

<b>5-Year PHA Plan (for All PHAs)</b>	<b>U.S. Department of Housing and Urban Development Office of Public and Indian Housing</b>	<b>OMB No. 2577-0226 Expires 09/30/2027</b>
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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.** The Form HUD-50075-5Y is to be completed once every 5 PHA fiscal years by all PHAs.

<b>A.</b>	<b>PHA Information.</b>														
A.1	<p><b>PHA Name:</b> CITY OF ALAMEDA HOUSING AUTHORITY <b>PHA Code:</b> CA062  <b>PHA Plan for Fiscal Year Beginning:</b> (MM/YYYY): 07/2025  <b>The Five-Year Period of the Plan (i.e., 2019-2023):</b> 2025-2029  <b>Plan Submission Type</b> <input checked="" type="checkbox"/> 5-Year Plan Submission <input type="checkbox"/> Revised 5-Year Plan Submission</p> <p><b>Availability of Information.</b> 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 the 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.</p> <p><b>How the public can access this PHA Plan:</b> The PHA 5-Year Plan and Elements, for the period starting July 1, 2025, is available at: 701 Atlantic Avenue, Alameda, CA 94501. The 5-Year Plan is also available at the Housing Authority of the City of Alameda's website at www.alamedahsg.org.</p> <p><input type="checkbox"/> PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below.)</p> <table border="1" data-bbox="164 1087 1533 1146"> <thead> <tr> <th rowspan="2">Participating PHAs</th> <th rowspan="2">PHA Code</th> <th rowspan="2">Program(s) in the Consortia</th> <th rowspan="2">Program(s) not in the Consortia</th> <th colspan="2">No. of Units in Each Program</th> </tr> <tr> <th>PH</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program		PH	HCV						
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<b>B.</b>	<b>Plan Elements. Required for all PHAs completing this form.</b>														
B.1	<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><b>The Housing Authority of the City of Alameda (AHA) advocates for and provides quality, affordable, safe housing; encourages self-sufficiency; and builds community partnerships.</b></p>														
B.2	<p><b>Goals and Objectives.</b> 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.</p> <p><b>Due to the character limit, the AHA is uploading its goals and objectives as a PDF attachment.</b></p>														
B.3	<p><b>Progress Report.</b> Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.</p> <p><b>Due to the character limit, the AHA is uploading its progress report as a PDF attachment.</b></p>														
B.4	<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>The AHA is committed to ensuring that victims covered under VAWA receive all the information and protections entitled to them. Staff are trained on the provisions of VAWA and one staff member is assigned to assist victims when a situation is brought to a staff member's attention. Management reminded staff about the resources available to victims of domestic violence and made sure they had this information readily available to provide when needed. Also, a page is dedicated to VAWA on the AHA's website with an explanation of the protections, how to get more information, a link to the needed form, and a link to the Emergency Transfer Plan for the Agency. See the AHA's website for the AHA's VAWA-related policies and for additional information about the administration of this policy, please refer to the AHA's Administrative Plan.</p>
<p><b>C.</b></p>	<p><b>Other Document and/or Certification Requirements.</b></p>
<p><b>C.1</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>The Housing Authority of the City of Alameda defines a "substantial deviation of significant amendment or modification" for both its Five-Year and Annual Plans as one that meets all of the following qualifications: a. Is discretionary (rather than mandated by HUD or other government entity); b. Fundamentally changes the policies of the Housing Authority; c. Requires formal approval of the Board of Commissioners; and d. Would result in changes to a Streamlined Plan submission.</p>
<p><b>C.2</b></p>	<p><b>Resident Advisory Board (RAB) Comments.</b></p> <p>(a) Did the RAB(s) have comments to the 5-Year PHA Plan?          Y <input type="checkbox"/> N <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>C.3</b></p>	<p><b>Certification by State or Local Officials.</b></p> <p>Form HUD-50077-SL, <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>
<p><b>C.4</b></p>	<p><b>Required Submission for HUD FO Review.</b></p> <p>(a) Did the public challenge any elements of the Plan?          Y <input type="checkbox"/> N <input checked="" type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>
<p><b>D.</b></p>	<p><b>Affirmatively Furthering Fair Housing (AFFH).</b></p>
<p><b>D.1</b></p>	<p><b>Affirmatively Furthering Fair Housing. (Non-qualified PHAs are only required to complete this section on the Annual PHA Plan. All qualified PHAs must complete this section.)</b></p> <p>Provide a statement of the PHA's strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.</p>

This information collection is authorized by Section 511 of the Quality Housing and Work Responsibility Act, which added a new section 5A to the U.S. Housing Act of 1937, as amended, which introduced the 5-Year PHA Plan. The 5-Year PHA Plan provides the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families and the progress made in meeting the goals and objectives described in the previous 5-Year Plan.

Public reporting burden for this information collection is estimated to average 1.64 hours per year per response or 8.2 hours per response every five years, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Privacy Act Notice.** The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality.

**Form identification:** CA062-CITY OF ALAMEDA HOUSING AUTHORITY form HUD-50075-5Y (Form ID - 1973) printed by Ana Campos in HUD Secure Systems/Public Housing Portal at 02/17/2026 02:25PM EST

**GOAL #1: EXPAND AND PRESERVE THE AVAILABILITY OF AFFORDABLE HOUSING IN THE CITY OF ALAMEDA**

1. IDENTIFY OPPORTUNITIES FOR PRESERVATION AND ACQUISITION OF AFFORDABLE HOUSING.
2. SECURE FUNDING FOR AHA'S PIPELINE OF AFFORDABLE HOUSING DEVELOPMENTS AND COMPLETE THESE PROJECTS IN A COST-EFFECTIVE AND TIMELY MANNER.
3. COLLABORATE WITH HOMELESS HOUSING SERVICE PROVIDERS TO IMPLEMENT PLANS TO HOUSE THE FORMERLY HOMELESS AT THE NORTH HOUSING SITE.
4. FORM PARTNERSHIPS WITH COMMUNITY PARTNERS TO MAXIMIZE AFFORDABLE HOUSING UNITS.
5. UTILIZE MOVING TO WORK FLEXIBILITIES TO RECRUIT AND RETAIN LANDLORDS.
6. REHABILITATE AHA'S PROPERTIES IN ACCORDANCE WITH BOARD-APPROVED CAPITAL IMPROVEMENTS PLAN BASED ON PORTFOLIO CAPITAL NEEDS ASSESSMENTS.
7. CONTINUE TO SERVE HOUSEHOLDS IN SPECIALTY PROGRAMS (MOD REHAB, SHELTER PLUS CARE, SV, EHV, VASH) AND WHEN FEASIBLE, EXPAND THESE PROGRAMS AND APPLY FOR NEW SPECIALTY PROGRAMS.
8. CONTINUE TO ISSUE REQUESTS FOR PROPOSALS (RFPs) FOR PROJECT BASED VOUCHERS AND/OR SELF-AWARD PROJECT BASED VOUCHERS TO AHA SINGLE ASSET ENTITIES ACCORDING TO THE AHA'S PBV POLICY.

**GOAL #2: ENHANCE THE QUALITY OF LIFE FOR RESIDENTS AND VOUCHER PARTICIPANTS**

1. CONTINUE TO OFFER RESIDENT SERVICES TO ALL RESIDENTS AT AUTHORITY-OWNED UNITS AND VOUCHER PARTICIPANTS.
2. CREATE FEEDBACK LOOPS TO REGULARLY ASSESS GAPS IN RESIDENT SERVICES AND PROVIDE ENHANCED SERVICES WHEN FEASIBLE.
3. DEVELOP A BROAD SET OF COMMUNITY SERVICE PROVIDERS AND PARTNERS TO OFFER MORE COMPREHENSIVE AND ACCESSIBLE RESOURCES AS FEASIBLE AND INCREASE THE AHA'S PRESENCE IN THE COMMUNITY.
4. ENHANCE THE FAMILY SELF-SUFFICIENCY PROGRAM, UTILIZING MOVING TO WORK AND OTHER FLEXIBILITIES WHERE APPROPRIATE, AS LONG AS HUD PROVIDES FUNDING.
5. RE-EVALUATE THE LANGUAGE ACCESS PLAN (LAP) IN 2025 AND CONTINUE TO PROVIDE MATERIALS IN MULTIPLE LANGUAGES AS OUTLINED IN THE LAP.
6. CONTINUE TO PROVIDE EDUCATIONAL MATERIALS ON FAIR HOUSING LAWS AND REASONABLE ACCOMMODATION UNDER AMERICANS WITH DISABILITIES ACT (ADA) TO NEW PARTICIPANTS, OWNERS AND PROGRAM PARTICIPANTS.
7. EXPAND AND IMPROVE CURRENT ONLINE TENANT AND LANDLORD SERVICES FOR CONVENIENT COMMUNICATION WITH AHA AND REDUCTION OF STAFF TIME PROCESSING.
8. STRIVE TO IMPROVE ACCESS TO TECHNOLOGIES AND BROADBAND INFRASTRUCTURE FOR RESIDENTS AT AUTHORITY-OWNED UNITS AND VOUCHER PARTICIPANTS INCLUDING RESEARCHING FUNDING OPPORTUNITIES AND COMMUNITY PROGRAMS.

**GOAL #3: IMPROVE THE AGENCY'S OPERATIONS BY USING RESOURCES EFFECTIVELY AND EFFICIENTLY.**

1. AUTOMATE MANUAL AGENCY PROCESSES TO IMPROVE ACCURACY AND FREE-UP STAFF FOR HIGHER LEVEL ANALYTICAL TASKS.
2. UPDATE AND FINALIZE STANDARD OPERATING PROCEDURES ACROSS ALL DEPARTMENTS TO STANDARDIZE AND CONSOLIDATE AGENCY POLICIES, PROCEDURES, AND ELECTRONIC FILES.
3. INVESTIGATE THE APPLICABILITY, FEASIBILITY AND USEFULNESS OF STEPPED AND TIERED RENTS AS ALLOWED UNDER MTW AFTER PARTICIPATION IN THE LANDLORD COHORT STUDY.
4. CONTINUE TO CREATE DASHBOARDS OF KEY PERFORMANCE METRICS AND UTILIZE REPORTING CAPABILITIES TO TRACK PROGRAM ACCOMPLISHMENTS AND PERFORMANCE.
5. ASSESS CURRENT TECHNOLOGY SYSTEMS, INCLUDING THE UTILIZATION OF THESE SYSTEMS, AND WHEN FEASIBLE, IMPROVE CURRENT SYSTEMS AND PRACTICES AND INTRODUCE NEW TECHNOLOGIES.
6. STAY UP-TO-DATE ON BEST PRACTICES REGARDING DATA SECURITY AND INTEGRITY AND BUILD IN REDUNDANCIES.
7. UTILIZE LONG-TERM FINANCIAL FORECASTING AND AHA'S ORGANIZATIONAL RESERVES POLICY TO BE FINANCIALLY PREPARED FOR FUTURE PROJECTS.
8. CONTINUE TO IMPLEMENT PROACTIVE RISK MANAGEMENT STRATEGIES TO PROMOTE THE HEALTH AND SAFETY OF TENANTS AND STAFF MEMBERS.

**GOAL #4: RECRUIT QUALIFIED STAFF AND FOCUS ON RETENTION AND PROFESSIONAL ADVANCEMENT OF CURRENT STAFF**

1. CONTINUE TO PROVIDE ROBUST TRAINING, CROSS-TRAINING, AND OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT FOR STAFF.
2. CONTINUE TO PROVIDE OPPORTUNITIES FOR STAFF TO MEET WITH AND LEARN FROM INDUSTRY PROFESSIONALS.
3. IMPROVE WORKSPACE FOR STAFF, WITHIN CERTAIN FINANCIAL AND PHYSICAL LIMITATIONS.
4. CONVERT THE AHA MAIN OFFICE MAINTENANCE GARAGE INTO OFFICES AND COMMUNITY SPACE TO ALLOW ALL STAFF TO WORK FROM ONE LOCATION.
5. UPDATE THE SUCCESSION PLAN AND PROVIDE CROSS TRAINING WHERE NECESSARY.
6. REGULARLY CONDUCT JOB CLASSIFICATION STUDIES, COMPENSATION STUDIES, AND CUSTOMER FEEDBACK SURVEYS.

**GOAL1: WORK WITH COMMUNITY PARTNERS TO OPTIMIZE AFFORDABLE HOUSING AND SERVICES FOR THE ALAMEDA COMMUNITY.**

**OBJECTIVE A) DISCUSS OPTIONS FOR ADDRESSING THE HOUSING CRISIS BY SERVING HOUSEHOLDS AT 60-120% OF THE AREA MEDIAN INCOME.**

Regarding the North Housing Project, a 12-acre former Naval site which will create a total of 586 new affordable homes, the Housing Authority of the City of Alameda (AHA) expects to complete the first stage of development in the second half of 2025. AHA's active project pipeline includes five sites, two of which broke ground in 2024 and are 50% complete. Our projects in construction include over 100 housing units, with 60 units reserved as permanent supportive housing. In September 2023, the AHA closed permanent financing for Rosefield Village, a site of 92 units of affordable, work force housing (aimed at serving households between 60-80% AMI), and transitioned the property to stabilized operations reaching 100% occupancy.

**OBJECTIVE B) COLLABORATE WITH HOMELESS HOUSING SERVICE PROVIDERS TO IMPLEMENT A PLAN TO HOUSE THE FORMERLY HOMELESS AT THE NORTH HOUSING SITE.**

The first 109 units available across two buildings (Estuary I and Linnet Corner) will be provided to unhoused or formerly unhoused, and/or military veterans, with onsite services and comprehensive case management provided by Building Futures along with the Alameda Point Collaborative at Estuary I and LifeSTEPS at Linnet Corner. We will continue to partner with FPI Management for all leasing and property management services at these sites. Estuary II, which is the third project in North Housing Block A and expected to have 46 units of permanent supportive housing for formerly homeless individuals, is currently undergoing predevelopment work.

**OBJECTIVE C) EXPLORE PROGRAM ENHANCEMENTS AND CONTINUE OUTREACH TO RECRUIT AND RETAIN LANDLORDS IN THE HCV PROGRAM.**

Progress: The Authority has strengthened existing relationships by maintaining and expanding services by offering a landlord portal and redesigning the Authority's website to emphasize the importance of landlord participation. With the implementation of the landlord incentives and other program enhancements, AHA has successfully brought onboard new City of Alameda private market landlords to provide more affordable housing options to our low-income tenants. Between March and April 2024, an extensive landlord survey was conducted, and feedback was received on how to improve future relations by targeting key areas such as customer service and quick response times.

**OBJECTIVE D) ASSESS GAPS IN RESIDENT SERVICES AND EXPLORE NEW PARTNERS FOR ENHANCED SERVICES WHEN FEASIBLE.**

Progress: To inform and educate the public, the AHA consistently distributes a quarterly tenant newsletter, development pipeline newsletter, and biennial newsletters for landlords and government officials and holds an annual workshop for landlords. The AHA continues to publicly present to the Alameda City Council and its commissions, and the Board of AUSD, as needed, and holds monthly meetings with AHA landlords about the Landlord portal and quarterly meetings with various local organizations.

**OBJECTIVE E) CONTINUE TO COORDINATE WITH THE CITY AND REFER LANDLORDS TO THE CITY'S RESIDENTIAL REHABILITATION PROGRAM, INCLUDING ADVERTISING IN THE HOUSING PROGRAM'S DEPARTMENT LANDLORD NEWSLETTER.**

Progress: The Authority has continued to refer landlords to the city's rental and residential rehabilitation program.

**GOAL2: USE RESOURCES EFFICIENTLY TO OPERATE IN A SUSTAINABLE MANNER.**

**OBJECTIVE A) AUTOMATE ACCOUNTING SYSTEMS TO FREE UP STAFF FOR HIGHER LEVEL ANALYTICAL TASKS.**

Progress: The AHA has continued to utilize, expand, and research automated accounting systems to improve overall performance by implementing a claim management process, an automated system for staff to scan and submit invoices, and a journal entry approval process.

**OBJECTIVE B) IMPLEMENT ON-LINE TENANT AND LANDLORD SERVICES FOR CONVENIENT COMMUNICATION WITH AHA AND REDUCTION OF STAFF TIME PROCESSING.**

Progress: The AHA utilizes Yardi's online Landlord and Vendor Portals, Rent Café for recertifications, and an Intake Portal for applicants. These systems and the available tracking have streamlined most outward-facing processes, which has resulted in a significant reduction in staff's processing time.

**OBJECTIVE C) REHABILITATE AHA'S PROPERTIES IN ACCORDANCE WITH THE BOARD-APPROVED CAPITAL IMPROVEMENTS PLAN BASED ON PORTFOLIO CAPITAL NEEDS ASSESSMENTS.**

Progress: Property rehabilitation finished according to the near-term capital improvements plan including the repair of the balconies at Independence Plaza and replacement of the roof at Anne B. Diamant. Data from Capital Needs Assessments, appraisals, and accessibility studies are being utilized to conduct financial feasibility analyses on Independence Plaza, China Clipper, and Esperanza regarding needs and opportunities for renovation. The AHA has also implemented a risk prevention program to conduct site visits of properties to identify current and potential risks that need to be corrected.

**OBJECTIVE D) ANALYZE THE OPTION OF APPLYING FOR MOVING TO WORK (MTW) STATUS TO OBTAIN GREATER FLEXIBILITY WITHIN HUD REGULATIONS.**

Progress: The Authority received an executed Moving To Work (MTW) Amendment to the Annual Contributions Contract (ACC) dated March 23, 2022, officially designating the Authority as an MTW Agency. Since then the AHA has submitted three MTW Supplements for FY 2022-2023, FY 2023-2024, and 2024-2025 and has received approval for all 18 of the activities proposed under these plans. These activities include landlord incentives and pre-qualifying inspections to encourage more landlords to participate in the HCV program. The reduced administrative burden as a result of the AHA's approved triennial reexamination MTW activity has allowed staff to conduct in-person reexaminations which will allow staff to assist participants needing assistance or training on how to complete an annual or interim recertification through the online portal.

### **GOAL3: RETAIN AND RECRUIT EXCELLENT STAFF.**

#### **OBJECTIVE A) CONTINUE TO PROVIDE ROBUST TRAINING AND CROSS-TRAINING FOR STAFF.**

Progress: The AHA continues its 6- to 12-month training plan process for new employees, with extensive cross training for all staff. Online training continues to be expanded, particularly for new hires, including agency policies and procedures, Yardi software training, and mandatory training such as Fair Housing, Sexual Harassment, cyber training, customer service, and specialized software. The annual Brown Act training continues to be provided in person. Staff across various departments have also received the following trainings to name a few: Housing Quality Standards (HQS) inspections, Housing Choice Voucher program including eligibility, rent calculation, and continued occupancy, Asset Management, Housing Choice Voucher Supervisor and Manager, Low Income Housing Tax Credit, and Procurement. The AHA has created a pilot program, which staff has already utilized, to provide stipends to staff to be used for career development and training. Monthly staff meetings are now held in-person and include department reports each month to facilitate broader cross-agency communications, updates on work in progress, and presentations from the event committee regarding broader social and environmental justice topics. The Events Committee also plans and facilitates monthly staff events which promote staff interaction and foster job satisfaction.

#### **OBJECTIVE B) IMPROVE WORKSPACE FOR STAFF, WITHIN CERTAIN FINANCIAL AND PHYSICAL LIMITATIONS.**

Progress: Ergonomic assessments are completed for all new hires, typically within two weeks, and for ongoing staff at their request to assess and improve workspaces.

#### **OBJECTIVE C) CONDUCT A JOB CLASSIFICATION AND COMPENSATION STUDY TO ENSURE AHA'S COMPENSATION PACKAGE REMAINS COMPETITIVE IN THE MARKETPLACE.**

Progress: An update to the public sector compensation studies was completed and implemented in 2022, including all exempt and non-exempt positions with the exception of contract staff such as the Resident Manager and Executive Director positions. The public sector compensation studies were updated in July 2023 for Director and Exempt level positions.

### **GOAL4: ENSURE FINANCIAL PREPAREDNESS FOR FUTURE CHALLENGES.**

#### **OBJECTIVE A) ADOPT A DASHBOARD OF KEY PERFORMANCE METRICS TO TRACK PROGRAM ACCOMPLISHMENTS AND FINANCIAL PERFORMANCE.**

Progress: The AHA has created dashboards for housing programs, asset management and property management to review progress and make informed decisions. These key metrics are included in the monthly Board of Commissioners packet which is publicly available.

#### **OBJECTIVE B) SECURE FUNDING FOR AHA'S PIPELINE OF AFFORDABLE HOUSING DEVELOPMENTS AND COMPLETE THESE PROJECTS IN A COST-EFFECTIVE AND TIMELY MANNER.**

Progress: The AHA has received 10 Stability Vouchers that it applied for in 2022 and continues to receive funding for Emergency Housing Vouchers and Housing Assistance Payments. A local housing trust fund was created in 2021 to leverage funds. In June 2023, the Board authorized the Executive Director to fund the North Housing Master Plan costs of \$4,000,000 with short to midterm use of AHA reserves, agency operating funds, and HUD Moving-To-Work (MTW) fungibility. ICD has also received Reserve Policy permanent loan commitments totaling \$12,938,000 for the North Housing project. Predevelopment funds up to \$7,500,000 have been approved for the three phases of the North Housing Plan. The AHA has revised its organizational chart to include several positions to help support the implementation of MTW, new development projects, and increased operational needs.

#### **OBJECTIVE C) CONTINUE THE FAMILY SELF-SUFFICIENCY PROGRAM AS LONG AS HUD PROVIDES FUNDING.**

Progress: The AHA has received continued Family Self-Sufficiency (FSS) funding, which was increased by 35% in 2025 alone, and is contracted with a professional social services provider to offer enhanced online services for FSS participants. The FSS coordinator continues to provide services including, but not limited to, personal coaching of life skills, communication with tenants and landlords, and changes in annual recertification procedures, referrals to legal and mediation services, College of Alameda Career and Employment Center, and Alameda County Social Services, and one-on-one and virtual monthly check-ins.

#### **OBJECTIVE D) PROVIDE PARTICIPANTS WITH FINANCIAL LITERACY AND RECOMMEND HOMEBUYER EDUCATION CLASSES AS APPLICABLE.**

Progress: The AHA has continued to provide social services which are available to participants, applicants, and tenants. These include Legal Assistance, Housing Counseling, Fair Housing Consultation and Referral Services.

#### **OBJECTIVE E) CREATE AN ORGANIZATIONAL RESERVES POLICY.**

Progress: The Authority presented a formal Reserves Policy to the Board of Commissioners in October 2021, with an amendment to the Reserves Policy in May 2022. This included an emphasis in sufficient operating and housing assistance payment reserves with preparation for future housing development and deferred maintenance of the existing real estate portfolio, while leveraging other sources of funds to further the Authority's mission.

### **GOAL5: MAINTAIN AND IMPROVE DATA INTEGRITY AND COLLECTION.**

#### **OBJECTIVE A) REVIEW INFORMATION TECHNOLOGY SYSTEMS AND SECURITY ON THOSE SYSTEMS AGAINST CURRENT BEST PRACTICES.**

Progress: The AHA continues to review and update systems to ensure that it stays current with industry practices and up-to-date on system security. After rising concerns about ChatGPT, the AHA IT Governance Committee discussed the issue and in July 2023 the AHA prohibited the use of AI technologies, including accessing websites like ChatGPT or similar platforms, and preventing the entry of AHA data into AI systems. This policy will protect sensitive data and PII, maintain the integrity of proprietary and internal information, and ensure compliance with data protection regulations. Staff continues to update and expand standard operating procedures for AHA's IT-related operations including new SOPs for creating recurring work orders in Yardi and processing IT support tickets. In 2021 the physical servers and back-up systems were upgraded, with greatly improved security, storage, and access features. Additional hardware, including laptops and cell phones, was deployed to staff. In

2021, the Authority implemented a comprehensive cyber awareness program consisting of integrated software solutions to combat attacks and provide staff training to increase awareness of cyber-attacks. In 2023, the AHA has also expanded the use of Multi-Factor Authentication (MFA) for its systems. In 2024, the AHA launched SharePoint which is a secure way to share documents. AHA has expanded its use of online platforms in 2025 with the inclusion of Bonfire (used for procurement), MyCase (used for legal cases), Happy Co (used for site inspections), and Papercut (used as a printer management system).

**OBJECTIVE B) AUTOMATE PROCESSES TO IMPROVE EFFICIENCY AND ACCURACY.**

Progress: The AHA continues to expand and optimize its paperless and mobile integration, including online forms, automated communications, and online capability to complete regular recertifications, interim recertifications, and the intake process. The AHA also moved its vendors and landlords to use Electronic Funds Transfer (EFTs). The AHA implemented an online Board meeting solution including specialized software to manage the Board of Commissioners' agendas. The AHA also purchased equipment to allow for hybrid meetings. The AHA partnered with ECS Imaging to provide training of its Laserfiche repository for all staff. The AHA has also created online forms for its training requests, reimbursement requests, MTW landlord incentives and vacancy loss payments, and MTW hardship forms. The AHA has also worked with its online vendor to update its systems to more easily implement its triennial reexamination and HQS inspection MTW activities. The HR department has selected to use HMIS software and will begin implementing the software starting with onboarding which automates the onboarding process. Additionally, the HR department collects information from employees who are leaving the AHA and presents the exit data once every two years.

**GOAL6: IMPROVE THE QUALITY OF LIFE OF RESIDENTS WHILE MAINTAINING EFFICIENT AND EFFECTIVE OPERATIONS OF HOUSING AUTHORITY UNITS.**

**OBJECTIVE A) CONTINUE TO OFFER RESIDENT SUPPORTIVE SERVICE FOR ALL AUTHORITY-OWNED UNITS ON-SITE.**

Progress: The Authority launched the Ombudsman program in 2021, which is a solution-oriented community resource available to all Authority tenants, program participants, landlords, and other community organizations that represent Authority tenants or clients. This program reinforces our existing educational materials and continues to provide resident supportive services for all tenants and participants in the programs operated by the Housing Programs Department. The AHA's nonprofit arts partner, Drawbridge, and City of Alameda Recreation and Parks Department Mobile Recreation Program have weekly activities for children living at all AHA properties and the Alameda Food Bank continues to provide food at these activities. Alameda Food Bank provides food and LifeSTEPS manages food distribution to AHA properties twice a month at two different properties. LifeSTEPS continues to conduct in-person meetings with residents to provide aid and link families to financial and social service agencies. The Boys and Girls Club partnership continues to allow access to the program to minors in AHA's units and programs. In September 2022, the AHA's website received an Award of Distinction from the California Association of Public Information Officers for exceeding industry standards in quality and achievement. In the beginning of 2023, the AHA reinstated our in-person Rent Café Workshops to assist with the online recertification and interim portal. The AHA also provides letters explaining available supportive services for those facing eviction and has quarterly social services meetings for all participants. The AHA has also done outreach, including social media blasts, for the City of Alameda's Guaranteed Basic Income Pilot Program and worked with LifeSTEPS to help participants apply for the program.

**OBJECTIVE B) CONTINUE TO PROVIDE EDUCATIONAL MATERIALS ON FAIR HOUSING LAWS AND REASONABLE ACCOMMODATION UNDER AMERICANS WITH DISABILITIES ACT (ADA) TO NEW PARTICIPANTS, OWNERS AND PROGRAM PARTICIPANTS.**

Progress: Educational materials on Fair Housing laws and reasonable accommodation under the Americans with Disabilities Act is provided at briefings, terminations, and at various points of contact with applicants and participants. In 2021, we launched an online Reasonable Accommodations Request form and continued to provide fair housing information through newsletters.

**OBJECTIVE C) RE-EVALUATE LANGUAGE ACCESS PLAN (LAP) IN 2020 AND CONTINUE TO PROVIDE MATERIALS IN MULTIPLE LANGUAGES AS OUTLINED IN THE LAP.**

Progress: The Language Access Plan (LAP) update was completed, and outreach continues to be conducted in all languages listed in the updated LAP.

**GOAL7: EXPAND HOUSING CHOICE THROUGHOUT THE CITY OF ALAMEDA.**

**OBJECTIVE A) IDENTIFY OPPORTUNITIES FOR PRESERVATION AND/OR ACQUISITION OF AFFORDABLE UNITS.**

Progress: The board and staff continue to review options for expanding the Authority's portfolio of affordable housing units. In April 2023, the Pulte Homes townhomes were fully purchased. In addition, the AHA stepped in to avoid foreclosure on a moderate-income inclusionary unit, taking ownership so that this home would retain the affordability restrictions. The Housing Development Department continues to work on Estuary I, Estuary II, and Linnet Corner (also referred to as the North Housing Project). Estuary I will open in 2025 and will provide 45 units of permanent supportive housing for formerly homeless individuals (including an AHAP of 40 PBVs). Linnet Corner will also open in 2025 and will provide 64 affordable units of which 16 units will be for homeless veterans (including an AHAP of 40 PBVs). AHA is still securing funding for Estuary II which will provide 46 units of permanent supportive housing for formerly homeless individuals (selected for an award of 40 PBVs). Rosefield achieved 100% lease up of its tax credit units (89 units, including 23 project-based voucher units) as of October 31, 2022. Permanent Loan Conversion for Rosefield Village occurred in September 2023.

**OBJECTIVE B) FORM PARTNERSHIPS TO MAXIMIZE NEW AFFORDABLE UNITS.**

Progress: In March 2023, there was a ceremonial signing event at Rica Vista Apartments which preserves the affordability of up to 132 units at the Rica Vista Apartments for the next 55 years which was a collaborative effort between the AHA, the City of Alameda, and Lincoln Avenue Capital.

**OBJECTIVE C) CONTINUE TO OFFER LANDLORD INCENTIVES AS APPROVED BY THE BOARD OF COMMISSIONERS.**

Progress: Starting in July 2023, the AHA offers 4 landlord incentives under its MTW program for: new units in the HCV program, returning units to the HCV program, units that pass the initial HQS the first-time, and accessible units. Since then the AHA has distributed about \$310,000 worth of financial incentives to AHA's Housing Choice Voucher landlords as part of the landlord cohort under Moving-to-Work (MTW).

OBJECTIVE D) PROVIDE HOUSING TO PERSONS EXPERIENCING HOMELESSNESS THROUGH THE MODERATE REHABILITATION, PROJECT-BASED VOUCHER (PBV), SHELTER PLUS CARE AND VETERANS AFFAIRS SUPPORTIVE HOUSING (VASH) PROGRAMS AS APPROPRIATE WITH CONTRACTS.

Progress: On June 5, 2023, the AHA was notified it was receiving an allocation of ten (10) Stability Vouchers (SV) effective July 1, 2023. The AHA reached an agreement with the Housing Authority of the County of Alameda (HACA) to reallocate 20 Veteran Affairs Supportive Housing (VASH) vouchers to the AHA and a similar agreement with the Housing Authority of the City of Oakland (OHA) to reallocate 16 Veteran Affairs Supportive Housing (VASH) vouchers to the AHA. All of these vouchers have been issued and most are currently leased. In 2021, the Authority was awarded fifty-seven (57) Emergency Housing Vouchers (EHV) from HUD. The AHA has also signed its contract renewals for the Moderate Rehabilitation and Shelter Plus Care programs. In 2022 the Authority signed two Housing Assistance Payments (HAP) contracts for 40 units (23 at Rosefield Village and 17 at Eden Housing's Family site, The Starling).

OBJECTIVE E) EVALUATE AND APPLY FOR NEW FUNDING SOURCES FROM HUD WHERE CAPACITY AND NEED EXIST, INCLUDING VASH AND MTW AS ELIGIBLE.

Progress: The Housing Authority of the City of Alameda (AHA) has implemented a Restore Rebuild [formally Faircloth to RAD (Rental Assistance Demonstration)] conversion to utilize its 120-unit Faircloth limit at Independence Plaza to provide up to 120 PBV units. Additionally, the AHA is collaborating with the HUD Field Office and the Regional Housing Authority to assume 176 units of Faircloth Authority.

OBJECTIVE F) ISSUE REQUESTS FOR PROPOSALS FOR PROJECT-BASED VOUCHERS, AS FUNDING AND CAPACITY ALLOW, TO LEVERAGE THE VOUCHERS TO OBTAIN MORE FUNDING FROM OTHER SOURCES.

Progress: The Authority also completed two Request for Proposals resulting in the selection of an additional 160 units under the Project-Based Voucher program. During 2021, Housing Assistance Payments Contracts were signed on 50 new Project-Based Voucher (PBV) units including 25 under the Veteran Affairs Supportive Housing (VASH) program.

<p><b>Certification by State or Local Official of PHA Plans Consistency with the Consolidated Plan or State Consolidated Plan (All PHAs)</b></p>	<p><b>U.S. Department of Housing and Urban Development</b> Office of Public and Indian Housing OMB No. 2577-0226 <b>Expires 09/30/2027</b></p>
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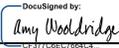
**Certification by State or Local Official of PHA Plans Consistency with the Consolidated Plan or State Consolidated Plan**

I, Amy Wooldridge, the Acting City Manager certify that the 5-Year PHA Plan for fiscal years 2025-2029 and/or Annual PHA Plan for fiscal year 2025 of the CA062 - CITY OF ALAMEDA HOUSING AUTHORITY is consistent with the Consolidated Plan or State Consolidated Plan including the Analysis of Impediments (AI) to Fair Housing Choice or Assessment of Fair Housing (AFH) as applicable to the City of Alameda pursuant to 24 CFR Part 91 and 24 CFR § 903.15.

Provide a description of how the PHA Plan's contents are consistent with the Consolidated Plan or State Consolidated Plan.

It meets the City's primary objectives to increase affordable housing and address services for people living in poverty. The Housing Authority's annual goals incorporate the goals of the City to provide more affordable housing in the City of Alameda.

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

Name of Authorized Official: <b>Amy Wooldridge</b>	Title: <b>Acting City Manager</b>
Signature: 	Date: <u>1/9/2025</u>

The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality. This information is collected to ensure consistency with the consolidated plan or state consolidated plan.

Public reporting burden for this information collection is estimated to average 0.16 hours per year per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Form identification:** *CA062-CITY OF ALAMEDA HOUSING AUTHORITY form HUD-50077-SL (Form ID - 2583) printed by Sepideh Kiumarsi in HUD Secure Systems/Public Housing Portal at 01/08/2025 12:34PM EST*