in the initial or phase-in year or on hold. This represents less than 1% of our total voucher allocation. While this measure

would result in a slight decrease in HAP to landlords, the decrease would be negligible due to the low percentage of EID households and the proposed reduction in frequency of reexaminations.

3. **Annual Reevaluation of Rent Reform Initiative:** As this activity is implemented, the FCRHA may revise the activity's metrics and further quantify and refine its performance baselines and benchmarks. If there is a negative impact on EID-eligible adults with regard to payment of rent, an analysis will be completed to determine if a change in the activity should be implemented, and under what circumstances.
4. **Hardship Case Criteria:** See Appendix A for proposed FCRHA Hardship Exemption Policy allowing families to claim interim decreases.
5. **Transition Period:** The FCRHA plans to implement this activity in our first year of designation as an MTW agency by HUD.
6. **Documentation of Public Hearing:** See Section D. Evidence of Community Support and Involvement, which includes the documentation of the public hearing and related consultations that occurred in connection with the MTW application and First Annual MTW Plan.

2013-3 Proposed MTW Activity—Streamlined Inspections for Housing Choice Voucher (HCV) Units

- A. **MTW Initiative Description:** HUD regulations currently mandate that housing authorities inspect every HCV unit at least annually to ensure it meets Housing Quality Standards (HQS). While the FCRHA intends to uphold HUD's high standards of decent, safe, and sanitary housing maintained in good repair for all HCV families, the FCRHA believes it can achieve this outcome more cost-effectively through a new rating system for HCV property owners.

Over the course of the MTW demonstration, the FCRHA will develop an inspection process that evaluates both owners and program participants.

Applicants/Current Participants must:

1. Attend a mandatory HQS course conducted by the FCRHA Inspection staff. Classes will be offered on a regular basis so that applicants may sign up for and attend a course after their initial eligibility interview and prior to the voucher briefing. A certificate of successful completion will be provided to those applicants/participants demonstrating their knowledge of HQS to be presented to the eligibility housing specialist in order to receive a voucher.
2. Participants must receive a certificate of good housekeeping as part of their annual HQS inspection.
3. No requests for special/complaint inspections that result in a determination by the inspector that the HCV participant was at fault.

HCV participants who meet all of the above criteria will be given all or a portion of their last month's TTP. A financial analysis will be conducted to determine the annual cost of this incentive based on available HAP and Administrative fee reserves.

HCV owners/landlords will also be rated on multiple factors, including:

1. The owner/landlord must attend a mandatory HQS course conducted by FCRHA inspection staff. Classes will be offered on a regular basis and in conjunction with existing landlord outreach efforts.
2. The unit must successfully pass the prior year's HQS inspection.
3. No serious complaints reported by third parties or voucher participants that result in a determination by the inspector that the landlord was at fault. (A serious complaint is defined as one that would cause the unit to fail HQS).
4. Certification of the owner's knowledge of HQS requirements after the unit meets or exceeds HQS standards without comment, i.e. no minor or serious HQS issues.

This rating will be used to determine the nature and frequency of future inspections.

During year one of its participation in MTW, the FCRHA will begin overhauling its existing inspection process into a streamlined, cost-effective approach that aggressively enforces HQS at the most at-risk/problematic properties, while reducing inspection frequency at high-quality properties. Additionally, the agency already provides landlord outreach to owners on a quarterly basis and will begin using some of these sessions to train landlords on the requirements of HQS inspections.

The FCRHA will also start inspecting its own units with voucher participants. Currently, HUD requires an outside contractor to perform such inspections. This results in a higher cost to the agency than when its own staff conducts inspections. Also, outside contractors have not been as customer focused, timely, or responsive on follow-up inspections as FCRHA staff.

Initial steps planned for the first MTW year for all privately owned and partner-based HCV units include:

1. Notifying owners of the opportunity to attend a course on HQS requirements. A randomly selected inspection of units owned by service provider partners or owners who have 10 or more HCV units will be conducted. If the random sample passes inspection on the first attempt, the owner will be given the opportunity to self-certify that the remaining units also meet HQS standards and no further inspections will be performed in that year unless a complaint inspection is requested by the family, landlord, or other third parties. Although some units may not be inspected every year, every unit must meet HQS at all times while under contract.
2. Implementing a written self-certification process for the correction of minor fail items for owners with excellent HQS performance. Minor fail items are those that pass the unit with comment.
3. Implementing an inspection schedule based on geographic clustering of units within specified locations in Fairfax County.

The FCRHA also plans to begin inspecting its own project-based HCV properties, also following the geographic location based schedule. These strategies will result in considerable cost- and time-savings, while reducing traffic congestion, improving air quality, and reducing travel time.

B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures.

C. **Anticipated Impacts:**

1. This policy is projected to generate significant staff time savings by eliminating follow-up inspections for minor fail items and geographically inspecting units and reducing travel time.
2. This will allow time to be redirected to more landlord and community outreach and resident/participant service programs.

3. It will also allow staff to focus its efforts on the most at-risk units.
4. Cost savings of 25% are anticipated by reducing outside contractor costs and shift more responsibility to residents to ensure adequacy of the unit in which they live.

There may be more HQS issues during subsequent second-year inspections.

D. Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:

Outcome Metric	Baseline	Benchmark
Average amount of time spent on an annual HQS inspection	Average amount of time spent on an annual HQS inspection in 2012	Average time spent on HQS will decrease by 10% without adversely affecting inspection results.
Number of units receiving an annual HQS inspection	Total number of units receiving an annual HQS inspection in 2012	Number of units inspected will decrease by 10% without adversely affecting inspection results.
Number of units receiving complaint/special inspections	Number of units receiving complaint/special inspections in 2012	Number of units receiving complaint/special inspections will decrease by 10% in year one and by 5% each year thereafter up to a maximum 20% reduction.
Number of owners/landlords attending FCRHA inspection courses	Number of owners/landlords attending FCRHA inspection courses in 2012	Number of owners/landlords attending FCRHA inspection courses will increase by 10%.
Number of applicant/participant families attending FCRHA inspection courses	Currently families not required to attend inspection course. Baseline is zero.	100% of applicant families will attend the FCRHA inspection course.
Number of units receiving minor fail violations	Number of units with minor fail violations in 2012	Number of units receiving minor fail violations will decrease by 10%.
Number of units failing HQS	Number of units that failed HQS in 2012	Number of units failing HQS will decrease by 10%.
Total contractor cost of conducting HQS inspections	Total contractor cost in 2012	Contractor costs will be eliminated. Reimbursement of one month's TTP to families for successfully meeting the requirements and maintaining their units to required standards will increase from \$0 to less than 5% of monthly HAP.

Anticipated Schedule: The proposed changes to streamline inspections for HCV units will begin in 2013.

E. **Data Collection Process and Proposed Metrics:** The FCRHA will pull the data needed from its financial invoices and data base. To evaluate the success of this activity, the FCRHA will track the number of inspections conducted and requests for special/complaint inspections, and the percentage of failed HQS inspections, separately for annual inspections and inspections where an annual inspection was not done in the previous year. Metrics for the above baseline measures will be collected every year after the activity is implemented.

F. **Authorization Cited:**

- Section D.5 of Attachment C of the Amended and Restated MTW Agreement;
- Section D.7 d of Attachment C of the Amended and Restated MTW Agreement;
- Section D.1 of Attachment C of the Amended and Restated MTW Agreement.

G. **Rent Reform Information:** Not applicable

2013-4 Proposed MTW Activity—Streamlined Unit Inspections for Public Housing (PH) Residents

- A. **MTW Initiative Description:** HUD regulations currently mandate that housing authorities inspect every PH unit at least annually to ensure it meets Uniform Physical Condition Standards (UPCS). While the FCRHA intends to uphold HUD's high standards of decent, safe, and sanitary housing maintained in good repair for all PH families, the FCRHA believes it can achieve this outcome more cost-effectively by rewarding tenants who consistently maintain the unit in excellent condition, thus performing less frequent inspections for those families.

Over the course of the MTW demonstration, the FCRHA will develop an inspection process for families based on the following factors:

1. The applicant/participant family has attended a mandatory UPCS inspection course. For applicant families, this course will be provided on a regular basis so that, between the time the family is called in for an eligibility interview and offered a PH unit, the family will have attended and successfully passed the inspection course provided by the FCRHA Inspection staff. Participant families will be provided the opportunity to attend these mandatory courses at regular property meetings on or near their units (at larger FCRHA PH properties that can accommodate larger groups).
2. The family has a record of two consecutive excellent inspection ratings, including good housekeeping certification; and
3. No serious complaints reported by third parties (a serious complaint is defined as one that would cause the unit to fail UPCS by the fault of the PH tenant).

PH participants who meet all of the above criteria will be given a rebate of their rent or TTP for the last month of their current lease. A financial analysis will be conducted to determine the annual cost of this incentive based on available operating reserves. Participants that have a unit that fails UPCS through their fault will have their unit inspected a second time within the year by the property manager to ensure compliance with UPCS.

During year one of its participation in MTW, the FCRHA will begin overhauling its existing inspection process into a streamlined, cost-effective approach that aggressively enforces UPCS at the most at-risk/problematic units, while reducing inspection frequency for units maintained in excellent condition. Additionally, the agency through its quarterly property meetings with residents will begin using some of these sessions to train them on the requirements of UPCS inspections.

- B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures.

C. **Anticipated Impacts:** The following long-term impacts are anticipated:

1. This policy is projected to generate staff time savings by eliminating annual inspections for public housing families who keep well-maintained units.
2. PH participants will be better informed as to the requirements for maintaining their units to meet good housekeeping standards. It is also anticipated that there will be a reduction in the unit turnover costs as there may be fewer damages in the unit at turnover time.
3. This will allow time to be redirected to efforts at the most at-risk units.
4. Cost savings by reducing damage and turnover costs and shifting more responsibility to residents are anticipated to be adequate to cover the costs of providing rent reduction rewards for those who maintain their units in good condition. Units that fail UPCS will be inspected bi-annually.

D. **Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:**

Outcome Metric	Baseline	Benchmark
Average amount of time spent on an annual inspection	Average amount of time spent on an annual inspection in 2012	Average time spent on HQS will decrease by 10% without adversely affecting inspection results.
Number of units receiving an annual inspection	Number of units receiving an annual inspection in 2012	Number of units inspected will decrease by 10% without adversely affecting inspection results.
Number of applicant/participant families attending UPCS/housekeeping training	Current applicant / participant families are not required to attend UPCS/housekeeping training. Baseline is zero.	100% of applicant and participant families will attend mandatory UPCS/housekeeping training.
Number of units receiving an award for good housekeeping during their annual inspection	Currently units do not receive good housekeeping evaluation. Baseline is zero.	Increase in the number of families receiving an excellent rating on their inspection by 10%.
Number of units failing their annual inspection	Number of units that failed their annual inspection in 2012	Corresponding decrease in the number of units failing inspections by 10%.
Number of families requiring follow up meeting with property managers or 21-30 day notices of lease non-compliance for failure to maintain unit appropriately	Number of families requiring follow up meeting with property managers or 21-30 day notices of lease non-compliance for failure to maintain unit appropriately in 2012	Decrease in the number of 21-30 day notices for lease non-compliance due to poor housekeeping.

Average cost of unit turnaround	Average cost of unit turnaround in 2012	Average unit turnaround cost will decrease by 5%. It is anticipated that the savings from unit turnaround costs and inspection reductions will cover the cost of providing rent rebates for exceptional housekeeping.
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Anticipated Schedule: The proposed changes to streamline inspections for PH residents will begin in 2013.

- E. **Data Collection Process and Proposed Metrics:** The FCRHA will pull the data needed from its data base. To evaluate the success of this activity, the FCRHA will track the number of inspections conducted and the number of failed and excellent inspection ratings. Metrics for the above baseline measures will be collected every year after the activity is implemented.

- F. **Authorization Cited:** Section C.9 of Attachment C of the Amended and Restated MTW Agreement, Simplification of Property Management Practices, which waives certain provisions of Section 6(f) of the 1937 Act and 24 CFR 902, Subpart B.

- G. **Rent Reform Information:** Not applicable

2013-5 Proposed MTW Activity—Institute a Work Requirement for all non-exempt families in Public Housing and Housing Choice Voucher Programs

- A. **MTW Initiative Description:** The FCRHA's working preference, one of four preferences we administer in the Public Housing and Housing Choice Voucher programs, does not necessarily result in any long-term self-sufficiency for the families as there is no HUD mandate to continue the employment once the household is on either of the federal programs. While families will often gain employment in order to meet the preference, there is no incentive to retain employment once on the subsidy. In the public housing program, community service is required for any adult family member who is not employed or otherwise exempt from the activity. While that has some impact of motivating able-bodied family members to sustain employment, it does not have the full impact of a work requirement. As community case managers, the Department of Family Services VIEW staff, and shelter and other homeless services staff work with families to develop a self-sufficiency plan, including employment services. Continuing working with families once in the program to maintain that employment will be an activity that FCRHA staff will be able to support—especially in light of other efficiencies gained from other proposed MTW activities.

The FCRHA is proposing that families who meet the work preference through 30 hours per week of employment (i.e. are not a full-time student, elderly, a person with disabilities, or the sole caretaker of a disabled family member) be required to continue to work 30 hours a week once on the program. While families will be permitted to attend job training, earn a GED, or enroll in higher education courses for 30 hours per week to meet the work requirement, those activities will be capped after four years. Currently, HUD regulations put no limit on the amount of time a full-time student may have excluded income. Similar to the requirements for Free Application for Federal Student Aid (FAFSA), an adult family member will be granted a maximum of four years for education or job training as a full-time student eligible for the student deduction. After four years, while still able to pursue job training or education, income for that member will no longer be excluded. Similar to HUD regulations, there will be no age limit on this provision. That way, single parents who have not had the opportunity to seek post-secondary education or job training may still be granted the opportunity for full-time student status with the income exclusion for up to four years.

In instances where employment is being sought, but does not yet reach the 30-hour per week requirement, families will be referred to and required to work with The SkillSource Group, Inc. (SSG) and the SkillSource Centers of the Northern Virginia Workforce Investment Board. The FCRHA has a Memorandum of Agreement with SSG to identify opportunities for Public Housing residents and other low- and very low-income persons in Fairfax County that enhance and create workforce development initiatives on behalf of employers, jobseekers, and workers throughout the region through the following activities:

- Assess clients and recommend job readiness/job training/job apprenticeship opportunities;
- Assist clients eligible for Workforce Investment Act training funds with identifying potential funding for these training services;
- Assist the FCRHA to set up a pre-apprentice program for large construction contracts utilizing FCRHA funds;
- Post job opportunities of contractors/subcontractors utilizing HUD funds at SSG centers; and
- Notify Section 3 qualified individuals of job opportunities with contractors/subcontractors required to meet Section 3 goals.

The SkillSource Group, Inc. is the non-profit entity of the Northern Virginia Workforce Investment Board with a mission to:

- Prepare youth for today and tomorrow's workforce;
- Find ways to accommodate adults with disabilities in the workplace;
- Help new Americans find their way to meaningful employment as they work through cultural and language challenges;
- Identify available financial resources to assist in re-training and skill development opportunities; and
- Keep families strong through the self-esteem of a livable wage that will support families and enable participation in society.

B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures and to assist families achieve economic self-sufficiency. In encouraging education and job training skills, it is expected that family income will rise over time.

C. **Anticipated Impacts:** The following long-term impacts are anticipated from this policy change:

1. An increase in family income, tenant payments to landlords (and a resulting decrease in HCV HAP) and an increase in public housing rent and revenues. There may also be a positive impact on the community and neighbors.
2. An increase in the number of families with earned income.
3. An improvement in families' average scores for Income, Credit, Employment, and Education indicators from the self-sufficiency matrix in HMIS.

There may be a temporary reduction in adjusted family income as families opt for education and job training initially with a goal to increase job skills and, consequently, income in the long-term.

D. Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:

Outcome Metric	Baseline	Benchmark
Number of families with earned income	Number of families with earned income in 2012	Number of families with earned income will increase by 10%.
Average adjusted family income	The average adjusted annual income of HCV families at their 2011 annual reexaminations was \$16,314 and in the Public Housing (PH) program, the average adjusted annual income of families at their 2011 annual reexaminations was \$18,770.	Average adjusted family income will increase by 10%.
Average HCV Total Tenant Payment (TTP)	The average rent/TTP payment for HCV families at their 2011 annual reexaminations was \$411 per month.	Average TTP/rent will increase by 10%
Values on the Self-Sufficiency matrix (see below) established by the Fairfax County Office to Prevent and End Homelessness on the following indicators - Credit - Income - Employment - Shelter - Education - Family Relations	Baseline measures of families' position along the self-sufficiency matrix will be determined in year one	Families and individuals will make progress towards self-sufficiency as measured by indicators included in the Self-Sufficiency matrix.

Anticipated Schedule: The proposed activity to institute a work requirement for all non-exempt families in PH and HCV will begin in 2013.

E. Data Collection Process and Proposed Metrics: A new sampling will be taken by the Program Director or designee to determine the new average income for MTW families. A financial report will be established to evaluate rental revenue and HAP impact.

F. **Authorization Cited:** Section E of Attachment C of the Amended and Restated MTW Agreement, Authorization Related to Family Self Sufficiency.

G. **Rent Reform Information:** Not applicable

2013-6 Proposed MTW Activity – Design and Initiate a Rent Reform Controlled Study

- A. **MTW Initiative Description:** Within two years of our designation as an MTW agency, the FCRHA—in cooperation with George Mason University—will design and begin implementation of an alternate rent strategy for households in our THRIVE continuum. The objective of the modified rent calculation is to provide incentives for working families and to provide opportunities for increased savings and movement towards self-sufficiency. A rigorous experimental evaluation of our alternate rent strategy can provide clear-cut evidence of the effectiveness of such modifications which could benefit other PHAs on a national scale.

The statute requiring Housing Choice Voucher and Public Housing families to pay 30% of their adjusted income is well-established and understood; however, we have found that it can create a disincentive for achieving self-sufficiency. The FCRHA has attempted to mitigate this disincentive by excluding certain types of increases in income from a required interim reexamination. Nevertheless, a pervasive sense remains among participants that there is a penalty in the form of increased rent, if they increase their income.

The FCRHA has developed an alternate rent strategy for incentivizing families to increase their income and savings through:

1. A simplified approach to calculating a family's adjusted income by (1) continuing to exclude income directly related to achieving self-sufficiency, such as income from training programs and student financial assistance, and (2) utilizing a "self-sufficiency" deduction based on family composition to replace all existing deductions. This self-sufficiency deduction will be based on costs associated with working while raising a family in Fairfax County, including child care expenses, transportation costs, health insurance expenses, and taxes;
2. Conducting income recertifications every two years so families can take advantage of income increases without a resulting rent increase (included as part of year 1 activity 1);
3. A reduction in the family's share of rent (less than 30% of adjusted income) during the first two years of participation in the controlled study, with incremental increases in the family share every two years thereafter;
4. Investment of a proportion of the family share in an escrow savings account that can be accessed as families achieve self-sufficiency goals in their Individual Development Plans (IDPs); and investment of a proportion of the family share appropriated for the cost of self-sufficiency services such as debt management classes, credit counseling, and job training provided by Fairfax County nonprofit partners.

The FCRHA will partner with George Mason University (GMU) to develop specific components of the rent reform policy and to design and conduct a rigorous, random assignment evaluation of the program. This partnership with GMU builds on a long-

standing relationship with the institution and will ensure that any positive results the FCRHA observes among its participants can be directly attributable to the policy changes. As a result, the FCRHA can be part of the effort to improve efficiency and outcomes for families in other communities across the country.

Self-sufficiency deduction: As part of the rent reform program, the FCRHA will develop a simplified approach to calculating families' adjusted income which will include applying a self-sufficiency deduction to families' countable income. In the first year after receiving the MTW designation, GMU will work with the FCRHA to develop the specific structure of the self-sufficiency deduction. A potential source for the self-sufficiency deduction is the local economic self-sufficiency standards developed by the Wider Opportunities for Women (WoW) organization and disseminated by the Center for Women's Welfare (<http://www.selfsufficiencystandard.org/pubs.html>.) The WoW self-sufficiency standard defines the amount of income needed by different family types to meet basic needs, including housing, food, health care, taxes, child care, and transportation. The WoW self-sufficiency standards have been developed for 40+ different family types (i.e. number of workers, presence and age of children) and for specific geographic areas.

GMU and the FCRHA will also review other self-sufficiency standards implemented as part of other state and local social assistance programs, including TANF and SNAP. These standards will be adjusted for inflation as necessary using the CPI-U. Thus, programmatic changes to income calculation as part of the FCRHA's rent reform will be based on sound research on self-sufficiency deductions that are specific to the family demographics and economic conditions of the local community.

Sensitivity analysis: The second component of the rent reform that will be established in the first year is the determination of the appropriate proportion of the family share that will be dedicated to rent, as well as the proportions that could be appropriated to savings and services. The ability for families to have an opportunity to pay a somewhat lower share of their income towards rent, leaving an amount for savings and to put towards job training and financial management classes is an important component of the FCRHA's goal of promoting families' self-sufficiency. The specific shares allocated to rent, savings and self-sufficiency services will depend on an analysis of how those changes will affect the FCRHA's average Housing Assistance payments (HAP) in the Housing Choice Voucher program and the rental income that could be expected in the Public Housing program. The FCRHA will work with George Mason University's Public Policy Center for Regional Analysis to conduct a sensitivity analysis that balances the amounts needed by families to accumulate savings and pay for services, with the reduction in income the FCRHA could afford without reducing the number of families we can serve or jeopardizing the sustainability of our Public Housing properties.

For example, assuming families are able to pay 27% of their adjusted income towards rent (as calculated using the revised methodology), with 2% deposited in a savings account and 1% allocated toward the costs of self-sufficiency activities,

GMU and the FCRHA will determine the effect on total rental income. This determination will be repeated for difference scenarios that involve different shares of families' incomes allocated toward rent, savings and self-sufficiency activities. This sensitivity analysis will provide the information that will be needed to form that basis of the policy change to ensure that the FCRHA is able to continue to meet the needs of its HCV and PH residents and partners.

Controlled experiment: Within two years of receiving the MTW designation, the FCRHA will work with George Mason University to develop and begin implementing a controlled experiment of the proposed rent reform. Several constraints need to be considered in the design of a controlled experiment to evaluate the impact of the rent reform efforts. These issues include the timeframe over which impacts will be measured, the target population of interest, the process of assigning participants to treatment and control groups to minimize selection bias, the timeframe over which new entrants will enter the study, and the potential for expanding the reform efforts to families outside of the study if short term benefits are observed. The GMU evaluation team has begun developing an innovative controlled experimental design that takes these issues into account.

In year one, a set of pilot participants will be randomly selected shortly after the FCRHA receives the MTW designation. Data collection and analysis based on this group of pilot participants will focus on learning how best to collect data from families living in Public Housing and receiving housing vouchers and issues of data quality, particularly issues that may lead individuals not to participate in the study or to be reluctant to provide certain types of data.

In year two and beyond, new entrants to the County's HCV and PH programs will enter the study through either the County's Bridging Affordability program or through customary waitlists. New participants will then be assigned to either treatment or control group.

- B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures and to assist families achieve economic self-sufficiency. This activity also meets the requirement in Section 3 of the Request for Applications under the MTW for a Rent Reform Control Study.
- C. **Anticipated Impacts:** We anticipate that this alternate rent strategy will have several impacts:
1. Rent will be reduced in the first two years of the family's participation.
 2. Families will build a savings "nest egg" that they can access as they achieve self-sufficiency goals.
 3. Continued and increase participation in self-sufficiency services provided by nonprofit partners.

4. Families will show improvement on self-sufficiency measures, including indicators related to income, employment, family relations, credit worthiness, and education.

D. Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:

Outcome Metric	Baseline	Benchmark
Define appropriate self-sufficiency deduction	The FCRHA currently does not use a standard self-sufficiency deduction in its human services programs. Self-sufficiency standards have been developed by other local organizations.	Final and documented self-sufficiency deduction by household type
Determine appropriate share of family income for rent, savings and services	The FCRHA is aware that reducing the proportion of families' income that goes towards rent has implications for its programs and understands the need for a sensitivity analysis to determine the appropriate proportions to ensure the sustainability of the FCRHA's Public Housing properties and the number of families that can be assisted in the HCV program.	Combinations of proportions of incomes for rent, savings, and services that result in sustainability of the FCRHA's housing programs
Implement pilot study (see below)	Not implemented	Pilot study implemented and data collection processes finalized
Begin implementation of controlled experiment (see below)	Not implemented	Participants drawn into treatment and control groups and data collected
Level of rent payments	Will be determined	Rent payments will be lower for treatment groups compared to control groups
Level of savings	Will be determined	Level and rate of savings will be higher for treatment groups compared to control groups

Number of families enrolled in FSS and other self-sufficiency programs	Will be determined	A greater proportion of families in the treatments groups will participate in self-sufficiency programs compared to control groups
Values on the Self-Sufficiency matrix (see below) established by the Fairfax County Office to Prevent and End Homelessness on the following indicators - Credit - Income - Employment - Shelter - Education - Family Relations	Will be determined	Families in the treatment groups will experience faster movement along the self-sufficiency matrix compared to families in the control groups.

Anticipated Schedule: The determination of the self-sufficiency standard and the sensitivity analysis to determine the proportion (and changes) in income for rent, savings and services will be conducted in year one. The pilot study will also be implemented in year one and will inform the implementation of the full controlled experiment which will begin in year two.

- E. **Data Collection Process and Proposed Metrics:** The proposed metrics have been described in section D above. The FCRHA will collect data on participants in the treatment and control groups through existing systems (including the HUD Homeless Management Information System (HMIS) that tracks participants' progress with a Self-Sufficiency matrix and the FCRHA database management system (Yardi) which is currently used for calculating and managing rent payments.) As part of the rent reform evaluation, the FCRHA will work with other County agencies to collect data on all HCV and PH families and individuals participating in the controlled experiment through HMIS.

- F. **Authorization Cited:** Section C.11 and D.2 of Attachment C of the Amended and Restated MTW Agreement.

- G. **Rent Reform Initiative Information:**
 - 1. **Agency's Board approval of policy:** The FCRHA's approval of this MTW initiative is included in the FCRHA's resolution adopting the MTW application and First Annual MTW Plan.

2. **Impact Analysis:** It is estimated that the rent reform study will include 600 participants, with 300 being subject to the rent reform policy changes. The FCRHA and GMU will develop methods for evaluating the impacts on program participants in the first two years after receiving the MTW designation.
3. **Annual Reevaluation of Rent Reform Initiative:** Impacts of the rent reform will be evaluated annually.
4. **Hardship Case Criteria:** No hardship case criteria would be needed for this activity in year one of implementation. We will develop hardship criteria based on the specifics of our alternate rent strategy, which will be designed in the first year of our MTW designation.
5. **Transition Period:** The FCRHA's rent reform controlled study will be designed in the first 12 months of our MTW designation, and will be implemented in the first 24 months of our designation.
6. **Documentation of Public Hearing:** See Section D. Evidence of Community Support and Involvement, which includes the documentation of the public hearing and related consultations that occurred in connection with the MTW application and First Annual MTW Plan.

2013-7 Proposed MTW Activity—MTW Block Grant Evaluation

- A. **MTW Initiative Description:** In its first year as an MTW agency, the FCRHA, together with its evaluation partner, George Mason University, will design a method to measure and evaluate those aspects of the MTW block grant that result in quantifiable outputs. Fairfax County will use block grant funds to more efficiently allocate resources to identified local housing priorities.

The Fairfax County Board of Supervisors adopted a “**Housing Blueprint**” in 2010 which established the county’s affordable housing policy direction for FY 2011 and beyond. The Housing Blueprint reflects the philosophy of the Board that affordable housing is a continuum ranging from the needs of the homeless to first-time homebuyers. Included in this range are the diverse housing needs of hard-working, but low paid families; senior citizens; persons with physical or mental disabilities; and the workforce across Fairfax County. The goals and priority needs set forth in the Housing Blueprint were the product of input gathered through the process of bringing together County officials and staff, representatives from the non-profit community and for-profit development sector, and the citizens of Fairfax County. The consensus among the parties establishing the housing priorities for the next 10 years is that affordable housing priorities have changed and that the emphasis should shift to those with the greatest need. The housing goals established for the next 10 years in the Housing Blueprint are:

- To end homelessness in 10 years
- To provide affordable housing options to those with special needs
- To reduce the waiting lists for affordable housing by half in 10 years
- To produce workforce housing sufficient to accommodate projected job growth

Consistent with the Housing Blueprint, the philosophy driving the County’s MTW Plan is that the FCRHA can best address the diverse needs of the community by pooling all resources at its disposal to fund priority needs. Combining funds into a block grant gives the county flexibility to dedicate resources where they are most desperately needed.

- B. **MTW Statutory Objective:** The block grant supports the MTW statutory objectives to reduce cost and achieve greater cost effectiveness; and increase housing choice.
- C. **Anticipated Impacts:** The County anticipates that the flexibility afforded the agency to combine funds in an MTW block grant will result in cost savings and administrative efficiencies that can be used to provide improved services to program participants.
- D. **Baseline, Benchmarks, Outcome Metrics, and Anticipated Schedules:** During Year One the county will work with George Mason University to set the baselines, proposed benchmarks and identify the metrics which will be used to evaluate the

block grant. In 2013, the FCRHA will design the block grant evaluation. The evaluation of the block grant will be conducted in subsequent years.

- E. **Data Collection Metrics and Protocols:** The evaluation will take into consideration both the efficiencies and the costs associated MTW flexibilities and, at minimum, will include:
- Linking programs in the THRIVE continuum,
 - Reducing frequency of recertification and interim re-examinations,
 - Operating savings accounts,
 - Providing self-sufficiency services, and
 - Operating our rent reform controlled study
- F. **Authorization Cited:** Section 3 of the Request for Applications under the Moving to Work Demonstration Program, Statutory Requirements and Eligible Applicants, (2) Detailed MTW Block Grant Evaluation.
- G. **Rent Reform Initiative Information:** Not applicable.

2013-8 Proposed MTW Activity – Convert Scattered-Site Public Housing Units to Project-Based Section 8 Assistance

- A. **MTW Initiative Description:** The FCRHA owns and operates 209 Public Housing units that are considered “scattered” or within properties not wholly-owned by the FCRHA. Generally these are townhouse units that operate within homeownership association covenants. In the first year of our MTW designation, we plan to dispose of these units to an FCRHA-affiliated entity and we will request to convert them to project-based Section 8 assistance to allow for more efficient management of those units and create the possibility of designating them for occupancy by special populations like the elderly or persons with disabilities. We request MTW flexibility to project base these Public Housing units without a local competitive process.
- B. **MTW Statutory Objective:** This addresses the MTW statutory objective to reduce costs and achieve greater cost effectiveness in Federal expenditures and to increase housing choice for eligible low-income families.
- C. **Anticipated Impacts:** We believe converting these units will have several benefits, including:
- More cost-effective and efficient management of these scattered units
 - A requirement of Housing Quality Standards (HQS) inspections for those units, consistent with the over 3,000 Housing Choice Vouchers that we manage
 - More housing choice for residents as they will have access to a tenant-based voucher after a certain period of time
 - More housing resources potentially dedicated to special population groups such as the elderly or persons with disabilities.
- D. **Baselines, Benchmarks, Outcome Metrics, Anticipated Schedules:**

Baselines:

1. The FCRHA has 3,537 Housing Choice Vouchers that allow participants to reside anywhere in Fairfax County.
2. Although the FCRHA has agreements with other Fairfax County human service agencies to “reserve” units for special population groups, no Public Housing units are designated for elderly or disabled families.

Benchmarks:

1. 209 additional families will have access to the portability feature offered by a tenant-based voucher.
2. The FCRHA will work with its partners to determine if and how many of these 209 units could be designated for special population groups.

Anticipated Schedule: The proposed activity to convert scattered-site PH units to project-based Section 8 assistance will begin in 2013, contingent upon approval of the disposition of these units.

- E. **Data Collection Process and Proposed Metrics:** The FCRHA will be able to collect all of the data to measure this activity from our financial statements and management reports.
- F. **Authorization Cited:** From Standard MTW Agreement, Attachment C, Statement of Authorizations, Section D. 7. a. The Agency is authorized to project-base Section 8 assistance at properties owned directly or indirectly by the Agency that are not public housing. Project-based assistance for such owned units does not need to be competitively bid, nor are the owned units subject to any required assessments for voluntary conversion.
- G. **Rent Reform Initiative Information:** Not applicable.

VI. Ongoing MTW Activities: HUD approval previously granted

Not applicable.

VII. Sources and Uses of Funding

A. List planned sources (Operating, Capital, HCD) and uses of MTW funds

Planned sources (Operating, Capital, HCV) and uses of MTW funds	
SOURCES	
Operating Subsidy	\$ 2,691,388
Capital Fund Program	\$ 2,106,807
Housing Choice Vouchers	
Housing Assistance Payments	\$ 36,349,429
Administrative Funding	\$ 2,888,975
Portability Program Recovered Costs & Fees	\$ 4,329,524
Miscellaneous Revenue - Fraud, Investment	\$ 51,932
TOTAL	\$ 48,418,055 *
USES	
Operating Subsidy	\$ 2,691,388
Capital Improvements	\$ 1,660,096
Operations	\$ 208,788
Administrative Expense	\$ 237,923
Housing Choice Vouchers	
Housing Assistance Payments	\$ 36,349,429
Portability HAP	\$ 4,120,730
Administrative Funding - Personnel	\$ 2,606,683
Administrative Funding - Operating	\$ 544,115
TOTAL	\$ 48,419,152 *

Planned sources and uses of HCV Non - MTW funds **	
SOURCES	
Housing Choice Vouchers	
Housing Assistance Payments	\$ 6,688,019
Administrative Funding	\$ 531,549
Portability Program Recovered Costs & Fees	\$ -
Miscellaneous Revenue - Fraud, Investment	\$ 9,555
TOTAL	\$ 7,229,123 *
USES	
Housing Choice Vouchers	
Housing Assistance Payments	\$ 6,688,019
Portability HAP	\$ -
Administrative Funding - Personnel	\$ 479,610
Administrative Funding - Operating	\$ 100,113
TOTAL	\$ 7,267,742 *

* HCV HAP Reserve balances become additional source of funding as required.

** Non-MTW includes: NEDS/Mainstream, Homeownership, FUP (pre 2008), FUP (FY08/09), Tenant Protection, and VASH

B. List planned sources and uses of State or local funds;

In addition to the federal Housing Choice Voucher and Public Housing programs, the FCRHA receives an annual allocation of local funding to operate Fairfax County’s Bridging Affordability program. The Fairfax County Rental Program (FCRP) is funded by a mix of federal and local funds. These funds will not be used for implementation of the FCRHA’s MTW activities in the first year of our MTW designation.

C. If applicable, list planned sources and uses of the COCC;

Planned sources and uses of the COCC	
SOURCES	
Asset Management Fee Revenue	\$ 120,360
Property Management Fees	\$ 749,282
Bookkeeping Fees	\$ 88,969
Front-line Fees	\$ 83,014
Capital Grant Administrative Fees	\$ 237,923
TOTAL	\$ 1,279,548
USES	
Salaries and Benefits	\$ 654,219
Property Cost (Home office)	\$ 277,260
Dues and Fees	\$ 3,383
Expendable Equipment	\$ 8,910
Office Supplies	\$ 11,832
Phone	\$ 46,190
Postage and Printing	\$ 20,294
Staff Training	\$ 30,779
Maintenance Expense	\$ 33,182
Maintenance Vehicle Expense	\$ 8,060
Others	\$ 185,439
TOTAL	\$ 1,279,548

D. If using a cost allocation or fee-for-service approach that differs from 1937 Act requirements, describe the deviations and the reasons therefore; and

The FCRHA is not using a cost allocation system that differs from the 1937 Act requirements.

E. List or describe use of single-fund flexibility, if applicable, describe uses across traditional program lines or special circumstances in support of an MTW activity.

As described in Section V. of the FCRHA’s MTW Plan, we plan on using the single-fund flexibility available through our MTW designation to operate our THRIVE housing continuum and fund housing priorities identified in Fairfax County’s Housing Blueprint. In the first year of our MTW designation, the FCRHA expects to work with George Mason University to set the baselines, proposed benchmarks and identify the metrics which will be used to evaluate the block grant, and begin to determine how and the extent to which the single-fund flexibility can fund priorities in the Housing Blueprint.

F. List reserve balances at beginning of the Plan year.

Projected Cash and Reserve Balances Cash	
Public Housing Cash	
Operating Cash	\$ 6,448,140
FSS Escrow	\$ 286,724
Total	\$ 6,734,864
COCC	
Operating Cash	\$ 316,661
Total	\$ 316,661
Housing Choice Voucher	
Net Restricted Assets	\$ 4,379,931
Net Unrestricted Assets	\$ 2,287,497
FSS Escrow	\$ 332,714
Total	\$ 7,000,142

G. In Plan Appendix, provide planned sources and uses by AMP.

See Appendix C. Planned Sources and Uses by AMP

VIII. Administrative

A. Resolution signed by the Board of Commissioners adopting the Annual MTW Plan Certifications of Compliance

The Resolution signed by the Board of Commissioners adopting the Annual MTW Plan Certifications of Compliance can be found in Section D.2. of the FCRHA's MTW application.

B. Description of any planned or ongoing Agency-directed evaluations of the demonstration, if applicable

Fairfax County is well-positioned to effectively monitor outcomes and rigorously evaluate impacts associated with the MTW activities described above. The evaluation efforts tied to this proposal will build on the existing literature and MTW experiences of other PHAs. The evaluation efforts will be strengthened through partnerships with evaluation and subject area specialists at George Mason University. In addition, the MTW evaluation efforts will build on and be coordinated with the Results –Based Accountability (RBA) framework currently being implemented throughout the Fairfax County human services system. RBA, based on the work of Mark Friedman in *Trying Hard Is Not Good Enough*, provides a common approach to measuring results. RBA starts by specifying clearly the ends or results targeted by a particular policy or program (e.g. specific conditions of well-being for children, adults, families and communities) and then critically assesses the links between what is being done (means) to what should be done (ends) in order to objectively measure whether or not desired outcomes have been achieved.

Fairfax County human services agencies have adopted the RBA framework to measure impact across the system, foster joint accountability, and collectively strengthen programs and services. Key components of RBA include measuring “how much” work is done; “how well” work is completed; and whether clients are “better off” as a result of efforts. The RBA framework enhances communications and helps the human services system understand where greater involvement is needed to improve client outcomes. In addition, RBA will help improve interactions with other Fairfax County agencies (e.g., the Economic Development Authority and Fairfax County Public Schools); other organizations that share in the delivery of human services, but do not necessarily receive County resources for those services; and organizations that provide in-kind resources in the delivery of human services.

From the RBA perspective, success in the provision of human services is related to targeting appropriate services to clients and moving clients towards self-sufficiency. In today's economic environment, fewer available resources require targeted and more efficient delivery of programs and services. In this framework, evaluation is not an end in itself, but a means to moving toward desired policy outcomes. RBA requires evaluation to determine the impact services are having on the clients, but just as importantly, it also requires a clear articulation of the intended outcomes of the services. Through coordination across the entire human services system, RBA seeks to maximize the County's overall return on investments.

Consistent with the proposed MTW Plan, the County's RBA framework will foster an evaluation perspective that will link proposed activities to the countywide human services system. For example, FCRHA's first year activities under MTW emphasize establishing a connection between the county's Bridging Affordability program and the other steps in the housing continuum. As part of this effort, the FCRHA will work primarily on relieving staff and families from administrative burdens and identifying already-available service resources. Outcome measures associated with MTW activities, developed through the RBA approach, include determining whether families are able to save more of their income, access services they were eligible for but unaware of, or increase their level of education. The RBA approach is ideal for evaluating the block grant initiative for the MTW proposal. In years two through five, the RBA framework will then be used to evaluate the MTW activities within the context of the six results targeted by the County human services system as a whole:

1. Affordable housing
2. Healthy people
3. Connected Individuals
4. Positive living for older adults and individuals with disabilities
5. Economic self-sufficiency
6. Successful children and youth

To provide additional methodological expertise to the design, implementation and analysis of the County's evaluation of MTW activities, including the rent reform study and block grant study, the County will partner with two units at George Mason University, which has its main campus in Fairfax County, VA: The Center for Regional Analysis (CRA) and the Center for Social Science Research (CSSR).

Center for Regional Analysis, GMU School of Public Policy

The Center for Regional Analysis provides research and analytical services to local governments, non-profits and businesses in the Washington region focusing on economic, housing, demographic, transportation, and fiscal trends and forecasts.

The Center's staff conducts regular research on the performance of the Washington area economy, issues regular reports on the region's housing and demographic conditions, and participates in local meetings and conferences

sponsored by governments, non-profit organizations, chambers of commerce and like organizations.

The Center for Regional Analysis has become the “go-to” organization for economic, demographic and housing data and analysis within the Washington and Baltimore regions and is cited locally and nationally as the source of information for the media, research scholars, and investors interested in understanding the Washington area’s economy. The Center posts research reports, presentations, data and other information on its website (cra.gmu.edu.) This ready availability of research and analysis and the Center’s location within George Mason University have made the Center for Regional Analysis the primary source of public information about the region.

CRA worked with Fairfax County in 2007 to develop a needs assessment for affordable/workforce housing in the County to 2030. CRA also helped the County develop a definition of “moderate income” for its housing programs. More recently, CRA has prepared forecasts of residential development in the County’s emerging Metrorail station areas and produced County-level, employment-driven housing demand forecasts.

The CRA effort will be led by Professor Lisa Sturtevant, whose primary areas of research include housing, demographics, economic development, and residential mobility and migration.

The Center for Social Science Research, College of Humanities and Social Sciences

CSSR is a multidisciplinary research center within the College of Humanities and Social Sciences at GMU. Established in 1987 as the Northern Virginia Survey Research Laboratory, the center draws on faculty from various disciplines—sociology, anthropology, public policy, psychology, communication, and others—who bring their expertise to bear on some of the most pressing social, behavior, and political problems facing contemporary society. CSSR provides a platform that brings together social science theories and methods to conduct state-of-the-art research on important social problems and basic social science questions. Studies conducted by the center employ a range of quantitative and qualitative research methods including survey research, focus groups, interviews, analysis based on leading social indicators, and the exploration of virtual world environments.

CSSR works closely with local governments, schools, and non-profit organizations around the D.C. metro/northern Virginia area. CSSR specializes in collaborative research, more specifically in community based/participatory research, which cultivates a space that allows academics and stakeholders to work together towards common community goals and actively engages stakeholders in the entire research process.

CSSR's ongoing collaboration with a broad range of County organizations will serve the overall evaluation efforts by helping to coordinate the MTW evaluation effort with those of other elements of the County human service system. In addition, CSSR's experience with primary data collection using both quantitative and qualitative methods, within a community based/participatory research perspective, fits well with the RBA emphasis on getting "the story behind the numbers." The aim here is to understand the conditions and causes that set the stage for quantitative measures and do so in a manner that is accessible to the public at large.

The CSSR effort will be led by Professor James C. Witte, Director of CSSR. His primary areas of research include survey research, the development and use of Internet-based tools for social science research, and the impact of information and communication technologies on society and immigration.

Appendix A. Fairfax County Redevelopment and Housing Authority (FCRHA) Proposed Hardship Policy for MTW Activities

FCRHA's Hardship Policy addresses the following proposed MTW activities:

1. Rent Reform Initiatives, including increases in minimum rent; and
2. Reduction of Rent Reduction Requests to after first six months following initial occupancy and no more than once per calendar year thereafter.

1. Increases in Minimum Rent

The financial hardship exemption applies only to families required to pay the minimum rent. If a family's TTP is higher than the minimum rent, the family is not eligible for a hardship exemption. If the PHA determines that a hardship exists, the family share is the highest of the remaining components of the family's calculated TTP. A hardship will be considered to exist only if the loss of eligibility has an impact on the family's ability to pay the minimum rent.

In order to qualify for a hardship exemption, a family must meet at least one of the following criteria:

- The family would be evicted because it is unable to pay the minimum rent;
- Loss of employment due to reduction in work force or closure of the place of employment where employment income loss is not covered by severance pay or separation benefits; or
- A death has occurred in the family and the family must describe how the death has created a financial hardship (e.g., because of funeral-related expenses or the loss of the family member's income).

Families who meet the criteria listed above must submit their request in writing via mail, fax, or email to their FCRHA Housing Services Specialist, stating both the reason for the hardship and its expected duration. Requests will be considered on a case-by-case basis and weighed against other local resources available to the family.

Families granted a hardship exemption to the increase in minimum rent will continue to pay pre-reform minimum rent (subject to FCRHA or HUD changes) until their next re-examination of income, at which time the family will be subject to the rent reform initiative.

2. Elimination of Rent Reduction Requests for Six (6) Months Following Initial Occupancy and limit of one request every 12 month period.

In order to qualify for a hardship exemption, a family must experience a long-term loss of income (90 days or longer) due to circumstances beyond the family's control.

Examples of such circumstances include:

- A medical condition that prevents an adult family member from working when loss of employment is not covered by paid medical benefits;
- Loss of employment due to reduction in work force or closure of the place of employment where employment income loss is not covered by severance pay or separation benefits; or
- Families that experience an increase in medical expenses, such that these expenses exceed 15% of gross income.

Families who meet the criteria listed above must submit their request in writing via mail, fax, or email to their FCRHA Housing Services Specialist, stating both the reason for the hardship and its expected duration. Requests will be considered on a case-by-case basis and weighed against other local resources available to the family.

Families granted a hardship exemption will be allowed to receive an interim income decrease following FCRHA's standard policies and procedures. No more than one such exemption will be granted to any given family during the six months following initial occupancy or more than once in a 12-month period thereafter.

Appendix B. Documentation of Public Hearing

The following Notice of Public Hearing was published in The Washington Times on May 9, 2012.

NOTICE OF PUBLIC HEARING Thursday, May 30, 7 p.m.

The Fairfax County Redevelopment and Housing Authority (FCRHA) will conduct a public hearing on its draft "Moving to Work" Plan. The hearing is being conducted in compliance with United States Department of Housing and Urban Development requirements for public housing agencies applying for designation as a Moving to Work agency. The FCRHA meeting will be held at 4500 University Drive, Fairfax, VA at 7 p.m. on May 30. Interested residents are invited to share their views on the draft FCRHA Moving to Work Plan at the public hearing. The draft Plan is available for public review on the county website www.fairfaxcounty.gov/rha/mtw.htm and at the Fairfax County Department of Housing and Community Development, 3700 Pender Drive, Suite 300, Fairfax, VA, or by calling 703-246-5103. If you have any questions concerning the public hearing, please call 703-246-5103, TTY: 703-385-3578. Citizens wishing to comment on the draft Plan may do so via the MTW email address mtw@fairfaxcounty.gov or by writing to the attention of Vincent Rogers, Senior Program Manager, at the Department of Housing and Community Development, 3700 Pender Drive, Fairfax, Virginia 22030. **The deadline for receipt of written comments on the draft Plan will be 4 p.m. on Thursday, June 7, 2012.**

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 703-246-5101 or TTY 703-385-3578. Please allow 48 hours in advance of the event in order to make the necessary arrangements. Equal Housing/Equal Opportunity Employer



Run date: May 9, 2012

AD#14645111

Appendix C. Planned Sources and Uses by AMP

	VA019000001	VA019000002	VA019000003	VA019000004	VA019000005	VA019000006	VA019000007	VA019000008	VA019000009	VA019000010	VA019000011	VA019000012	VA019000099	Total
Net Tenant Rental Revenue	511,060	459,637	670,282	642,581	764,603	591,344	461,620	436,799	536,345			0	0	5,074,271
Tenant Revenue - Other	7,914	30,587	24,061	33,657	34,896	26,406	18,023	30,645	47,478					253,667
Total Tenant Revenue	518,974	490,224	694,343	676,238	799,499	617,750	479,643	467,444	583,823	0	0	0	0	5,327,938
HUD PHA Operating Grants	497,580	206,176	289,802	494,159	414,027	284,304	276,539	264,076	393,683	77,637	354,628			3,552,611
Capital Grants	320,657	29,658	36,108	61,602	632,382	43,575	134,063	16,999	130,223					1,405,267
Other Government Grants														0
Investment Income - Unrestricted	3,421	2,530	3,104	3,189	4,999	5,391	2,787	2,758	2,930					31,109
Other Revenue	3,320	1,151	2,461	16,633	4,580	11,737	9,033	11,139						60,054
Total Revenue	1,343,952	729,739	1,025,818	1,251,821	1,855,487	962,757	902,065	762,416	1,110,659	77,637	354,628	0	0	10,376,979
Administrative Salaries	58,818	5,718	(1,826)	78,043	30,133	25,995	(1,824)	19,977	34,026	9,826	1,324			260,210
Auditing Fees	6,002	4,439	5,448	5,600	8,777	5,448	4,893	4,843	5,145					50,595
Management Fee	179,054	65,365	81,687	201,046	130,440	98,413	72,226	82,243	76,731					987,205
Book-keeping Fee	10,546	7,786	9,646	9,818	15,435	9,540	8,595	8,542	9,061					88,969
Advertising and Marketing	31,093			27,583										58,676
Employee Benefit contributions - Administrative		1,577	198		12,387	8,159	612	7,387	12,408	3,207	440			46,375
Office Expenses	230			11		1,307								1,548
Legal Expense	3,113	3,358	3,964	989	2,209	29,336	1,844		5,357					50,170
Travel														0
Allocated Overhead														0
Other	(25,098)	13,613	32,628	23,674	26,505		14,391	7,389	6,614					99,716
Total Operating - Administrative	263,758	101,856	131,745	346,764	225,886	178,198	100,737	130,381	149,342	13,033	1,764	0	0	1,643,464
Asset Management Fee	14,280	10,560	12,960	13,320	20,880	12,960	11,640	11,520	12,240					120,360
Tenant Services - Salaries														0
Relocation Costs									6,501					6,501
Employee Benefit Contributions - Tenant Services														0
Tenant Services - Other	36,814	349	610		209	114	141		1,292					39,529
Total Tenant Services	36,814	349	610	0	209	114	141	0	7,793	0	0	0	0	46,030
Water	43,031	23,624	56,321	51,346	69,118	56,089	50,545	23,109	45,278					418,461
Electricity	115,136	93,189	93,288	89,542	163,025	152,931	53,898	70,527	79,562					911,098
Gas	14,756	11,905	78,093	62,079	27,268	10,439	58,631	31,233	61,390					355,794
Other Utilities Expense														0
Total Utilities	172,923	128,718	227,702	202,967	259,411	219,459	163,074	124,869	186,230	0	0	0	0	1,685,353
Ordinary Maintenance and Operations - Labor	249,916	182,514	215,394	187,751	384,897	181,061	181,566	163,094	225,295					1,971,488
Ordinary Maintenance and Operations - Materials and Other	10,650	21,555	29,425	23,886	43,750	36,352	24,289	8,182	21,890					219,979
Ordinary Maintenance and Operations Contracts	637,488	187,498	319,328	232,038	296,661	226,027	230,843	128,027	230,526					2,488,436
Employee Benefit Contributions - Ordinary Maintenance	79,071	54,198	68,995	185,648	128,337	55,069	61,366	63,642	63,677					760,003
Total Maintenance	977,125	445,765	633,142	629,323	853,645	498,509	498,064	362,945	541,388	0	0	0	0	5,439,906
Other General Expenses				12,866				1,021		64,604	352,864			431,355
Compensated Absences		(1,741)	25,540	(35,337)	(12,646)			(5,855)	(1,558)					(31,597)
Payments in Lieu of Taxes														0
Bad debt - Tenant Rents	3,280	4,209	4,436	896	(539)	183	(3,151)	17,123	22,005					48,442
Bad debt - Mortgages														0
Bad debt - Other														0
Severance Expense														0
Total Other General Expenses	3,280	2,468	29,976	(21,575)	(13,185)	183	(3,151)	12,289	20,447	64,604	352,864	0	0	448,200
Total Operating Expenses	1,468,180	689,716	1,036,135	1,170,799	1,346,846	909,423	770,505	642,004	917,440	77,637	354,628	0	0	9,383,313
Excess of Operating Revenue over Operating Expenses	(124,228)	40,023	(10,317)	81,022	508,641	53,334	131,560	120,412	193,219	0	0	0	0	993,666
HAP Portability-In														0
Depreciation Expense	132,767	131,824	299,354	259,397	205,989	228,510	92,152	60,545	345,693					1,756,231
Dwelling Units Rent Expense														0
Total Expenses	1,600,947	821,540	1,335,489	1,430,196	1,552,835	1,137,933	862,657	702,549	1,263,133	77,637	354,628	0	0	11,139,544
Excess (Deficiency) of Total Revenue Over (Under) Total	(256,995)	(91,801)	(309,671)	(178,375)	302,652	(175,176)	39,408	59,867	(152,474)	0	0	0	0	(762,565)