

**5-Year PHA Plan  
(for All PHAs)**

U.S. Department of Housing and Urban Development  
Office of Public and Indian Housing

OMB No. 2577-0226  
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**Purpose.** The 5-Year and Annual PHA Plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA's operations, programs, and services, and informs HUD, families served by the PHA, and members of the public of the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families

**Applicability.** Form HUD-50075-5Y is to be completed once every 5 PHA fiscal years by all PHAs.

**A. PHA Information.**

A.1 PHA Name: Metropolitan Development and Housing Agency PHA Code: TN 005

PHA Plan for Fiscal Year Beginning: 10/2024

PHA Plan Submission Type:  5-Year Plan Submission  Revised 5-Year Plan Submission

**Availability of Information.** In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. Additionally, the PHA must provide information on how the public may reasonably obtain additional information on the PHA policies contained in the standard Annual Plan, but excluded from their streamlined submissions. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on their official websites. PHAs are also encouraged to provide each resident council a copy of their PHA Plans.

PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below)

Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program	
				PH	HCV
Lead PHA:					

<b>B.</b>	<b>5-Year Plan.</b> Required for <u>all</u> PHAs completing this form.
<b>B.1</b>	<p><b>Mission.</b> State the PHA’s mission for serving the needs of low- income, very low- income, and extremely low- income families in the PHA’s jurisdiction for the next five years.</p> <p><i>The mission of MDHA is to create quality affordable housing opportunities, support neighborhoods, strengthen communities and help build a greater Nashville.</i></p> <p><i>In addition, there are over 5,639 households who reside in MDHA-owned housing which had originally been built as public housing under Section 9 of the Housing Act. All of this inventory has been converted to Project Based Rental Assistance under the RAD program. MDHA is implementing its” Transformation” plans formerly “Envision” for this housing with the purpose of deconcentrating the concentration of very-low income families by demolishing the existing units and replacing the same number of subsidized units in higher-density mixed-income housing, bringing significant percentages of workforce and market-rate residents into the communities and bringing in various amenities which will help to ensure the long-term viability of those communities. While MDHA has already transitioned all of its legacy public housing inventory to PBRA, MDHA has a remaining allocation of approximately 997 Faircloth Amendment units which it intends to utilize by further development of mixed-income housing. The development of these mixed-income communities (including both the PBRA converted units and the proposed Faircloth-Amendment units) will be financed through combinations of 9% and 4% Low Income Housing Tax Credits, bank financing, FHA-insured loans, MDHA equity, financial assistance from the Metropolitan Government, grant assistance from the state and federal housing trust funds</i></p>

B.2

**Goals and Objectives.** Identify the PHA's quantifiable goals and objectives that will enable the PHA to serve the needs of low- income, very low-income, and extremely low- income families for the next five years.

**Goal #1: Increase the Supply of MDHA-Owned Housing**

- *Objective 1a: Utilize remaining capacity (approximately 997 units) under the Faircloth Amendment to increase the number of public housing units (which will later be converted to Project-Based Rental Assistance*
- *Objective 1b: Utilize various forms of financial assistance (grants, loans, contributions, MDHA equity, etc.) to construct workforce and market-rate housing in conjunction with subsidized housing being developed to de-concentrate poverty.*

**Goal #2: Increase and Improve the Supply of and Access to Housing Choice Vouchers**

- *Objective 2a: Maintain a SEMAP score of 97% or higher.*
- *Objective 2b: Apply for additional rental vouchers as they are made available.*
- *Objective 2c: Maximize utilization by maintaining a utilization rate of at least 99% annually.*
- *Objective 2d: Conduct at least three landlord meetings per year.*
- *Objective 2e: Attract at least 40 new property owners to the Housing Choice Voucher program each year.*
- *Objective 2f: Increase the percentage of vouchers leased in non-impacted census tracts from 69% to 72%.*
- *Objective 2g: Have at least three Housing Choice Voucher clients graduate to homeownership each year.*
- *Objective 2h: Concentrate on efforts to improve specific management functions (e.g. voucher inspections).*
- *Objective 2i: In Rental Assistance, conduct staff meetings addressing quality control issues at least monthly.*
- *Objective 2j: Conduct a Housing Choice Voucher program participant survey biennially.*

**Goal #3: Sustain Viable Communities and the Urban Core**

- *Objective 3a: Increase and maintain the number of Family Self-Sufficiency Voucher households to 150 participants.*
- *Objective 3b: Establish 3 new partnerships annually with agencies that promote aspects of family self-sufficiency (homeownership, budget management, career development, job training and readiness, etc.)*
- *Objective 3c: Working with new and existing partners, provide at least 4 sessions annually that focus on job training, job readiness, and employability.*

**Goal #4: Pursue the Best Housing and Business Practices**

- *Objective 4a: Improve the quality and capability of Agency staff in all areas. In the first year, identify specific training needs for staff and develop a training schedule for the remaining 4 years for the department.*
- *Objective 4b: Integrate programs and staff from other Agency departments in housing initiatives, including Transformation plans and RAD.*
- *Objective 4c: Seek ways to further automate processes, digitalize forms and files.*

B.3

**Progress Report.** Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.

**Goal #2: Increase the Supply of MDHA Owned Housing**

*In prior years, including the year when the most recent Five-Year Plan was developed, MDHA's inventory included both Public Housing and Housing Choice Vouchers. When this Plan became effective (October 1, 2019), all the current Public Housing other than our 368 units of Neighborhood Housing had been converted thru RAD to Project-Based Rental Assistance.*

- Objective 1 a: Build up and maintain an operating reserve for each property equal to at least 90 days of operating expenses.

*We are still working toward this objective.*

- Objective 1 b: Audit 20% of all public housing resident files annually to identify, correct and if possible, reduce instances of income discrepancies, inaccurate rent calculations, etc.

*We have completed or have scheduled to complete a minimum 20% file review. Depending on the concerns of the reviewer, the review may be expanded to 100%.*

- Objective 1c: Convert the entire portfolio of public housing properties through the Rental Assistance Demonstration (RAD) to Project-Based Rental Assistance.

*The final public housing properties in the portfolio are Randee Rogers and Red Oak Townhomes. They are both in the final stages of completion in the RAD conversion process. It is anticipated the RAD conversion will occur on or before 7/31/2024.*

**Goal #2: Increase and Improve the Supply of and Access to Affordable Housing**

- Objective 2a: Utilize Replacement Housing Factor Capital Funds to purchase and/or build additional public housing units during the next two years.

*A request was submitted to HUD to use the remaining RHF funds in the new development Randee Rodgers.*

- Objective 2b: Continue the on-going initiative with Capital Funds to substantially renovate neighborhood housing units constructed in the 1970s and 1980s.

*A limited amount of Capital Funds was used for modernization of some Neighborhood Housing units, but substantially all remaining Capital Funds were used for repairs and/or Repair and Replacement escrow fund deposits for properties converted thru RAD.*

- Objective 2c: Apply for replacement vouchers that become available as owners opt-out of Section 8 project-based assistance as well as any new HCV funding opportunities.

*Rental Assistance will apply for additional vouchers as they are made available.*

- Objective 2d: Maximize utilization of Housing Choice Vouchers by maintaining a utilization rate of at least 99% annually.

*Utilization rate for the year ended 9/30/23; we utilized 99% of the HUD funding provided.*

- Objective 2e: Increase the number of Housing Choice Voucher landlord meetings to three per year.

*To date, 2 landlord briefings have been conducted with both in person and virtual attendance options. We have two meetings/briefings planned for the remaining quarters.*

- Objective 2f: Attract at least 25 new property owners to the Housing Choice Voucher program each year.

*103 new landlords were added in 2023. We expect to exceed the goal of 40 by the end of the year.*

- Objective 2g: Increase the percentage of vouchers leased in non-impacted census tracts from 62% to 70%

*For 2023, the percentage was 68%.*

- Objective 2h: Have at least three Housing Choice Voucher clients graduate to homeownership each year. *There were 7 participants that graduated to homeownership in 2023. In addition, 17 participants graduated from the homeownership classes.*
- Objective 2i: Establish a kiosk in the Rental Assistance waiting room by 2015  
*This objective was cancelled in a prior year.*
- Objective 2j: Establish a kiosk program for public housing management offices by 2015  
*We had already deleted this objective since we are now taking applications on-line only, and applicants can access our website from a home computer, a library, or by visiting the property for assistance when the waitlist is open.*
- Objective 2k: Reduce turnaround time in public housing from 30 days to 15 days  
*For the RAD converted sites, this goal was met.*
- Objective 2l: Reduce the average response time for resident-generated work orders from six days to three days  
*For the RAD converted sites, this goal was met. The average completion time for emergency work orders is 1 day, and the average completion time for routine work orders was 3 days.*
- Objective 2m: Implement online process in public housing for taking rent payments and reporting changes by 2018  
*For the RAD converted sites this goal was met.*
- Objective 2n: Implement true site based waiting list at least 60 days prior to conversion to RAD  
*For the RAD converted sites, this goal was met. Site-based waiting lists were implemented in accordance with revisions to the ACOP that had been adopted in August of 2016.*
- Objective 2o: Maintain an average PHAS or REAC inspection score (or equivalent performance measurement system score) of 95 or higher, with no AMP scoring below 90  
*The most recent REAC inspection results (from the year 2023) were all above 90 with the exception of Cheatham Place which scored an 89c. In 2023, Cheatham Place and Cayce Place had REAC inspections which resulted in scores of 63 each.*
- Objective 2p: Maintain a SEMAP score of 97 or higher  
*The SEMAP score for 2023 was 100.*
- Objective 2q: In Rental Assistance, conduct staff meetings addressing quality control issues at least quarterly  
*Rental Assistance conducts monthly staff meetings to address quality control issues.*
- Objective 2r: Conduct a Housing Choice Voucher program participant survey annually.  
*This was changed to a biennial objective. In 2023, an HCV participant survey was conducted, in which 676 responses were received from participants.*

**Goal #3: Sustain Viable Communities and the Urban Core**

- Objective 3a: Increase the number of Family Self-Sufficiency Voucher households to 150 and Public Housing households to 453.  
*We are still working towards this objective. Rental Assistance has a total of 147 participants enrolled in the HCV FSS program with the expectation that 2 more will be added by the end of May 2024. The RAD converted sites have a total of 78 participants in the FSS program.*
- Objective 3b: Establish 3 new partnerships annually with agencies that promote aspects of family self-sufficiency (homeownership, budget management, career development, job training and readiness, etc.)

*The goal was exceeded with several new Social Services partnerships formed for the purpose of promoting aspects of family self-sufficiency. A few of the most valuable partnerships established during this reporting year were with the following organizations:*

- *Regions Bank Group- Financial Counseling, Down payment assistance, Home equity and Mortgage programs/Internships*
- *Wilson Bank and Trust- Home mortgage loans, Financial Planning and 1<sup>st</sup> Time Homebuyers Loans*
- *Nashville State Community College- Career Advancement, Business and Industry Training and Cooperative Education (Co-op)*
- *Goodwill Industries- Comprehensive job training, Educational Initiatives and Career Opportunities*

*The Rental Assistance Department established new partnerships with Corner to Corner and You Can Make It along with the following banks: 5<sup>th</sup> 3<sup>rd</sup>, Regions and Ascend to promote the aspects of family self-sufficiency.*

- **Objective 3c: Working with new and existing partners, provide at least 4 sessions annually that focus on job training, job readiness, and employability.**

*The above goal was exceeded. Rad Converted sites, many events and activities were designed to increase and enhance employability skills of residents were held over this reporting period. Events and activities included but were not limited to: On-site Job Fairs, Resource Fairs, employability training by the mobile Career Coach Bus and workshops designed to increase marketability and as well as job readiness.*

*The Rental Assistance Department participated in programs through NACA, the Martha O'Bryan Center, and the Metro Action Commission.*

- **Objective 3d: Work with Resident Associations to get them to sponsor at least one meaningful ongoing activity that promotes education, youth involvement or self-sufficiency at each family property.**  
*MDHA's Resident Association Coordinator continues to focus on leadership training for RA officers (particularly newly elected officers) over the last 12-month period. In addition, there have been many valuable on-site training opportunities, events and activities sponsored by the Resident Associations. Several noteworthy events include Health fairs, nutrition education, "Night Out Against Crime" Marches and Rallies, breast cancer awareness training and financial stability workshops. Several properties hosted Back to School events designed to motivate students to do their very best during the approaching school year. Other youth initiatives that were launched by the Resident Association during this reporting year include the following enrichment and empowerment programming:*

- *Cotillion*
- *HUD Strong Family Day*
- *The Penny Challenge*
- *Mother's Day Brunch*

- **Objective 3e: In conjunction with the Metropolitan Health Department, start smoking cessation campaign in family properties and to do a pilot smoking cessation at one property by the end of 2015. Smoking cessation will be established for all public housing by 2017.**

*This goal has been met at all RAD converted sites. All RA Presidents received a copy of the HUD Non-Smoking Rule. Additionally, non-smoking education and prevention information among the youth in MDHA properties will be a primary focus when opportunities present themselves.*

- Objective 3f: Facilitate community gardens at public housing sites in order to provide residents with inexpensive healthy food options.  
*During the reporting period (and currently), five MDHA properties have access to community gardens: Cheatham Place residents maintain individual gardens that are adjacent to the entrances to their units. Edgehill and Gernert have a shared community garden. Madison Towers and John Henry Hale have community gardens in their respective properties.*

**Goal #4: Pursue the Best Housing and Business Practices**

- Objective 4a: Improve the quality and capability of Agency staff in all areas.  
*Rental Assistance developed training for 2024 with flexibility to address any areas that may arise. Within 6 months of hire, have all new Section 8 Specialists complete: Nelrod HCV Income and Rent Calculation training and pass certification exam by; all on-board staff have completed this training previously.*

*For RAD converted sites, concentrate on property maintenance staff for enhanced training, testing, and placement. In addition, Affordable Housing began a Leasing Assistant II, Assistant Manager/Property Manager training in 2023. Quarterly training is required for all employees.*

*The following trainings will continue to occur as new employees are added:*

- *Drug-Free Workplace Training*
- *Supervisory Maintenance Training- Maintenance Supervisors & Sr. Tech*
- *New Supervisor Training – Maintenance Supervisor*
- *Maintenance Safety Training – Maintenance Supervisors & all Techs*
- *Public Housing Income and Rent - Leasing*
- *Natural Gas Safety Training (2 X yearly)*
- *Tax Credit Training – Leasing*
- *Pesticide Training – (3-4 X yearly)*
- *Anti-Harassment Training*
- *Plumbing Training*
- *Defensive Driving*
- *Yardi Affordable Module*
- *Certified Occupancy Specialist Training*
- *Rent Computation*
- *TAHRA Conference*
- *SAHMA Conference*
- *Active Shooter Training*
- *Fair Housing Training*
- *NSpire Training (added in 2023)*

- Objective 4b: Integrate programs and staff from other Agency departments in housing initiatives, including RAD and Envision Cayce  
*This continues to be accomplished by holding “Transformation” planning meetings involving Urban Development, Construction, Recapitalization, Community Development and Finance.*

<p><b>B.4</b></p>	<p><b>Violence Against Women Act (VAWA) Goals.</b> Provide a statement of the PHA’s goals, activities objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking.</p> <p><i>The Violence Against Women Reauthorization Act, (VAWA) provides that “criminal activity directly relating to domestic violence, dating violence, sexual assault or stalking, engaged in by a member of a tenant’s household or any guest or other person under the tenant’s control shall not be a cause for termination of assistance, tenancy, or occupancy rights if the tenant or an affiliated individual of the tenant’s family is the victim or threatened victim of that domestic violence, dating violence, sexual assault or stalking.”</i></p> <p><i>MDHA Rental Assistance notified all program participants of their rights under VAWA in September 2017 and has continued to do so since by providing applicants and participants with the VAWA “<b>Notice of Occupancy Rights under the Violence Against Women Act</b>” - (form HUD -5380) when an eligibility determination is made for an applicant family and during the annual recertification and/or any notice of termination for a participating family.</i></p> <p><i>We have updated our administrative plan to include policies and procedures related to required victim documentation, terminating the assistance of a domestic violence perpetrator and emergency moves.</i></p> <p><i>All information provided to MDHA regarding domestic violence, dating violence, or stalking, including the fact that an individual is a victim of such violence or stalking, must be retained in confidence and may neither be entered into any shared data base nor provided to any related entity, except to the extent that the disclosure (a) is requested or consented to by the individual in writing, (b) is required for use in an eviction proceeding, or (c) is otherwise required by applicable law.</i></p>
<p><b>B.5</b></p>	<p><b>Significant Amendment or Modification.</b> Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p><i>In general, MDHA has adopted the “safe harbor” working definition for significant amendments and substantial deviations/modifications to the Plan as they were contained in Notice PIH 99-51, The definition would include the following:</i></p> <ol style="list-style-type: none"> <li><i>1. Changes to rent or admissions policies or organization of the waiting list;</i></li> <li><i>2. Additions of non-emergency work items (items not included in the current Annual Statement of Five-year Action Plan) or change in the use of replacement reserve funds under the Capital Fund;</i></li> <li><i>3. Any change with regard to demolition or disposition, designation, homeownership programs or conversion activities.</i></li> </ol> <p><i>MDHA would not consider changes in program funding levels (differences between estimated grant amounts and actual allocations), decisions whether or not to apply for additional discretionary grants, or initiation of changes in administrative policies which would not go into effect until a subsequent Plan year to be substantial deviations of modifications. In addition, considering the prospect of significant reductions in Federal funding for housing programs, any changes in operating policies and procedures needed to accommodate the reduced funding will not be considered a significant amendment or substantial deviation modification. MDHA would also exclude from substantial deviation/modification those changes in rents, policies or procedures mandated by Congressional action.</i></p>



<p><b>B.6</b></p>	<p><b>Resident Advisory Board (RAB) Comments.</b></p> <p>(a) Did the RAB(s) provide comments to the 5-Year PHA Plan?</p> <p>Y   N  <input type="checkbox"/>   <input checked="" type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p>
<p><b>B.7</b></p>	<p><b>Certification by State or Local Officials.</b></p> <p><a href="#">Form HUD 50077-SL</a>, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>