

2023

# MTW Flexibility II Cohort #5

MOVING TO WOTK  
SELMA HOUSING AUTHORITY



**SELMA**  
HOUSING AUTHORITY

## **Table of Contents**

Introduction.....2

### **Part I - MTW Plan and Administrative Efficiencies Information**

a. MTW Plan.....3

    (1) Vision for PHA’s Local MTW Program .....3

    (2) Plan for Future Community/Resident Engagement.....6

    (3) PHA Operating and Inventory Information.....6

    (4) Plan for Local MTW Program.....10

    (5) Proposed Use of MTW Funds .....11

    (6) Evidence of Significant Partnerships.....12

b. Administrative Efficiencies Information .....13

    (1) Assessment of Past and Existing Efforts to Achieve Administrative Efficiencies.....13

    (2) Assessment of Needed Administrative Efficiencies .....14

MTW Waivers and Associated Activities to Achieve Administrative Efficiencies .....14

### **PART II - Appendices**

Appendix 1: Moving to Work Certifications of Compliance .....15

Appendix 2: Public Process Documentation.....15

Appendix 3: Required Standard Forms.....15

Appendix 4: Other Supporting Documentation .....15

## **Introduction**

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

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

Under the fifth cohort of the MTW Expansion, PHAs will test the overall effects of MTW flexibility on a PHA and the residents it serves, with a particular focus on administrative efficiencies (MTW Flexibility II Cohort). Understanding that administrative effectiveness is defined as the positive response to administrative efforts and actions with the intention to accomplish stated goals. These include administrative performance in decision-making, delegation of duties, and setting of examples. As well as the capacity of an organization, institution, or business to produce desired results with a minimum expenditure of energy, time, money, personnel, material, etc.

## **Part I - MTW Plan and Administrative Efficiencies Information**

### ***a) MTW Plan***

#### **(1) Vision for PHA's Local MTW Program**

PHA's overall vision- The Selma Housing Authority's (SHA) overall vision for the MTW Flexibility II Cohort program is to preserve and develop affordable housing and provide greater opportunities for individuals and families through housing mobility options and self-sufficiency tools.

The Housing Authority is framing our MTW strategies to align with the goals stated in our Agency Plan: 1) Increase the availability of decent safe, and affordable housing; 2) improve community quality of life and economic vitality; 3) promote self-sufficiency and asset development of families and individuals; and 4) ensure equal opportunity in housing for all Americans. The flexibility offered by the MTW program enables the housing authority to implement and test strategies that move the agency closer to these goals.

Why does the PHA want to participate in the MTW Demonstration Program- The SHA is eager to participate in the MTW Demonstration. The housing authority is dedicated to providing hope, compassion, and opportunity. Under the MTW Demonstration, the SHA will have the resources needed to achieve the goal of the housing authority. The additional resources available to the housing authority will increasingly provide residents with an enhanced chance of becoming self-sufficient and aid in administrative efficiencies by allowing the housing authority to explore new options and opportunities.

Throughout our participation as an MTW agency, the housing authority will explore strategies for cost reduction and effectiveness. We will shift focus from current standards and guidelines to improving the effectiveness of duties. With the innovation and flexibility offered by MTW participation, we will encourage our staff and community partners to think outside the box and find ways to improve and streamline processes.

Experience and skills of the PHA personnel- The SHA has the capacity and talent to effectively administer the MTW program. These programs provide the experience and skills needed to establish the MTW Demonstration. In the administration of the HCV program, The SHA has received finding-free Single Audits since FY-2018. We will bring this same level of professionalism to the MTW program. Here are the lead departments for MTW. The housing authority currently operates the ROSS and FSS grants and an afterschool program as well.

The Executive Director, Kennard Randolph, has 5 years of Executive Director experience and will oversee the efforts of the MTW cohort.

HCV Team: Lena Fancher Vice President of HCV Program, 20 years of HCV experience, leads a team of 3 that will implement the MTW Flexibility II Cohort.

Finance Team: Alice McDonald, with 15 years of experience, will lead finance.

Compliance Team: Julius Howard Chief Operations Officer, 20 years of experience; responsible for drafting policy, procedures, training, internal reviews, and compliance.

Resident Services Team: Beverly Blackmon, 2 years of experience, Resident Services Director – Plans, develops, and coordinates programs for Housing Authority residents, dealing with support services, resident services, and assistance programs to improve Housing Authority’s resident’s

quality of life. Negotiates and develops partnerships with community service providers and local businesses.

Statement of fair housing and other civil rights goals, strategies, and specific actions- The SHA Fair Housing Goal is to protect potential residents from discrimination when they are renting, seeking housing assistance, or engaging in other housing-related activities. The housing authority is committed to centering equity and inclusion in the work we do, including policies or processes that are considered or changed within the scope of MTW. We will examine practices with a lens toward equity, and engage our households and community partners, with specific outreach to communities of color and tribal communities that have often been excluded from the decision-making process. The housing authority understands that it is against the law to do any of the following based on race, color, national origin, sex, handicap, familial status, or religion: Refuse to rent or sell housing. Falsely deny that housing is available for inspection, rental, or sale. Refuse to make a mortgage loan.

The SHA certifies it will carry out the MTW program in conformity with Title VI of the Civil Rights Act of 1964, the Fair Housing Act, section 504 of the Rehabilitation Act of 1973, and Title I of the Americans with Disabilities Act of 1990, and will affirmatively further fair housing by examining our programs or proposed programs, identifying any impediments to fair housing choice within those programs and reasonably addressing them. The SHA will consider available resources and work with local jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement and will maintain records reflecting these analyses and actions.

## **(2) Plan for Future Community/Resident Engagement**

PHA plans for continued engagement- The SHA will continue to actively engage and listen to our residents and community to further our understanding of their needs, challenges, and benefits. The SHA will solicit input through communication platforms including but not limited to in-person or virtual meetings, surveys, website postings, newsletters, email campaigns, etc. The SHA will continue to utilize its highly successful strategies to ensure an inclusive and transparent planning and implementation process. In addition, The SHA will leverage and grow its existing network of trusted partners in the fields of education, workforce, family services, health, sports, and business to support the success of our proposed MTW program. Additionally, The SHA will assemble an MTW Advisory Committee made up of key private and public sector partners and clients. The committee will meet monthly to review the proposed MTW policy, make recommendations, and provide direct services to augment the MTW Plan.

## **(3) PHA Operating and Inventory Information**

PHA's current households that it serves- Serving families in the City of Selma, through its affordable housing programs and strategic partnership initiatives, the SHA is instilling hope, creating opportunities, and realizing success. The SHA currently operates 581 Public Housing units and 1097 Housing Choice Voucher units over several developments. All the residents of the housing authority are low-income residents. There are a total of 2,938 residents. There are 721 families with 1,719 family members in the HCV Program and 530 families with 1,219 family members in public housing. HCV has 451 female heads of households and 79 male heads of households. Public Housing has 683 female heads of households and 38 male heads of households.

The Authority plans to use the funds to create more self-sufficiency opportunities for families by enhancing access to the college application process, childcare initiatives to help families search for and secure employment, and obtaining transportation services as no buses are running in the city. The SHA plans to repurpose the Community Centers at each site to be more in line with the Selma City School system curriculum. SHA is also proposing to turn the Community Center at the Rangedale property into a technology/ Innovation center. SHA will equip the center with the latest technology. This will allow students to search and complete college applications, residents on both programs PH and HCV will have the ability to job search, obtain verifications that require computer assistance, and search for available resources in the area. The center will be staffed by a service coordinator hired by the SHA. The duties will be outlined in the job description. The center coordinator will be responsible for assisting residents with all needs associated with technology and research.

The housing authority anticipates no major changes to the demographics of its residents. The three largest ethnic groups in Selma, AL are Black or African American (Non-Hispanic) 84%, White (Non-Hispanic) 13.7%, and Asian (Non-Hispanic) 1.35%. This fairly matches the demographics of the housing authority's residents. The SHA's HCV program is growing, but there are some challenges with the recent Tornado that hit Dallas County and the City of Selma on January 12, 2023. Several Homes were damaged and destroyed causing participants in the HCV program to become displaced. The tornado also affected the PH program in that 42 residents from the Rangedale Annex were relocated because there was significant damage to the roofs, and buildings on site. Not only were Public Housing and HCV residents affected, but the community was also affected. Some Dallas County and Selma City residents are still in hotels due to the housing shortage. The tornado added to what was already a housing crisis in Selma.



The SHA effectively maintains its inventory of public housing units. Properties that are approaching the end of their useful lifespan are scheduled for re-development. The SHA maintains an extensive waiting list and sustains a 96% occupancy rate in its public housing portfolio. The SHA's HCV program has experienced extensive challenges as a result of economic conditions that created a short supply and increased demand for rental housing, driving rents to record highs. Landlords who previously enjoyed the assurances of receiving HCV rent payments are now more likely to decline HCV renters seeking to avoid government regulation and inefficiency, given the absence of a source of income protection law in Alabama. The Authority plans to use the funds to create more self-sufficiency opportunities for families by enhancing access to the college application process, childcare initiatives to help families search for and secure employment, and obtaining transportation services as no buses are running in the city. The SHA plans to repurpose the Community Centers at each site to be more in line with the Selma City School system curriculum. SHA is also proposing to turn the Community Center at the Rangedale property into a technology/ Innovation center. SHA will equip the center with the latest technology. This will allow students to search and complete college applications, residents on both programs PH and HCV will have the ability to job search, obtain verifications that require computer assistance, and search for available resources in the area. The center will be staffed by a service coordinator hired by the SHA. The duties will be outlined in the job description. The center coordinator will be responsible for assisting residents with all needs associated with technology and research.

PHA's innovation and creativity within its current program- The Selma Housing Authority obtained a Resident Opportunity for Self-Sufficiency (R.O.S.S) in 2021. SHA recruits residents from the HCV program and the Low Rent PH program at initial move-in and at Annual Recertification. This program allows the R.O.S.S Coordinator to interact and assess residents to

determine what the need is in the communities they reside in. An assessment is also completed to determine how the program can help each individual enrolled reach their goal of self-sufficiency. Once the assessment is complete and the resident has joined the program, a process is designed to place them with the right partners from SHA's partner list to help obtain whatever goal(s) the participant stated they wanted to achieve.

The SHA has also partnered with the City of Selma and Neighborhood Assistance Corporation of America (NACA) to assist HCV participants who qualify for the Housing Choice Voucher Home Ownership program. This SHA along with the City of Selma Mayors Office is partnering with NACA to identify those participants who qualify for the SHA Homeownership Program to participate in a series of workshops teaching a range of topics such as the homebuyers process, financial literacy, down payment assistance, maintenance and upkeep, and a host of other homebuyer education courses.

SHA partnered with the City of Selma, to apply and received the Choice Neighborhoods Planning Grant through the Department of Housing and Urban Development. The program aims to improve accessible and affordable housing and address the "Housing, People, and Neighborhood" goals. This grant will allow the SHA and the City of Selma to develop a comprehensive plan to revitalize severely distressed public housing and HUD-assisted housing and the surrounding neighborhood. The grant allows the Authority to concentrate its efforts in three areas.

1. **Housing:** Replacing severely distressed public and HUD-assisted housing with high-quality mixed-income housing that is well-managed and responsive to the needs of the surrounding neighborhood.

2. **People:** Improve the lives of residents living in the target housing related to their income and employment, health, and education outcomes: and
3. **Neighborhood:** Create strong, safe, sustainable, and inclusive neighborhoods by investing in physical improvements that attract private investment, spur economic development, and improve amenities and services for residents.

The SHA is in the process of purchasing a Jim Minor Homes apartment from the Dallas County Commission. This 68-unit property is comprised of 52- 2BR / 1 ½ bath and 16- 3BR/ 2 bath units. The SHA will renovate the property starting with vacant units. Once the vacant units are renovated, existing tenants will be moved around as more renovated units become available. This will eliminate the need for relocation as all tenants will be moving into a renovated unit permanently.

#### **(4) Plan for Local MTW Program**

Initiatives- The SHA's MTW program would foster self-sufficiency by supporting Housing Choice and incentivizing employment to improve quality of life. The SHA intends to meet community needs through (1) operational shifts and (2) program enhancements.

Operational Shifts: The SHA will leverage MTW to further workforce optimization and foster human capital growth. The SHA will dedicate workforce resources to high-impact roles. Caseworkers are now primarily tasked with hundreds of administrative/compliance transactions such as recertifications, interim changes, eligibility assessments, and rent calculations. The SHA will leverage the Administrative Efficiencies of MTW to shift our team's primary focus to self-sufficiency. The SHA will reposition our client-facing team as partners to help families overcome obstacles to upward mobility. This shift will nurture human capital growth (empathy, problem-

solving, communication skills) conducive to mobility and housing choice. We will track metrics tied to the success of families in the MTW program.

Program Enhancements: Anticipating job and housing barriers in high-opportunity areas, The SHA will deploy resources to assist families with work, financial literacy, and housing search/landlord brokering. The SHA's CRM system enables us to streamline outreach and needs assessments, provide resources, and connect families with services. The automated CRM workflow will be conditioned on individuals' preferences, needs, barriers, and sociodemographics to meet client expectations and to foster service utilization and engagement. This approach will address direct needs and other determinants of unemployment, and barriers to educational opportunities. This tracking tool allows us to evaluate client progress and plan effectiveness in real-time. We will continue to broker employment and training partnerships to build pathways for families to increase earnings and achieve self-sufficiency. The SHA will increase financial literacy counseling to guide families as they increase their earnings and move toward economic independence. The SHA will deploy resources for landlord recruitment and mobility counseling to increase Housing Choice.

#### **(5) Proposed Use of MTW Funds**

PHA's proposed uses of MTW Funds- MTW agencies have MTW funding flexibilities, which allow MTW agencies to apply fungibility among public housing Operating Funds, public housing Capital Funds, and voucher funds. For example, an MTW agency could use Public Housing Capital Funds to issue additional vouchers or use voucher funds to develop more public housing to better fit the needs of its community.

MTW agencies also have the authority to use their funds to implement innovative policies that go beyond these two traditional forms of housing assistance to serve more low-income families. For

instance, an MTW agency can use its funds flexibly to replace distressed public housing with mixed-income communities, increase the percentage of project-based vouchers to bring more affordable housing to compact markets, serve more people experiencing chronic homelessness, and reach special needs populations by establishing a program that provides supportive services to these populations living in PH or Voucher assisted housing.

The SHA will strategically invest MTW funds to create pathways to self-sufficiency, reduce administrative costs, streamline processes, and increase Housing Choice. The SHA requests flexibility in the use of funds on the condition that the usage meets an identified need and does not jeopardize our financial integrity. We will establish stringent governance procedures to ensure program integrity and that internal controls are not compromised.

**(6) Evidence of Significant Partnerships**

The SHA has formal partnerships with partners in education, workforce, family services, health, sports, and business after identifying needs through regular resident/ client surveys. Partners contribute time, expertise, passion, and resources as they understand our families’ well-being lifts the quality of life for the entire community.

<b>Partner</b>	<b>Resource Provided</b>
<b>Alabama Career Center- Selma Office</b>	Job Placement
<b>Dallas County Extension Office</b>	Nutrition
<b>Vaughn Regional Medical Center</b>	Healthcare
<b>Dalla County Family Resource Center</b>	Employment Preparation
<b>Aletheia House</b>	Substance and Mental Health Assistance
<b>Wallace Community College- Selma</b>	Job Training
<b>Selma Dallas County Public Library</b>	Internet Access-Digital Literacy
<b>Legal Service s Alabama</b>	Legal Services
<b>City of Selma</b>	Choice Neighborhood Initiative
<b>NACA</b>	Home Ownership Program

***b) Administrative Efficiencies Information***

**(1) Assessment of Past and Existing Efforts to Achieve Administrative Efficiencies**

Past and existing efforts- The SHA has made tremendous strides in achieving administrative efficiencies. The housing authority has identified options for increasing efficiencies and recommendations. The housing authority used the pandemic waivers to increase its payment standards from 110% to 120% of the Fair Market Rent for Dallas County and Wilcox County. This was done because HCV participants could not find affordable housing with the amounts approved on their vouchers. When payment standards were increased the SHA noticed a slight increase in lease ups for the HCV program. The SHA partnered with the City of Selma and applied for the Choice Neighborhood Planning Grant. The program aims to improve accessible and affordable housing and address the “Housing, People, and Neighborhood” goals. This grant will allow the SHA and the City of Selma to develop a comprehensive plan to revitalize severely distressed public housing and HUD-assisted housing and the surrounding neighborhood. The agency was successful in obtaining the grant. The Housing Authority has partnered with The City of Selma and The Neighborhood Assistance Corporation of America to qualify participants in the SHA Homeownership Program for the homebuying process. Applicants participate in a series of workshops teaching a range of topics such as the homebuyer’s process, financial literacy, down payment assistance, maintenance and upkeep, and a host of other homebuyer education courses. Although our achievements are significant, there have been an immense amount of limitations and barriers such as Dallas County was devastated by an EF2 tornado on January 12, 2023. The tornado ripped across Dallas County and the City of Selma destroying homes, businesses, and one of SHA Public Housing properties. The tornado displaced 13 families on the HCV program and 42 Public

Housing residents. Most of the displaced families were either placed in hotels or stayed with family members until adequate housing was found. The SHA issued vouchers to those HCV participants but finding a suitable property was a lengthy process due to the devastation from the tornado. The Rangedale Community which consists of 42 apartments suffered damages to all 18 buildings. There were damages to the roofs, windows, doors, AC units, and a building where the roof and some walls were completely destroyed. The development was 98% occupied and all residents were placed in vacant units at various sites throughout the SHA. This disaster was a major barrier as it further limited the housing stock in Dallas County and the City of Selma. The SHA plans to explore all options to achieve enhanced administrative efficiencies that will help promote the self-sufficiency of our residents.

## **(2) Assessment of Needed Administrative Efficiencies**

### ***MTW Waivers and Associated Activities to Achieve Administrative Efficiencies***

- Tenant Rent Policies - 1(i) and 1(j): Alternative Utility Allowance (PH); Alternative Utility Allowance (HCV)
- Tenant Rent Policies - 1(r) and 1(s): Elimination of Deduction(s) (PH); Elimination of Deduction(s) (HCV)
- Tenant Rent Policies - 1(t) and 1(u): Standard Deductions (PH); Standard Deductions (HCV)
- Reexaminations - 3(a) and 3(b): Alternative Reexamination Schedule for Households (PH); Alternative Reexamination Schedule for Households (HCV).
- Reexaminations - 3(c) and 3(d): Self-Certification of Assets (PH); Self-Certification of Assets (HCV)

- Housing Quality Standards (HQS) - 5(d): Alternative Inspection Schedules (HCV)
- 

## **PART II - Appendices**

### ***a) Appendix 1: Moving to Work Certifications of Compliance***

Please see attached.

### ***b) Appendix 2: Public Process Documentation***

Please see attached

Online public viewing available at <https://selmahousing.com/move-to-work-mtw-program/>

### ***c) Appendix 3: Required Standard Forms***

Please see attached.

### ***d) Appendix 4: Other Supporting Documentation***

Please see attached.



**ATTACHMENT I**  
**Moving to Work Certifications of Compliance**

**CERTIFICATIONS OF COMPLIANCE**

**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT**  
**OFFICE OF PUBLIC AND INDIAN HOUSING**

**Certifications of Compliance with HUD and Federal Requirements and Regulations:  
Board Resolution to Accompany Application to the Moving to Work Demonstration Program**

Acting on behalf of the Board of Commissioners of the applicant public housing agency (PHA) listed below, as its Chairperson or other authorized PHA official if there is no Board of Commissioners, I approve the submission of the application to the Moving to Work (MTW) Demonstration Program for the PHA and make the following certifications and agreements with the Department of Housing and Urban Development (HUD) in connection with the submission of the application and implementation thereof:

- (1) The PHA will adhere to the MTW Operations Notice or successor notice and all requirements therein.
- (2) The PHA will adhere to HUD guidance in the MTW Operations Notice or successor notice in continuing to ensure at least 75% of families assisted are very low-income as defined in Section 3(b)(2) of the 1937 Act throughout the PHA's participation in the MTW Demonstration Program.
- (3) The PHA will adhere to HUD guidance in the MTW Operations Notice or successor notice in establishing a reasonable rent policy that is designed to encourage employment and self-sufficiency.
- (4) The PHA will adhere to HUD guidance in the MTW Operations Notice or successor notice in continuing to assist substantially the same total number of eligible low-income families as would have been served absent MTW throughout the PHA's participation in the MTW Demonstration Program.
- (5) The PHA will adhere to HUD guidance in the MTW Operations Notice or successor notice in continuing to maintain a comparable mix of families (by family size) as would have been provided had the funds not been used under the MTW Demonstration Program throughout the PHA's participation in the MTW Demonstration Program.
- (6) The PHA will adhere to HUD guidance in the MTW Operations Notice or successor notice in continuing to ensure housing assisted under the MTW Demonstration Program meets housing quality standards established or approved by the Secretary throughout the PHA's participation in the MTW Demonstration Program.
- (7) The PHA published a notice that a hearing would be held, that the application and all information relevant to the public hearing was available for public inspection for at least 30 days, that there were no less than 15 days between the public hearing and the approval of the application by the Board of Commissioners, and that the PHA conducted a public hearing to discuss the application and invited public comment.
- (8) The PHA took into consideration public and resident comments (including those of its Resident Advisory Board or Boards) before approval of the application by the Board of Commissioners or Board of Directors in order to incorporate any public comments into the application.

- (9) The PHA certifies that the Board of Commissioners has reviewed and approved the budget for the Capital Fund Program grants contained in the Capital Fund Program Annual Statement/Performance and Evaluation Report, form HUD-50075.1 (or successor form as required by HUD).
- (10) The PHA certifies that it will carry out its application in conformity with: Title VI of the Civil Rights Act of 1964 (42 USC 2000d-2000d-4); the Fair Housing Act (42 USC 3601-19); Section 504 of the Rehabilitation Act of 1973 (29 USC 794); Title II of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq.); all regulations implementing these authorities; other applicable Federal, State, and local civil rights laws; and that it will affirmatively further fair housing by fulfilling the requirements set out in HUD regulations found at Title 24 of the Code of Federal Regulations, including regulations in place at the time of this certification, and any subsequently promulgated regulations governing the obligation to affirmatively further fair housing. The MTW PHA is always responsible for understanding and implementing the requirements of HUD regulations and policies and has a continuing obligation to affirmatively further fair housing in compliance with the 1968 Fair Housing Act, the Housing and Community Development Act of 1974, The Cranston-Gonzalez National Affordable Housing Act, and the Quality Housing and Work Responsibility Act of 1998. (42 U.S.C. 3608, 5304(b)(2), 5306(d)(7)(B), 12705(b)(15), and 1437C-1(d)(16)).
- (11) The PHA will carry out its plan in conformity with HUD's Equal Access Rule at 24 CFR 5.105(a)(2) and will not make a determination of eligibility for housing based on sexual orientation, gender identity, or marital status.
- (12) The application is consistent with the applicable Comprehensive Plan (or any plan incorporating such provisions of the Comprehensive Plan) for the jurisdiction in which the PHA is located.
- (13) The application certifies that according to the appropriate State or local officials that the application is consistent with the applicable Consolidated Plan.
- (14) The PHA complies with the prohibitions against discrimination on the basis of age pursuant to the Age Discrimination Act of 1975 and HUD's implementing regulations at 24 C.F.R. Part 146.
- (15) The PHA complies with the Violence Against Women Act and its implementing regulations at 24 C.F.R. Part 5, Subpart I and Parts 960 and 966.
- (16) The PHA complies with the Architectural Barriers Act of 1968 and its implementing regulations at 24 CFR Part 40, Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped.
- (17) The PHA complies with the requirements of Section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low-or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 75.
- (18) The PHA complies with requirements with regard to a drug free workplace required by 24 CFR Part 24, Subpart F.
- (19) The PHA complies with requirements with regard to compliance with restrictions on lobbying required by 24 CFR Part 87, together with disclosure forms if required by this Part, and with restrictions on payments to influence Federal Transactions, in accordance with the Byrd Amendment and implementing regulations at 49 CFR Part 24.
- (20) The PHA complies with acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implementing regulations at 49 CFR Part 24 as applicable.

- (21) The PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).
- (22) The PHA will provide HUD or the responsible entity any documentation needed to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58. Regardless of who acts as the responsible entity, the PHA will maintain documentation that verifies compliance with environmental requirements pursuant to 24 Part 58 and 24 CFR Part 50 and will make this documentation available to HUD upon its request.
- (23) With respect to public housing the PHA will comply with Davis-Bacon or HUD determined wage rate requirements under Section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.
- (24) The PHA will keep records in accordance with 2 CFR 200.333-200.337 and facilitate an effective audit to determine compliance with program requirements.
- (25) The PHA will comply with the Lead-Based Paint Poisoning Prevention Act and 24 CFR Part 35.
- (26) The PHA will comply with the requirements of the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Rewards at 2 CFR Part 200.
- (27) The application and all attachments are available at the primary business office of the PHA and at all other times and locations identified by the PHA in its Plan and will continue to be made available at least at the primary business office of the PHA.

Selma Housing Authority

AL008

**PHA NAME**

**PHA NUMBER/HA CODE**

*I/We, the undersigned, certify under penalty of perjury that the information provided above is true and correct. WARNING: Anyone who knowingly submits a false claim or makes a false statement is subject to criminal and/or civil penalties, including confinement for up to 5 years, fines, and civil and administrative penalties. (18 U.S.C. §§ 287, 1001, 1010, 1012, 1014; 31 U.S.S. §3729, 3802).*

Kennard Randolph

Executive Director

**NAME OF AUTHORIZED OFFICIAL\***

**TITLE**



12-05-2023

**SIGNATURE**

**DATE**

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



November 15, 2023

RE: MTW Flexibility II Cohort of the MTW Expansion (Administrative Efficiencies)

Dear Mr. Richard J. Monocchio,

The Selma Housing Authority's overall vision for the MTW Flexibility II Cohort program is to preserve and develop affordable housing and provide greater opportunities for individuals and families through housing mobility options and self-sufficiency tools.

As specified in the announcement:

1. The Selma Housing Authority desires to obtain the Moving to Work (MTW) designation under the MTW Flexibility II Cohort of the MTW Expansion.
2. As part of the regulations, the Selma Housing Authority will comply with the MTW objectives, the MTW statutory requirements, and the MTW Operations Notice.
3. The Selma Housing Authority met the public process requirements outlined in the announcement.

The signatures below serve to attest to the statements mentioned above.

Kennard Randolph  
President/CEO  
11/15/2023

Sean Vandiver, Sr.  
Board Chairman  
11/15/2023

+334.874.6271  
+334.874.5567

[selmahousing.com](http://selmahousing.com)

444 Washington St.  
P.O. Box 950  
Selma, Alabama 36702



# MTW PUBLIC HEARING MEETING

PROJECT: Moving to Work Application Review

MEETING DATE: 11/10/2023

FACILITATOR: Kennard Randolph

LOCATION: Selma Housing Authority

NAME	TITLE	SIGNATURE
Beverly Blockmon	BOSS	Beverly Blockmon
Lera Fancher	VP HCVP	Lera Fancher
Carrie Bearden	Executive Director Cahaba Center	Carrie Bearden
Bonnie Hobbs	Day Tt - Cahaba Coordinator	Bonnie Hobbs
Shonta Pharey	Dttr	Shonta Pharey
Tracey Howard	Recro Transformation Specialist/Selma Center	<del>Tracey Howard</del> Tracey Howard
Alice McDonald	Accounting Coordinator	Alice McDonald
Mal Harrison	Exec. Admin. Assistant	Mal Harrison
Lafeal Bennett	Investigator Officer	Lafeal Bennett ofc.
Camryn Allday	Asst. HCVP Director	Camryn Allday
Julius Howard	COO	Julius Howard
Uleter Nix	Intake Coordinator	Uleter Nix
Dekita Chambers	property manager	Dekita Chambers
Lulisha Kotton	Prop. Mgrs	Lulisha Kotton
Pricilla Williams	Property Mang.	Pricilla Williams
Mary Barnett	Housing Choice Voucher	Mary Barnett
Hannan Ellis	Housingchoice Voucher	Hannan Ellis

10 Participants Via Zoom

# Certification of Consistency with the Consolidated Plan

U.S. Department of Housing  
and Urban Development

I certify that the proposed activities/projects in the application are consistent with the jurisdiction's current, approved Consolidated Plan.  
(Type or clearly print the following information:)

Applicant Name: Selma Housing Authority

Project Name: Moving to Work Cohort #5

Location of the Project: Selma Housing Authority

444 Washington Street

Selma, AL 36702

Name of the Federal  
Program to which the  
applicant is applying: Moving to Work Cohort #5

Name of  
Certifying Jurisdiction: Selma, AL

Certifying Official  
of the Jurisdiction  
Name: Kennard Randolph

Title: Executive Director

Signature: 

Date: 12-05-2023

# Certification of Payments to Influence Federal Transactions

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

Public reporting burden for this information collection is estimated to average 30 minutes. This includes the time for collecting, reviewing, and reporting data. The information requested is required to obtain a benefit. This form is used to ensure federal funds are not used to influence members of Congress. There are no assurances of confidentiality. HUD may not conduct or sponsor, and an applicant is not required to respond to a collection of information unless it displays a currently valid OMB control number.

Applicant Name

Selma Housing Authority

Program/Activity Receiving Federal Grant Funding

Moving to Work Cohort #5

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying, in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all sub recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

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

Kennard Randolph

Title

Executive Director

Signature



Date (mm/dd/yyyy)

12-05-2023

# DISCLOSURE OF LOBBYING ACTIVITIES

Complete this form to disclose lobbying activities pursuant to 31 U.S.C.1352

Approved by OMB  
4040-0013

<b>1. * Type of Federal Action:</b> <input type="checkbox"/> a. contract <input checked="" type="checkbox"/> b. grant <input type="checkbox"/> c. cooperative agreement <input type="checkbox"/> d. loan <input type="checkbox"/> e. loan guarantee <input type="checkbox"/> f. loan insurance	<b>2. * Status of Federal Action:</b> <input type="checkbox"/> a. bid/offer/application <input checked="" type="checkbox"/> b. initial award <input type="checkbox"/> c. post-award	<b>3. * Report Type:</b> <input checked="" type="checkbox"/> a. initial filing <input type="checkbox"/> b. material change
<b>4. Name and Address of Reporting Entity:</b> <input checked="" type="checkbox"/> Prime <input type="checkbox"/> SubAwardee * Name: <input type="text" value="Selma Housing Authority"/> * Street 1: <input type="text" value="444 Washington Street"/> Street 2: <input type="text"/> * City: <input type="text" value="Selma"/> State: <input type="text" value="AL: Alabama"/> Zip: <input type="text" value="36702"/> Congressional District, if known: <input type="text"/>		
<b>5. If Reporting Entity in No.4 is Subawardee, Enter Name and Address of Prime:</b> <div style="border: 1px solid black; height: 100px;"></div>		
<b>6. * Federal Department/Agency:</b> <input type="text" value="HUD"/>	<b>7. * Federal Program Name/Description:</b> <input type="text"/> CFDA Number, if applicable: <input type="text"/>	
<b>8. Federal Action Number, if known:</b> <input type="text"/>	<b>9. Award Amount, if known:</b> \$ <input type="text"/>	
<b>10. a. Name and Address of Lobbying Registrant:</b> Prefix <input type="text"/> * First Name <input type="text" value="N/A"/> Middle Name <input type="text"/> * Last Name <input type="text" value="N/A"/> Suffix <input type="text"/> * Street 1: <input type="text"/> Street 2: <input type="text"/> * City: <input type="text"/> State: <input type="text"/> Zip: <input type="text"/>		
<b>b. Individual Performing Services (including address if different from No. 10a)</b> Prefix <input type="text"/> * First Name <input type="text" value="N/A"/> Middle Name <input type="text"/> * Last Name <input type="text" value="N/A"/> Suffix <input type="text"/> * Street 1: <input type="text"/> Street 2: <input type="text"/> * City: <input type="text"/> State: <input type="text"/> Zip: <input type="text"/>		
<b>11.</b> Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when the transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to the Congress semi-annually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.		
* Signature: <input type="text" value="Kennard Randolph"/>		
* Name: Prefix <input type="text"/> * First Name <input type="text" value="Kennard"/> Middle Name <input type="text"/> * Last Name <input type="text" value="Randolph"/> Suffix <input type="text"/>		
Title: <input type="text" value="President/CEO"/> Telephone No.: <input type="text" value="334-874-6271"/> Date: <input type="text" value="12/05/2023"/>		
<b>Federal Use Only:</b>		Authorized for Local Reproduction Standard Form - LLL (Rev. 7-97)





# Alabama Career Center System



Kay Ivey  
Governor

September 7, 2021

Department of Housing and Urban Development  
Office of Public and Indian Housing  
451 7<sup>th</sup> Street, SW  
Washington, DC 20410

RE: FY2021 Resident Opportunity Self-Sufficiency Grant (ROSS)

To Whom It May Concern:

The Alabama Career Center / Selma Office supports working with the Selma Housing Authority – Resident Opportunity Self Sufficiency Program.

The Selma Career Center will assist with Job Placement Assistance by assessing the suitability of jobseekers for various employment opportunities. In addition, we will provide expertise in labor market information to assure it addresses industry skill needs. Our career related services including resume writing, career counseling, and job development will be available as well.

As an employment partner, we will facilitate the development of industry partnership and the identification of competencies needed for employment.

We are committed to work with the Selma Housing Authority on their Resident Opportunity Self-Sufficiency Program.

Respectfully,

Clifford O. Hunter  
Career Center Manager

SELMA CAREER CENTER  
1112 WATER AVENUE  
SELMA, ALABAMA 36703  
TELEPHONE: (334) 872-0471 FAX: (334) 872-4355

A proud partner of the  **americanjobcenter** network

# ALETHEIA HOUSE

Department of Housing and  
Urban Development  
Office of Public and Indian  
Housing  
451 7th Street, SW  
Washington, DC 20410

RE: FY2021 Resident Opportunity Self Sufficiency Grant Match Letter

Dear Sir or Ma'am,

Aletheia House is firmly committed to working with the Selma Housing Authority on their Resident Opportunity Self Sufficiency Program.

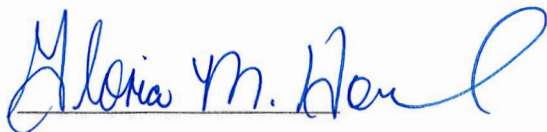
Mission: To promote the health and well-being of individuals and communities by providing high-quality, low-cost services with a special kind of caring.

Aletheia House will assist the Selma Housing Authority by providing the following In-Kind services, job placement assistance, throughout the grant period of March 18<sup>th</sup>, 2022, through March 18<sup>th</sup>, 2025.

All In-Kind match donations will not be accrued from Federal Funds.

Service Type	Calculation	Total
Residential Treatment	1 participant per month x \$2,500 per participants x 3 years	\$90,000
Outpatient Treatment	3 participants per month x \$1,000 per participants x 3 years	\$108,000
<b>Grand Total</b>		<b>\$ 198,000</b>

Aletheia House pledges to participate in the Resident Opportunity Self Sufficiency Program Coordinating Committee (PCC).



Gloria Howard, 9/3/2021  
Chief Operating Officer  
Aletheia House



Dallas County Extension System  
P.O. Box 40  
429 Lauderdale Street  
Selma, AL 36702

Department of Housing and Urban Development:  
Office of Public and Indian Housing  
451 7<sup>th</sup> Street, SW  
Washington, DC 20410

September 3, 2021

RE: FY2021 Resident Opportunity Self Sufficiency Grant Match Letter

Dear Sir or Ma'am,

Dallas County Extension Offices is firmly committed to working with the Selma Housing Authority on their Resident Opportunity Self Sufficiency Program.

The Alabama Cooperative Extension System-Dallas County Extension Office, the primary outreach organization for the land-grant mission of Auburn and Alabama A&M Universities, delivers research-based educational programs that enable people to improve their quality of life and economic well-being.

Dallas County Extension Office will assist the Selma Housing Authority by providing the following In-Kind services, nutrition education classes, throughout the grant period of March 18, 2022 through March 18, 2025. All In-Kind match donations will not be accrued from Federal Funds.

Service Type	Calculation	Total
Nutrition Classes	3 participants per month x \$950 per participants x 3 years	\$102,600
<b>Grand Total</b>		<b>\$102,600</b>

David Daniel, Jr.

County Extension Coordinator: Dallas County  
Alabama Cooperative Extension





Department of Housing and  
Urban Development  
Office of Public and Indian  
Housing  
451 7th Street, SW  
Washington, DC 20410

RE: FY2021 Resident Opportunity Self Sufficiency Grant Match Letter

Dear Sir or Ma'am,

Dallas County Family Resource Center is firmly committed to working with the Selma Housing Authority on their Resident Opportunity Self Sufficiency Program.

The mission of Dallas County Family Resource Center is to provide programs, services, and referral services designed to improve the quality of life as well as promote the safety and well-being of the children and families in the Dallas County community.

Dallas County Family Resource Center will assist the Selma Housing Authority by providing the following In-Kind services, wellness check for adults and children, job training, throughout the grant period of March 18<sup>th</sup>, 2022, through March 18<sup>th</sup>, 2025.

All In-Kind match donations will not be accrued from Federal Funds.

<b>Service Type</b>	<b>Calculation</b>	<b>Total</b>
Resume Writing Assistance	3 adults per month x \$200 per participants x 3 years	\$21,600
Interview Readiness Assistance	3 children per month x 300 per participant x 3 years	\$32,400
Job Placement Assistance	3 participants per month x \$500 per month x 3 years	\$54,000
<b>Grand Total</b>		<b>\$108,000</b>

Dallas County Family Resource Center pledges to participate in the Resident Opportunity Self Sufficiency Program Coordinating Committee (PCC).

A handwritten signature in black ink, appearing to read "James Thomas", is written over the typed name and date.

James Thomas, 9/3/2021  
Executive Director  
Dallas County Family Resource Center



**SELMA**  
HOUSING AUTHORITY  
A Bridge to Affordable Housing

KENNARD RANDOLPH  
PRESIDENT/CEO

September 3, 2021

Kennard Randolph, Chief Executive Officer  
Selma Housing Authority  
444 Washington St.  
Selma, AL 36701

Dear Sir or Ma'am,

I write on behalf of The Selma Housing Authority to request your support in assisting us with applying for the Resident Opportunity Self-Sufficiency Service Coordinator (ROSS-SC) Grant through HUD. This grant would provide our public housing residents with supportive services, resident empowerment activities, and assistance in becoming economically self-sufficient.

We need the help of our community businesses, agencies and organizations to ensure the success of self-sufficiency for our residents. The Selma Housing Authority would like to partner with you for this grant opportunity. We are simply asking you to assist us with the services listed on the attached letter.

This partnership is an in-kind donation toward the ROSS-SC grant. In this letter, we acknowledge specific roles and responsibilities through the grant in the event this proposal is funded.

With about two weeks remaining, time is of the essence. This grant is due September 13, 2021 and we ask that you consider signing and returning it as soon as possible. Please feel free to scan and email the signed document to us at (334) 874-5567 or mail the original copy.

If you have any questions, concerns or edits regarding this letter, please feel free to call me at (334) 874-6271. We look forward to working with you to lead our residents into self-sufficiency. Thank you in advance for your time and assistance.

Sincerely,

Kennard Randolph, Chief Executive Officer

+334.874.6271  
+334.874.5567

selmahousing.com  
444 Washington St.  
P.O. Box 950  
Selma, Alabama 36702







Department of Housing and  
Urban Development  
Office of Public and Indian  
Housing  
451 7th Street, SW  
Washington, DC 20410

RE: FY2021 Resident Opportunity Self Sufficiency Grant Match Letter

Dear Sir or Ma'am,

Vaughan Regional Medical Center is firmly committed to working with the Selma Housing Authority on their Resident Opportunity Self Sufficiency Program.

Mission: To provide quality health care in a timely and caring manner and promote the benefits of a healthy lifestyle.

Vaughan Regional Medical Center will assist the Selma Housing Authority by providing the following In-Kind services, wellness checks for adults and children, job training, throughout the grant period of March 18<sup>th</sup>, 2022, through March 18<sup>th</sup>, 2025.

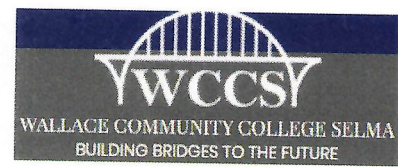
All In-Kind match donations will not be accrued from Federal Funds.

Service Type	Calculation	Total
Wellness Checks Adults	3 adults per month x \$800 per participants x 3 years	\$86,400
Wellness Checks Children	5 children per month x 500 per participant x 3 years	\$90,000
Job Training	1 participant per month x \$1,500 per month x 3 years	\$54,000
<b>Grand Total</b>		<b>\$230,400</b>

Vaughan Regional Medical Center pledges to participate in the Resident Opportunity Self Sufficiency Program Coordinating Committee (PCC).

A handwritten signature in black ink that reads "Collins Pettaway III". The signature is written in a cursive style with a large, stylized "III" at the end.

Collins Pettaway, 9/3/2021  
III Communications and  
Marketing Coordinator  
Vaughan Regional Medical Center



Department of Housing and  
Urban Development  
Office of Public and Indian  
Housing  
451 7th Street, SW  
Washington, DC 20410

RE: FY2021 Resident Opportunity Self Sufficiency Grant Match Letter

Dear Sir or Ma'am,

Wallace Community College Selma is firmly committed to working with Selma Housing Authority on their Resident Opportunity Self Sufficiency Program.

The mission of Wallace Community College Selma is to provide high quality learning centered educational opportunities and services through divers instructional-delivery modes that are responsive to individual, community, state, and global needs.

Wallace Community College Selma will assist Selma Housing Authority by providing the following In-Kind services, job training, throughout the grant period of March 18<sup>th</sup>, 2022, through March 18<sup>th</sup>, 2025.

All In-Kind match donations will not be accrued from Federal Funds.

Service Type	Calculation	Total
Job Training	5 participants per month x \$500 per month x 3 years	\$90,000
<b>Grand Total</b>		<b>\$90,000</b>

Wallace Community College Selma pledges to participate in the Resident Opportunity Self Sufficiency Program Coordinating Committee (PCC).

Dr. Glenn King, 9/3/2021  
Jr. Director of Workforce  
Wallace Community College Selma