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Pinellas County Housing Authority

2025 Annual Plan

Five Year Plan (2025-2029)



Pinellas County Housing Authority 2025 Annual Plan Five Year Plan 2025 – 2029

MISSION:

As a leader and innovator, our mission is to provide safe, quality housing for persons in need and to cultivate healthy, vibrant neighborhoods for Pinellas County.

OVERVIEW:

The Pinellas County Housing Authority strives to make a significant positive impact on the residents we serve, the staff we employ, and the communities we build. Fostering positive outcomes through innovative solutions is our Vision 2030.

FOCUS AREA: IMPROVE THE LIVES OF RESIDENTS – PCHA will be the community leader in providing high quality affordable housing.

Goal 1: Assess the Needs of our Residents

Strategy: Develop a understanding of what services we need to pursue.

Goal 2: Increase Partnerships to Support our Mission and align With the Needs of Residents

Strategy: Enhance resident experience with collaborative services without increasing staff operations.

Goal 3: Increase Footprint Within Pinellas County

Strategy: Position PCHA as the leader for affordable Housing.

Goal 4: Invest in Sustainable, Safe, and Clean Housing

Strategy: Position PCHA as a leader in green standards in our community and for residents.

Goal 5: Create Community Centers to Serve Our Community and Nonprofit Partners

Strategy: Facilitate a culture of community and provide a designated space for our services.

Goal 6: Educate the Community About Our Impact

Strategy: Increase brand awareness in the community.

FOCUS AREA: STRENGTHEN WORKPLACE CULTURE – PCHA will have a strong organizational culture that invests in retention, upskilling, and talent development.

Goal 1: Increase Retention of a Skilled Workforce

Strategy: Review salaries and benefits and ensure alignment with market trends in the industry.

Strategy: Upskill employees to develop their full potential.

Strategy: Develop a succession plan

Goal: Set up New Staff for Success

Strategy: Establish an onboarding process that includes sharing of organizational knowledge and social integration.

Goal: Improve Organizational Culture to Align With our Values

Strategy: Develop opportunities to strengthen the culture of PCHA.

Goal: Attract New Job Seekers

Strategy: Conduct targeted recruitment

FOCUS AREA: ACHIEVE FINANCIAL INDEPENDENCE – PCHA will improve our capacity to mobilize financial resources and become more self-sufficient.

Goal: Achieve Financial Independence from HUD

Strategy: Reduce public housing.

Strategy: Modernize facilities and systems to reduce unnecessary spending.

Strategy: Utilize development fees to offset operational costs.

Strategy: Manage more affordable and market rate properties.

Strategy: Expand Real Estate/Property Development department.

Goal: Develop Internal Training Program

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Strategy: Develop a fee for service training and peer review program.

Goal: Increase local, state, and federal grant opportunities

Strategy: Invest in a grant writer.

Goal: Increase Third-Party Management

Strategy: Build relationships with other nonprofits, the county and for-profit entities to manage properties.

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Violence Against Women Act (VAWA)

The Pinellas County Housing Authority has extensive relationships with local service providers. The Pinellas County Housing Authority's staff are available to provide referrals to shelters, counselors, and advocates. These resources are also provided in the Pinellas County Housing Authority's Annual and 5-Year Plan, Administrative Plan, VAWA Notice of Occupancy Rights, and Emergency Transfer Plan. A list of local service providers is found below.

For help regarding an abusive relationship, you may call the National Domestic Violence Hotline at 1-800-799-7233 or, for persons with hearing impairments, 1-800-787-3224 (TTY). You may also contact Suncoast Center, Inc.; (727) 388-1220 at: <http://www.suncoastcenter.org/>

For tenants who are or have been victims of stalking seeking help may visit the National Center for Victims of Crime's Stalking Resource Center at <https://www.victimsofcrime.org/our-programs/stalking-resource-center>.

For help regarding sexual assault, you may contact 24 Hour Rape Crisis Hot Line (727) 530-RAPE (7273) or the Abuse Hotline (800) 962-2873.

Victims of stalking seeking help may contact: Community Action Stops Abuse (CASA) Phone: (727) 895-4912 (Ext. 100) Fax: (727) 821-7101 Hotline: (727) 895-4912 (Ext. 1) TDD:P (727) 828-1269 at: <https://www.casa-stpete.org/> or, The Haven of RCS Phone (727) 584-3528; Fax: (727) 461-4702, Hotline: (727) 442-4128, TDD: (727) 223-4946 at: <http://www.rcspinellas.org/>

**Pinellas County Housing Authority
Resident Advisory Board Meeting
Tuesday, July 30, 2024
12:30pm**

**Pinellas County Housing Authority's Narrative of Analysis of the RAB
Recommendations and Decisions Made on Recommendations.**

The Resident Advisory Board (RAB) members were highly receptive to the strategic goals established by the Pinellas County Housing Authority and were impressed by the focus on growth. A newer RAB member specifically requested meetings where members could discuss specific topics and share information and concerns, and another member suggested scheduling meetings more regularly.

One of the Agency's strategic goals is to gather more feedback from our residents through surveys and face-to-face discussions and RAB members expressed agreement with this approach.

The second part of the meeting covered regulatory (HOTMA) updates. While RAB members found the information overwhelming, they were pleased that most changes were designed to benefit residents and tenants.

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It is the policy of the Pinellas County Housing Authority to provide services without regard to race, color, religion, national origin, ancestry, age, sex, familial status, physical handicap, sexual orientation, or disability.

AFFIRMATIVELY FURTHERING FAIR HOUSING

I hereby certify that the Pinellas County Housing Authority (PCHA) complies with all Fair Housing laws, statutes, regulations and executive orders as enumerated in 24CFR and Section 808 (e)(5) of the Fair Housing Act.

PCHA has examined its programs, identified any impediments to fair housing choice in those programs, addressed or is addressing those impediments in a reasonable fashion in view of the resources available, and worked or is working with local jurisdictions to implement any of the jurisdictions' initiatives to affirmatively further fair housing that require the PHA's involvement.

It is the policy of PCHA to comply fully with all Federal, State, and local non-discrimination laws; the Americans with Disabilities Act; and the U.S. Department of Housing and Urban Development regulations governing Fair Housing and Equal Opportunity.

No person shall, on the grounds of race, color, sex, religion, national or ethnic origin, familial status, sexual orientation, physical handicap or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of the Pinellas County Housing Authority housing programs.

To further its commitment to full compliance with applicable Civil Rights laws, the Pinellas County Housing Authority will provide Federal/State/local information to applicants for and participants in the Section 8 and Public Housing programs regarding discrimination and any recourse available to them if they believe they may be victims of discrimination. Such information will be made available with the application, and all applicable Fair Housing Information and Discrimination Complaint Forms will be made available at the Pinellas County Housing Authority office. In addition, all appropriate written information and advertisements will contain the appropriate Equal Opportunity language and logo.

The Pinellas County Housing Authority will assist any family that believes they have suffered illegal discrimination by providing them copies of the Housing



Discrimination Complaint form. The Pinellas County Housing Authority will also assist them in completing the form, if requested, and will provide them with the address of the nearest Fair Housing and Equal Opportunity office.

The Pinellas County Housing Authority will publicize the availability and nature of the Public Housing and Section 8 Program for extremely low-income, very low and low-income families in a newspaper of general circulation, minority media, and by other suitable means.

The Pinellas County Housing Authority will communicate the status of program availability to other service providers in the community and advise them of housing eligibility factors and guidelines so that they can make proper referral of their clients to the program.

The Pinellas County Housing Authority will hold briefings for owners who participate in or who are seeking information about the Section 8 Program. The Pinellas County Housing Authority will particularly encourage owners of suitable units located outside of low-income or minority concentration to attend. Targeted mailing lists will be developed and announcements mailed.

The Pinellas County Housing Authority will post, in each of its offices in a conspicuous place and at a height easily read by all persons including persons with mobility disabilities, the following information:

- A. The Public Housing Admissions and Occupancy Plan and the Section 8 Administrative Plan;
- B. Notice of the status of the waiting list (opened or closed);
- C. Address of all Pinellas County Housing Authority offices, office hours, telephone numbers, TDD numbers, and hours of operation;
- D. Income Limits for admission;
- E. Informal Review and Informal Hearing Procedures;
- F. Fair Housing Poster; and
- G. Equal Opportunity in Employment Poster

PCHA will comply with Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000(d)) and regulations pursuant thereto (Title 24 CFR part I), which state that no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant receives Federal financial assistance, and will immediately take any measures necessary to effectuate this agreement. With reference to the real property and structure(s) thereon which are provided or improved with the aid of Federal financial assistance extended to the applicant, this assurance shall obligate the applicant, or in the case of any transfer, transferee, for the period during which the real property and structure(s) are used for a purpose for which the Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits.



PCHA will comply with the Fair Housing Act (42 U.S.C. 3601-19), as amended, and with implementing regulations at 24 CFR part 100, which prohibit discrimination in housing on the basis of race, color, religion, sex, disability, familial status or national origin.

PCHA will comply with Executive Order 11063 on Equal Opportunity in Housing and with implementing regulations at 24 CFR Part 107 which prohibit discrimination because of race, color, creed, sex or national origin in housing and related facilities provided with Federal financial assistance.

PCHA will comply with Executive Order 11246 and all regulations pursuant thereto (41 CFR Chapter 601), which state that no person shall be discriminated against on the basis of race, color, religion, sex or national origin in all phases of employment during the performance of Federal contracts and shall take affirmative action to ensure equal employment opportunity. The applicant will incorporate, or cause to be incorporated, into any contract for construction work as defined in Section 130.5 of HUD regulations the equal opportunity clause required by Section 130.15(b) of the HUD regulations.

PCHA will comply with Section 3 of the Housing and Urban Development Act of 1968, as amended (12 U.S.C. 1701(u)), and regulations pursuant thereto (24 CFR Part 135), which require that to the greatest extent feasible opportunities for training and employment be given to lower-income residents of the PCHA owned community and contracts for work in connection with the contract be awarded in substantial part to persons residing in the area where the work commences.

PCHA will comply with Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), as amended, and with implementing regulations at 24 CFR Part 8, which prohibit discrimination based on disability in Federal-assisted and conducted programs and activities.

PCHA will comply with the Age Discrimination Act of 1975 (42 U.S.C. 6101-07), as amended, and implementing regulations at 24 CFR Part 146, which prohibit discrimination because of age in projects and activities receiving Federal financial assistance.

PCHA will comply with Executive Orders 11625, 12432, and 12138, which state that program participants shall take affirmative action to encourage participation by businesses owned and operated by members of minority groups and women.



If persons of any particular race, color, religion, sex, age, national origin, familial status, or disability who may qualify for assistance are unlikely to be reached, it will establish additional procedures to ensure that interested persons can obtain information concerning the assistance.

PCHA will comply with the reasonable modification and accommodation requirements and, as appropriate, the accessibility requirements of the Fair Housing Act and section 504 of the Rehabilitation Act of 1973, as amended.

In addition, PCHA affirmatively furthers fair housing through a myriad of approaches that serve to overcome the barriers identified in the Pinellas County Analysis of Impediments to Fair Housing dated September 2010.

This certification is hereby dated August 2, 2024

A handwritten signature in blue ink, appearing to read "Neil Brickfield", is written over a horizontal line.

Neil Brickfield, Executive Director

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**RESIDENT ADVISORY BOARD
2025 Annual Plan, 5-Year Plan 2025 – 2029
and New Regulatory Updates
12:30pm, Tuesday, July 30, 2024**

AGENDA

1. Introduction of Executive Director – Neil Brickfield
2. Introduction of Deputy Director and Chief – Neil Thompson
3. Introduction of Chief Operating and Programs Officer – Elise Minkoff
4. 2025 Annual Plan and Five-Year Plan (2025 – 2029) – Presented by Michelle Tumanan, President of Catalyst Consulting
5. Regulatory Updates - Housing Opportunity Through Modernization Act (HOTMA) for Public Housing, Housing Choice Voucher (HCV) and Multifamily Programs – Presented by Ray DiRusso, Director of Compliance and Jasmine Randle, Compliance Specialist

Pinellas County Housing Authority
Resident Advisory Board Meeting
Annual Meeting, July 30, 2024
Annual and 5-Year Plan and HOTMA
Updates

Meeting Sign-In

Name	Address	Property/Program
Angela Clude Diaz		PCHA
Mae Dufresne		PCHA
Anthony Knick		PCSO
Torqi Horrois		PCHA
By DeG...		PCHA
Jasmine Kandle		PCHA
Casper, Ricquel		PCSO
Bentley Tyler		PCHA
Saxe Sowers		PCHA
Miriam Torres		PCHA
Pat Ferris		PH
Donna Heritage		PH
Ken Heise		PH
Charli Mercier		PCHA - RAB

Purpose of the Resident Advisory Board

The Resident Advisory Board (RAB) is a research and advisory entity only. It is the responsibility of the RAB to act as a “voice” of the residents for input into the Housing Authority’s Five Year and Annual Plans and to make recommendations for consideration.

RAB Annual Meeting

2025 Annual Plan and 5-Year Plan (2025 – 2029)

Tuesday, July 30, 2024

Comments:

A very informative meeting. There was an extensive amount of information. However, such information is going onto the local website. Hence, I shall be able to understand the content in smaller units of information.

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Comments:

Great presentation, and handouts

Maybe more meetings w/ residents? Food & thought.

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Comments: Very good information. I like the physical copies of all information provided.

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Comments:

I FEEL ALL THE GOALS PRESENTED WILL PLAY A POSITIVE ROLE
IN MAKING TOWNE HUD BETTER FOR ALL INVOLVED.

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Comments:

Very informative but very scary for people who are on the thin line of keeping their homes!

Charl Mercier



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Comments:

This was very informative and wish more people would get involved to make your job easier. Thank you for what you do. Keep up the good work. Thank you for lunch.

P.J.S.

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Comments:

Very enlightening and Informant meet
addressed many Issues their may be
addressed with others

Dona Dautage

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Comments:

I honestly don't have any feedback but I would like to see more of a discussion period so I can hear more from the community members that serve.

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