



<b>B.</b>	<b>5-Year Plan.</b> Required for <u>all</u> PHAs completing this form.
<b>B.1</b>	<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. We are committed to providing safe, decent, sanitary, and affordable housing to the residents of Marion County; to provide economic opportunities and housing free from discrimination; and to build dynamic communities that will foster personal growth and self-sufficiency.
<b>B.2</b>	<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>Goal 1:</b> Provide Superior Customer Service  <b>Objective 1:</b> Integrate best practices to meet the changing needs of the community.  <b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>1. Restructure internal housing program</li> <li>2. Move towards an automated/paperless system</li> <li>3. Increase staff training</li> <li>4. Focus on professional development of staff</li> <li>5. Restructure training methods (external training at the beginning of employment)</li> <li>6. Develop a user friendly program delivery system</li> <li>7. Compliance file audits</li> <li>8. Correlate training needs to compliance observations</li> <li>9. Investigate potential fraudulent activities consistently</li> </ol> <p><b>Goal 2:</b> Increase Housing Opportunities  <b>Objective 2:</b> Increase Service Units and Voucher Utilization  <b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>1. Add a ROSS Coordinator</li> <li>2. Connect residents to community resources</li> <li>3. Increased focus on self-sufficiency program</li> <li>4. Increase the number of housing counseling clients served</li> <li>5. Increase the number of public housing FSS participants</li> <li>6. Increase the number of participants in OHA’s Homeownership program</li> <li>7. Develop innovative landlord marketing strategies</li> <li>8. Implement Go Sec 8.com</li> <li>9. Continue to develop public/private partnerships and aggressively go after Available grant dollars</li> <li>10. Produce small, new construction developments</li> <li>11. Purchase existing vacant properties</li> <li>12. Explore the feasibility of streamline repositioning and/or RAD</li> <li>13. Streamline the intake process to bring families onto the HCV program quicker</li> <li>14. Streamline the intake process to make utilization efficient and timely</li> <li>15. Implement Go Sec 8.com for tenant search</li> <li>16. Provide fillable forms for resident and landlord use</li> <li>17. Redevelop an ADA compliant, user friendly website</li> </ol> <p><b>Goal 3:</b> Increase Program Participation of Residents and Landlords  <b>Objective 3:</b> Enhance External Customer Knowledge  <b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>1. Host landlord briefings</li> <li>2. Host tenant workshops</li> <li>3. Strengthen partnership with local Legal Aid office</li> <li>4. Develop an open house event to be attended by both landlords and tenants</li> <li>5. Develop an OHA Resident Appreciation Day</li> </ol> <p><b>Goal 4:</b> Provide Increased Service Capacity  <b>Objective 4:</b> Improve Recruitment and Retention of Professional Staff  <b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>1. Use professional recruiting sites</li> <li>2. Establish an onboarding process for new hires</li> <li>3. Develop an employee portal</li> <li>4. Research innovative time tracking software</li> <li>5. Digitize human resource documents</li> <li>6. Promote health and wellness initiatives</li> <li>7. Develop an employee incentive program</li> </ol>

**B.3**

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

The Ocala Housing Authority has put a tremendous emphasis on its Sec 3 program. The Authority has sent key management and staff to trainings that has led to the implementation of a new Sec 3 policy and procurement forms. The OHA currently has developed a plan to help meet its Sec 3 requirements by surveying Sec 3 residents to determine their specific workforce skillset so that the Authority may develop a pool of eligible residents that are qualified to meet the needs of the contractors that contract construction and service work with OHA. OHA also has implemented a hiring program of Sec 3 residents that is designed to train Sec 3 residents in a professional environment and give them tangible job skills and experience that they can include on their resumes to aid them in obtaining even better paying jobs and career opportunities. OHA is partnering with Marion County and the County's Chamber to develop partnerships and employment opportunities for the Sec 3 residents that successfully navigate the Authority's hiring program. With the current hiring practices of most companies, we believe that it is imperative that we aid our residents in gaining experience that will improve how they look on their resumes, so that they are able to obtain the job opportunities they deserve and desire that will in able them to continue along the path of self-sufficiency. OHA has partnered with its local HUD field office to provide information directly to its residents on the benefits of the Sec 3 program. The Ocala Housing Authority is also putting a greater emphasis on training and encouraging current and potential contractors to the Sec 3 regulations and OHA's plan to encourage them to make greater efforts to employee Sec residence. These efforts have led to OHA receiving, for the first time in recent history, a contractor that is identified as a Sec 3 business concern.

OHA continues to meet a substantial number of the goals of our 5-year plan under the Housing Choice Voucher, Family Self-Sufficiency (FSS), and Public Housing programs. Our Section 8 Homeownership program continues to mature into one of our most successful and desired programs. Twelve (12) of our families were able to become home owners under the Sec 8 Homeownership program. We currently have eleven (11) families that we are working with under the guidelines of this program to become homeowners. We plan to continue to educate our residents on how this plan will allow them to become homeowners using their voucher to pay their mortgage. We also have had five (5) families become homeowners through our normal home ownership program and currently are working with four (4) additional families in their quest to achieve the American dream of owning their own home.

We have successfully used our replacement funding to build new housing units in our Paradise Trails community that not only adds to the value of the surrounding communities but makes homeownership a reality for families at a price point that they can afford. We also have embarked on efforts to aid the City of Ocala in its infill strategy. OHA is partnering with the City of Ocala and Marion County Community Services to acquire vacant lots and grant money to build duplexes and 2 and 1-bedroom homes. This strategy is designed to add needed affordable housing stock in the most undeserved areas of Marion County at a price point that is truly affordable to our most undeserved citizens. Our Family Self Sufficiency program is becoming more popular and is aiding our HCV and PH families in reaching their set goals of being self-sufficient and more often than not, work towards better employment and home ownership. We have added additional strategies of recruitment to increase the number of families that are participating in our FSS program; especially our public housing families.

We are making efforts to continue to increase enrollment in our FSS program and to increase resident involvement in our community activities by providing diverse and relevant activities that will aid our residents in reaching their housing, educational, and social goals. We have an increased focus on case management and providing classes that focus on becoming employable through education and job skills training, obtaining employment, home ownership, credit rebuilding, safety, voter awareness, and budgeting. We are working on partnerships that will aid us in helping our residents remove barriers to transportation, education, and employment. There has been a restructuring of the PCC Board for the FSS program that has brought a high level of energy and increased access to community resources that will aid us in broadening our ability to increase services to our clients as we are faced with budget uncertainty. With that in mind one of the programs the PCC board has gone forward with is a scholarship program that we be funded by local business and charities that will aid in paying for educational testing, transportation vouchers, and other identified inhibitors of our family's self-sufficiency. The board is very active and passionate about aiding the Authority in the quest to provide more pertinent services to our families. To further our focus on individual case management we have been awarded a ROSS grant to add a coordinator that will work with our public housing residents to increase their opportunity to successfully matriculate to housing self-sufficiency.

We have also entered into a partnership with Eckerd Connects to provide paid internship opportunities to local residents ages 18-25. This program allows residents to get on the job skills training by our professionals and serves to give us needed resources without increasing our budget as Eckerd keeps the interns on their payroll for up to 300 hours. We have recently finished the term of our first intern, who was a maintenance apprentice, and it was a huge success. She finished up her training and is now planning a move to begin her professional career out in California.

The Ocala Housing Authority has also developed a Next Step Program that is designed to reward and recognize our school aged residents for their educational achievements. Celebratory events are held quarterly. The program is currently expanding to include field trips to college campuses to expose our residents to higher educational options and opportunities. Before the pandemic, the Authority partnered with the Ocala Police Department and a local Kona Ice Vendor for 'Kona with Cops'. This is a program that allows our residents to positively interact with police officers and for the officers to become familiar and comfortable with our residents. The idea is to spurn more positive dialogue between our communities and law enforcement. One of our crowning programs continues to be our Bridge to Hope summer program. We partner with a local non-profit organization to provide an enrichment program for youth in Kindergarten through the 5<sup>th</sup> grade. The program provides both educational and recreational activities to our youth, as well as meals provided by the USDA. Our Bridge to Hope program has been recognized as an award winning program by both the Florida Association of Housing and Redevelopment Officials (FAHRO) and the National Association of Housing and Redevelopment Officials (NAHRO). We have also renewed our partnership with the Boys & Girls Club of Marion County. The local Boys and Girls Club will provide opportunities for our community children to attend summer and after school programs that will assist them with homework, increase reading levels, enhance healthy food choices, and provide cultural opportunities for their continued social development. The Boys & Girls club will also provide transportation to and from the programs.

<p><b>B.4</b></p>	<p><b>Violence Against Women Act (VAWA) Goals.</b> Provide a statement of the PHA’s goals, activities objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking.</p> <p>The Ocala Housing Authority (OHA) is concerned about the safety of its residents, and such concern extends to residents who are victims of domestic violence, dating violence, sexual assault, or stalking. In accordance with the Violence Against Women Act (VAWA),<sup>1</sup> OHA allows residents who are victims of domestic violence, dating violence, sexual assault, or stalking to request an emergency transfer from the resident’s current unit to another unit. The ability to request a transfer is available regardless of sex, gender identity, or sexual orientation.<sup>2</sup> The ability of OHA to honor such request for residents currently receiving assistance, however, may depend upon a preliminary determination that the resident is or has been a victim of domestic violence, dating violence, sexual assault, or stalking, and on whether OHA has another dwelling unit that is available and is safe to offer the resident for temporary or more permanent occupancy.</p> <p>This plan identifies residents who are eligible for an emergency transfer, the documentation needed to request an emergency transfer, confidentiality protections, how an emergency transfer may occur, and guidance to residents on safety and security. This plan is based on a model emergency transfer plan published by the U.S. Department of Housing and Urban Development (HUD), the Federal agency that oversees that the OHA is in compliance with VAWA.</p> <p>A resident who is a victim of domestic violence, dating violence, sexual assault, or stalking, as provided in HUD’s regulations at 24 CFR part 5, subpart L is eligible for an emergency transfer, if: the resident reasonably believes that there is a threat of imminent harm from further violence if the resident remains within the same unit. If the resident is a victim of sexual assault, the resident may also be eligible to transfer if the sexual assault occurred on the premises within the 90-calendar-day period preceding a request for an emergency transfer. A resident requesting an emergency transfer must expressly request the transfer in accordance with the procedures described in this plan. Residents who are not in good standing may still request an emergency transfer if they meet the eligibility requirements in this section.</p> <p>OHA will keep confidential any information that the resident submits in requesting an emergency transfer, and information about the emergency transfer, unless the resident gives OHA written permission to release the information on a time limited basis, or disclosure of the information is required by law or required for use in an eviction proceeding or hearing regarding termination of assistance from the covered program. This includes keeping confidential the new location of the dwelling unit of the resident, if one is provided, from the person(s) that committed an act(s) of domestic violence, dating violence, sexual assault, or stalking against the resident. See the Notice of Occupancy Rights under the Violence Against Women Act For All Residents for more information about OHA’s responsibility to maintain the confidentiality of information related to incidents of domestic violence, dating violence, sexual assault, or stalking.</p>
<p><b>B.5</b></p>	<p><b>Significant Amendment or Modification.</b> Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p>Any item that is outside of the Ocala Housing Authority's mission will require a significant amendment. For all significant amendments, the Ocala Housing authority will advertise said amendment to the public and allow for public comments for 30 days prior to holding a public hearing on the matter. The OHA will record all comments submitted before and during the schedule hearing. The amendment will be submitted the OHA Board of Commissioners for approval. All Board approved amendments will be submitted to the HUD office for approval.</p>
<p><b>B.6</b></p>	<p><b>Resident Advisory Board (RAB) Comments.</b></p> <p>(a) Did the RAB(s) provide comments to the 5-Year PHA Plan?</p> <p>Y    N  <input type="checkbox"/>   <input type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p>
<p><b>B.7</b></p>	<p><b>Certification by State or Local Officials.</b></p> <p><a href="#">Form HUD 50077-SL</a>, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>

# Instructions for Preparation of Form HUD-50075-5Y 5-Year PHA Plan for All PHAs

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## A. PHA Information [24 CFR §903.23\(4\)\(e\)](#)

**A.1** Include the full **PHA Name**, **PHA Code**, **PHA Fiscal Year Beginning** (MM/YYYY), **PHA Plan Submission Type**, and the **Availability of Information**, specific location(s) of all information relevant to the hearing and proposed PHA Plan.

**PHA Consortia:** Check box if submitting a Joint PHA Plan and complete the table.

## B. 5-Year Plan.

**B.1 Mission.** 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. ([24 CFR §903.6\(a\)\(1\)](#))

**B.2 Goals and Objectives.** Identify the PHA's quantifiable goals and objectives that will enable the PHA to serve the needs of low- income, very low- income, and extremely low- income families for the next five years. ([24 CFR §903.6\(b\)\(1\)](#)) For Qualified PHAs only, if at any time a PHA proposes to take units offline for modernization, then that action requires a significant amendment to the PHA's 5-Year Plan.

**B.3 Progress Report.** Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan. ([24 CFR §903.6\(b\)\(2\)](#))

**B.4 Violence Against Women Act (VAWA) Goals.** 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. ([24 CFR §903.6\(a\)\(3\)](#))

**B.5 Significant Amendment or Modification.** Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.

### B.6 Resident Advisory Board (RAB) comments.

(a) Did the public or RAB provide comments?

(b) If yes, submit comments as an attachment to the Plan and describe the analysis of the comments and the PHA's decision made on these recommendations. ([24 CFR §903.17\(a\)](#), [24 CFR §903.19](#))

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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 .76 hours 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.

**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.

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