

5-Year PHA Plan (for All PHAs)	U.S. Department of Housing and Urban Development Office of Public and Indian Housing	OMB No. 2577-0226 Expires: 03/31/2024
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Purpose. The 5-Year and Annual PHA Plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA’s operations, programs, and services, and informs HUD, families served by the PHA, and members of the public of the PHA’s mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families

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

A.	PHA Information.																				
A.1	<p>PHA Name: <u>Boston Housing Authority</u> PHA Code: <u>MA002</u></p> <p>PHA Plan for Fiscal Year Beginning: (MM/YYYY): <u>04/2025</u> The Five-Year Period of the Plan (i.e. 2019-2023): <u>2025-2029</u> PHA Plan Submission Type: <input checked="" type="checkbox"/> 5-Year Plan Submission <input type="checkbox"/> Revised 5-Year Plan Submission</p> <p>Availability of Information. In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. Additionally, the PHA must provide information on how the public may reasonably obtain additional information on the PHA policies contained in the standard Annual Plan, but excluded from their streamlined submissions. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on their official websites. PHAs are also encouraged to provide each resident council a copy of their PHA Plans.</p> <p>The specific location(s) where the public may obtain copies of the PHA Plan, Plan Elements and information about the public hearing are: BHA main administrative office, 52 Chauncy Street, Boston, MA 02111, Boston Public Library Copley branch, www.bostonhousing.org, and resident councils. The BHA placed an advertisement in the Boston Globe and mailed out flyers to public housing residents in the rent mailing and to section 8 participants in Boston and surrounding communities as well as to many local officials and advocacy groups notifying them of the Public Hearing and where to locate Plan documents.</p> <p><input type="checkbox"/> PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below.)</p> <table border="1" data-bbox="212 1110 1471 1341"> <thead> <tr> <th rowspan="2">Participating PHAs</th> <th rowspan="2">PHA Code</th> <th rowspan="2">Program(s) in the Consortia</th> <th rowspan="2">Program(s) not in the Consortia</th> <th colspan="2">No. of Units in Each Program</th> </tr> <tr> <th>PH</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td>Lead PHA:</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program		PH	HCV	Lead PHA:											
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B.	Plan Elements. Required for <u>all</u> PHAs completing this form.																				
B.1	<p>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.</p> <p>BHA Mission: We foster sustainable communities by providing high quality affordable housing, bringing stability, opportunity, and peace of mind to thousands of low-and moderate-income individuals and families across Greater Boston, and to the City of Boston. We strive to break down the barriers to racial equity and justice in housing that disproportionately impact Black, Indigenous, and people of color (BIPOC) communities.</p> <p>BHA ensures affordability for Boston area families and individuals through its Public Housing communities and the Section 8 rental assistance programs. BHA is guided by four key principles outlined below:</p> <ul style="list-style-type: none"> • Public support for housing works: Boston, like most major cities, is facing a housing crisis. The BHA’s publicly supported housing programs are longstanding anchors of affordability that must continuously evolve to meet the needs of the present and future. • We are people, not buildings: The BHA is not about buildings or vouchers. It’s about people: those residents we support through our services, and the employees who, day in and day out, dedicate their lives to our mission. • There is no home without community: Community is at the center of everything we do. We don’t just provide access to affordable housing; we foster diverse, healthy communities and improve quality of life for everyone. • We are essential to Boston: Our staff, residents, and partners are all part of a system that fosters the kind of city we want to live in: diverse, equitable, and inclusive. 																				

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.

BHA 2025-2029 Goals and Objectives

Priority Area	Goals	Key Metrics
Lead with customer service	<p>Institutionalize and report back on resident wide survey on BHA programs and services</p> <p>Adopt and implement best practices in design and web accessibility on the BHA website</p> <p>Develop and implement an annual customer service oriented training series for all BHA staff</p> <p>Implement a comprehensive training program for all housing programs staff to improve knowledge of policies, procedures, and cultural competency skills.</p> <p>Enhance applicant experience by reducing the average number of days in the screening process from the current average to 30 days</p> <p>Close 95% of resident-initiated work orders in</p>	<p>Number of respondents to resident survey</p> <p>Percentage of resident survey respondents who “agree/strongly agree” that BHA is responsive to their needs</p> <p>Enhance compliance with the American Disabilities Act (ADA) requirements for web content and mobile applications</p> <p>Number of unique website visitors</p> <p>Percentage of staff who participated in annual customer service training</p> <p>Percentage of customer service survey respondents who “agree/strongly agree” that they received quality customer service</p> <p>Percentage of staff who participated in housing program focused training</p> <p>Percentage of applicants screened within 30 days</p> <p>Percentage of resident-initiated</p>

		60 days (exception for emergency related work orders)	work orders closed in 60 days
Invest in high quality maintenance, management, and inspections	Maintain current HUD-calculated occupancy rate of 97% or better		HUD-calculated occupancy rate Percentage of applicants entering screening process
	Maintain current HUD-calculated completed recertification rate of 98% or better		HUD-calculated completed recertification rate
	Maintain Section 8 Management Assessment Program (SEMAP) High Performer status		SEMAP High Performer status
	Ensure 100% of public housing units are annually inspected by professionally trained BHA inspectors		Percentage of units with inspections completed in past year Percentage of inspections generated work orders completed in 60 days
	Implement resident service plans for (8) BHA elderly/disabled communities		Number of sites with resident service plans
	Monitor and enforce compliance for the fair housing obligations across BHA's portfolio, including private management firms operating at BHA properties		Monitoring frameworks updated and all properties in compliance with fair housing obligations
Create economic opportunity-job training, career ladders, wealth building—for BHA residents and staff	Increase employment and training of targeted Section 3 workforce, including through Project Labor Agreement mechanisms		Number of targeted Section 3 participations in BHA contracts Targeted Section 3 participants in pre-apprenticeship programs
	Expand M/WBE contracting and subcontracting opportunities, including through Project Labor		Overall M/WBE participation in prime and subcontracting

		<p>Agreement mechanisms</p> <p>Support 120 new BHA first time homebuyers</p> <p>Support 100 BHA households who wish to relocate to Expanded Choice Communities</p> <p>Enroll 2,000 households in Family Self Sufficiency (FSS) program or other wealth building programs</p> <p>Increase resident participation in Workforce development/Self Sufficiency events: Job Fairs, Scholarship info sessions, citizenship fairs, resource fairs, and other informational sessions by 50%</p>	<p>opportunities</p> <p>M/WBE participating in emerging industries including clean tech and digital equity</p> <p>Number of new first time homebuyers</p> <p>Amount of FSS escrow used to purchase homes</p> <p>Number of homebuyers in the City of Boston</p> <p>Number of BHA households in Expanded Choice Communities</p> <p>Amount of moving assistance distributed to households moving to Expanded Choice Communities</p> <p>Number of children engaged by ECHO coordinators in each community</p> <p>Number of FSS and participants</p> <p>Amount of escrow savings</p> <p>Number of participants who improve credit score</p> <p>Number of Boston Saves participants</p> <p>Average increase in assets</p> <p>Average increase in income</p> <p>Number of individuals registered for workforce development events</p> <p>Number of attendees for workforce development/self-sufficiency events</p>
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		<p>Host 100 digital literacy classes where at least 95% of participants successfully complete classes and accomplish at least one goal identified during their training</p> <p>Host annual information sessions for BHA staff on employee benefits including tuition reimbursement and transportation benefits</p>	<p>Number of residents in Charlestown Adult Education programming</p> <p>Number of BHA households operating family childcare businesses</p> <p>Number of BHA Northeastern Scholars</p> <p>Number of digital literacy classes (by site)</p> <p>Number of digital literacy program participants who accomplished one training goal</p> <p>Number of participants who express confidence level 3 or above</p> <p>Number of BHA staff utilizing tuition reimbursement and transportation benefits</p> <p>Number of advertisements posted to BHA employees about employee benefits</p>
	<p>Partnering with residents and community stakeholders to promote community safety</p>	<p>Successfully launch and grow place-based after school programming at 4 BHA communities, including Franklin Field, Commonwealth, and Hailey</p> <p>Develop and implement site based community safety plans for 10 sites</p> <p>Invest in technologies that enhance resident safety</p>	<p>Number of sites with place based after school programming</p> <p>Number of young people participating in site based youth programming</p> <p>Number of sites with community safety plans</p> <p>Number of sites with new intercom systems</p> <p>Percentage of resident survey</p>

		Develop and implement an annual training plan for BHA safety division	respondents who “agree/strongly agree” feeling safe in the property they live in Percentage of safety division who have completed training
Create green and healthy communities		Through a people centered participatory process, create data driven comprehensive capital plans for every BHA community	Number of sites with comprehensive capital plans
		In keeping with Mayor Wu’s January 2023 announcement of the BHA’s intention to decarbonize its portfolio, weatherize, insulate, and provide heat pumps to 1,500 BHA apartments	Number of PH units weatherized/insulated/provided with heat pumps
		Modernize 2,700 BHA apartments	Number of PH modernization units permitted Number of PH modernization units completed
		Complete (10) accessibility and open space projects through federal and state capital programs	Number of PH sites with completed accessibility and open space projects
		Complete solar development projects for (10) BHA sites	Number of PH sites solarized
	Partner with green workforce training programs on (20) site based sustainability projects	Number of sites with green workforce training program partnerships Number of sustainability projects installed	

<p>Plan for long term financial sustainability at BHA</p>	<p>Convert at least 5 properties from public housing to BHA owned project based vouchers</p> <p>Reduce accounts receivable by 25% annually</p>	<p>Number of sites repositioned from public housing to project based vouchers</p> <p>Percent decrease in accounts receivable</p>
<p>Build new public housing</p>	<p>Achieve financial/real estate closing for 4 Restore Rebuild transactions on publicly and privately owned sites</p> <p>Redevelop 3 BHA owned sites to increase housing opportunities for individuals with developmental disabilities, older adults, and families with children</p> <p>Redevelop at least one BHA owned site to increase housing opportunities for veterans; per HUD Title 24 Code of Federal Regulations 983.51(c) BHA hereby provides notice of its intention to non-competitively select one or more projects for Project-Based Voucher (PBV) assistance.</p> <p>In keeping with Mayor Wu’s January 2024 announcement of the BHA’s intention to develop all of its remaining Restore Rebuild units over the next decade, develop net new deeply affordable housing at BHA owned and other public and private sites</p>	<p>Number of completed Restore Rebuild transactions</p> <p>Number of sites with zoning and permitting approval</p> <p>Number of new permitted and occupied units for individuals with developmental disabilities, older adults, and families with children</p> <p>Number of sites with zoning and permitting approval</p> <p>Number of permitted and occupied units for veterans focused housing</p> <p>Number of new permitted and occupied units at redeveloped sites</p> <p>Number of Restore Rebuild development plans initiated with public and private partners</p>
<p>Promote well-being and leadership for BHA residents and staff</p>	<p>Complete 28 LTO elections</p>	<p>Number of sites with completed elections</p> <p>Number of sites that engaged in planning activities to create a new LTO</p>

		<p>Coordinate activities with the Youth Council that encourage youth interaction, leadership development, and solicit feedback to BHA on topics that are important to youth.</p> <p>Increase BHA staff participation in leadership development training</p>	<p>Number of youth council participants who develop public speaking and policy/program development experience</p> <p>Number of staff participating in leadership development training</p>
B.3	<p>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.</p> <p>BHA will provide a report on the progress made in meeting the goals and objectives described in the 5-Year Plan with next year's Plan submission (2026).</p>		
B.4	<p>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.</p> <p>See attached annual Plan Supplement, (ma002a01) Section 9, Safety and Crime Prevention for the BHA VAWA policy, goals, and objectives.</p>		
C.	<p>Other Document and/or Certification Requirements.</p>		
C.1	<p>Significant Amendment or Modification. Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p>See attached annual Plan Supplement, (ma002a01) Sections 12 and 13, Substantial Deviation / Significant Amendment / Modification.</p>		
C.2	<p>Resident Advisory Board (RAB) Comments.</p> <p>(a) Did the RAB(s) have comments to the 5-Year PHA Plan?</p> <p>Y N <input checked="" 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>See attached Responses to Comments, ma002h01.</p>		
C.3	<p>Certification by State or Local Officials.</p> <p>Form HUD-50077-SL, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p> <p>See attached signed Plan Certifications, ma002i01.</p>		
C.4	<p>Required Submission for HUD FO Review.</p> <p>(a) Did the public challenge any elements of the Plan?</p> <p>Y N <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>		
D.	<p>Affirmatively Furthering Fair Housing (AFFH).</p>		

D.1

Affirmatively Furthering Fair Housing. (Non-qualified PHAs are only required to complete this section on the Annual PHA Plan. All qualified PHAs must complete this section.)

Provide a statement of the PHA's strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.

BHA is not yet required to submit an AFH, so the new requirements do not apply. However, BHA continues to fulfill the requirements at 24 CFR 903.7(o)(3): “which means that it (BHA) examines its own programs or proposed programs; identifies any impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with local jurisdictions to implement any of the jurisdiction’s initiatives to affirmatively further fair housing that require the PHA’s involvement; and maintain records reflecting these analyses and actions.”

Fair Housing Goal:

Describe fair housing strategies and actions to achieve the goal

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