



**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M., June 18, 2024
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

I. ROLL CALL

II. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Tuesday, June 11, 2024

2nd Printing – Sunday, June 16, 2024

III. APPROVAL OF PREVIOUS BOARD MINUTES – May 28, 2024

IV. NEW BUSINESS

	PAGE (S)
1. Resolution No. FY2024-017	1 - 23
Resolution approving the 2024 Annual PHA Plan, Version 3, Significant Amendment #1	
2. Resolution No. FY2024-018	24 - 27
Resolution approving the 2024 the Capital Fund Program (CFP) Five-Year Action Plan (2024-2028)	
3. Resolution No. FY2024-019	28 - 60
Resolution approving the Five-Year (2025-2029) and Annual (FY2025) PHA Plan	

V. EXECUTIVE DIRECTOR'S REPORT

1. Project Updates
2. Division Updates

VI. GENERAL DISCUSSION / ANNOUNCEMENTS

1. HR Item: Executive Management Performance Evaluations for:
 - Executive Director, Elizabeth F. Napoli, due on or before July 8, 2024 (Annual Evaluation) **61 -66**
 - Deputy Director, Fernando B. Esteves, due on or before August 22, 2024 (Annual Evaluation) **67 - 72**
2. Next proposed scheduled Board Meeting: Tuesday, July 09, 2024 @ 12:00 p.m.

VII. ADJOURNMENT

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THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY
 Board of Commissioners Meeting
 Tuesday, June 18, 2024 at 12:00 PM.
 This meeting is open to the public via Zoom.

Topic: GHURA BoC Meeting, Tuesday, June 18, 2024 @12PM
 Time: Jun 18, 2024 12:00 PM Guam, Port Moresby

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- III. APPROVAL OF PREVIOUS BOARD MINUTES – May 28, 2024
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The complete Board packet may be viewed on our website at www.ghura.org.

For more information, please contact Audrey Aguon at 475-1378 and for special accommodations, please contact Chief Planner – Designated Section 504 / ADA Coordinator at 475-1322 or TTY 472-3701.

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**BOARD OF COMMISSIONERS
REGULARLY SCHEDULED MEETING
12:00 P.M., May 28, 2024
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

I. CALL TO ORDER

After notice was duly given, pursuant to the Open Government Law of Guam and the Bylaws of the Authority, the Board of Commissioners' regularly scheduled board meeting was called to order at **12:02 P.M., Tuesday, May 28, 2024**, at the GHURA Sinajana Main Office, 1st floor Conference room. Chairman Rivera indicated that **4 of 6** members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

Viewed virtually via	ZOOM: https://us06web.zoom.us/j/81903572384?pwd=Xm0Cce2gvNaspwe2fxp8G7KDuErk1P.1	
	YOUTUBE: https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag	
BOC Commissioners Attendance	Dr. John Rivera, Chairman Nate Sanchez, Vice Chairman Anisia Delia, Commissioner Emilia Rice, Commissioner Victor Torres, Commissioner Karl Corpus, Resident Commissioner <i>*Chairman Rivera acknowledged and approved the virtual attendance request.</i>	Virtual <input type="checkbox"/> In-Person <input checked="" type="checkbox"/> Virtual <input type="checkbox"/> In-Person <input checked="" type="checkbox"/> Virtual <input checked="" type="checkbox"/> In-Person <input type="checkbox"/> Virtual <input type="checkbox"/> In-Person <input type="checkbox"/> Virtual <input type="checkbox"/> In-Person <input checked="" type="checkbox"/> Virtual <input type="checkbox"/> In-Person <input type="checkbox"/>
GHURA Management/ Staff	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/> Fernando B. Esteves, Deputy Director <input checked="" type="checkbox"/> Audrey Aguon, Special Assistant <input checked="" type="checkbox"/> Frances Danieli, Controllor <input checked="" type="checkbox"/> Katherine Taitano, RP&E Chief Planner <input type="checkbox"/> Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/> Antonio Camacho, HPA <input type="checkbox"/> Pearly Mendiola, GT Manager <input type="checkbox"/> Nicole Alejandro, Section 8 <input type="checkbox"/> Michael Ricuyal, AE <input type="checkbox"/> Maria Cherry Canete, AE <input checked="" type="checkbox"/> Naricel Carlos <input checked="" type="checkbox"/>	Julie Lujan, MIS Administrator <input type="checkbox"/> Sonny Perez, AE Manager <input checked="" type="checkbox"/> Norma San Nicolas, Section 8 Administrator <input type="checkbox"/> Narcissa Ada, AMP1 Manager <input type="checkbox"/> Gina Cura, AMP2 Manager <input type="checkbox"/> Patrick Bamba, AMP3 Manager <input type="checkbox"/> Philomena San Nicolas, AMP4 Manager <input type="checkbox"/> Jolyn Terlaje <input type="checkbox"/> Perfecto Taladoc <input type="checkbox"/> Miguel Fernandez, AE <input checked="" type="checkbox"/> Ervin Santiago, AE <input checked="" type="checkbox"/> Jenna Alano, ROSS <input type="checkbox"/> Patrick Lucas, MoD <input checked="" type="checkbox"/>
Legal Counsel	Eliseo M. Florig, GHURA's Legal Counsel <input checked="" type="checkbox"/>	
Public	None indicated	

II. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Tuesday, May 21, 2024

2nd Printing – Sunday, May 26, 2024

III. APPROVAL OF PREVIOUS BOARD MINUTES:

[268/24] Commissioner Torres moved to approve the board meeting minutes of April 9, 2024 subject to corrections. The motion was seconded by Vice Chairman Sanchez. There were no objections by the other board members. Motion passed unanimously.

IV. NEW BUSINESS:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Resolution No. FY2024-012- Resolution recognizing the dedicated service of Mr. Frank T. Ishizaki and commending him for the contributions he made to the Guam Housing and Urban Renewal Authority and the people of Guam</p>	<p>[269/24] Executive Director Napoli read Resolution No. FY2024-012, page 1 of 13 in the BOC packet.</p> <p>Chairman Rivera indicated that Commissioner Ishizaki was unable to attend the board meeting but is very appreciative of the resolution. There were no further discussions.</p>	<p>[270/24] Vice Chairman Sanchez moved to approved Resolution No. FY2024-012 recognizing the dedicated service of Mr. Frankie T. Ishizaki and commending him for the contributions he made to the Guam Housing and Urban Renewal Authority and the people of Guam. Commissioner Torres seconded the motion. There were no objections by the other board members. Motion passed unanimously.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>2. Intent of Award- IFB GHURA-24-006; Fleet Vehicle Bid</p>	<p>[271/24] Executive Director Napoli read the Intent of Award IFB GHURA-24-006, Fleet Vehicle Bid on pages 2-4 of 13 in the BoC packet.</p> <p>Chairman Rivera stated for clarification purposes that the bid provided by Triple J Motors was the lowest responsive and responsible bid, despite being the highest bidder submitting a bid more than the government estimate by \$14,682. This was due to Triple J Motors also submitting bids for items 1.2 and 1.3. Executive Director Napoli confirmed this.</p> <p>There were no further discussions.</p>	<p>[272/24] Vice Chairman Sanchez moved to approve the Intent of Award- IFB GHURA-24-006; Fleet Vehicle Bid to Triple J. Motors which provided the lowest responsive and responsible bid of \$644,672. Commissioner Torres seconded the motion. There were no objections from the other board members. Motion passed unanimously.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>3. Resolution No. FY2024-014- Resolution approving Above-Step Recruitment for the Program Coordinator II Position (A/E Division)</p>	<p>[273/24] Executive Director Napoli read the Resolution Approving the Above-Step for Ms. Maria Cherry L. Canete as the Program Coordinator II (A/E Division) on pages 5-7 of 13 in the BoC packet.</p> <p>Dr. Kimberly Bersamin stated the following:</p> <ul style="list-style-type: none"> • Ms. Canete started at GHURA as a temporary position. • This was the second Above-Step request in a series of PC II positions. • The first Above-Step request was a position in the Community Development Division • The ROSS program Above-Step request is forthcoming. • Ms. Canete is a great asset to GHURA with her exceptional skill set, experience, character, and integrity. <p>Mr. Sonny Perez, AE Manager, added that Ms. Canete brings much experience and assistance to the AE staff and to the other GHURA divisions.</p> <p>Mr. Ervin Santiago spoke of Ms. Canete’s management style and organizational skills and how she has been extremely helpful with overseeing the Section 3 Policy.</p> <p>Chairman Rivera asked about whether the wage adjustment request that was brought to the board in January had corrected some of the salary issues. He added</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>that his concern was the impact the above-step requests would have on the rest of the workforce. Dr. Bersamin, HR Administrator, stated that what GHURA did in January was to try and close the gap. When the government of Guam, in 2023 increased salaries by 22%, GHURA was already behind. Through Mr. Topasna's efforts, GHURA was able to incrementally catch up with the 2012 study. When GovGuam moved to 22%, it kicked GHURA out of range in trying to balance and be responsible with what the programs could afford. Unfortunately, Ms. Canete is qualified to be higher. However, GHURA does try to tie it in with succession planning.</p> <p>Chairman Rivera inquired about what else needs to be done by way of systematically fixing the salary issues. Deputy Director Esteves stated that GHURA looked at national averages to determine a baseline for the position. A program coordinator I establishes the baseline for all program coordinators. Experience would dictate where PC II and III positions would fall in the spectrum. The salary adjustment helped to get people interested in the position. He added that when there is a request for an Above-step, what Dr. Bersamin does is the extensive analysis to determine whether a request for Above-step is justifiable.</p> <p>Chairman Rivera inquired about whether GHURA needs more</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>organization. Deputy Director Esteves and Dr. Bersamin both agreed. Deputy Director Esteves added that GHURA will be re-evaluating every other year to stay more in-line with the national averages and stay competitive not only with GovGuam, but also with the private and federal sectors as well.</p> <p>Director Napoli added that one of the things that possibly makes it difficult is the generic position title. GHURA may need to do more of the same research that it did for the Housing Specialist positions for its other divisions. The program coordinator II duties under AE may be different from the program coordinator II duties under Community Development, or CDBG. These are things that GHURA will be reevaluating.</p> <p>Chairman Rivera indicated that if GHURA needs to do more it should do more immediately and not wait to be reactionary. He added that he and the board are mindful of the employees getting the salary that they deserve competitively and are in support of the steps that GHURA is taking in that direction. He also added it could be a matter of going back and looking at the department and revisiting the job to put people where they need to be. Maybe a realignment needs to happen to put people where they need to be and be compensated fairly for what they bring to the table. This will also be in line with succession. Chairman Rivera also stated that he was not opposed to</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>movements such as these but indicated that if there is a deeper root to the issue that it is addressed and taken care of for all the employees and not just these minor movements.</p> <p>There were no further discussions.</p>	<p>[274/24] Commissioner Torres moved to approve Resolution No. FY2024-014, approving the Above-Step Recruitment for the Program Coordinator II Position (A/E Division) for Ms. Maria Cherry L. Canete MG5€ at \$57,194 p/a; \$27.50p/h. Vice Chairman Sanchez seconded the motion. There were no objections. Motion passed unanimously.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>4. Resolution No. FY2024-015-Resolution approving Above-Step Recruitment for the Accountant II (Temporary Position)</p>	<p>[275/24] Executive Director Napoli read Resolution No. FY2024-015, the Resolution approving the Above-Stop Recruitment for the Accountant II (Temporary position) on pages 8-9 of 13 in the Boc packet.</p> <p>Deputy Director Esteves stated that Ms. Naricel T. Carlos had been instrumental in the reconciliation and the CCMR audit findings for the Capital Fund program. It is on track to be completed. It would not have been done without Ms. Carlos's exceptional work.</p> <p>Dr. Bersamin added that the reason for the temporary request in Above-step is because GHURA's policy is that the board approve temporary and permanent Above-step positions. The initial position that Ms. Carlos applied for was a temporary Account I position, but when a temporary Accountant II position was available, she was informed of the position. She added that when she saw the need to fill the Accountant II position, she pursued the Accountant II level. Dr. Bersamin also added that the permanent position is currently being recruited.</p> <p>There were no further discussions.</p>	<p>[276/24] Vice Chairman Sanchez moved to approve Resolution No. FY2024-015, resolution approving the Above-Step Recruitment for the Accountant II (Temporary position) to Ms. Naricel T. Carlos, MG5-5(C), \$56,094.00 p/a; \$26.97 p/h. Commissioner Delia seconded the motion. There were no objections by the other board members. The motion passed unanimously.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>5. Resolution No. FY2024-016- Resolution authorizing GHURA to accept a loan for up to ten million dollars (\$10,000,000.00) in Guam Coronavirus State and Local Fiscal Recovery Funds for Community Development projects.</p>	<p>[277/24] Executive Director Napoli read the letter regarding the ARPA Loan for Real Property Purchase for Healthcare Facilities on page 10 of 13 and the Resolution No. FY2024-016, authorizing GHURA to accept a loan for up to ten million dollars (\$10,000,000.00) in Guam Coronavirus State and Local Fiscal Recovery Funds for Community Development projects on pgs. 12-13 of 13 in the BoC packet.</p> <p>Chairman Rivera asked whether the Resolution No. FY2024-016 is directly in-line with GHURA’s mission. Executive Director Napoli confirmed this and added that the late Director Topasna had been involved in discussions regarding healthcare facilities, such as the hospital. She indicated that he was also in discussions regarding the Enabling Act which gives GHURA the authority to do such things as affordable housing and community development. GHURA welcomes the ability to facilitate projects that are being proposed.</p> <p>Chairman Rivera indicated that this is not unprecedented for GHURA. GHURA being offered a loan and then it being purposed for GHURA capital projects is something that GHURA has precedents in its portfolio. Deputy</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>Director Esteves indicated that this is the first time a loan was offered to GHURA from GovGuam directly. He went on to state that Guma Trankilidat was acquired and built from a USDA loan, which GHURA is still paying for. So there is precedence, but this had been reviewed by legal counsel and it was determined that GHURA may obtain money and resources from anywhere and put it towards community projects. Based on some preliminary research on areas that meet the requirements or conditions, GHURA had determined that there is land available for acquisition. This could potentially lead to future community development projects such as the healthcare facility. He also added that really looking into community development may include economic opportunities as well as the potential to build additional affordable housing. If a hospital facility was constructed on the lot, there could be the potential for FHA to get involved. The FHA offers favorable loans for government to build hospitals. This purchase will set the tone for the future development of anything acquired. He added that GHURA assists or completes projects either in full or in part.</p> <p>Chairman Rivera asked whether there were any cautions to be</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>aware of. Deputy Director Esteves indicated that there had been mentioned of sink holes. However, those issues get addressed through processes.</p> <p>Chairman Rivera inquired about how far GHURA will have to be in the process before knowing whether GHURA is meeting the requirements. Deputy Director Esteves stated that if the board were to approve the resolution, then based on the orders prescribed therein that GHURA enters negotiations with the terms of the loan, GHURA will have to meet NIPA requirements, get appraisal to the Federal standard, and use the Uniform Guidance.</p> <p>Vice Chairman Sanchez asked whether the terms of the loan were provided. Deputy Director Esteves indicated that GHURA has terms that will be asked. The terms include government to government with no interest on the loan, deferred payment up to at least (20) years, repayment conditions either based on acquisition and transfer back for a purpose under the Enabling statute which would require board approval. GHURA will provide multiple options to clear the debt.</p> <p>Vice Chairman Sanchez also requested that Fiscal email a copy</p>	

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	<p>of FY2022-2023's balance sheet, cash flow, debit, and credit report to the board for review. Deputy Director Esteves indicated that the requested report as well as an asset liability statement will be forwarded to the commissioners for their review.</p> <p>Commissioner Torres indicated that he was concerned that the term of the letter limited GHURA to purchase land in Mangilao. He added that the boundaries of Barrigada and Mangilao are so close together potentially making it difficult not to cross over. Deputy Director Esteves stated that one of the reasons that the area was chosen was because much of the Mangilao area land was returned making it available for acquisition. He added that if GHURA is approved, it will research available lots and submit offers for up to fifty acres. He stated that a clause will be added to the agreement that GHURA will not be penalized if obtaining the property is not feasible.</p> <p>Mr. Eliseo Florig, GHURA's Legal Counsel, referenced the fourth paragraph of the ARPA Loan for Real Property Purchase for Healthcare Facilities where the offeror indicated in part, "...the purchase of real property for development of healthcare</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>facilities, and related projects consistent with the Final Rule, within the municipality of Mangilao, Guam.” He stated that as negotiations continue and it is determined the property is not appropriate or may encroach on other municipalities, then GHURA may need to come back to the board with some possible changes.</p> <p>There were no further discussions.</p>	<p>[278/24] Vice Chairman Sanchez moved to approve Resolution No. FY2024-016- the Resolution authorizing GHURA to accept a loan for up to ten million dollars (\$10,000,000.00) in Guam Coronavirus State and Local Fiscal Recovery Funds for Community Development projects. Commissioner Delia seconded the motion. There were no objections by the other board members. Motion passed unanimously.</p>

V. EXECUTIVE DIRECTOR'S REPORT:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Project Updates</p>	<p>[279/24] Executive Director Napoli stated that there were no project updates to report.</p> <p>Deputy Director Esteves introduced Mr. Patrick Luces, Program Coordinator IV, head of the Capital Fund Division. He indicated that GHURA is happy to have him on board and excited to move forward with grant opportunities with Mr. Luces's experience.</p>	<p>No action taken.</p>
<p>2. Division Updates</p>	<p>[280/24] Dr. Bersamin announced that the annual performance evaluations for Executive Director is due in July 2024 and for Deputy Director in August 2024. She indicated the evaluation forms for the commissioners to complete will be emailed to them.</p>	<p>No Action taken.</p>

VI. GENERAL DISCUSSIONS / ANNOUNCEMENTS:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Next proposed scheduled Board meeting: Tuesday, June 11, 2024 @12PM</p>	<p>[281/24] Chairman Rivera requested that commissioners mark their calendars for the next scheduled board meeting.</p>	<p>No Action taken.</p>

VII. ADJOURNMENT:

AGENDA ITEM	DISCUSSION	ACTION
		<p>[282/24] Chairman Rivera moved to adjourn board meeting of May 28, 2024. Vice Chairman Sanchez seconded the motion. There were no objections by the other board members. Motion passed and meeting adjourned at 2:01PM</p>

SEAL

Elizabeth F. Napoli
 Board Secretary/Executive Director

Date _____



GHURA

Guam Housing and Urban Renewal Authority
Aturidat Ginima' Yan Rinueban Siudat Guahan
117 Bien Venida Avenue, Sinajana, GU 96910
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701
Website: www.ghura.org



June 13, 2024

TO: BOARD OF COMMISISONERS
FROM: EXECUTIVE DIRECTOR
SUBJECT: BOC PACKET
FY2024 PHA Plan, V3
Significant Amendment #1

Hafa Adai,

Before you is BOC Resolution No. FY2024-017, Resolution Approving the FY2024 Annual PHA Plan, Version 3, Significant Amendment #1, in which the PHA Plan has been updated to remove the old ACOP and add the new ACOP that was approved by the BOC in February 2024.

The FY2024 PHA Plan, V3, Significant Amendment #1 can be found in GHURA's website, www.ghura.org. This Plan is close to 600 pages; portions of the Plan has been included in the board packet to reflect the changes to the Plan.

Senseramente,


ELIZABETH F. NAPOLI

GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Aturidat Ginima' Yan Rinueban Siudat Guahan
BOARD OF COMMISSIONERS
RESOLUTION NO. FY2024-017

Moved By: _____

Seconded By: _____

Resolution Approving the FY2024 Annual PHA Plan, Version 3, Significant Amendment #1

- WHEREAS,** pursuant to Section 511 of the Quality Housing and Work Responsibility Act (QHWRA) of 1998, the Guam Housing and Urban Renewal Authority is mandated to develop and submit a Public Housing Agency (PHA) Annual Plan to the U.S. Department of Housing and Urban Development (HUD); and
- WHEREAS,** the FY2024 Annual PHA Plan, Revision 3 is a comprehensive guide to the Authority's policies, programs, operations, and strategies for meeting local housing needs and goals for implementation for Fiscal Year 2024. The FY2024 Annual PHA Plan, Version 3 was approved by HUD on September 19, 2023; and
- WHEREAS,** the FY2024 Annual PHA Plan, Version 3, was revised and updated to reflect the addition of the approved November 2023 Admissions and Continued Occupancy (ACOP), which the Board of Commissioners adopted on February 13, 2024; and
- WHEREAS,** the goals and objectives of the FY2024 Annual PHA Plan, Version 3, Significant Amendment #1 are consistent with Guam's Five-Year Consolidated Plan, which identifies and prioritizes the housing and community development needs of Guam; and
- WHEREAS,** this FY2024 Annual PHA Plan, Version 3, Significant Amendment #1 was prepared in accordance with 24 CFR Part 903; now, therefore, be it
- RESOLVED,** that the Board of Commissioners of the Guam Housing and Urban Renewal Authority hereby approves the Annual PHA Plan, Version 3, Significant Amendment #1 for the Fiscal Year 2024.

IN A SCHEDULED BOARD MEETING, SINAJANA, GUAM – JUNE 18, 2024

PASSED BY THE FOLLOWING VOTES:

AYES:

NAYES:

ABSENT:

ABSTAINED:

I certify that the foregoing is a full, true and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **June 18, 2024**.

(S E A L)

ELIZABETH F. NAPOLI

Secretary / Executive Director

<p>Annual PHA Plan (Standard PHAs and Troubled PHAs)</p>	<p>U.S. Department of Housing and Urban Development Office of Public and Indian Housing</p> <p>GQ001v03</p>	<p>OMB No. 2577-0226 Expires: 03/31/2024</p>
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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, including changes to these policies, 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-ST is to be completed annually by **STANDARD PHAs or TROUBLED PHAs**. PHAs that meet the definition of a High Performer PHA, Small PHA, HCV-Only PHA or Qualified PHA do not need to submit this form.

Definitions.

- (1) **High-Performer PHA** – A PHA that owns or manages more than 550 combined public housing units and housing choice vouchers, and was designated as a high performer on both the most recent Public Housing Assessment System (PHAS) and Section Eight Management Assessment Program (SEMAP) assessments if administering both programs, or PHAS if only administering public housing.
- (2) **Small PHA** - A PHA that is not designated as PHAS or SEMAP troubled, that owns or manages less than 250 public housing units and any number of vouchers where the total combined units exceed 550.
- (3) **Housing Choice Voucher (HCV) Only PHA** - A PHA that administers more than 550 HCVs, was not designated as troubled in its most recent SEMAP assessment and does not own or manage public housing.
- (4) **Standard PHA** - A PHA that owns or manages 250 or more public housing units and any number of vouchers where the total combined units exceed 550, and that was designated as a standard performer in the most recent PHAS or SEMAP assessments.
- (5) **Troubled PHA** - A PHA that achieves an overall PHAS or SEMAP score of less than 60 percent.
- (6) **Qualified PHA** - A PHA with 550 or fewer public housing dwelling units and/or housing choice vouchers combined and is not PHAS or SEMAP troubled.

<p>A. PHA Information.</p>	<p>PHA Name: <u>GUAM HOUSING AND URBAN RENEWAL AUTHORITY</u> PHA Code: <u>GQ001</u> PHA Type: <input checked="" type="checkbox"/> Standard PHA <input type="checkbox"/> Troubled PHA PHA Plan for Fiscal Year Beginning: (MM/YYYY): <u>10/2023</u> PHA Inventory (Based on Annual Contributions Contract (ACC) units at time of FY beginning, above) Number of Public Housing (PH) Units <u>750</u> Number of Housing Choice Vouchers (HCVs) <u>2,718</u> Total Combined Units/Vouchers <u>3,468</u> PHA Plan Submission Type: <input checked="" type="checkbox"/> Annual Submission GQ001v03 <input type="checkbox"/> Revised Annual Submission</p> <p>Availability of Information. 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. 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 website. PHAs are also encouraged to provide each resident council a copy of their PHA Plans.</p> <p>The Annual PHA Plan FY2024 was made available to the public for review and comment via (1) electronically on GHURA's website at www.ghura.org, and (2) hard copies located at GHURA's main office lobby, the AMP Site Base offices, and the Guma Trankilidat office. Inquiries were sent to Ms. Philly San Nicolas, Property Site Manager, via her email address, phillysn@ghura.org; or contacted via phone at (671) 475-1348.</p> <p>Residents were requested to contact their respective Site Base Office for an appointment to review either the PHA Plan or CFP Plan. The contact information is as follows:</p> <ul style="list-style-type: none"> • GHURA Main Office: (671) 475-1330, 117 Bien Venida Avenue, Sinajana, Guam 96910 • AMP1: (671) 477-9823, Paquito Street, Toto Gardens, Toto, Guam 96910 • AMP2: (671) 789-9062, 10 JC Rojas Street, Yona, Guam 96915 • AMP3: (671) 565-9854, Pagachao Drive, Agat, Guam 96915 • AMP4: (671) 475-1395, 27 Doni Lane, Toto Gardens, Toto, Guam 96910 • Guma Trankilidat: (671) 646-6301, 145 Trankilidat St., Tumon, Guam 96913 • Section 8 FSS Coordinators: (671) 475-1333 or (671) 475-1339
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Although Government of Guam has lifted its social distancing requirements for the COVID-19 pandemic, the Resident Advisory Board (RAB) Members requested that their meetings be held via ZOOM.

The first of three meetings with RAB members was held on May 4, 2023, to discuss the (a) 2022-2023 Revisions to Public Housing’s Admissions and Continued Occupancy Policy (ACOP), (b) FY2023 Capital Fund Program and Five-Year Action Plan for 2023-2027, and (c) FY2024 PHA Annual Plan. RAB members were provided with an agenda, synopsis of ACOP revisions, list of proposed projects under the new 2023 CFP grant, and highlights of 2024 PHA Plan.

On May 24, 2023, Typhoon Mawar, a Category 4 status, hit the island of Guam. Most of the island had suffered a loss of power, water, and connectivity. The remaining two meetings with RAB members were canceled.

As the island recovered, despite some areas of the island not having power or poor connectivity, the public hearings continued as scheduled for the Capital Fund Program and PHA Annual Plan.

The Public’s comments are important to us. GHURA had advertised three public comment periods and public hearings for the items stated, as follows:

- 2022-2023 Revisions to ACOP:
Public Comment - March 27-May 10, 2023; Public Hearing - May 11, 2023
- FY2023 Capital Fund Program and Five-Year Action Plan:
Public Comment – April 19-June 2, 2023; Public Hearing – June 2, 2023
- FY2024 PHA Annual Plan:
Public Comment – May 2-June 15, 2023; Public Hearing – June 16, 2023

All public hearings had no attendees and few comments were received.

PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below)

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:					

B.	Plan Elements																																										
B.1	<p>Revision of Existing PHA Plan Elements.</p> <p>(a) Have the following PHA Plan elements been revised by the PHA?</p> <table border="0"> <tr> <td>Y</td> <td>N</td> <td></td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Statement of Housing Needs and Strategy for Addressing Housing Needs</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions. (EXHIBIT B)</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Financial Resources.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Rent Determination.</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Operation and Management.</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td>Grievance Procedures. (EXHIBIT C)</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Homeownership Programs.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Community Service and Self-Sufficiency Programs.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Safety and Crime Prevention.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Pet Policy.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Asset Management.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Substantial Deviation.</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>Significant Amendment/Modification (EXHIBIT A)</td> </tr> </table> <p>(b) If the PHA answered yes for any element, describe the revisions for each revised element(s):</p> <p><u>OPERATIONS AND MANAGEMENT</u></p> <p>GHURA receives its funding for the Housing Choice Voucher (HCV) program and operating subsidy for the Public Housing Program from the U.S. Department of Housing and Urban Development (HUD) for the jurisdiction of Guam. GHURA is not a federal department or agency, but a governmental or public body, created and authorized by state law to develop and operate housing and housing programs for low-income families. GHURA enters an Annual Contributions Contract with HUD to administer the public housing program and program requirements for HCV. GHURA ensures compliance with federal laws, regulations and notices and has established policies and procedures to clarify federal requirements and to ensure consistency in program operation. (2019 Admin Plan, Chapter 1 – EXHIBIT G1; 2023 ACOP, Chapter 1 – EXHIBIT G2)</p> <p>The Public Housing Administrative and Continued Occupancy Policy (ACOP) and the Section 8 Administrative (Admin) Plan are the Authority’s written statements of policies used to carry out the housing programs in accordance with federal law and regulations, and HUD requirements. Both Policies support the objectives contained in the PHA Plan.</p> <p><u>Applicable Regulations (HCV):</u> 24 CFR Part 5: General Program Requirements, 24 CFR Part 8: Nondiscrimination, and 24 CFR Part 982: Section 8 Tenant-Based Assistance: Housing Choice Voucher Program</p> <p><u>Applicable Regulations (PH/Maintenance):</u> 24 CFR Part 5: General Program Requirements, 24 CFR Part 8: Nondiscrimination, 24 CFR Part 35: Lead-Based Paint; 24 CFR Part 902: Public Housing Assessment System, 24 CFR Part 903: Public Housing Agency Plans, 24 CFR Part 945: Designated Housing, 24 CFR Part 960: Admission and Occupancy Policies, 24 CFR Part 965: PHA-Owned or Leased Projects – General Provisions, 24 CFR Part 966: Lease and Grievance Procedures, HUD Maintenance Guidebook</p> <p>The Public Housing Maintenance Plan is a written plan used to carry out the maintenance processes under the Public Housing Program. The Maintenance Plan is currently being updated.</p> <p>The Plan states that, “GHURA will make all efforts to provide a healthy and pest-free environment for its residents. The Authority will determine which, if any, pests infest its properties and will then provide the best possible treatment for the eradication of those pests.</p> <p>The extermination plan will begin with an analysis of the current condition at each property. The Property Site Managers shall make sure that an adequate schedule for treatment is developed to address any existing infestation. The schedule will include frequency and locations of treatment. Different schedules may be required for each property.”</p> <p>GHURA’s Maintenance Plan is currently being updated.</p>	Y	N		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Statement of Housing Needs and Strategy for Addressing Housing Needs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions. (EXHIBIT B)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Financial Resources.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rent Determination.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Operation and Management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grievance Procedures. (EXHIBIT C)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Homeownership Programs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Community Service and Self-Sufficiency Programs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Safety and Crime Prevention.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Pet Policy.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Asset Management.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Substantial Deviation.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Significant Amendment/Modification (EXHIBIT A)
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GHURA is governed by the Board of Commissioners; the Commissioners are appointed in accordance with the state housing law. The Board of Commissioners establishes policies under which GHURA conducts business and ensures that those policies are followed by GHURA staff. The Board is responsible for preserving and expanding GHURA’s resources and assuring its continued viability and success. Formal actions of GHURA are taken through written resolutions, adopted by the Board, and entered into the official records of GHURA.

The principal staff member of GHURA is the Executive Director (ED), who is selected and hired by the Board. The ED oversees the day-to-day operations of GHURA and is directly responsible for carrying out the policies established by the commissioners. The ED’s duties include hiring, training, and supervising GHURA’s staff, as well as budgeting and financial planning for the Authority. Additionally, the ED is charged with ensuring compliance with federal and state laws, and program mandates.

Public Housing Admissions and Continued Occupancy Policy (ACOP) - GHURA updated its Public Housing Admissions and Continued Occupancy Policy (ACOP) for both 2022 and 2023 since its last update in 2021. The GHURA Board of Commissioners approved the ACOP on June 21, 2023. GHURA submitted its updated ACOP on July 17, 2023, via email. The ACOP is attached as **EXHIBIT H** and can be viewed at GHURA’s website, www.ghura.org.

GRIEVANCE PROCEDURES (SEE EXHIBIT C)

GHURA’s Grievance Procedures has been updated to reflect the requirements and procedures for handling grievances for public housing residents. It is GHURA’s essential responsibility to ensure grievance hearings meet the requirements of due process and comply with HUD regulations. Remote informal hearings are being made available. All GHURA policies and processes for remote informal hearings will be conducted in accordance with due process requirements and in compliance with HUD regulations (see ACOP Chapter 14).

SECTION 8 HOMEOWNERSHIP PROGRAM

The Housing Choice Voucher (HCV) homeownership program allows families that are assisted under the HCV program to use their voucher to buy a home and receive monthly assistance in meeting homeownership expenses. While the HCV homeownership regulations contemplate a downpayment grant option (where the PHA offers a single downpayment assistance grant to the family instead of a monthly homeownership subsidy), funding has not been appropriated for this purpose and this regulatory provision has never been implemented.

SIGNIFICANT AMENDMENT/MODIFICATION (SEE EXHIBIT A)

(c) The PHA must submit its Deconcentration Policy for Field Office review.

The Deconcentration Policy, as noted in GHURA’s 2023 ACOP, is included as **EXHIBIT B**.

- Chapter 4, pages 4-20 through 4-22
- Chapter 12, page 12-13

PROGRAMS ADMINISTERED BY THE PHA

NAME OF PROGRAM / POLICY	ATTACHED?
Section 8 Housing Choice Voucher Administrative Plan (Admin Plan) 2019	No
Public Housing Admissions and Continued Occupancy (ACOP) 2023	Yes, EXHIBIT H
Public Housing Maintenance Plan	No – under review
Personnel Rules and Regulations	No
Procurement Policy	No
Asset Disposition Policy	No

B.2 New Activities.

(a) Does the PHA intend to undertake any new activities related to the following in the PHA's current Fiscal Year?

Y N

- Hope VI or Choice Neighborhoods.
- Mixed Finance Modernization or Development.
- Demolition and/or Disposition.
- Designated Housing for Elderly and/or Disabled Families.
- Conversion of Public Housing to Tenant-Based Assistance.
- Conversion of Public Housing to Project-Based Rental Assistance or Project-Based Vouchers under RAD.
- Occupancy by Over-Income Families.
- Occupancy by Police Officers.
- Non-Smoking Policies.
- Project-Based Vouchers.
- Units with Approved Vacancies for Modernization.
- Other Capital Grant Programs (i.e., Capital Fund Community Facilities Grants or Emergency Safety and Security Grants).

(b) If any of these activities are planned for the current Fiscal Year, describe the activities. For new demolition activities, describe any public housing development or portion thereof, owned by the PHA for which the PHA has applied or will apply for demolition and/or disposition approval under section 18 of the 1937 Act under the separate demolition/disposition approval process. If using Project-Based Vouchers (PBVs), provide the projected number of project-based units and general locations, and describe how project basing would be consistent with the PHA Plan.

Conversion of Public Housing to Project-Based Assistance under RAD

GHURA is not actively pursuing the conversion of its Public Housing stock to the HUD Rental Assistance Demonstration (RAD) Program currently. However, GHURA continues to review this program to determine its applicability and benefit to the island's inventory of Public Housing.

Occupancy by Over-Income Families

GHURA's ACOP is currently under revision and subject to be approved by May 2023. Over-income families will not be terminated from the program and will be charged an alternative non-public housing rent, as noted below:

"GHURA Policy

For families whose income exceeds the over-income limit for 24 consecutive months, GHURA will not terminate the family's tenancy and will charge the family the alternative non-public housing rent, as well as require the family to sign a new non-public housing lease in accordance with the continued occupancy policies below."

Units with Approved Vacancies for Modernization

GHURA continues to include Unit Modernization in the Annual Statement and Evaluation Report (50075.1) and the Capital Fund Program (CFP). GHURA will continue to request HUD's approval for the modernization of units that need major renovation work. CFP funds are used to address these vacant units under modernization. Units identified for modernization require the units to become or remain vacant to accomplish the necessary improvements; modernization may require up to six (6) months for completion.

Major factors in which GHURA considers placing units under modernization and upgrade: the age of the unit, deterioration of the sewer waste and water lines, and antiquated electrical system, to name a few. Most units are over 40 years old and the sewer lines that were originally installed are galvanized pipes that have since and continue to severely corrode; the electrical systems are obsolete, and some parts that were installed in the unit are no longer being sold to perform the necessary maintenance of the system.

Relocation Costs will also be included in the CFP grant to provide residents with relocation assistance, if qualified.

Abatement of Lead Based Paint (LBP) - A re-testing for the presence of Lead-Based Paint (LBP) was completed in November 2018 on 145 Public Housing units at AMP 1 (Agana Heights, Mongmong, and Sinajana), AMP 2 (Yona), and AMP 4 (Toto). Out of the 145 units, a total of 67 units tested positive for lead.

GHURA plans to address the abatement of LBP under the FY2022 Capital Fund Program (CFP) grant. GHURA will issue a Request for Proposal (RFP) to obtain services for an LBP Abatement Consultant. This consultant will also be required to prepare the Scope of Work and conduct a quality review of the work performed by the contractor in removing the LBP from designated areas.

GHURA continues to provide notices to the residents at occupancy of the presence of LBP on the affected units. A report of any individuals testing positive for lead poisoning will be provided to HUD.

Other Capital Grant Programs

GHURA will consider the possibility and feasibility of applying for the Capital Fund Financing Program (CFFP) and the Emergency Shelter and Security Grants.

- GHURA was awarded \$250,000 for the 2023 Emergency Shelter and Security Grant for the purchase of surveillance cameras, lighting, security alarms at HA wide developments to improve the health and safety of the residents. (added October 2023)

GHURA has submitted its application for the Housing Related Hazards Grant and Lead-Based Paint Capital Fund Program grant. Under this grant, GHURA proposes to address two projects: radon and mold and moisture.

- GHURA was awarded \$5,000,000 for the 2022 Housing-Related Hazard Capital Fund Program to address housing related hazards, such as Radon and Mold/Mildew. (added October 2023)

GHURA considers the age of the units, updated uniform building codes, and Guam’s weather conditions as factors for units requiring to be upgraded and in compliance with industry standards. CFP funds are limited to address the physical needs of the developments, as stated in the 2018 Physical Needs Assessment.

Use of Operating Reserves

GHURA will use its operating reserves to address project-specific activities to maintain the efficient management operations of Public Housing units. Projects being considered are:

- Installation of overhead lighting in the elderly unit bedrooms as the unit becomes vacant.
- Construction of an open-air canopy above existing basketball courts and/or playground facilities located on the AMP sites.
- Removal and repair of existing fence and/or installation of new fencing at the AMPs sites.
- Installation of bollards to prevent soil erosion and unauthorized resident parking on grass.
- Installation of lighting at fence line for security purposes.
- Installation of boundary signage where there are no fences to deter residents from trespassing on private properties that border PHA sites.
- Purchase and installation of security cameras with security monitoring services.
- Pest control/termite treatment in units.
- Expansion of office and parking spaces.
- Renovate fire-damaged units below insurance deductible of \$50,000. (added October 2023)
- Support of resident programs.
- Other project-specific activities include, but are not limited to, improving curb appeal (maintenance costs, non-routine or capital expenses).

B.3

Progress Report.

Provide a description of the PHA's progress in meeting its Mission and Goals described in the PHA 5-Year and Annual Plan.

Project-Based Elderly Program

Guam has 112 Project-based Elderly Program vouchers which are 99% leased up. The Section 8 Project-Based Voucher Program is a rental housing assistance program for elderly families. Unlike the Section 8 tenant-based program, the Project-Based subsidy is attached to specific units; the assistance does not move with the family. Under this program, there are 112 units that are subsidized at the Summer Town Estates in Dededo.

HUD-Veterans Affairs Supportive Housing Program (VASH)

Guam currently receives a total of 66 VASH vouchers with 48 leased up. Guam will continue to apply for additional funding to help our homeless veterans and their families afford decent, safe, and sanitary housing.

Mainstream

Guam was awarded 11 Mainstream Housing Program vouchers in 2018 and additional 4 in August 2020; 15 vouchers are leased up. These vouchers assist non-elderly persons between the ages of 18-61 with disabilities who are transitioning out of institutional or other segregated settings, at serious risk of institutionalization, homeless, or at risk of becoming homeless. Currently 100% leased.

Non-Elderly Disabled (NED)

Guam currently has 175 NED vouchers with 151 leased. The NED vouchers assist very low-income non-elderly disabled families and individuals with permanent housing. The recipients of NED vouchers are non-elderly head of household, co-head or spouse that is disabled.

Family Unification Program (FUP)

FUP vouchers are for families for whom the lack of adequate housing is a primary factor in the imminent placement (1) of the family's child or children, in out-of-home care; and (2) of the delay in discharge of child or children, to the family from out-of-home care. This program also includes an 18-month Voucher for youth at least 18 years old and not more than 21 years old who left foster care at age 16 or older and who do not have adequate housing. The FUP program is available only to families who are referred by Department of Health and Social Services (DPHSS), Division of Public Welfare (DPW), and Bureau of Social Services Administration (BOSSA). Guam has 130 FUP vouchers which is currently 100% leased.

A big contributing factor to the delay of leasing vouchers is due to COVID-19 restrictions and government shutdown, from March 2020 to May 2020 and August 2020 to September 2020. Although the shutdown has been lifted, Guam is still under restrictive orders, which caused delays in obtaining necessary documents from outside agencies, limited access to utility companies, impeded the ability of families to actively search for a unit, and caused landlords the inability and/or refusal to show units.

Multi-family Program

GHURA continues to meet its mission and goals by serving the needs of low-income elderly and persons with disabilities at the Guma Trankilidat (GT) Guam Elderly Program Multifamily Housing development. The GT Multifamily program continues to use its reserve funding to renovate and improve the physical conditions of the units to extend the useful life of the unit and the facilities. GT continues to meet the goals stated in the PHA's 5-year plan by ensuring the units are maintained in a decent, safe, and sanitary conditions.

Increasing Availability of Affordable Housing (Other Programs)

Guam continues to meet the priorities set forth in the 5-Year Consolidated Plan to increase the availability of affordable housing. As of 2023, Guam's participation in the Low-Income Housing Tax Credit (LIHTC) program has completed 1,170 affordable LIHTC rental units.

Summer Breeze I began construction of its 64 LIHTC rental-unit project in Barrigada with an anticipated completion in the latter part of 2023, marking it the second LIHTC project to be located in the central region of Guam. In addition, Summer Vista I, a project by the same developer as Summer Breeze I, has also began construction of 96 LIHTC rental units in Dededo near GRMC. Guam is also looking to continue the LIHTC Qualified Allocation Plan (QAP) process to generate more private development of affordable housing in 2023.

Section 108

The Government of Guam applied for a Loan Guarantee under Section 108 of the Housing and Community Development Act of 1974. The Section 108 program is a financing tool that allows communities and states to expand the size of their CDBG programs. It allows communities to transform a small portion of their CDBG funds into federally guaranteed loans large enough to pursue physical and economic revitalization projects that can renew entire neighborhoods. Additionally, the program is intended to support projects which principally benefit Low to Moderate Income (LMI) people in Guam.

GHURA, working on behalf of the Government of Guam, is the Designated Public Agency (DPA). The DPA simultaneously acts as borrower of the 108 loan funds from HUD and lender of 108 loan funds in this case lending to an organization (the ‘third party borrower’) proposing an activity that will fulfill a need within our community and that will serve an eligible LMI population.

For this first Section 108 Loan, Guam disbursed funds to The Learning Institute (TLI) for the construction of a public facility, the iLearn Academy Charter School (IACS) project. Construction of the IACS project began in 2021 and was completed in July of 2022. The gymnasium completed construction in December 2022 and full occupancy will be granted in 2023.

Promote Self-sufficiency and Asset Development of Families and Individuals

Meeting Family Self-Sufficiency Goals

GHURA’s Family Self-Sufficiency (FSS) Program Coordinators continue to champion for families by providing them with a wide variety of supportive services to include education, information, assistance, and opportunity. They remain resolute in exploring new and expanded ways to enhance the services they provide. FSS Program Coordinators continue to pursue and implement innovative approaches to ensure continuity of critical services to FSS participants.

FSS Program Coordinators continue to apply best practices for remote service delivery utilizing platforms such as virtual enrollments, virtual one-to-ones, virtual services workshops, virtual group discussions, email and phone banks to maintain contact with participants in order to sustain interest and motivation as they focus on achieving their goals. In line with nurturing interest and motivation, FSS continues to issue quarterly e-newsletters which cover an array of information. Features typically include escrow statistics, calendar of events, maintaining healthy homes, maintaining good tenancy, and preparing for inspections, amongst other topics of interest. The success stories section continues to impart a sense of inspiration to participants to strive for progress and ultimately achieve their goals.

FSS Program Coordinators supported an average of 140 program participants and their families in the past year. This number includes 110 Housing Choice Voucher (HCV) Program participants, and 30 Public Housing Program participants. Of these, 38 have opted for Homeownership/Prepare for Homeownership as a final goal, and 34 have opted for continuing education. Other goals include obtaining a drivers’ license, purchasing a vehicle, small business ownership and employment.

As a HUD approved housing counseling agency, FSS continues to expand and improve upon the services it provides to increase financial awareness and help families improve financial literacy. FSS families are connected to free, self-paced, on-demand financial education resources aimed at supplementing both one-on-one and remote coaching. These financial education resources provide hands-on, easy to understand information utilizing engaging videos, articles, and other resources intended to provide practical money management information on budgeting, saving, and (re)building credit.

FSS Program Coordinators continue to journey onward, ever mindful that FSS families are provided with interesting and innovative resources and service offerings essential to their advancement. They remain committed to supporting the delivery of a wide variety of information, assistance, and opportunity to participating, previous, and potential FSS families, and continue to pursue new approaches and methods of expanding the services they provide.

Improve Community Quality of Life and Economic Vitality

Safety

All four AMP sites continue to work closely with each of its village mayoral offices to actively engage its residents in the participation of the Neighborhood Watch Program (NWP). The NWP helps residents deter crime in the villages but also encourages recruitment and community involvement. Overall, the NWP has led law enforcement to identification and arrests of individuals committing petty thefts, burglary, assault and other more serious crimes.

GHURA and the Guam Police Department (GPD) developed a Memorandum in May 2022 to promote better communication between GPD and AMP's Property Site Managers. The primary objective is to provide various avenues for GPD to work in partnership with GHURA in addressing concerns that occur while patrolling the sites. Some of the concerns include violations involving air rifles, pellet guns, or other deadly weapons; the use of alcohol in GHURA common areas such as parking lots and basketball courts to name a few; curfew violations and repeated calls for intoxicated individuals loitering in the property.

Outreach Programs

GHURA continues to partner with various government agencies and on-profit organization to provide access for outreach and educational opportunities for our families including:

- Mañe'lu is a local non-profit organization whose mission is to provide education and empowerment to children and families through mentoring. Opportunities include developing social and emotional resiliency, leadership skills, and community stewardship. Volunteers from Mañe'lu provide weekly site activities at the AMP sites including sponsored author readings and evidence-based curriculum for school aged children focused on improving self-concept, mental health, academic achievement. Students could also participate in weekly sports activities like basketball & pickleball or arts and crafts.

Upcoming events in April and May include Workforce Development for teens and adults; Career Fair and Spring Camp for elementary students in Pagachao, Agat.

In summary, Mañe'lu has continued to provide on-going community outreach and youth activities for our families in public housing. Upcoming activities are forthcoming and planned through the summer. It is hoped that more community partners will begin providing in-person accessibility to our children and families.

Other organizations have provided their outreach to our families within the development. Such programs include, and not limited to:

- Village Play time continues for families with children ages birth-5 years of age with partnering agencies from Guam's Department of Public Health and Social Services, Guam Early intervention services, Mayors' Council of Guam, Guam Preschool Development Grant, Project Bisita I Familia, Guam Early Learning Council etc. The goal is to provide Learning sessions that are fun for families and at the same time promote children's Physical, Social, and Emotional Development through PLAY. The sessions occur within the public housing sites or within closed proximity.
- The Guam Community College (GCC)/Career Pathways conducted a GED Boot Camp from November 2022 through December 2022 at the Resident Services Center in Toto Gardens.
- Guam Head Start Program continues to provide education, health, nutrition and social services to children and their families that support School Readiness and Family Engagement. The program will utilize the GHURA's Resident Services Center in Toto Gardens in May 2023 for the Head Start Program registration.

GHURA will continue to encourage partnerships within the community that promote family engagement, educational and skill-based trainings for all families.

Section 3

GHURA's Staff continues to educate the contractors on the Section 3 regulations and to mandate the compliance of these regulations with each construction contract. The A/E Division continues to work with the Property Site Managers to reach out to residents who are interested in working with contractors for employment under the Section 3 program. Construction contracts under modernization have a short-term contract period for at least four months; most residents are looking for long-term employment.

GHURA’s FSS coordinators conduct outreach clinics and contact its Public Housing residents directly to encourage them to become more involved in the Section 3 program. FSS coordinators assist the A/E Division by compiling a list of eligible individuals and obtain resumes that will later assist the A/E staff in selecting participants who may be offered employment whether it be construction, administrative, or clerical work.

Wait List

AMP 1 (Agana Heights, Mongmong, Sinajana, Asan) opened its wait lists for all bedroom sizes on April 3, 2023

AMP 2 (Yona, Talofoyo, Inarajan) opened its wait lists for all bedroom sizes on April 3, 2023.

AMP 3 (Agat, Merizo, Umatac) wait lists for all bedroom sizes remain open since April 1, 2022.

AMP 4 (Toto, Dededo) wait lists for all bedroom sizes remain closed since October 28, 2022.

The Section 8 HCV Program wait list was opened for one week only from December 5-12, 2022. Applicants applied online to establish a Section 8 two-year wait list. The Electronic Lottery System randomly selected 1800 applicants out of 3461 applications that were received during that one-week period.

Occupancy Levels (HCV/S8, PH, Guma Trankilidat)

The following tables are intended to provide a snapshot of GHURA’s occupancy levels under the Housing Choice Voucher, Public Housing, and Guma Trankilidat programs based on occupancy and wait list status as of **April 30, 2023**.

Wait List (Number of Applicants, by income)

Program / AMP	Extremely Low (30% AMI)	Very-Low (50% AMI)	Low (80% AMI)	Above 80% AMI	Total
HCV/S8	1750	87	26	0	1863
AMP1	97	16	10	4	127
AMP2	110	22	6	2	140
AMP3	188	30	18	1	237
AMP4	830	116	48	7	1001
GT	17	5	3	0	25

Occupancy Levels – HCV/S8, PH (by AMP), and Guma Trankilidat

UNITS	HCV/S8	AMP1	AMP2	AMP3	AMP4	GT
Total	2715	158	163	195	234	49
Available	2703	139	157	159	190	47
Percentage	100%	88%	96%	82%	81%	96%

B.4	<p>Capital Improvements. Include a reference here to the most recent HUD-approved 5-Year Action Plan in EPIC and the date that it was approved.</p> <p>Capital Fund Program GQ08P00150122 approved 07/18/2022. Capital Fund Program GQ08P00150123 approved 07/03/2023.</p>
B.5	<p>Most Recent Fiscal Year Audit.</p> <p>(a) Were there any findings in the most recent FY Audit?</p> <p>Y N <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, please describe:</p> <p style="text-align: center;">CORRECTIVE ACTION PLAN SEPTEMBER 30, 2021</p> <p><u>Finding #2021-001 General Ledger and Schedule of Expenditures of Federal Awards</u> <i>Views of Responsible Officials and Planned Corrective Actions:</i> The Authority will continue to address reconciliation and preparation of the SEFA according to the Uniform Guidance requirements. Responsible personnel will be trained on updated Uniform Guidance requirements for the SEFA. The SEFA will be reconciled to the General Ledger vial the Trial Balance with appropriate adjustments made so that the SEFA reconciles to the Operating Expenses for the fiscal year. The SEFA footnotes will contain the required information. <i>Responsible Party:</i> Lucele Leon Guerrero, Controller (replaced by Frances Danieli, Controller) <i>Anticipated Date of Completion:</i> Ongoing effort and as training is made available.</p> <p><u>Finding #2021-002 CDBG – Entitlement Grants Cluster Program Income</u> <i>Views of Responsible Officials and Planned Corrective Actions:</i> The recording, use, and reconciliation of the CDBG Program Income is complex in nature. The Authority will review its accounting processes to accurately record and provide complete reports as required by the U.S. Housing and Urban Development (HUD), by the recommendations from HUD’s technical assistance, and by the updated Uniform Guidance requirements. Responsible accounting and planning personnel will be trained on updated Uniform Guidance and the Integrated Disbursement and Information System (IDIS). <i>Responsible Party:</i> Lucele Leon Guerrero, Controller (replaced by Frances Danieli, Controller) and Katherine Taitano, Chief Planner <i>Anticipated Date of Completion:</i> Ongoing effort and as training is made available.</p> <p><u>Finding #2021-003 CDBG – Entitlement Grants Cluster Program Income Reporting</u> <i>Views of Responsible Officials and Planned Corrective Actions:</i> Responsible accounting and planning personnel will be trained on updated Uniform Guidance requirements as well as training on IDIS reporting. <i>Responsible Party:</i> Lucele Leon Guerrero, Controller (replaced by Frances Danieli, Controller) and Katherine Taitano, Chief Planner <i>Anticipated Date of Completion:</i> Ongoing effort and as training is made available.</p> <p><u>Finding #2021-004 Housing Voucher Cluster Reporting</u> <i>Views of Responsible Officials and Planned Corrective Actions:</i> Responsible accounting personnel will coordinate and prioritize with HUD to resolve the submission of its audited Fiscal Year 2019 and 2020 financial information so that the Authority’s Fiscal Year 2021 financial information can be submitted as required in the Financial Assessment Sub-System (FASS-PH). <i>Responsible Party:</i> Lucele Leon Guerrero, Controller (replaced by Frances Danieli, Controller) <i>Anticipated Date of Completion:</i> Ongoing effort with HUD</p> <p><u>Finding #2021-005 CARES Act Funding Reporting</u> <i>Views of Responsible Officials and Planned Corrective Actions:</i></p>

Responsible accounting personnel will coordinate and prioritize with HUD to resolve the submission of its audited Fiscal Year 2019, 2020, and 2021 financial information as required in the Financial Assessment Sub-System (FASS-PH) so that the Authority can meet the reporting requirement for its CARES Act Funding.
Responsible Party: Lucele Leon Guerrero, Controller (replaced by Frances Danieli, Controller)
Anticipated Date of Completion: Ongoing effort with HUD

GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Summary Schedule of Prior Year Audit Findings
Year Ended September 30, 2021

Audit Finding #

2020-001	Corrective action has been taken. The SEFA was reconciled to the General Ledger via the Trial Balance. Capital assets were included in the appropriate ALN.
2020-002	Corrective action has been taken. GHURA has not received a response from U.S. HUD if the Supporting Housing for the Elderly is required to submit HUD 60002, Section 3 Summary Report, Economic Opportunities for Low- and Very Low-Income Persons. Effective November 30, 2020, HUD 60002, Section 3 is no longer required to be submitted in SPEARS and will need to maintain its records per 24 CFR 25.
2020-003	Corrective action has been taken. At the end of every fiscal year, the Controller will deposit any unobligated balance of funds in a federally insured account 60 days after the fiscal year end.
2020-004	Corrective action has been taken. GHURA has not received a response from U.S. HUD if the Supporting Housing for the Elderly is required to submit HUD 60002, Section 3 Summary Report, Economic Opportunities for Low- and Very Low-income Persons. Effective November 30, 2020, HUD 60002, Section 3 is no longer required to be submitted in SPEARS and will need to maintain its records per 24 CFR 25.
2020-005	Corrective action has been taken. BOC No. FY2020-21 approved on August 28, 2020, amended GHURA's procurement policy to increase the small purchase limit to the legal limit of \$100,000 and has been adhering to the revised policy.
2019-001	Corrective action has been taken. In October 25, and November 9, 2020, the Accountant II and Deputy Controller were hired, respectively. For FY 2021 the SEFA was reconciled to the General Ledger accounts via the Trial Balance.
2019-002	Corrective action has been taken. Program income has been recorded in HUD's Integrated Disbursement and Information System (IDIS) and is being monitored on a quarterly basis. GHURA receives technical assistance from HUD to improve its planning for the use of program income.
2017-01	This finding is unresolved. The Capital Fund Grant reconciliations are ongoing.

C. Other Document and/or Certification Requirements.	
C.1	<p>Resident Advisory Board (RAB) Comments.</p> <p>(a) Did the RAB(s) have comments to the PHA Plan?</p> <p>Y N <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p> <p>The first of three meetings with RAB members was held on May 4, 2023, to discuss the (a) 2022-2023 Revisions to Public Housing’s Admissions and Continued Occupancy Policy (ACOP), (b) FY2023 Capital Fund Program and Five-Year Action Plan for 2023-2027, and (c) FY2024 PHA Annual Plan. RAB members were provided with an agenda, synopsis of ACOP revisions, list of proposed projects under the new 2023 CFP grant, and highlights of 2024 PHA Plan. The Minutes of the Meeting are included as EXHIBIT D.</p> <p>On May 24, 2023, Typhoon Mawar, a Category 4 status, hit the island of Guam. Most of the island had suffered a loss of power, water, and connectivity. The remaining two meetings with RAB members were canceled.</p> <p>As the island recovered, despite some areas of the island not having power or poor connectivity, the public hearings continued as scheduled for the Capital Fund Program and PHA Annual Plan.</p> <p>The Public’s comments are important to us. GHURA had advertised three public comment periods and public hearings for the items stated, as follows:</p> <ul style="list-style-type: none"> • <u>2022-2023 Revisions to ACOP:</u> Public Comment - March 27-May 10, 2023; Public Hearing - May 11, 2023 • <u>FY2023 Capital Fund Program and Five-Year Action Plan:</u> Public Comment – April 19-June 2, 2023; Public Hearing – June 2, 2023 • <u>FY2024 PHA Annual Plan:</u> Public Comment – May 2-June 15, 2023; Public Hearing – June 16, 2023 <p>All public hearings had no attendees and few comments were received.</p>
C.2	<p>Certification by State or Local Officials.</p> <p><i>Form HUD 50077-SL, 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>EXHIBIT E</p>
C.3	<p>Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan.</p> <p><i>Form HUD-50077-ST-HCV-HP, PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed,</i> must be submitted by the PHA as an electronic attachment to the PHA Plan.</p> <p>EXHIBIT F</p>
C.4	<p>Challenged Elements. If any element of the PHA Plan is challenged, a PHA must include such information as an attachment with a description of any challenges to Plan elements, the source of the challenge, and the PHA’s response to the public.</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>If yes, include Challenged Elements.</p> <p>Challenged Elements. There are no Challenged Elements of the Annual PHA Plan brought to the Authority’s attention. The FY2024 PHA Annual Plan for the Public Housing and Section 8 Programs were advertised for public comment from May 2, 2023, through June 15, 2023. The Public Hearing was held on June 16, 2023.</p>

C.5	<p>Troubled PHA.</p> <p>(a) Does the PHA have any current Memorandum of Agreement, Performance Improvement Plan, or Recovery Plan in place? Y N N/A <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>(b) If yes, please describe:</p>			
D.	<p>Affirmatively Furthering Fair Housing (AFFH).</p>			
D.1	<p>Affirmatively Furthering Fair Housing (AFFH).</p> <p>Provide a statement of the PHA's strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.</p> <table border="1" data-bbox="207 684 1419 1705"> <tr> <td data-bbox="207 684 1419 940"> <p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Ensure equal opportunity and affirmatively further fair housing.</i></p> <ul style="list-style-type: none"> Undertake affirmative measures to provide a suitable living environment for families living in public housing, regardless of race, color, religion, national origin, sex, familial status, and disability. </td> </tr> <tr> <td data-bbox="207 940 1419 1310"> <p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Increase Fair Housing information on GHURA's website and at physical locations.</i></p> <ul style="list-style-type: none"> Include educational material and resources on our website and promote the use of our website. Distribute and make available booklets, pamphlets, and other resources to all our physical office locations for our clients. Design and distribute extensive marking materials for properties, services and programs to potential clients, with information about GHURA's non-discrimination policy and their right to request a reasonable accommodation for fair access to information and services. </td> </tr> <tr> <td data-bbox="207 1310 1419 1705"> <p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Create educational opportunities for the community.</i></p> <ul style="list-style-type: none"> Partner with other agencies in fair housing to host and provide training to landlords, property managers, the general public, and staff to reduce housing discrimination. Continue to improve the administration of GHURA's Reasonable Accommodation Policy, providing an opportunity for applicants, residents and program participants with a disability to request an accommodation and/or modification to be able to fully participate in a program, to use and enjoy a dwelling, including public and common use spaces. </td> </tr> </table>	<p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Ensure equal opportunity and affirmatively further fair housing.</i></p> <ul style="list-style-type: none"> Undertake affirmative measures to provide a suitable living environment for families living in public housing, regardless of race, color, religion, national origin, sex, familial status, and disability. 	<p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Increase Fair Housing information on GHURA's website and at physical locations.</i></p> <ul style="list-style-type: none"> Include educational material and resources on our website and promote the use of our website. Distribute and make available booklets, pamphlets, and other resources to all our physical office locations for our clients. Design and distribute extensive marking materials for properties, services and programs to potential clients, with information about GHURA's non-discrimination policy and their right to request a reasonable accommodation for fair access to information and services. 	<p>Fair Housing Goal:</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p><i>Create educational opportunities for the community.</i></p> <ul style="list-style-type: none"> Partner with other agencies in fair housing to host and provide training to landlords, property managers, the general public, and staff to reduce housing discrimination. Continue to improve the administration of GHURA's Reasonable Accommodation Policy, providing an opportunity for applicants, residents and program participants with a disability to request an accommodation and/or modification to be able to fully participate in a program, to use and enjoy a dwelling, including public and common use spaces.
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Instructions for Preparation of Form HUD-50075-ST Annual PHA Plan for Standard and Troubled PHAs

A. PHA Information. All PHAs must complete this section. (24 CFR §903.4)

A.1 Include the full PHA Name, PHA Code, PHA Type, PHA Fiscal Year Beginning (MM/YYYY), PHA Inventory, Number of Public Housing Units and or Housing Choice Vouchers (HCVs), PHA Plan Submission Type, and the Availability of Information, specific location(s) of all information relevant to the public hearing and proposed PHA Plan. (24 CFR §903.23(4)(e))

PHA Consortia: Check box if submitting a Joint PHA Plan and complete the table. (24 CFR §943.128(a))

B. Plan Elements. All PHAs must complete this section.

B.1 Revision of Existing PHA Plan Elements. PHAs must:

Identify specifically which plan elements listed below that have been revised by the PHA. To specify which elements have been revised, mark the "yes" box. If an element has not been revised, mark "no." (24 CFR §903.7)

Statement of Housing Needs and Strategy for Addressing Housing Needs. Provide a statement addressing the housing needs of low-income, very low-income and extremely low-income families and a brief description of the PHA's strategy for addressing the housing needs of families who reside in the jurisdiction served by the PHA and other families who are on the public housing and Section 8 tenant-based assistance waiting lists. The statement must identify the housing needs of (i) families with incomes below 30 percent of area median income (extremely low-income); (ii) elderly families (iii) households with individuals with disabilities, and households of various races and ethnic groups residing in the jurisdiction or on the public housing and Section 8 tenant-based assistance waiting lists based on information provided by the applicable Consolidated Plan, information provided by HUD, and other generally available data. The statement of housing needs shall be based on information provided by the applicable Consolidated Plan, information provided by HUD, and generally available data. The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location. Once the PHA has submitted an Assessment of Fair Housing (AFH), which includes an assessment of disproportionate housing needs in accordance with 24 CFR §5.154(d)(2)(iv), information on households with individuals with disabilities and households of various races and ethnic groups residing in the jurisdiction or on the waiting lists no longer needs to be included in the Statement of Housing Needs and Strategy for Addressing Housing Needs. (24 CFR §903.7(a)).

The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location. (24 CFR §903.7(a)(2)(i)) Provide a description of the ways in which the PHA intends, to the maximum extent practicable, to address those housing needs in the upcoming year and the PHA's reasons for choosing its strategy. (24 CFR §903.7(a)(2)(ii))

Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions. PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2. (24 CFR §903.23(b)) Describe the PHA's admissions policy for deconcentration of poverty and income mixing of lower-income families in public housing. The Deconcentration Policy must describe the PHA's policy for bringing higher income tenants into lower income developments and lower income tenants into higher income developments. The deconcentration requirements apply to general occupancy and family public housing developments. Refer to 24 CFR §903.2(b)(2) for developments not subject to deconcentration of poverty and income mixing requirements. (24 CFR §903.7(b)) Describe the PHA's procedures for maintain waiting lists for admission to public housing and address any site-based waiting lists. (24 CFR §903.7(b)). A statement of the PHA's policies that govern resident or tenant eligibility, selection and admission including admission preferences for both public housing and HCV. (24 CFR §903.7(b)) Describe the unit assignment policies for public housing. (24 CFR §903.7(b))

Financial Resources. A statement of financial resources, including a listing by general categories, of the PHA's anticipated resources, such as PHA operating, capital and other anticipated Federal resources available to the PHA, as well as tenant rents and other income available to support public housing or tenant-based assistance. The statement also should include the non-Federal sources of funds supporting each Federal program, and state the planned use for the resources. (24 CFR §903.7(c))

Rent Determination. A statement of the policies of the PHA governing rents charged for public housing and HCV dwelling units, including applicable public housing flat rents, minimum rents, voucher family rent contributions, and payment standard policies. (24 CFR §903.7(d))

Operation and Management. A statement of the rules, standards, and policies of the PHA governing maintenance and management of housing owned, assisted, or operated by the public housing agency (which shall include measures necessary for the prevention or eradication of pest infestation, including cockroaches), and management of the PHA and programs of the PHA. (24 CFR §903.7(e))

Grievance Procedures. A description of the grievance and informal hearing and review procedures that the PHA makes available to its residents and applicants. (24 CFR §903.7(f))

Homeownership Programs. A description of any Section 5h, Section 32, Section 8y, or HOPE I public housing or Housing Choice Voucher (HCV) homeownership programs (including project number and unit count) administered by the agency or for which the PHA has applied or will apply for approval. (24 CFR §903.7(k))

Community Service and Self Sufficiency Programs. Describe how the PHA will comply with the requirements of (24 CFR §903.7(l)). Provide a description of: 1) Any programs relating to services and amenities provided or offered to assisted families; and 2) Any policies or programs of the PHA for the enhancement of the economic and social self-sufficiency of assisted families, including programs subject to Section 3 of the Housing and Urban Development Act of 1968 (24 CFR Part 135) and FSS. (24 CFR §903.7(l))

Safety and Crime Prevention (VAWA). Describe the PHA’s plan for safety and crime prevention to ensure the safety of the public housing residents. The statement must provide development-by-development or jurisdiction wide-basis: (i) A description of the need for measures to ensure the safety of public housing residents; (ii) A description of any crime prevention activities conducted or to be conducted by the PHA; and (iii) A description of the coordination between the PHA and the appropriate police precincts for carrying out crime prevention measures and activities. (24 CFR §903.7(m)) A description of: 1) Any activities, services, or programs provided or offered by an agency, either directly or in partnership with other service providers, to child or adult victims of domestic violence, dating violence, sexual assault, or stalking; 2) Any activities, services, or programs provided or offered by a PHA that helps child and adult victims of domestic violence, dating violence, sexual assault, or stalking, to obtain or maintain housing; and 3) Any activities, services, or programs provided or offered by a public housing agency to prevent domestic violence, dating violence, sexual assault, and stalking, or to enhance victim safety in assisted families. (24 CFR §903.7(m)(5))

Pet Policy. Describe the PHA’s policies and requirements pertaining to the ownership of pets in public housing. (24 CFR §903.7(n))

Asset Management. State how the agency will carry out its asset management functions with respect to the public housing inventory of the agency, including how the agency will plan for the long-term operating, capital investment, rehabilitation, modernization, disposition, and other needs for such inventory. (24 CFR §903.7(q))

Substantial Deviation. PHA must provide its criteria for determining a “substantial deviation” to its 5-Year Plan. (24 CFR §903.7(r)(2)(i))

Significant Amendment/Modification. PHA must provide its criteria for determining a “Significant Amendment or Modification” to its 5-Year and Annual Plan. For modifications resulting from the Rental Assistance Demonstration (RAD) program, refer to the ‘Sample PHA Plan Amendment’ found in Notice PIH-2012-32 REV-3, successor RAD Implementation Notices, or other RAD Notices.

If any boxes are marked “yes”, describe the revision(s) to those element(s) in the space provided.

PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2. (24 CFR §903.23(b))

B.2 New Activities. If the PHA intends to undertake any new activities related to these elements in the current Fiscal Year, mark “yes” for those elements, and describe the activities to be undertaken in the space provided. If the PHA does not plan to undertake these activities, mark “no.”

HOPE VI or Choice Neighborhoods. 1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for HOPE VI or Choice Neighborhoods; and 2) A timetable for the submission of applications or proposals. The application and approval process for Hope VI or Choice Neighborhoods is a separate process. See guidance on HUD’s website at:

https://www.hud.gov/program_offices/public_indian_housing/programs/ph/hope6. (Notice PIH 2011-47)

Mixed Finance Modernization or Development. 1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for Mixed Finance Modernization or Development; and 2) A timetable for the submission of applications or proposals. The application and approval process for Mixed Finance Modernization or Development is a separate process. See guidance on HUD’s website at:

https://www.hud.gov/program_offices/public_indian_housing/programs/ph/hope6/mfph#4

Demolition and/or Disposition. With respect to public housing only, describe any public housing development(s), or portion of a public housing development projects, owned by the PHA and subject to ACCs (including project number and unit numbers [or addresses]), and the number of affected units along with their sizes and accessibility features) for which the PHA will apply or is currently pending for demolition or disposition approval under section 18 of the 1937 Act (42 U.S.C. 1437p); and (2) A timetable for the demolition or disposition. This statement must be submitted to the extent that approved and/or pending demolition and/or disposition has changed as described in the PHA’s last Annual and/or 5-Year PHA Plan submission. The application and approval process for demolition and/or disposition is a separate process. Approval of the PHA Plan does not constitute approval of these activities. See guidance on HUD’s website at: http://www.hud.gov/offices/pih/centers/sac/demo_dispo/index.cfm. (24 CFR §903.7(h))

Designated Housing for Elderly and Disabled Families. Describe any public housing projects owned, assisted or operated by the PHA (or portions thereof), in the upcoming fiscal year, that the PHA has continually operated as, has designated, or will apply for designation for occupancy by elderly and/or disabled families only. Include the following information: 1) development name and number; 2) designation type; 3) application status; 4) date the designation was approved, submitted, or planned for submission, 5) the number of units affected and; 6) expiration date of the designation of any HUD approved plan. **Note:** The application and approval process for such designations is separate from the PHA Plan process, and PHA Plan approval does not constitute HUD approval of any designation. (24 CFR §903.7(i)(C))

Conversion of Public Housing under the Voluntary or Mandatory Conversion programs. Describe any public housing building(s) (including project number and unit count) owned by the PHA that the PHA is required to convert or plans to voluntarily convert to tenant-based assistance; 2) An analysis of the projects or buildings required to be converted; and 3) A statement of the amount of assistance received to be used for rental assistance or other housing assistance in connection with such conversion. See guidance on HUD’s website at:

<http://www.hud.gov/offices/pih/centers/sac/conversion.cfm>. (24 CFR §903.7(j))

Conversion of Public Housing under the Rental Assistance Demonstration (RAD) program. Describe any public housing building(s) (including project number and unit count) owned by the PHA that the PHA plans to voluntarily convert to Project-Based Rental Assistance or Project-Based Vouchers under RAD. See additional guidance on HUD’s website at: [Notice PIH 2012-32 REV-3, successor RAD Implementation Notices, and other RAD notices](#).

Occupancy by Over-Income Families. A PHA that owns or operates fewer than two hundred fifty (250) public housing units, may lease a unit in a public housing development to an over-income family (a family whose annual income exceeds the limit for a low income family at the time of initial occupancy), if all the following conditions are satisfied: (1) There are no eligible low income families on the PHA waiting list or applying for public housing assistance when the unit is leased to an over-income family; (2) The PHA has publicized availability of the unit for rental to eligible low income families, including publishing public notice of such availability in a newspaper of general circulation in the jurisdiction at least thirty days before offering the unit to an over-income family; (3) The over-income family rents the unit on a month-to-month basis for a rent that is not less than the PHA’s cost to operate the unit; (4) The lease to the over-income family provides that the family agrees to vacate the unit when needed for rental to an eligible family; and (5) The PHA gives the over-income family at least thirty days notice to vacate the unit when the unit is needed for rental to an eligible family. The PHA may

incorporate information on occupancy by over-income families into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. See additional guidance on HUD's website at: [Notice PIH 2011-7. \(24 CFR 960.503\)](#) (24 CFR 903.7(b))

Occupancy by Police Officers. The PHA may allow police officers who would not otherwise be eligible for occupancy in public housing, to reside in a public housing dwelling unit. The PHA must include the number and location of the units to be occupied by police officers, and the terms and conditions of their tenancies; and a statement that such occupancy is needed to increase security for public housing residents. A "police officer" means a person determined by the PHA to be, during the period of residence of that person in public housing, employed on a full-time basis as a duly licensed professional police officer by a Federal, State or local government or by any agency of these governments. An officer of an accredited police force of a housing agency may qualify. The PHA may incorporate information on occupancy by police officers into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. See additional guidance on HUD's website at: [Notice PIH 2011-7. \(24 CFR 960.505\)](#) (24 CFR 903.7(b))

Non-Smoking Policies. The PHA may implement non-smoking policies in its public housing program and incorporate this into its PHA Plan statement of operation and management and the rules and standards that will apply to its projects. See additional guidance on HUD's website at: [Notice PIH 2009-21 and Notice PIH-2017-03. \(24 CFR §903.7\(e\)\)](#)

Project-Based Vouchers. Describe any plans to use Housing Choice Vouchers (HCVs) for new project-based vouchers, which must comply with PBV goals, civil rights requirements, Housing Quality Standards (HQS) and deconcentration standards, as stated in 983.57(b)(1) and set forth in the PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. If using project-based vouchers, provide the projected number of project-based units and general locations, and describe how project-basing would be consistent with the PHA Plan [\(24 CFR §903.7\(b\)\).](#)

Units with Approved Vacancies for Modernization. The PHA must include a statement related to units with approved vacancies that are undergoing modernization in accordance with [24 CFR §990.145\(a\)\(1\).](#)

Other Capital Grant Programs (i.e., Capital Fund Community Facilities Grants or Emergency Safety and Security Grants).

For all activities that the PHA plans to undertake in the current Fiscal Year, provide a description of the activity in the space provided.

B.3 Progress Report. For all Annual Plans following submission of the first Annual Plan, a PHA must include a brief statement of the PHA's progress in meeting the mission and goals described in the 5-Year PHA Plan. [\(24 CFR §903.7\(r\)\(1\)\)](#)

B.4 Capital Improvements. PHAs that receive funding from the Capital Fund Program (CFP) must complete this section [\(24 CFR §903.7\(g\)\).](#) To comply with this requirement, the PHA must reference the most recent HUD approved Capital Fund 5 Year Action Plan in EPIC and the date that it was approved. PHAs can reference the form by including the following language in the Capital Improvement section of the appropriate Annual or Streamlined PHA Plan Template: "See Capital Fund 5 Year Action Plan in EPIC approved by HUD on XX/XX/XXXX."

B.5 Most Recent Fiscal Year Audit. If the results of the most recent fiscal year audit for the PHA included any findings, mark "yes" and describe those findings in the space provided. [\(24 CFR §903.7\(p\)\)](#)

C. Other Document and/or Certification Requirements.

C.1 Resident Advisory Board (RAB) comments. If the RAB had comments on the annual plan, mark "yes," submit the 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 §903.13\(c\), 24 CFR §903.19\)](#)

C.2 Certification by State or Local Officials. Form HUD-50077-SL, *Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan*, must be submitted by the PHA as an electronic attachment to the PHA Plan. [\(24 CFR §903.15\)](#). Note: A PHA may request to change its fiscal year to better coordinate its planning with planning done under the Consolidated Plan process by State or local officials as applicable.

C.3 Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan. Provide a certification that the following plan elements have been revised, provided to the RAB for comment before implementation, approved by the PHA board, and made available for review and inspection by the public. This requirement is satisfied by completing and submitting form HUD-50077 ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed*. Form HUD-50077-ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed* must be submitted by the PHA as an electronic attachment to the PHA Plan. This includes all certifications relating to Civil Rights and related regulations. A PHA will be considered in compliance with the certification requirement to affirmatively further fair housing if the PHA fulfills the requirements of §§ 903.7(o)(1) and 903.15(d) and: (i) examines its programs or proposed programs; (ii) identifies any fair housing issues and contributing factors within those programs, in accordance with 24 CFR 5.154 or 24 CFR 5.160(a)(3) as applicable; (iii) specifies actions and strategies designed to address contributing factors, related fair housing issues, and goals in the applicable Assessment of Fair Housing consistent with 24 CFR 5.154 in a reasonable manner in view of the resources available; (iv) works with jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; (v) operates programs in a manner consistent with any applicable consolidated plan under 24 CFR part 91, and with any order or agreement, to comply with the authorities specified in paragraph (o)(1) of this section; (vi) complies with any contribution or consultation requirement with respect to any applicable AFH, in accordance with 24 CFR 5.150 through 5.180; (vii) maintains records reflecting these analyses, actions, and the results of these actions; and (viii) takes steps acceptable to HUD to remedy known fair housing or civil rights violations, impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with the local jurisdiction to implement any of the jurisdiction's initiatives to affirmatively further fair housing; and assures that the annual plan is consistent with any applicable Consolidated Plan for its jurisdiction. [\(24 CFR §903.7\(o\)\).](#)

C.4 Challenged Elements. If any element of the Annual PHA Plan or 5-Year PHA Plan is challenged, a PHA must include such information as an attachment to the Annual PHA Plan or 5-Year PHA Plan with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.

C.5 Troubled PHA. If the PHA is designated troubled, and has a current MOA, improvement plan, or recovery plan in place, mark "yes," and describe that plan. Include dates in the description and most recent revisions of these documents as attachments. If the PHA is troubled, but does not have any of these items, mark "no." If the PHA is not troubled, mark "N/A." [\(24 CFR §903.9\)](#)

D. Affirmatively Furthering Fair Housing (AFFH).

D.1 Affirmatively Furthering Fair Housing. The PHA will use the answer blocks in item D.1 to provide a statement of its strategies and actions to implement each fair housing goal outlined in its accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5) that states, in relevant part: “To implement goals and priorities in an AFH, strategies and actions shall be included in program participants’ ... PHA Plans (including any plans incorporated therein) ... Strategies and actions must affirmatively further fair housing ...” Use the chart provided to specify each fair housing goal from the PHA’s AFH for which the PHA is the responsible program participant – whether the AFH was prepared solely by the PHA, jointly with one or more other PHAs, or in collaboration with a state or local jurisdiction – and specify the fair housing strategies and actions to be implemented by the PHA during the period covered by this PHA Plan. If there are more than three fair housing goals, add answer blocks as necessary.

Until such time as the PHA is required to submit an AFH, the PHA will not have to complete section D., nevertheless, the PHA will address its obligation to affirmatively further fair housing in part by fulfilling the requirements at 24 CFR 903.7(o)(3) enacted prior to August 17, 2015, which means that it 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. Furthermore, under Section 5A(d)(15) of the U.S. Housing Act of 1937, as amended, a PHA must submit a civil rights certification with its Annual PHA Plan, which is described at 24 CFR 903.7(o)(1) except for qualified PHAs who submit the Form HUD-50077-CR as a standalone document.

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 and Annual PHA Plan.

Public reporting burden for this information collection is estimated to average 7.52 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.



GHURA

Guam Housing and Urban Renewal Authority
Aturidat Ginima' Yan Rinueban Siudad Guahan
117 Bien Venida Avenue, Sinajana, GU 96910
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701



EXHIBIT A

DEFINITION OF SUBSTANTIAL AMENDMENT AND SIGNIFICANT AMENDMENT/MODIFICATION 2023 CAPITAL FUND PROGRAM and 2024 PHA PLAN

GHURA considers a Significant Amendment and Substantial Deviation/Modification to the Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment or substantial deviation/modification will require the Authority to submit a revised PHA 5-year plan that has met full hearing process requirements and the formal approval of the GHURA Board of Commissioners. The Authority defines significant amendment and substantial deviation/modification as:

- Any change in the planned or actual use of federal funds for activities that would prohibit or redirect the Authority's mission, goals, and objectives
- A need to respond immediately to Acts of God beyond the control of the Authority, such as earthquakes, civil unrest, or other unforeseen significant events
- A mandate from Guam government officials, specifically the governing Board of Commissioners of the Authority, to modify, revise, or delete the long-range goals and objectives in the program
- A substantial deviation does not include any changes in HUD rules and regulations, which require or prohibit changes to activities listed in the PHA
- A Significant Amendment or Substantial Deviation/Modification to the PHA Five-Year and Annual Plan is defined as: Changes of a significant nature to the rent or admissions policies, or the organization of the waiting list not required by federal regulatory requirements as to effect a change in the Public Housing Admissions and Continued Occupancy Policy (ACOP) and the Section 8 Housing Choice Voucher Program Administrative Plan.

Significant Amendment/Modification to Capital Fund Program

GHURA considers a "significant amendment/modification" to the Capital Fund Program (CFP) 5-Year and Annual Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment/modification will require the Authority to submit a revised CFP 5-Year Plan that has met full hearing process requirements and the formal approval of the Board of Commissioners. Specifically, the following will be considered to constitute a significant amendment/modification:

- Any addition or change in the planned or actual use of federal funds for non-emergency work items exceeding 25% of the total grant (items not included in the current CFP Annual Statement or Five-Year Action Plan); and
- Any change with regard to demolition or disposition, designation, homeownership programs, Rental Assistance Demonstration (RAD) conversion, Capital Fund Financing Program (CFFP), development or mixed finance or conversion activities.

An exception to this definition will be made for any of the above that are adopted to reflect changes in HUD regulatory requirements. HUD will not consider such changes as significant amendment.

Version 4 2023

GHURA does not discriminate against persons with disabilities.
The Chief Planner has been designated as Section 504 Coordinator.
The Coordinator can be contacted at the above address and telephone numbers.

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
ATURIDAT GINIMA' YAN RINUEBANSUIDAT GUAHAN**

**BOARD OF COMMISSIONERS
RESOLUTION NO. FY2024-007**

Moved by: **NATHANAEL P. SANCHEZ** Seconded by: **VICTOR R. TORRES**

RESOLUTION ADOPTING THE NOVEMBER 2023 PUBLIC HOUSING ADMISSIONS AND CONTINUED OCCUPANCY POLICY (ACOP)

WHEREAS, 24 CFR 906 requires all Public Housing Agencies with a Public Housing Program to adopt a written Admissions and Continued Occupancy Policy (ACOP) that establishes local policies for the administration of the Public Housing Program in accordance with requirements prescribed by the U.S. Department of Housing and Urban Development (HUD); and

WHEREAS, the Public Housing Admissions and Continued Occupancy Policy (ACOP) is the supporting documentation to the PHA Annual Plan in accordance with 24 CFR 903;

WHEREAS, From December 18, 2023, through February 2, 2024, GHURA issued a Notice for Public Comment and Public Hearing regarding the updates in the November 2023 ACOP; and

WHEREAS, On February 2, 2024, a Public Hearing was held in which GHURA received a couple of comments from the public; and

WHEREAS, GHURA has revised the 2023 Public Housing Admissions and Continued Occupancy Policy (ACOP) to the November 2023 ACOP which includes updated current mandates, regulations and policies that directly impact the current administration of the Public Housing Program; and now, therefore be it

RESOLVED, that the Board of Commissioners hereby adopts the November 2023 Public Housing Admissions and Continued Occupancy Policy (ACOP) for the Public Housing Program.

**IN REGULAR BOARD MEETING, SINAJANA, GUAM – FEBRUARY 13, 2024
PASSED BY THE FOLLOWING VOTES:**

- AYES:** John Rivera, Nathanael Sanchez, Emilia Rice, Victor Torres, Karl Corpus
- NAYES:** NONE
- ABSENT:** Frank Ishizaki, Anisia Delia
- ABSTAINED:** NONE

(SEAL)

I hereby certify that the foregoing is a full, true, and correct copy of the Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **February 13, 2024.**



ELIZABETH F. NAPOLI
 Board Secretary / Executive Director

ADMISSIONS AND CONTINUED OCCUPANCY POLICY (ACOP)

EFFECTIVE:
FEBRUARY 13, 2024

GUAM HOUSING AND URBAN RENEWAL AUTHORITY



GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Aturidat Ginima' Yan Rinueban Siudat Guahan
BOARD OF COMMISSIONERS
RESOLUTION NO. FY2024-018

Moved By: _____ **Seconded By:** _____

Resolution Approving the Capital Fund Program (CFP) Five-Year Action Plan (2024-2028)

- WHEREAS,** Section 9 of the U.S. Housing Act of 1937 is the statutory basis for the Public Housing Capital Fund Program (CFP) as created as part of the Quality Housing and Work Responsibility Act (QHWRA) of 1998; and
- WHEREAS,** The Public Housing Capital Fund Program provides financial assistance to public housing agencies (PHAs) to make physical improvements to the public housing stock; and
- WHEREAS,** The Capital Fund Program (CFP) Five-Year Action Plan describes the capital improvements to be undertaken within the five-year period. The capital improvements are necessary activities to ensure long-term physical and social viability of the PHA's public housing developments; and
- WHEREAS,** The goals and objectives of the CFP Five-Year Action Plan are consistent with GHURA's PHA Annual Plan and Guam's Five-Year Consolidated Plan, which identifies and prioritizes the housing and community development needs of Guam; and
- WHEREAS,** This Plan was prepared in accordance with 24 CFR Part 905; now, therefore, be it
- RESOLVED,** that the Board of Commissioners of the Guam Housing and Urban Renewal Authority hereby approves the Capital Fund Program Five-Year Action Plan (2024-2028), attached as EXHIBIT 1 and EXHIBIT 2.

IN A SCHEDULED BOARD MEETING, SINAJANA, GUAM – JUNE 18, 2024

PASSED BY THE FOLLOWING VOTES:

AYES:

NAYES:

ABSENT:

ABSTAINED:

I certify that the foregoing is a full, true and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **June 18, 2024.**

(S E A L)

ELIZABETH F. NAPOLI
Secretary / Executive Director

\$ 3,257,251 \$ 3,257,251 \$ 3,257,251 \$ 3,257,251 \$ 3,257,251

ITEM #	Proposed Capital Fund Activities:	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
1	• Operations -	\$ 100,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000
	o Anti-Drug/Crime Activities					
2	• Management Improvement	\$ 100,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
	o Training					
	o LEP Policy					
3	• Administrative Costs	\$ 325,725	\$ 325,725	\$ 325,725	\$ 325,725	\$ 325,725
4	• Contract Administration (Fees and Costs)					
5	o Audit Costs	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
6	o Advertisement	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000
7	o Legal Services	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
8	o Relocation	\$ 12,000	\$ -	\$ -	\$ -	\$ -
9	o A/E Staff Salaries and Benefits, Sundry	\$ 280,000	\$ 310,000	\$ 308,000	\$ 290,000	\$ 310,000
10	o A/E Consultant Services – LBP Abatement	\$ 100,000				
11	o A/E Consultant Services – Other					
12	o A/E Consultant Services – PNA & EA				\$ 190,000	
	AMP1					
13a	o Unit Modernization (7 units) - AMP1	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000
14a	o LBP Removal/Abatement - AMP1	\$ 135,616				
15a	o Remove and Replace Interior Hollow Core Doors to Solid Core (50 units) - AMP1				\$ 100,000	
16a	o Remove and Replace Exterior Doors and Jambs (15 units) - AMP1 (Sinajana, Agana Heights, Mongmong)					\$ 125,000
17a	o New Energy Efficient Windows (25 units) - AMP1					\$ 125,000
18a	o Concrete Roof Repair, Thermal & Moisture Protection @ AMP1 units			\$ 200,000		
19a	o Remove and Replace Fencing and/or Installation of New Fencing and Bollards @ Eron Lane, Sinajana - AMP1				\$ 81,540	
20a	o Installation of Site Lighting - AMP1		\$ 150,000			
21a	o Installation of Shut-Off Valve - AMP1				\$ 38,220	
22a	o Provide Ground Wire/Rod @ Agana Heights, Mongmong, Sinajana (132 units) - AMP1					\$ 192,622
23a	o Design and Construct New Metal Frame with New ½ Basketball Court @ VDPerez Court, Mongmong - AMP1				\$ 200,000	
24a	o Recreational Center & Parking Stalls - AMP1			\$ 156,766		
31a	o Typhoon Shutters - AMP1	\$ 133,000				
	AMP2					
13b	o Unit Modernization (7 units) - AMP2	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000
14b	o LBP Removal/Abatement - AMP2	\$ 31,372				
15b	o Remove and Replace Interior Hollow Core Doors to Solid Core (50 units) - AMP2		\$ 100,000			
16b	o Remove and Replace Exterior Doors and Jambs (25 units) - AMP2 (Inarajan, Talofoto)					\$ 125,000
17b	o New Energy Efficient Windows (25 units) - AMP2					\$ 161,370
18b	o Concrete Roof Repair, Thermal & Moisture Protection @ AMP2 units			\$ 290,000		
19b	o Remove and Replace Fencing and/or Installation of New Fencing and Bollards - AMP2				\$ 100,000	
20b	o Installation of Site Lighting - AMP2		\$ 150,000			
21b	o Installation of Shut-Off Valve (164 units) - AMP2				\$ 49,200	

25a	o Design and Construct New Reinforced Concrete Shade Structure and Prefabricated Play Structure @ Yona - AMP2						\$ 380,000
31b	o Typhoon Shutters - AMP2	\$ 133,000					
AMP3							
13c	o Unit Modernization (7 units) - AMP3	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	
15c	o Remove and Replace Interior Hollow Core Doors to Solid Core (50 units) - AMP3			\$ 100,000			
16c	o Remove and Replace Exterior Door & Screen Doors to Aluminum - AMP3 (Agat, Merizo, Umatac)	\$ 188,532					
17c	o New Energy Efficient Windows - AMP3 (25 units)				\$ 125,000		
18c	o Concrete Roof Repair, Thermal & Moisture Protection @ AMP3 units			\$ 295,000			
19c	o Remove and Replace Fencing and/or Installation of New Fencing and Bollards - AMP3 (Lower Agat Elderly)			\$ 85,000			
20c	o Installation of Site Lighting @ AMP3		\$ 150,000				
21c	o Installation of Shut-Off Valve - AMP3			\$ 74,760			
26a	o Resurface deteriorated asphalt in garage at Agat (81 stalls), AMP3	\$ 113,620					
27a	o Existing Storm Drainage Upgrade (Agat Elderly) - AMP3						\$ 82,911
31c	o Typhoon Shutters - AMP3	\$ 133,000					
AMP4							
13d	o Unit Modernization (7 units) - AMP4	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	
14c	o LBP Removal/Abatement - AMP4	\$ 5,000					
15d	o Remove and Replace Interior Hollow Core Doors to Solid Core (50 units) - AMP4		\$ 100,000				
16d	o Remove and Replace Exterior Door & Screen Doors to Aluminum - AMP4 (Dededo, Toto)	\$ 186,912					
17d	o New Energy Efficient Windows - AMP4 (25 units)						\$ 125,000
18d	o Concrete Roof Repair, Thermal & Moisture Protection @ AMP4 units			\$ 295,000			
19d	o Remove and Replace Fencing and/or Installation of New Fencing and Bollards - AMP4 (Dededo, Toto)				\$ 410,000		
20d	o Installation of Site Lighting @ AMP4		\$ 150,000				
21d	o Installation of Shut-Off Valve - AMP4				\$ 70,200		
22d	o Provide Ground Wire/Rod (118 units) Toto						\$ 177,623
23b	o Design and Construct New Metal Frame with Upgrade Basketball Court (AMP4 Toto)		\$ 170,000				
26b	o Resurface deteriorated asphalt in garage @ GH35, Dededo		\$ 49,000				
27b	o Drainage/Swale Correction (Toto, AMP4)		\$ 150,000				
28a	o Installation of Water Meters @ 7 Clusters, GH82 Dededo Elderly		\$ 70,000				
29a	o Repair Electrical Junction Boxes (35 units) @ GH35		\$ 255,526				
30a	o Office Expansion & Parking Stalls AMP4				\$ 150,366		
31d	o Typhoon Shutters - AMP4	\$ 133,000					
32a	o New Playground - AMP 4	\$ 74,474					
		\$ 3,257,251	\$ 3,257,251	\$ 3,257,251	\$ 3,257,251	\$ 3,257,251	

GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Aturidat Ginima' Yan Rinueban Siudat Guahan
BOARD OF COMMISSIONERS
RESOLUTION NO. FY2024-019

Moved By: _____

Seconded By: _____

Resolution Approving the Five-Year (2025-2029) and Annual (FY2025) PHA Plan

WHEREAS, pursuant to Section 511 of the Quality Housing and Work Responsibility Act (QHWRA) of 1998, the Guam Housing and Urban Renewal Authority is mandated to develop and submit a Public Housing Agency (PHA) Annual Plan to the U.S. Department of Housing and Urban Development (HUD); and

WHEREAS, the Five-Year (2025-2029) PHA Plan identifies the PHA's mission, goals, objectives, as well as any progress made since the prior Five-Year Plan. The Annual (2025) PHA Plan is a comprehensive guide to the Authority's policies, programs, operations, and strategies for meeting local housing needs and goals for implementation for the upcoming fiscal year; and

WHEREAS, the goals and objectives of the Five-Year (2025-2029) PHA Plan and Annual (2025) PHA Plan are consistent with Guam's Five-Year Consolidated Plan, which identifies and prioritizes the housing and community development needs of Guam; and

WHEREAS, the Five-Year (2025-2029) PHA Plan and the Annual (2025) PHA Plan were prepared in accordance with 24 CFR Part 903; now, therefore, be it

RESOLVED, that the Board of Commissioners of the Guam Housing and Urban Renewal Authority hereby approves the Five-Year (2025-2029) PHA Plan (Exhibit 1) and Annual (2025) PHA Plan (Exhibit 2) to be effective beginning October 1, 2024.

IN A SCHEDULED BOARD MEETING, SINAJANA, GUAM – JUNE 18, 2024

PASSED BY THE FOLLOWING VOTES:

AYES:

NAYES:

ABSENT:

ABSTAINED:

I certify that the foregoing is a full, true and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **June 18, 2024**.

(S E A L)

ELIZABETH F. NAPOLI

Secretary / Executive Director

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: Guam Housing and Urban Renewal Authority PHA Code: GQ001</p> <p>PHA Plan for Fiscal Year Beginning: (MM/YYYY): 10/2024 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 PHA 5-Year and Annual Plans (the Plan) was made available to the public for review and comment from April 15, 2024 through May 30, 2024, via (1) electronically on GHURA’s website at www.ghura.org, (2) hard copies located at GHURA’s main office lobby, the AMP Site Base Offices, and the Guma Trankilidat office. The specific office locations are listed below. In addition, the Plan is available via the GHURA website shown at the bottom of the list.</p> <ul style="list-style-type: none"> • GHURA Main Office: (671) 475-1330, 117 Bien Venida Avenue, Sinajana, Guam 96910 • AMP1: (671) 477-9823, Paquito Street, Toto Gardens, Toto, Guam 96910 • AMP2: (671) 789-9062, 10 JC Rojas Street, Yona, Guam 96915 • AMP3: (671) 565-9854, Pagachao Drive, Agat, Guam 96915 • AMP4: (671) 475-1395, 27 Doni Lane, Toto Gardens, Toto, Guam 96910 • Guma Trankilidat: (671) 646-6301, 145 Trankilidat St., Tumon, Guam 96913 • Section 8 FSS Coordinators: (671) 475-1333 or (671) 475-1339 • GHURA Website: www.ghura.org <p><input type="checkbox"/> PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below.)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <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> <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:																	
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:																											

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>The Guam Housing and Urban Renewal Authority (GHURA/the Authority) is Guam’s Public Housing Agency (PHA). As its mission, GHURA continues “to promote the health, safety and welfare of its people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent and sanitary dwellings for low-income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.” (<i>ref. GCA Title 12, Chapter 5 §5101(g)</i>)</p> <p>On this foundation of the Authority’s mission, low-, very-low, and extremely low-income families in Guam will directly benefit from efforts to sustain or improve the physical condition of existing affordable housing stock and engagements to improve the socio-economic conditions of the defined populations. The Authority’s aim is to ensure that families in need of assistance by GHURA are afforded the best available housing and community living opportunities.</p>

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.

Goal 1: Maximize the current resources for housing programs

- Objective 1: Maintain occupancy at no less than 97% (adjusted for units in modernization) each fiscal year for Public Housing.
- Objective 2: Continue to maintain occupancy at no less than 100% each fiscal year for Section 8 program.

Goal 2: Improve the Public Housing Assessment System Score to achieve a high performer score

- Objective 1: Increase the Score under the Physical Assessment Subsystem (PASS), Financial Assessment Subsystem (FASS), Management Assessment Subsystem (MASS), and Capital Fund Subsystems (CFSS) of the PHAS.

Goal 3: Maintain High Performer status under Section 8 Management Assessment Program (SEMAP).

- Objective 1: Continue to maintain High Performer status under SEMAP.

Goal 4: Improve the Quality of Assisted Housing

- Objective 1: Annually assess and update the policies regarding the Public Housing Admissions and Continued Occupancy Policy (ACOP) and the Section 8 Administrative (Admin) Plan to implement any new statutory or regulatory requirements.
- Objective 2: Concentrate on efforts to improve specific management functions by delivering quality customer and maintenance services to public housing residents, implementing preventive maintenance efforts, and review options to ensure economic viability of GHURA's 750 public housing units.
- Objective 3: Evaluate internal procedures to minimize fraud within the Housing Authority programs.
- Objective 4: Continue the applicability of EIV's Income Information and Verification Reports (i.e. Multiple Subsidy Report, Identity Verification Report, Immigration Report, and Income Validation Tool Report).
- Objective 5: Renovate or modernize public housing units by (1) implementing the Capital Fund Program 5-Year Action Plan in accordance with available funding, and (2) utilizing contractors for projects presented in the CFP 5-Year Action Plan.
- Objective 6: Conduct a Green Physical Needs Assessment and Energy Audit every five years to evaluate the existing conditions of the housing stock including a random selection of units, common areas, offices, site improvements, and program areas.
- Objective 7: Provide radon education to residents and conduct testing at all 750 public housing units.
- Objective 8: Abate or encapsulate lead-based paint, and relocate all families with children under six, who are in immediate proximity to lead-based paint, to unaffected units.

Goal 5: Provide an improved living environment

- Objective 1: Implement public housing security improvements, such as increasing lighting, video surveillance, tenant participation with Resident Associations, and crime prevention through environmental design features.
- Objective 2: Redevelop public housing and other properties through public/private partnerships, with updated or new amenities for residents, such as public spaces and parking.

- Objective 3: Work with outside agencies to adopt supportive services to allow elderly tenants to age in place.
- Objective 4: Encourage and support the formation of resident associations.
- Objective 5: May apply for grants and other funding sources to provide additional services for public housing programs.
- Objective 6: May modernize and/or redevelop public housing developments using CFP, RAD program, and/or any other available tool.
- Objective 7: May request extension of grant obligations and expenditure deadlines as it may deem necessary.

Goal 6: Encourage Self-Sufficiency

- Objective 1: Establish and maintain relationships with community partners for educational, child care, health care, homeownership, financial literacy/management, budgeting, and other services for opportunities to promote self-sufficiency.
- Objective 2: Assist tenants in training and employment opportunities by promoting and monitoring all contractors to comply with Section 3 requirements.
- Objective 3: Develop a robust Section 3 program which includes a system to track Section 3 efforts and results.
- Objective 4: Establish a Section 3 Registry for businesses to find potential low-income individuals for employment opportunities.
- Objective 5: Continue marketing efforts to develop the Family Self Sufficiency programs.

Goal 7: Increase assisted housing choices:

- Objective 1: Conduct proactive outreach and build relationships with other governmental agencies, landlords, non-profits, and other businesses to partner to increase options for low-income residents.
- Objective 2: Provide information on the feasibility of homeownership, and other affordable housing options to increase the housing choices for public housing residents.
- Objective 3: Assess and implement policies and procedures, where necessary, to ensure the needs of housing residents are being met within the properties.
- Objective 4: Inform Public Housing residents of latest HUD policy and guideline changes.
- Objective 5: Provide measures and opportunities to increase the income of residents to complement de-concentration and income-mixing.
- Objective 6: Pursue grant opportunities to fund self-sufficiency coordinator positions through HUD grants or other available sources.

Goal 8: Ensure equal opportunity and affirmatively further fair housing:

- Objective 1: Undertake affirmative measures to ensure equal access to assisted housing regardless of race, color, religion, sex, national origin, creed, age, actual or perceived sexual orientation, gender identity, history of domestic violence, marital status, familial status, HIV infection and disability.
- Objective 2: Continue to implement the Section 504 and ADA transition plans.
- Objective 3: Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.
- Objective 4: Implement the action plan set forth in the Fair Housing Analysis of Impediments.

- Objective 5: Develop a Homelessness Prevention Initiative that includes management’s utilization of emergency rental assistance, financial management tools and supportive living services such as mental health and other wellness programs with the focus on those high-risk individuals, such as the homeless, youth, domestic violence victims, human trafficking survivors and the elderly.

Goal 9: Increase customer satisfaction

- Objective 1: Automate more functions to provide increased quality of service such as web-based applications, increase web capabilities, portals and interactive voice response systems.
- Objective 2: Increase the number residents paying rent through electronic transfer.

Goal 10: Improve the delivery of housing through cost effective office management and operational efficiency:

- Objective 1: Continue to automate major operation components of electronic software such as work order processing and tracking, materials, inventory, and fixed assets to improve the efficiency and accuracy of financial accounting and reporting.
- Objective 2: Continue to upgrade the computer network infrastructure with faster, more reliable, and redundant connections to increase overall productivity.
- Objective 3: Implement a content management system for more efficient retrieval of documents stored electronically on the network.
- Objective 4: Update or revise policies, including but not limited to changes on admissions, continued occupancy, management, rent collections, write offs, inspections, no smoking, occupancy guidelines, citizen sponsors, transfers, waiting lists, and self-sufficiency to improve the management of public housing and create healthier communities.
- Objective 5: Increase operational efficiencies through consultation with the Resident Advisory Board and other resident organizations to comply with regulatory/statutory requirements and/or the requirement to establish discretionary policies.
- Objective 6: Review updated HUD regulations to adopt changes meant to reduce administrative costs, increase program efficiency, improve tenant benefits, or foster self-sufficiency.
- Objective 7: Continue to implement energy efficient cost saving measures on all properties.
- Objective 8: Work with community departments and higher education programs to pursue options to improve the quality of housing, living environment, and service programs.

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.

Goal 1: Maintain or increase the availability of decent, safe, and affordable housing.

1. Utilized Operating Reserves for Development upgrades and resident services.
Some funds from the Operating Reserves were used to improve and upgrade the public housing developments, such as other project-specific activities include, but are not limited to, improving curb appeal (maintenance costs, non-routine, or capital expenses).
2. Pursued renovation and rehabilitation of Public Housing using the Capital Fund Program.
Vacant units that are beyond the capabilities of maintenance and require extensive work were deferred to modernization. Such modernization work included upgrades to electrical panel boxes, bathroom, kitchen, sewer line replacements, replacing exterior doors with aluminum.
3. Pursued alternative funding for renovation and rehabilitation of Public Housing.
GHURA did not pursue the Rental Assistance Demonstration Program (RAD) or the Capital Fund Financing Program (CFFP). However, GHURA did apply for the Emergency Safety and Security Grant (ESSG) and the Housing Related Hazards Capital Fund Program (HRHCFP) grant. Both grants are part of the Public Housing Capital Fund Program.
 - The ESSG grant of \$250,000 will be used to address a safety emergency which requires the purchase and installation of high-definition/LPR cameras and improving site lighting at high crime areas.
 - The HRHCFP of \$5 million will be used to address the education, training, testing, and remediation of radon, mold, and moisture in our public housing units.
4. Continued to administer the Housing Choice Voucher (HCV) Program.
 - a. GHURA continued to provide housing assistance to Guam's very low to low-income households. For FYI 2023-2024, the U.S. Department of Housing and Urban Development (HUD) provided GHURA with an authorized budget of more than 42 million dollars to fund 2,718 rental assistance vouchers. The per unit cost during the assessed period is approximately \$1,500.

Housing Choice Voucher (HCV) Program

GHURA implements 2,108 Housing Choice Program vouchers, with an additional five awarded in 2023 (2,113 vouchers) and is 97% leased up. The purpose of the Section 8 HCV Program is to provide rental assistance to eligible families in the private housing market. The U.S. Department of Housing and Urban Development (HUD) defines the statutory and regulatory requirements of the HCV program and is the primary funding source for the assistance. Housing authorities are allowed to include discretionary policies in the program's operation to avail local laws, and these policies must be included in the agency's Administrative Plan (Admin Plan). The Admin Plan is a document approved by the GHURA's Board of Commissioners.

- b. Supported voucher mobility.
The HCV program offers mobility to eligible families because they may search for suitable housing anywhere in the agency's jurisdiction and other jurisdictions within the 50 states and territories of the United States if there is a housing agency that administers the Housing Choice Voucher Program.

- c. Provided outreach and education to current and potential landlords.
The Section 8 Division revived the Landlord Briefing Seminar in February 2024 after being dormant due to COVID. It is available to all landlords and property managers within GHURA’s jurisdiction. The seminar has informational topics to include an overview of the Section 8 Voucher Program, the benefits of partnering with Section 8, and landlord responsibilities and requirements to meet standards for a decent, safe, and sanitary unit. This seminar is also utilized to present any updates to the program that will affect the landlords (i.e., the NSPIRE module).
- d. Implemented the Section 8 Homeownership Program.
- e. Conducted outreach to encourage participation in the Family Self Sufficiency Program.
- f. Continued support of the Veterans Administration Supportive Housing (VASH), Mainstream, Non-Elderly Disabled (NED), and Project Based Voucher (PBV) programs.

HUD-Veterans Affairs Supportive Housing (VASH) Program

The VASH is a referral-basis program between the GHURA and the Department of Veteran Affairs (VA). Guam received housing assistance funding for 76 VASH vouchers, with 61 actively leased. The partnership permits chronically homeless veterans to receive housing assistance and case management from VA. It is a worthwhile program, and GHURA aims to continue to work with the Veterans Affairs Office to help our homeless veterans and their families afford decent, safe, and sanitary housing.

Mainstream (MS) Housing Program

Guam received funding for 15 Mainstream Housing Program vouchers, with an additional 15 vouchers awarded in 2023 (30 vouchers), and all vouchers are 100% leased up. The Mainstream Program is a referral basis through a partnership with non-profit service providers, including the Department of Integrated Services for Individuals with Disabilities (DISID), Guam Behavioral Health and Wellness Authority, and other service providers for persons with disabilities. These vouchers are intended for non-elderly persons between the ages of 18 and 61 with disabilities who are transitioning out of institutional or other segregated settings, at serious risk of institutionalization, homeless, or at risk of becoming homeless.

Non-Elderly Disabled (NED) Program

Like the Mainstream Program, the NED Program is a referral basis program. Guam currently has 175 Non-Elderly Disabled vouchers, with 165 leased. The NED vouchers assist low-income, non-elderly disabled families and individuals with permanent housing. The recipients of NED vouchers are non-elderly head of household, co-head, or spouse that is disabled.

Project-Based Voucher (PBV) Program

Guam has 112 Project-based Program vouchers, which are 98% leased up. The Project-based units consist of 56 one-bedroom and 56 two-bedroom subsidized units for elderly renters ages 62 years and older. Section 8 PBV was established on a private and public partnership between GHURA and the Guam Facilities Foundation, Inc. (GFFI). GHURA provides the subsidy, and GFFI is the landlord for the units. GFFI is responsible for leasing and maintaining the units. Unlike the Section 8 tenant-based program, the Project-Based

subsidy is attached to specific units; the assistance does not move with the family. Under this program, all 112 units are located at the Summer Town Estates in Dededo.

- g. Continued partnership in the Family Unification Program (FUP) with the Department of Public Health and Social Services. Continued support and monitoring of Emergency Housing Voucher (EHV) Program.

Family Unification Program (FUP)

FUP vouchers are for families for whom the lack of adequate housing is a primary factor in the imminent placement (1) of the family's child or children in out-of-home care; and (2) of the delay in discharge of child or children to the family from out-of-home care. This program also includes an 18-month Voucher for youth at least 18 years old and not more than 21 years old who left foster care at age 16 or older and who do not have adequate housing. The FUP is available only to families who are referred by the Department of Health and Social Services (DPHSS), Division of Public Welfare (DPW), and Bureau of Social Services Administration (BOSSA). Guam has **130** FUP vouchers, which are currently 99% leased.

The Section 8 Division resurrected the Renter's 101 Seminar in February 2024 and is available for voucher program participants. The seminar aims to inform participants about the primary Renter's responsibilities, such as housekeeping, budgeting, being a good neighbor and tenant, and reviewing family obligations to comply with program requirements. The seminar is available throughout the year and extended to Section 8 New Admissions participants and other GHURA housing program participants.

Emergency Housing Voucher (EHV) Program

Guam has **87** Emergency Housing Vouchers (EHV), which are 100% leased up. The EHV program is available to assist individuals and families who are homeless, at risk of homelessness, fleeing or attempting to flee, domestic violence, dating violence, sexual assault, stalking, or human trafficking, or were recently homeless or have a high risk of housing instability. Continuum of Care (COC) and other referring agencies determine whether the individual or family meets the eligibility criteria described in Notice PIH 2021-15 and then refer the family to GHURA. According to Section 13 of the Notice PIH 2021-15, reissuance (i.e., vouchers issued upon turnover) of EHV's closed on September 30, 2023. This provision does not impact existing families and their continued assistance. The funds appropriated for the EHV program are available for obligation by HUD until September 30, 2030.

Goal 2: Improve community quality of life and economic vitality.

1. Maintained compliance with new criteria and requirements of the PHAS (Public Housing Assessment System) and SEMAP (the Section 8 Management Assessment Program).
2. Under PHAS, GHURA maintained a designation status of Standard Performer, as follows:
 - a. 2018 – 86% (Oct 2018 – Sep 2019)
 - b. 2019 – COVID Waiver
 - c. 2020 – COVID Waiver
 - d. 2021 – COVID Waiver
 - e. 2022 – WAIVED
 - f. 2023 – in process

3. Under SEMAP, GHURA earned the rating of a High Performer, as follows:
 - a. 2019 – 93% (Oct 2018 – Sept 2019)
 - b. 2020 – 93% (Oct 2019 – Sept 2020) – 2019 score rolled over
 - c. 2021 – 93% (Oct 2020 – Sept 2021) – 2019 score rolled over
 - d. 2022 – 93% (Oct 2021 – Sept 2022)
 - e. 2023 – 95% (Oct 2022 – Sept 2023)
4. Administered four Asset Management Property (AMP) sites by evaluating overall AMP site performance and the sustainability of current subsidy levels.
5. Assessed measures and opportunities to de-concentrate poverty and promote mixed-income communities.
6. The waiting list for the Section 8 Housing Choice Voucher Program was opened for a week from July 6, 2020 through July 10, 2020. During this time, GHURA accepted 2,935 applications; and applicants were given their confirmation numbers. The software vendor provided a system-generated waitlist which consisted of randomly selected lottery numbers from 1 to 1,800. Entries not selected were discarded, and those selected were notified in writing. placed in a lottery to re-establish a waiting list for the calendar year 2023-2024. Lottery-winning numbers were made available online at the GHURA website and can be verified using the applicant’s confirmation number.
7. The AMP3 Public Housing waiting list remains open to this date. Waiting Lists for AMPs 1, 2, and 4 remain close for the year since they have established at least a year’s worth of applicants on their waiting lists.
8. Continued to routinely write-off bad debt balances and to identify fraud related accounts receivables.

Goal 3: Promote self-sufficiency and asset development of families and individuals.

1. Pursued sustained funding for the HCV Family Self-Sufficiency (FSS) Program.
2. Pursued new funding to secure FSS Program activities and to sustain the Public Housing ROSS (Rental Opportunities and Self-Sufficiency) Service Coordinator for elderly residents.
3. Promoted employment opportunities for eligible and qualified residents under Section 3 of the HUD Act of 1968.
4. *Family Self Sufficiency Program* - Between 2019 and 2023, the FSS Program successfully graduated 12 families, paying out over \$117,000.00 in escrow savings. Final goals achieved included obtaining degrees, opening small businesses, purchasing vehicles, and homeownership.

At year’s end, FSS Program Coordinators supported a total of 141 program participants/families. This includes 109 families from the Section 8 Housing Choice Voucher (HCV) program, with the remaining 32 from the Public Housing Program. Currently, 64% of HCV FSS families and 55% of Public Housing FSS families are escrow holders.

Through continued collaborative efforts with the Program Coordinating Committee (PCC) partners, FSS Program Coordinators organized numerous seminars/workshops which provide the groundwork for all FSS participants to hone their budgeting skills. These partnerships provided important courses such as Pathways to Homeownership for first time homebuyers, Homeownership Counseling, Homebuyers Education Course, Loan Affordability Analysis, ABCs of Credit, credit repair, in addition to Basic Budgeting and Credit Workshops.

FSS Program Coordinators worked diligently to ensure that participants maintain motivation toward attaining financial independence, and achieving their goals. Coordinators diligently seek out effective, alternative training programs, workshops and seminars, as well as identify

	<p>additional resources within the community intended to enhance and cultivate the FSS program, improve financial literacy, expand homeownership opportunities and improve access to affordable housing for all FSS participants.</p> <p>Goal 4: Ensure equal opportunity in housing for families living in assisted housing.</p> <ol style="list-style-type: none"> 1. Engaged site management in continuing education on issues of equal housing opportunity and affirmatively furthering fair housing. 2. Provided Fair Housing training to landlords. 3. Continued to improve the distribution of Fair Housing information. 4. Undertook affirmative measures to ensure program access to all persons regardless of race, color, religion, national origin, sex, familial status, and disability. <p>Goal 5: Improve housing delivery system.</p> <ol style="list-style-type: none"> 1. Provided on-going training to staff on program requirements and changes. 2. Maintained and developed effective reporting systems to improve operational efficiency. 3. Assessed annually GHURA’s policies regarding continued occupancy in public housing.
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>Goal: Serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, stalking, and human trafficking.</p> <p>Continued to implement applicable provisions of the Violence Against Women Act (VAWA).</p> <p>The Violence against Women Act (VAWA) provides special protections for victims of domestic violence, dating violence, sexual assault, stalking, and human trafficking who are applying for or receiving assistance under the Public Housing and Housing Choice Voucher programs.</p> <p>GHURA has posted the following information regarding VAWA in its offices and on its website. It is fully detailed in both the Public Housing’s ACOP and Section 8 HCV’s Admin Plan. It will also make the information readily available to anyone who requests for it.</p> <ul style="list-style-type: none"> • Form HUD-5380 - A notice of occupancy rights under VAWA to public housing program applicants and participants who are or have been victims of domestic violence, dating violence, sexual assault, stalking, or human trafficking (includes contact information for local victim advocacy groups or service providers) • Form HUD-5382 - Certification of Domestic Violence, Dating Violence, Sexual Assault, or Stalking and Alternate Documentation <p>The ACOP adopted a preference for a family that includes a family member who is a victim of domestic violence, dating violence, sexual assault, stalking, or human trafficking who has either been referred by a partnering service agency or consortia or is seeking an emergency transfer from the Section 8 Housing Choice Voucher Program or other covered housing program (AMP) operated by GHURA.</p>

C.	Other Document and/or Certification Requirements.
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 style="text-align: center;">DEFINITION OF SIGNIFICANT AMENDMENT OR MODIFICATION AND SUBSTANTIAL DEVIATION PUBLIC HOUSING AGENCY (PHA) PLAN AND CAPITAL FUND PROGRAM FIVE-YEAR ACTION PLAN</p> <p>The Guam Housing and Urban Renewal Authority (GHURA) considers a Significant Amendment or Modification and Substantial Deviation to the Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment or modification or substantial deviation will require the Authority to submit a revised PHA Plan that has met full hearing process requirements and the formal approval of the GHURA Board of Commissioners. The Authority defines significant amendment and substantial deviation/modification as:</p> <ul style="list-style-type: none"> ➤ Any change in the planned or actual use of federal funds for activities that would prohibit or redirect the Authority’s mission, goals, and objectives. ➤ A need to respond immediately to Acts of God beyond the control of the Authority, such as earthquakes, civil unrest, or other unforeseen significant events. ➤ A mandate from Guam government officials, specifically the governing Board of Commissioners of the Authority, to modify, revise, or delete the long-range goals and objectives in the program. ➤ A substantial deviation does not include any changes in the U.S. Department of Housing and Urban Development (HUD) rules and regulations, which require or prohibit changes to activities listed in the PHA. ➤ A Significant Amendment or Modification or Substantial Deviation to the PHA Five-Year and Annual Plan is defined as: Changes of a significant nature to the rent or admissions policies, or the organization of the waiting list not required by federal regulatory requirements as to effect a change in the Public Housing Admissions and Continued Occupancy Policy (ACOP) and the Section 8 Housing Choice Voucher Program Administrative Plan. <p>Significant Amendment or Modification to the Capital Fund Program</p> <p>GHURA considers a “significant amendment/modification” to the Capital Fund Program (CFP) 5-Year Action Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment or modification will require the Authority to submit a revised CFP Five-Year Action Plan that has met full hearing process requirements and the formal approval of the GHURA Board of Commissioners. Specifically, the following will be considered to constitute a significant amendment or modification:</p> <ul style="list-style-type: none"> • Any addition or change in the planned or actual use of federal funds for non-emergency work items exceeding 30% of the total grant (items not included in the current CFP Five-Year Action Plan); and • Any change with regard to demolition or disposition, designation, homeownership programs, Rental Assistance Demonstration (RAD) conversion, Capital Fund Financing Program (CFFP), development or mixed finance or conversion activities. <p>An exception to this definition will be made for any of the above that are adopted to reflect changes in HUD regulatory requirements. HUD will not consider such changes as significant amendment.</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 type="checkbox"/> <input checked="" type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p>
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>
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.	Affirmatively Furthering Fair Housing (AFFH).												
D.1	<p>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.)</p> <p>Provide a statement of the PHA’s strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.</p> <table border="1" data-bbox="240 619 1437 1260"> <tr> <td data-bbox="240 619 1437 661">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="240 661 1437 703"><i>Describe fair housing strategies and actions to achieve the goal</i></td> </tr> <tr> <td data-bbox="240 703 1437 871"> <p>Undertake affirmative measures to ensure equal access to assisted housing regardless of race, color, religion, sex, national origin, creed, age, actual or perceived sexual orientation, gender identity, history of domestic violence, marital status, familial status, HIV infection and disability.</p> </td> </tr> <tr> <td data-bbox="240 871 1437 1039"> <p>Conduct Education and Testing to Reduce the incidence of Housing Discrimination: GHURA is providing training to landlords, local units of government, property managers, GHURA staff, the general public, and other housing partners in fair housing law and practice to reduce the incidence of housing discrimination in Guam.</p> </td> </tr> <tr> <td data-bbox="240 1039 1437 1186"> <p>Disseminate fair housing rights materials including information related to sexual harassment to all households receiving assistance through GHURA’s Public Housing and Housing Choice Voucher Programs. Additionally, distribute fair housing materials to landlords participating in the HCV Program.</p> </td> </tr> <tr> <td data-bbox="240 1186 1437 1260"> <p>Conduct activities to affirmatively further fair housing.</p> </td> </tr> </table> <table border="1" data-bbox="240 1281 1437 1512"> <tr> <td data-bbox="240 1281 1437 1323">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="240 1323 1437 1365"><i>Describe fair housing strategies and actions to achieve the goal</i></td> </tr> <tr> <td data-bbox="240 1365 1437 1512"> <p>Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.</p> </td> </tr> </table> <table border="1" data-bbox="240 1533 1437 1722"> <tr> <td data-bbox="240 1533 1437 1575">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="240 1575 1437 1617"><i>Describe fair housing strategies and actions to achieve the goal</i></td> </tr> <tr> <td data-bbox="240 1617 1437 1722"> <p>Continue to implement the Section 504 and ADA transition plans.</p> </td> </tr> </table>	Fair Housing Goal:	<i>Describe fair housing strategies and actions to achieve the goal</i>	<p>Undertake affirmative measures to ensure equal access to assisted housing regardless of race, color, religion, sex, national origin, creed, age, actual or perceived sexual orientation, gender identity, history of domestic violence, marital status, familial status, HIV infection and disability.</p>	<p>Conduct Education and Testing to Reduce the incidence of Housing Discrimination: GHURA is providing training to landlords, local units of government, property managers, GHURA staff, the general public, and other housing partners in fair housing law and practice to reduce the incidence of housing discrimination in Guam.</p>	<p>Disseminate fair housing rights materials including information related to sexual harassment to all households receiving assistance through GHURA’s Public Housing and Housing Choice Voucher Programs. Additionally, distribute fair housing materials to landlords participating in the HCV Program.</p>	<p>Conduct activities to affirmatively further fair housing.</p>	Fair Housing Goal:	<i>Describe fair housing strategies and actions to achieve the goal</i>	<p>Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.</p>	Fair Housing Goal:	<i>Describe fair housing strategies and actions to achieve the goal</i>	<p>Continue to implement the Section 504 and ADA transition plans.</p>
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Instructions for Preparation of Form HUD-50075-5Y - 5-Year PHA Plan for All PHAs

- A. PHA Information.** All PHAs must complete this section. (24 CFR § 903.4)
- A.1** Include the full **PHA Name**, **PHA Code**, **PHA Fiscal Year Beginning** (MM/YYYY), **Five-Year Period** that the Plan covers, i.e. 2019-2023, **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. Plan Elements.**
- 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))
- 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)).
- C. Other Document and/or Certification Requirements.**
- C.1 Significant Amendment or Modification.** Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan. For modifications resulting from the Rental Assistance Demonstration (RAD) program, refer to the 'Sample PHA Plan Amendment' found in Notice PIH-2012-32, REV 2.
- C.2 Resident Advisory Board (RAB) comments.**
- (a) Did the public or RAB have 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(b), 24 CFR § 903.19)
- C.3 Certification by State or Local Officials.**
[Form HUD-50077-SL](#), *Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan*, must be submitted by the PHA as an electronic attachment to the PHA Plan.
- C.4 Required Submission for HUD FO Review.**
Challenged Elements.
- (a) Did the public challenge any elements of the Plan?
- (b) If yes, include such information as an attachment to the Annual PHA Plan or 5-Year PHA Plan with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.
- D. 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.)
- D.1 Affirmatively Furthering Fair Housing.** The PHA will use the answer blocks in item D.1 to provide a statement of its strategies and actions to implement each fair housing goal outlined in its accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5) that states, in relevant part: "To implement goals and priorities in an AFH, strategies and actions shall be included in program participants' ... PHA Plans (including any plans incorporated therein) ... Strategies and actions must affirmatively further fair housing ...". Use the chart provided to specify each fair housing goal from the PHA's AFH for which the PHA is the responsible program participant – whether the AFH was prepared solely by the PHA, jointly with one or more other PHAs, or in collaboration with a state or local jurisdiction – and specify the fair housing strategies and actions to be implemented by the PHA during the period covered by this PHA Plan. If there are more than three fair housing goals, add answer blocks as necessary.
- Until such time as the PHA is required to submit an AFH, the PHA will not have to complete section D.; nevertheless, the PHA will address its obligation to affirmatively further fair housing in part by fulfilling the requirements at 24 CFR 903.7(o)(3) enacted prior to August 17, 2015, which means that it 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. Furthermore, under Section 5A(d)(15) of the U.S. Housing Act of 1937, as amended, a PHA must submit a civil rights certification with its Annual PHA Plan, which is described at 24 CFR 903.7(o)(1) except for qualified PHAs who submit the Form HUD-50077-CR as a standalone document.

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

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

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

Annual PHA Plan <i>(Standard PHAs and Troubled PHAs)</i>	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, including changes to these policies, 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-ST is to be completed annually by **STANDARD PHAs** or **TROUBLED PHAs**. PHAs that meet the definition of a High Performer PHA, Small PHA, HCV-Only PHA or Qualified PHA do not need to submit this form.

Definitions.

- (1) **High-Performer PHA** – A PHA that owns or manages more than 550 combined public housing units and housing choice vouchers, and was designated as a high performer on both the most recent Public Housing Assessment System (PHAS) and Section Eight Management Assessment Program (SEMAP) assessments if administering both programs, or PHAS if only administering public housing.
- (2) **Small PHA** - A PHA that is not designated as PHAS or SEMAP troubled, that owns or manages less than 250 public housing units and any number of vouchers where the total combined units exceed 550.
- (3) **Housing Choice Voucher (HCV) Only PHA** - A PHA that administers more than 550 HCVs, was not designated as troubled in its most recent SEMAP assessment and does not own or manage public housing.
- (4) **Standard PHA** - A PHA that owns or manages 250 or more public housing units and any number of vouchers where the total combined units exceed 550, and that was designated as a standard performer in the most recent PHAS or SEMAP assessments.
- (5) **Troubled PHA** - A PHA that achieves an overall PHAS or SEMAP score of less than 60 percent.
- (6) **Qualified PHA** - A PHA with 550 or fewer public housing dwelling units and/or housing choice vouchers combined and is not PHAS or SEMAP troubled.

A.	PHA Information.
A.1	<p> PHA Name: <u>GUAM HOUSING AND URBAN RENEWAL AUTHORITY</u> PHA Code: <u>GQ001</u> PHA Type: <input checked="" type="checkbox"/> Standard PHA <input type="checkbox"/> Troubled PHA PHA Plan for Fiscal Year Beginning: (MM/YYYY): <u>10/2024</u> PHA Inventory (Based on Annual Contributions Contract (ACC) units at time of FY beginning, above) Number of Public Housing (PH) Units <u>750</u> Number of Housing Choice Vouchers (HCVs) <u>2,723</u> Total Combined Units/Vouchers <u>3,473</u> PHA Plan Submission Type: <input checked="" type="checkbox"/> Annual Submission <input type="checkbox"/> Revised Annual Submission </p> <p> Availability of Information. 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. 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 website. PHAs are also encouraged to provide each resident council a copy of their PHA Plans. </p> <p> The FY2025 Annual and Five-Year PHA Plan were made available to the public for review and comment via (1) electronically on GHURA’s website at www.ghura.org, and (2) hard copies located at GHURA’s main office lobby, the AMP Site Base offices, and the Guma Trankilidat office. Inquiries were sent to Ms. Philly San Nicolas, Property Site Manager, via her email address, phillysn@ghura.org or contacted via phone at (671) 475-1348. </p> <p> Residents were requested to contact their respective Site Base Office for an appointment to review the FY2025 Annual and Five-Year PHA Plan and other documents included in the Plan. The contact information is as follows: </p> <ul style="list-style-type: none"> • GHURA Main Office: (671) 475-1330, 117 Bien Venida Avenue, Sinajana, Guam 96910 • AMP1: (671) 477-9823, Paquito Street, Toto Gardens, Toto, Guam 96910 • AMP2: (671) 789-9062, 10 JC Rojas Street, Yona, Guam 96915 • AMP3: (671) 565-9854, Pagachao Drive, Agat, Guam 96915 • AMP4: (671) 475-1395, 27 Doni Lane, Toto Gardens, Toto, Guam 96910 • Guma Trankilidat: (671) 646-6301, 145 Trankilidat St., Tumon, Guam 96913 • Section 8 FSS Coordinators: (671) 475-1333 or (671) 475-1339 <p> The first of three meetings with our RAB members was held on March 8, 2024, to discuss (a) the November 2023 Revisions to the Public Housing’s Admissions and Continued Occupancy Policy (ACOP), (b) FY2024 Capital Fund Program and Five-Year Action Plan for 2024-2028, and (c) FY2025 PHA 5-Year and Annual Plans. </p>

RAB members were provided with an agenda, a synopsis of the ACOP revisions, a list of proposed projects under the new 2024 CFP grant, and general information about the 2025 Annual and Five-Year PHA Plans.

PHA Consortia: (Check box if submitting a Joint PHA Plan and complete table below)

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:					

B.	Plan Elements
B.1	<p>Revision of Existing PHA Plan Elements.</p> <p>(a) Have the following PHA Plan elements been revised by the PHA?</p> <p>Y N</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Statement of Housing Needs and Strategy for Addressing Housing Needs</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Financial Resources.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> Rent Determination.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> Operation and Management.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Grievance Procedures.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> Homeownership Programs.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Community Service and Self-Sufficiency Programs.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Safety and Crime Prevention.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Pet Policy.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Asset Management.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Substantial Deviation.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Significant Amendment/Modification</p> <p>(b) If the PHA answered yes for any element, describe the revisions for each revised element(s):</p> <p><u>Rent Determination</u></p> <p>GHURA will change the way income and rents are calculated to meet HUD’s delayed HOTMA Section 102 compliance deadline of January 1, 2025. HOTMA Section 102 updates certain deductions used to calculate adjusted income and changes how total tenant payments are determined. Changes affecting imputed income from assets, elderly deductions, and medical expense deductions will be implemented once GHURA has adopted the changes in its ACOP, ultimately changing the process of rent determination.</p> <p><u>Operation and Management</u></p> <p>The 2024 PHA Annual Plan, rev. 3 is currently out for public comment; a public hearing is scheduled for May 10, 2024. There was a significant amendment to the 2024 PHA Plan due to the adoption of the Public Housing Admissions and Continued Occupancy (ACOP) that was recently adopted by the GHURA Board of Commissioners on February 13, 2024, to include HOTMA revisions. (EXHIBIT 1)</p> <p>The Section 8 Housing Choice Voucher Administrative (Admin) Plan is currently being revised and updated to include HOTMA updates. (EXHIBIT 2)</p> <p>The Family Self-Sufficiency (FSS) Program also updated and adopted a FSS Action Plan. (EXHIBIT 3)</p> <p><u>Homeownership Programs:</u></p> <p><u>HOME Investment Partnership Funds – Homebuyer Program</u></p> <p>The Program will develop affordable housing for purchase to qualified individuals or families. The Program is uniquely designed to cater to the needs of target populations identified as “Low Income Families”, as defined by the U.S. Department of Housing and Urban Development (HUD), and identified under this Program as “First Time Homebuyers”.</p> <p>The target populations are then placed in an order of preference. Preference shall be given to eligible individuals or families currently participating in the Authority’s Housing Choice Voucher Program or Low-Income Public Housing Program. The homes must be the primary residence for all homebuyers throughout the affordability period under this Program. The standards of any home</p>

constructed under this Program shall be in conformance with the Uniform Physical Conditions Standards (UPCS) and any other related housing standards as adopted by the Government of Guam. In addition, the unit acquired or constructed shall conform to applicable zoning laws or any other statutory requirements of the Territory of Guam. The ultimate goal and objective of this Program is to increase homeownership opportunities to low-income qualified individuals or families and to promote safe, decent and sanitary housing in the Territory of Guam.

Housing Counseling Program

GHURA became a full-fledged HUD approved housing counseling agency on June 19, 2020. The Housing Counseling program aims to assist clients in the Home Investment Partnerships Grant program, the Family Self Sufficiency program, residents of Section 8 HCV and Public Housing, and the general public. The program covers a myriad of counseling topics, including Pre-Purchase, Post-Purchase counseling, budgeting, homeownership and tenancy, fair housing, avoidance of mortgage default and eviction and basic rental education. The service is free of charge.

GHURA has aided approximately 40 clients with housing counseling services over the past three years. With both the one-to-one counseling and education pieces for housing clients, the agency anticipates an increased volume of clients. With the anticipated increase and long-term strategic planning, GHURA seeks to certify three additional personnel to become housing counseling certified (both for homeownership and renting) by the end of 2024. Expansion of services will also include an online first-time homebuyer training course.

Substantial Deviation and Significant Amendment/Modification

There is no change to the Substantial Deviation and Significant Amendment/Modification elements to the PHA Plan and Capital Fund Program. However, it is listed here as reference.

DEFINITION OF SIGNIFICANT AMENDMENT OR MODIFICATION
AND SUBSTANTIAL DEVIATION
PUBLIC HOUSING AGENCY (PHA) PLAN
AND CAPITAL FUND PROGRAM FIVE-YEAR ACTION PLAN

The Guam Housing and Urban Renewal Authority (GHURA) considers a Significant Amendment or Modification and Substantial Deviation to the Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment or modification or substantial deviation will require the Authority to submit a revised PHA Plan that has met full hearing process requirements and the formal approval of the GHURA Board of Commissioners. The Authority defines significant amendment and substantial deviation/modification as:

- Any change in the planned or actual use of federal funds for activities that would prohibit or redirect the Authority’s mission, goals, and objectives.
- A need to respond immediately to Acts of God beyond the control of the Authority, such as earthquakes, civil unrest, or other unforeseen significant events.
- A mandate from Guam government officials, specifically the governing Board of Commissioners of the Authority, to modify, revise, or delete the long-range goals and objectives in the program.
- A substantial deviation does not include any changes in the U.S. Department of Housing and Urban Development (HUD) rules and regulations, which require or prohibit changes to activities listed in the PHA.

- A Significant Amendment or Modification or Substantial Deviation to the PHA Five-Year and Annual Plan is defined as: Changes of a significant nature to the rent or admissions policies, or the organization of the waiting list not required by federal regulatory requirements as to effect a change in the Public Housing Admissions and Continued Occupancy Policy (ACOP) and the Section 8 Housing Choice Voucher Program Administrative Plan.

Significant Amendment or Modification to the Capital Fund Program

GHURA considers a “significant amendment/modification” to the Capital Fund Program (CFP) 5-Year Action Plan as a discretionary change in the plan or policy of the Authority that fundamentally alters the mission, goals, objectives or plans of the Authority. Any significant amendment or modification will require the Authority to submit a revised CFP Five-Year Action Plan that has met full hearing process requirements and the formal approval of the GHURA Board of Commissioners. Specifically, the following will be considered to constitute a significant amendment or modification:

- Any addition or change in the planned or actual use of federal funds for non-emergency work items exceeding 30% of the total grant (items not included in the current CFP Five-Year Action Plan); and
- Any change with regard to demolition or disposition, designation, homeownership programs, Rental Assistance Demonstration (RAD) conversion, Capital Fund Financing Program (CFFP), development or mixed finance or conversion activities.

An exception to this definition will be made for any of the above that are adopted to reflect changes in HUD regulatory requirements. HUD will not consider such changes as significant amendment.

(c) The PHA must submit its Deconcentration Policy for Field Office review.

The Deconcentration Policy, as noted in GHURA’s ACOP Nov.2023

- Chapter 4, pages 4-19 through 4-21
- Chapter 12, page 12-14

B.2 New Activities.

(a) Does the PHA intend to undertake any new activities related to the following in the PHA’s current Fiscal Year?

- | | | |
|-------------------------------------|-------------------------------------|--|
| Y | N | |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Hope VI or Choice Neighborhoods. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Mixed Finance Modernization or Development. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Demolition and/or Disposition. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Designated Housing for Elderly and/or Disabled Families. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Conversion of Public Housing to Tenant-Based Assistance. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Conversion of Public Housing to Project-Based Rental Assistance or Project-Based Vouchers under RAD. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Occupancy by Over-Income Families. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Occupancy by Police Officers. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Non-Smoking Policies. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Project-Based Vouchers. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Units with Approved Vacancies for Modernization. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Other Capital Grant Programs (i.e., Capital Fund Community Facilities Grants or Emergency Safety and Security Grants). |

(b) If any of these activities are planned for the current Fiscal Year, describe the activities. For new demolition activities, describe any public housing development or portion thereof, owned by the PHA for which the PHA has applied or will apply for demolition and/or disposition approval under section 18 of the 1937 Act under the separate demolition/disposition approval process. If using Project-Based Vouchers (PBVs), provide the projected number of project-based units and general locations, and describe how project basing would be consistent with the PHA Plan.

Demolition and/or Disposition:

There is proposed project to “dispose” of a unit at AMP 3 and convert it to an office since its current office has maxed out its occupancy. This office will relocate the housing services staff to provide the necessary services to its residents.

Occupancy by Over-Income Families:

In the public housing program, an over-income family is defined as a family whose income exceeds the over-income limit for 24 consecutive months. When this occurs, the PHA must either:

- Terminate the family’s tenancy within six months of the PHA’s final notification of the end of the 24-month grace period; or
- Within 60 days of the PHA’s final notification of the end of the 24-month grace period or the next lease renewal (whichever is sooner), have the family execute a new lease that is consistent with 24 CFR 960.509 and charge the family a monthly rent that is the higher of the applicable fair market rent (FMR) or the amount of monthly subsidy for the unit, including amounts from the operating and capital funds.

However, a PHA that owns or operates fewer than 250 public housing units may continue to lease public housing units to families whose incomes exceed the low-income limit at initial occupancy in accordance with 24 CFR 960.503. Otherwise, the PHA must establish a continued occupancy policy for over-income families in the ACOP indicating which of the above will occur.

GHURA Policy For families whose income exceeds the over-income limit for 24 consecutive months, GHURA will not terminate the family’s tenancy and will charge the family the alternative non-public housing rent, as well as require the family to sign a new non-public housing lease in accordance with the continued occupancy policies below.

SEE ACOP NOV 2023, pages 13-7 through 13-11.

Units with Approved Vacancies for Modernization:

GHURA will continue to submit units under modernization using the Capital Fund Program. Modernization work includes all eligible activities, such as physical structures, site, and grounds of a public housing property or structure, and will include demolition, reconfiguration, emergency activities, energy efficiency, non-routine maintenance, planned code compliance, and vacation reduction.

GHURA considers the age of the units, updated uniform building codes, and Guam’s weather conditions as factors for units requiring to be upgraded and in compliance with industry standards. CFP funds are limited to address the physical needs of the developments, as stated in the 2018 Physical Needs Assessment.

Other Capital Grant Programs:

GHURA did apply for the Emergency Safety and Security Grant (ESSG) and the Housing Related Hazards Capital Fund (HRHCF) grant. Both grants are part of the Public Housing Capital Fund Program.

ESSG - GHURA was awarded \$250,000 for the 2023 Emergency Safety and Security Grant for the purchase of surveillance cameras, lighting, security alarms at HA wide developments to improve the health and safety of the residents.

HRHCF – GHURA was awarded \$5 million for the 2022 Housing Related Hazards Capital Fund (HRHCF) grant to address the education, training, testing, and remediation of radon, mold, and moisture in our public housing units.

Use of Operating Reserves and Capital Fund Program Grants

AMP1: AMP 1 manages 158 units scattered over four (4) villages. The site lacks dedicated space for service providers to conduct outreach services. Mongmong is the largest site with 48 units (12

units at Tenbat and Coho and 36 located at VD Perez) servicing 117 children followed by Agana Heights at 100; Asan at 70 and Sinajana at 67. The grounds at Mongmong at VDPerez Court is ideal for a Recreational Center and basketball half court for residents within that site. The new recreation center will be used to service other public housing clientele.

AMP 1 receives numerous complaints regarding parking at each of the sites but more predominately within Mongmong, the largest site. With a total of 59 combined parking slots, 8 at Tenbat and Coho Courts and 51 at VDPerez Court, the parking needs are apparent. Additional parking will alleviate double parking or curbside parking that obstructs emergency personnel from passing through the site.

Due to the increase in housing related work activities, the AMP 4 office will expand their office and parking area. The increased office space will ensure clients are seen in individual private rooms for intake and recertification processing. This will also provide both the clients and staff confidential screening, health, safety and security.

All AMPs: Fencelines: - In addition to island wide devastation in terms of structural damage to homes, power and water infrastructure to name a few, the AMPs experienced severe fence line damage after Typhoon Mawar in May 2023. Damages were noted at all AMP sites.

Along with the damages, each AMP has encountered private homeowners encroaching into the public housing residents' backyards leaving a sense of insecurity. There is a need to have the developments surveyed to establish GHURA's boundary property lines and provide either fences and/or bollards. This is not to alienate the public housing residents from the general public, but to provide safety and security from crimes.

All AMPs: Security Cameras and Lighting: The ESSG grant will be used to install security cameras at high crime areas within the AMP developments. Installation of additional streetlights have been included in the CFP grant as a proposed work item.

All AMPs: The Operating Reserves will be used to address maintenance wear and tear work items as part of their preventive maintenance schedule, to include sidewalk and curbside waterblasting, parking slab repairs and painting, and signage replacements

B.3

Progress Report.

Provide a description of the PHA's progress in meeting its Mission and Goals described in the PHA 5-Year and Annual Plan.

Waiting List:

AMP 1: AMP 1 opened their Waiting List (WL) on April 3, 2023 for about seven months and closed the WL on November 30, 2023. GHURA continues to work with its community partners to advocate for accessing online WL application amongst the AMP sites when opened or referrals to other appropriate programs.

AMP 2: AMP 2 closed its waitlist on September 29, 2023. It opened its WL for the month of May 2024 and anticipate closing on May 31, 2024.

AMP 3: The AMP 3 Waiting List remains open and continues to accept applications for all bedroom sizes.

AMP 4: The AMP 4 Waiting List remains closed since April 2022. AMP 4 anticipates to open its wait list before the end of FY2024 for about one month.

Occupancy and Adjusted Occupancy Rates:

	TOTAL				
TOTAL UNITS	158	163	195	234	750
Occupied Units	154	153	181	222	710
Vacant Units	4	10	14	12	40
Units under Reno	0	4	13	6	23
Units for Lease	0	0	1	2	3
Units Under MOD	4	6	0	4	14
Gross Occupancy (ACTUAL)	97%	94%	93%	95%	95%
Gross Occupancy (ADJUSTED)	100%	97%	93%	97%	96%

Community Quality of Life and Economic Vitality

Mane’lu is a local non-profit organization, translated in the Chamorro language meaning brother and sister. Mane’lu’s goal is to Empower and Inspire the Youth and Families by creating multiple opportunities to engage with the community through continued contact and support. These opportunities include developing social and emotional resiliency, leadership skills and community stewardship. Mane’lu additionally leverages its other projects, such as the Micronesian Resource Center One-Stop Shop, Employment Empowerment Initiative, and Ready to Drive Workshops that provide parents and/or caretakers with culturally and linguistically appropriate programs to empower them to support their children. Manelu offers weekly site activities at all four (4) AMP sites.

AMP4 Progress Report

GHURA continues to encourage and partner with various government agencies and non-profit organizations to provide families in public housing access to outreach and educational opportunities. GHURA will continue to encourage partnership within the community and promote outreach opportunities to families in public housing.

- Mañe'lu is a local nonprofit organization whose mission is to provide education and empowerment to families and youths through mentoring. Opportunities provided for families includes developing social and emotional resiliency, leadership skills, and community stewardship. Staff from Mañe'lu continuously provide weekly site activities at the AMP sites including sponsored author readings and evidence-based curriculum for school aged children focused on improving self-concept, mental health and academic achievement. Students are encouraged to participate in weekly sports activities like basketball and pickleball or arts and crafts.
- Micronesian Resource Center One Stop Shop (MRCOSS), a special project of Mañe'lu, has been actively providing informational and educational services to families in public housing. Services provided includes document preparation such as FAS passport applications, public assistance applications, immigration documents, social security applications, and interpretation and translation services to families with English as a second language. Periodically, the project conducts workforce development outreaches that engages the families in public housing with series of workshops on financial literacy, job skills, resume writing, job application and interview preparation.

An upcoming event in partnership with Mañe'lu include a 2024 summer program for elementary students and youths at Toto Gardens, Toto.

Other programs include a pilot project GHURA initiated in April 2023 for HUD-assisted families who lives in public housing. This initiative continues to expand and explore partnership opportunities with distinct government agencies and non-profit organizations to provide educational and community outreach services to families in public housing including:

- Westcare Pacific Islands is a national organization spanned out in 17 states including Guam to provide educational promotions on prevention strategies addressing life challenges such as alcohol and substance abuse, teen pregnancy, and STI/HIV infections. Scheduled education and outreach opportunities includes workshop for parents and caregivers about the harms of underage drinking, alcohol and substance abuse prevention strategies and engage the youth through evidence base curriculum through mentoring.
- Guam Community College GED/Adult Education Program conducted an informational outreach on November 18, 2023 at GHURA 48, Dededo and November 22, 2023 at GHURA 250 Toto Gardens.
- On December 2, 2023, GCC Accounting Program conducted a training on financial literacy which covers a comprehensive array of topics including investment, credit improvement, budgeting, and savings.
- The American Job center/Department of Labor conducts an employment/training programs on October 28, 2023. As a result, few residents were able to obtain employment through the 2023 National Dislocated Grant.
- On June 28, 2023, GHURA Pilot Project took the initiative to partner with DPHSS to enroll seniors in public housing into the Disaster Supplemental Nutrition Assistance as a result of typhoon Mawar. In addition, food commodities were distributed to all seniors in public housing as a result of partnership with the Mayors Offices and Guam Congressman's Office.

Upcoming events, as part of GHURA 2023 Pilot Project, includes quarterly health fairs hosted by GHURA in partnership with Department of Public and Social Services (DPHSS), Todu Guam Foundation (TGF), Micronesian Resource Center One Stop Shop (MRCOSS), and other community support partners. In addition, a summer program entitled, Educating the Mind and Leaving Violence Behind, will be offered to youths at Toto Gardens; the program aims to educate and empower youth through mentoring and sports to make positive decisions and avert from violence. This program will be hosted by AMP 4.

Housing Choice Voucher Program (HCV)

GHURA provides housing assistance to Guam's very low to low-income households. For FYI 2023-2024, the U.S. Department of Housing and Urban Development (HUD) provided GHURA with an authorized budget of more than 42 million dollars to fund 2,718 rental assistance vouchers. The per unit cost during the assessed period is approximately \$1,500. The funds received are primarily for the following programs:

GHURA implements 2,108 Housing Choice Program vouchers, with an additional five awarded in 2023 (2,113 vouchers), and is 97% leased up. The purpose of the Section 8 Housing Choice Voucher Program is to provide rental assistance to eligible families in the private housing market. The U.S. Department of Housing and Urban Development defines the statutory and regulatory requirements of the HCV program and is the primary funding source for the assistance. Housing authorities are allowed to include discretionary policies in the program's operation to avail local laws, and these policies must be included in the agency's Administrative Plan. The Administrative Plan is a document approved by the GHURA (PHA) Board of Commissioners. The HCV program offers mobility to eligible families because they may search for suitable housing anywhere in the agency's jurisdiction and other jurisdictions within the fifty states and territories of the United States if there is a housing agency that administers the Housing Choice Voucher Program.

Project-Based Voucher Program (PBV)

Guam has **112** Project-based Program vouchers, which are 98% leased up. The Project-based units consist of 56 one-bedroom and 56 two-bedroom subsidized units for elderly renters ages 62 years and older. The Section 8 Project-Based was established on a private and public partnership between GHURA and the Guam Facilities Foundation, Inc. (GFFI). GHURA provides the subsidy, and GFFI is the landlord for the units. GFFI is responsible for leasing and maintaining the units. Unlike the Section 8 tenant-based program, the Project-Based subsidy is attached to specific units; the assistance does not move with the family. Under this program, all 112 units are located at the Summer Town Estates in Dededo.

HUD-Veterans Affairs Supportive Housing Program (VASH)

The VASH is a referral-basis program between the GHURA and the Department of Veteran Affairs (V.A.). Guam receives housing assistance funding for **76** Veterans Affairs Supportive Housing vouchers, with 61 actively leased. The partnership permits chronically homeless veterans to receive housing assistance and case management from the V.A. It is a worthwhile program, and GHURA aims to continue to work with the Veterans Affairs Office to help our homeless veterans and their families afford decent, safe, and sanitary housing.

Mainstream (M.S.)

Guam receives funding for 15 Mainstream Housing Program vouchers, with an additional 15 vouchers awarded in 2023 (**30** vouchers), and all vouchers 100% leased up. The Mainstream Program is a referral basis through a partnership with non-profit service providers, including the Department of Integrated Services for Individuals with Disabilities (DISID, Guam Behavioral Health and Wellness Authority, and other service providers for persons with disabilities. These vouchers are intended for non-elderly persons between the ages of 18 and 61 with disabilities who are transitioning out of institutional or other segregated settings, at serious risk of institutionalization, homeless, or at risk of becoming homeless.

Non-Elderly Disabled (NED)

Like the Mainstream Program, the NED Program is a referral basis program. Guam currently has **175** Non-Elderly Disabled vouchers, with 165 leased. The NED vouchers assist low-income, non-elderly disabled families and individuals with permanent housing. The recipients of NED vouchers are non-elderly head of household, co-head, or spouse that is disabled.

Family Unification Program (FUP)

FUP vouchers are for families for whom the lack of adequate housing is a primary factor in the imminent placement (1) of the family's child or children in out-of-home care; and (2) of the delay in discharge of child or children to the family from out-of-home care. This program also includes an 18-month Voucher for youth at least 18 years old and not more than 21 years old who left foster care at age 16 or older and who do not have adequate housing. The FUP program is available only to families who are referred by the Department of Health and Social Services (DPHSS), Division of Public Welfare (DPW), and Bureau of Social Services Administration (BOSSA). Guam has **130** FUP vouchers, which are currently 99% leased.

Emergency Housing Voucher (EHV)

Guam has **87** Emergency Housing Vouchers, which are 100% leased up. The EHV program is available to assist individuals and families who are homeless, at risk of homelessness, fleeing or attempting to flee, domestic violence, dating violence, sexual assault, stalking, or human trafficking, or were recently homeless or have a high risk of housing instability. Continuum of Care (COC) and other referring agencies determine whether the individual or family meets the eligibility criteria described in Notice PIH 2021-15 and then refer the family to GHURA. According to Section 13 of

	<p>the Notice PIH 2021-15, reissuance (i.e., vouchers issued upon turnover) of EHV's closed on September 30, 2023. This provision does not impact existing families and their continued assistance. The funds appropriated for the EHV program are available for obligation by HUD until September 30, 2030.</p> <p>OUTREACH PROGRAMS</p> <p>The Section 8 Division has resurrected the Renter's 101 Seminar in February 2024 and is available for voucher program participants. The seminar aims to inform participants about the primary Renter's responsibilities, such as housekeeping, budgeting, being a good neighbor and tenant, and reviewing family obligations to comply with program requirements. The seminar is available throughout the year and extended to Section 8 New Admissions participants and other GHURA housing program participants.</p> <p>The Section 8 Division revived the Landlord Briefing Seminar in February 2024, and it is available to all landlords and property managers within GHURA's jurisdiction. The seminar has informational topics to include an overview of the Section 8 Voucher Program, the benefits of partnering with Section 8, and landlord responsibilities and requirements to meet standards for a decent, safe, and sanitary unit. This seminar is also utilized to present any updates to the program that will affect the landlords (i.e., the NSPIRE module). The seminar is conducted at least once a year and emphasizes forging</p>
<p>B.4</p>	<p>Capital Improvements. Include a reference here to the most recent HUD-approved 5-Year Action Plan in EPIC and the date that it was approved.</p> <p>Capital Fund Program GQ08P00150123, approved 07/03/2023. Capital Fund Housing Related Hazards Grant GQ08H00150122, awarded October 2023. Capital Fund Emergency Safety and Security Grant GQ08E00150123, awarded October 2023.</p>
<p>B.5</p>	<p>Most Recent Fiscal Year Audit.</p> <p>(a) Were there any findings in the most recent FY Audit?</p> <p>Y N <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, please describe:</p> <p style="text-align: center;">CORRECTIVE ACTION PLAN SEPTEMBER 30, 2022</p> <p><u>Finding #2022-001 CDBG Entitlement Grants Cluster Reporting</u></p> <p><i>Views of Responsible Officials and Planned Corrective Actions:</i> The Integrated Disbursement and Information System (IDIS) accounts for transactions using the cash basis method of accounting (real-time) while GHURA's trial balance reflects transactions using the accrual basis method of accounting. Due to the differing accounting methods, variances are expected between reports extracted from IDIS and GHURA's accounting system. The responsible party will prepare a reconciliation between GHURA's trial balance and the IDIS reports to ensure the completeness and accuracy of the reported amounts. GHURA agrees with the recommendation to monitor subawards for the reporting in FSRS. <i>Responsible Party:</i> Katherine Taitano, Chief Planner; and Jerricho Garcia, General Accounting Supervisor <i>Anticipated Date of Completion:</i> September 30, 2024</p>

Finding #2022-002 Emergency Solutions Grant Program Special Tests and Provisions – Obligation, Expenditure and Payment Disbursements

Views of Responsible Officials and Planned Corrective Actions:

GHURA agrees with the recommendation to review and process payment requests from subrecipients within the 30-day time frame.

Responsible Party: Katherine Taitano, Chief Planner; and Jerricho Garcia, General Accounting Supervisor

Anticipated Date of Completion: September 30, 2024

Finding #2022-003 Public and Indian Housing Procurement and Suspension and Debarment

Views of Responsible Officials and Planned Corrective Actions:

Responsible procurement personnel are updating the procurement policies which include emergency procurement and small purchases.

Responsible Party: Antonio Camacho, Supply Management Administrator

Anticipated Date of Completion: Ongoing effort and as training is made available

Finding #2022-004 Housing Voucher Cluster Reporting

Views of Responsible Officials and Planned Corrective Actions:

Responsible accounting personnel will coordinate and prioritize with HUD to resolve the submission of its audited Fiscal Year 2020 and 2021 financial information as required in the Financial Assessment Sub-System (FASS-PH) so that the Authority can meet the reporting requirement.

Responsible Party: Frances Danieli, Controller

Anticipated Date of Completion: Ongoing effort with HUD

Finding #2022-005 Housing Voucher Cluster Special Tests and Provisions – Rolling Forward Equity Balances

Views of Responsible Officials and Planned Corrective Actions:

Responsible accounting personnel will coordinate and prioritize with HUD to resolve the submission of its audited Fiscal Year 2020 and 2021 financial information as required in the Financial Assessment Sub-System (FASS-PH) so that the Authority can meet the reporting requirement.

Responsible Party: Frances Danieli, Controller

Anticipated Date of Completion: Ongoing effort with HUD

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Summary Schedule of Prior Year Audit Findings
Year Ended September 30, 2022**

Audit Finding #

2021-001	Corrective action has been taken. The SEFA was reconciled to the General Ledger via the Trial Balance for the interim and final SEFA reports. Capital assets were included in the appropriate ALN.
2021-002	Corrective action has been taken. The CDBG grant funds are accounted for in HUD's Integrated Disbursement and Information Systems (IDIS) in accordance with program income requirements.
2021-003	Corrective action has been taken. The entitlement grant funds (EN) and program income (PI) reported in the CO4PRO3 - Activity Summary Report agree with the accounting records.

	2021-004	This finding is unresolved. GHURA has not submitted the required FY2020 and FY2021 unaudited and audited financial information in the FASS-PH.
	2021-005	This finding is unresolved. GHURA has not submitted the required FY2020 and FY2021 unaudited and audited financial information in the FASS-PH.
	2020-001	Corrective action has been taken. The SEFA was reconciled to the General Ledger via the Trial Balance. Capital assets were included in the appropriate ALN.
	2019-001	Corrective action has been taken. In October 25, and November 9, 2020, the Accountant II and Deputy Controller were hired, respectively. For FY 2021 the SEFA was reconciled to the General Ledger accounts via the Trial Balance.
	2019-002	Corrective action has been taken. Program income has been recorded in HUD's Integrated Disbursement and Information System (IDIS) and is being monitored on a quarterly basis. GHURA receives technical assistance from HUD to improve its planning for the use of program income.
	2017-01	This finding is unresolved. The Capital Fund Grant reconciliations are ongoing.
C.	Other Document and/or Certification Requirements.	
C.1	Resident Advisory Board (RAB) Comments.	
	(a) Did the RAB(s) have comments to the PHA Plan?	
	Y N <input type="checkbox"/> <input checked="" type="checkbox"/>	
	(b) If yes, comments must be submitted by the PHA as an attachment to the PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.	
C.2	Certification by State or Local Officials.	
	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.	
C.3	Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan.	
	Form HUD-50077-ST-HCV-HP, <i>PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed</i> , must be submitted by the PHA as an electronic attachment to the PHA Plan.	
C.4	Challenged Elements. If any element of the PHA Plan is challenged, a PHA must include such information as an attachment with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.	
	(a) Did the public challenge any elements of the Plan?	
	Y N <input type="checkbox"/> <input type="checkbox"/>	
	(b) If yes, include Challenged Elements.	
C.5	Troubled PHA.	
	(a) Does the PHA have any current Memorandum of Agreement, Performance Improvement Plan, or Recovery Plan in place?	
	Y N N/A <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
	(b) If yes, please describe:	

D.	Affirmatively Furthering Fair Housing (AFFH).						
D.1	<p>Affirmatively Furthering Fair Housing (AFFH).</p> <p>Provide a statement of the PHA's strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.</p> <table border="1" data-bbox="207 457 1416 1087"> <tr> <td data-bbox="207 457 1416 499">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="207 499 1416 1087"> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Undertake affirmative measures to ensure equal access to assisted housing regardless of race, color, religion, sex, national origin, creed, age, actual or perceived sexual orientation, gender identity, history of domestic violence, marital status, familial status, HIV infection and disability.</p> <p>Conduct Education and Testing to Reduce the incidence of Housing Discrimination: GHURA is providing training to landlords, local units of government, property managers, GHURA staff, the general public, and other housing partners in fair housing law and practice to reduce the incidence of housing discrimination in Guam.</p> <p>Disseminate fair housing rights materials including information related to sexual harassment to all households receiving assistance through GHURA's Public Housing and Housing Choice Voucher Programs. Additionally, distribute fair housing materials to landlords participating in the HCV Program.</p> <p>Conduct activities to affirmatively further fair housing.</p> </td> </tr> </table> <table border="1" data-bbox="207 1108 1416 1348"> <tr> <td data-bbox="207 1108 1416 1150">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="207 1150 1416 1348"> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.</p> </td> </tr> </table> <table border="1" data-bbox="207 1369 1416 1558"> <tr> <td data-bbox="207 1369 1416 1411">Fair Housing Goal:</td> </tr> <tr> <td data-bbox="207 1411 1416 1558"> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Continue to implement the Section 504 and ADA transition plans.</p> </td> </tr> </table>	Fair Housing Goal:	<p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Undertake affirmative measures to ensure equal access to assisted housing regardless of race, color, religion, sex, national origin, creed, age, actual or perceived sexual orientation, gender identity, history of domestic violence, marital status, familial status, HIV infection and disability.</p> <p>Conduct Education and Testing to Reduce the incidence of Housing Discrimination: GHURA is providing training to landlords, local units of government, property managers, GHURA staff, the general public, and other housing partners in fair housing law and practice to reduce the incidence of housing discrimination in Guam.</p> <p>Disseminate fair housing rights materials including information related to sexual harassment to all households receiving assistance through GHURA's Public Housing and Housing Choice Voucher Programs. Additionally, distribute fair housing materials to landlords participating in the HCV Program.</p> <p>Conduct activities to affirmatively further fair housing.</p>	Fair Housing Goal:	<p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.</p>	Fair Housing Goal:	<p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Continue to implement the Section 504 and ADA transition plans.</p>
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<p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Train and implement Limited English Proficiency (LEP) training with all staff and to non-English speaking and/or Limited English Proficiency speaking groups with an interpreter available on federal and state fair housing laws.</p>							
Fair Housing Goal:							
<p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Continue to implement the Section 504 and ADA transition plans.</p>							

Instructions for Preparation of Form HUD-50075-ST Annual PHA Plan for Standard and Troubled PHAs

A. PHA Information. All PHAs must complete this section. (24 CFR §903.4)

- A.1 Include the full PHA Name, PHA Code, PHA Type, PHA Fiscal Year Beginning (MM/YYYY), PHA Inventory, Number of Public Housing Units and or Housing Choice Vouchers (HCVs), PHA Plan Submission Type, and the Availability of Information, specific location(s) of all information relevant to the public hearing and proposed PHA Plan. (24 CFR §903.23(4)(c))

PHA Consortia: Check box if submitting a Joint PHA Plan and complete the table. (24 CFR §943.128(a))

B. Plan Elements. All PHAs must complete this section.

B.1 Revision of Existing PHA Plan Elements. PHAs must:

Identify specifically which plan elements listed below that have been revised by the PHA. To specify which elements have been revised, mark the “yes” box. If an element has not been revised, mark “no.” (24 CFR §903.7)

Statement of Housing Needs and Strategy for Addressing Housing Needs. Provide a statement addressing the housing needs of low-income, very low-income and extremely low-income families and a brief description of the PHA’s strategy for addressing the housing needs of families who reside in the jurisdiction served by the PHA and other families who are on the public housing and Section 8 tenant-based assistance waiting lists. The statement must identify the housing needs of (i) families with incomes below 30 percent of area median income (extremely low-income); (ii) elderly families (iii) households with individuals with disabilities, and households of various races and ethnic groups residing in the jurisdiction or on the public housing and Section 8 tenant-based assistance waiting lists based on information provided by the applicable Consolidated Plan, information provided by HUD, and other generally available data. The statement of housing needs shall be based on information provided by the applicable Consolidated Plan, information provided by HUD, and generally available data. The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location. Once the PHA has submitted an Assessment of Fair Housing (AFH), which includes an assessment of disproportionate housing needs in accordance with 24 CFR §5.154(d)(2)(iv), information on households with individuals with disabilities and households of various races and ethnic groups residing in the jurisdiction or on the waiting lists no longer needs to be included in the Statement of Housing Needs and Strategy for Addressing Housing Needs. (24 CFR §903.7(a))

The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location. (24 CFR §903.7(a)(2)(i)) Provide a description of the ways in which the PHA intends, to the maximum extent practicable, to address those housing needs in the upcoming year and the PHA’s reasons for choosing its strategy. (24 CFR §903.7(a)(2)(ii))

Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions. PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2. (24 CFR §903.23(b)) Describe the PHA’s admissions policy for deconcentration of poverty and income mixing of lower-income families in public housing. The Deconcentration Policy must describe the PHA’s policy for bringing higher income tenants into lower income developments and lower income tenants into higher income developments. The deconcentration requirements apply to general occupancy and family public housing developments. Refer to 24 CFR §903.2(b)(2) for developments not subject to deconcentration of poverty and income mixing requirements. (24 CFR §903.7(b)) Describe the PHA’s procedures for maintain waiting lists for admission to public housing and address any site-based waiting lists. (24 CFR §903.7(b)). A statement of the PHA’s policies that govern resident or tenant eligibility, selection and admission including admission preferences for both public housing and HCV. (24 CFR §903.7(b)) Describe the unit assignment policies for public housing. (24 CFR §903.7(b))

Financial Resources. A statement of financial resources, including a listing by general categories, of the PHA’s anticipated resources, such as PHA operating, capital and other anticipated Federal resources available to the PHA, as well as tenant rents and other income available to support public housing or tenant-based assistance. The statement also should include the non-Federal sources of funds supporting each Federal program, and state the planned use for the resources. (24 CFR §903.7(c))

Rent Determination. A statement of the policies of the PHA governing rents charged for public housing and HCV dwelling units, including applicable public housing flat rents, minimum rents, voucher family rent contributions, and payment standard policies. (24 CFR §903.7(d))

Operation and Management. A statement of the rules, standards, and policies of the PHA governing maintenance and management of housing owned, assisted, or operated by the public housing agency (which shall include measures necessary for the prevention or eradication of pest infestation, including cockroaches), and management of the PHA and programs of the PHA. (24 CFR §903.7(e))

Grievance Procedures. A description of the grievance and informal hearing and review procedures that the PHA makes available to its residents and applicants. (24 CFR §903.7(f))

Homeownership Programs. A description of any Section 5h, Section 32, Section 8y, or HOPE I public housing or Housing Choice Voucher (HCV) homeownership programs (including project number and unit count) administered by the agency or for which the PHA has applied or will apply for approval. (24 CFR §903.7(k))

Community Service and Self Sufficiency Programs. Describe how the PHA will comply with the requirements of (24 CFR §903.7(l)). Provide a description of: 1) Any programs relating to services and amenities provided or offered to assisted families; and 2) Any policies or programs of the PHA for the enhancement of the economic and social self-sufficiency of assisted families, including programs subject to Section 3 of the Housing and Urban Development Act of 1968 (24 CFR Part 135) and FSS. (24 CFR §903.7(l))

Safety and Crime Prevention (VAWA). Describe the PHA’s plan for safety and crime prevention to ensure the safety of the public housing residents. The statement must provide development-by-development or jurisdiction wide-basis: (i) A description of the need for measures to ensure the safety of public housing residents; (ii) A description of any crime prevention activities conducted or to be conducted by the PHA; and (iii) A description of the

coordination between the PHA and the appropriate police precincts for carrying out crime prevention measures and activities. (24 CFR §903.7(m)) A description of: 1) Any activities, services, or programs provided or offered by an agency, either directly or in partnership with other service providers, to child or adult victims of domestic violence, dating violence, sexual assault, or stalking; 2) Any activities, services, or programs provided or offered by a PHA that helps child and adult victims of domestic violence, dating violence, sexual assault, or stalking, to obtain or maintain housing; and 3) Any activities, services, or programs provided or offered by a public housing agency to prevent domestic violence, dating violence, sexual assault, and stalking, or to enhance victim safety in assisted families. (24 CFR §903.7(m)(5))

Pet Policy. Describe the PHA's policies and requirements pertaining to the ownership of pets in public housing. (24 CFR §903.7(n))

Asset Management. State how the agency will carry out its asset management functions with respect to the public housing inventory of the agency, including how the agency will plan for the long-term operating, capital investment, rehabilitation, modernization, disposition, and other needs for such inventory. (24 CFR §903.7(q))

Substantial Deviation. PHA must provide its criteria for determining a "substantial deviation" to its 5-Year Plan. (24 CFR §903.7(r)(2)(i))

Significant Amendment/Modification. PHA must provide its criteria for determining a "Significant Amendment or Modification" to its 5-Year and Annual Plan. For modifications resulting from the Rental Assistance Demonstration (RAD) program, refer to the 'Sample PHA Plan Amendment' found in Notice PIH-2012-32 REV-3, successor RAD Implementation Notices, or other RAD Notices.

If any boxes are marked "yes", describe the revision(s) to those element(s) in the space provided.

PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2. (24 CFR §903.23(b))

B.2 New Activities. If the PHA intends to undertake any new activities related to these elements in the current Fiscal Year, mark "yes" for those elements, and describe the activities to be undertaken in the space provided. If the PHA does not plan to undertake these activities, mark "no."

HOPE VI or Choice Neighborhoods. 1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for HOPE VI or Choice Neighborhoods; and 2) A timetable for the submission of applications or proposals. The application and approval process for Hope VI or Choice Neighborhoods is a separate process. See guidance on HUD's website at:

https://www.hud.gov/program_offices/public_indian_housing/programs/ph/hope6. (Notice PIH 2011-47)

Mixed Finance Modernization or Development. 1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for Mixed Finance Modernization or Development; and 2) A timetable for the submission of applications or proposals. The application and approval process for Mixed Finance Modernization or Development is a separate process. See guidance on HUD's website at:

https://www.hud.gov/program_offices/public_indian_housing/programs/ph/hope6/mfph#4

Demolition and/or Disposition. With respect to public housing only, describe any public housing development(s), or portion of a public housing development projects, owned by the PHA and subject to ACCs (including project number and unit numbers [or addresses]), and the number of affected units along with their sizes and accessibility features) for which the PHA will apply or is currently pending for demolition or disposition approval under section 18 of the 1937 Act (42 U.S.C. 1437p); and (2) A timetable for the demolition or disposition. This statement must be submitted to the extent that approved and/or pending demolition and/or disposition has changed as described in the PHA's last Annual and/or 5-Year PHA Plan submission. The application and approval process for demolition and/or disposition is a separate process. Approval of the PHA Plan does not constitute approval of these activities. See guidance on HUD's website at: http://www.hud.gov/offices/pih/centers/sac/demo_dispo/index.cfm. (24 CFR §903.7(h))

Designated Housing for Elderly and Disabled Families. Describe any public housing projects owned, assisted or operated by the PHA (or portions thereof), in the upcoming fiscal year, that the PHA has continually operated as, has designated, or will apply for designation for occupancy by elderly and/or disabled families only. Include the following information: 1) development name and number; 2) designation type; 3) application status; 4) date the designation was approved, submitted, or planned for submission, 5) the number of units affected and; 6) expiration date of the designation of any HUD approved plan. **Note:** The application and approval process for such designations is separate from the PHA Plan process, and PHA Plan approval does not constitute HUD approval of any designation. (24 CFR §903.7(i)(C))

Conversion of Public Housing under the Voluntary or Mandatory Conversion programs. Describe any public housing building(s) (including project number and unit count) owned by the PHA that the PHA is required to convert or plans to voluntarily convert to tenant-based assistance; 2) An analysis of the projects or buildings required to be converted; and 3) A statement of the amount of assistance received to be used for rental assistance or other housing assistance in connection with such conversion. See guidance on HUD's website at:

<http://www.hud.gov/offices/pih/centers/sac/conversion.cfm>. (24 CFR §903.7(j))

Conversion of Public Housing under the Rental Assistance Demonstration (RAD) program. Describe any public housing building(s) (including project number and unit count) owned by the PHA that the PHA plans to voluntarily convert to Project-Based Rental Assistance or Project-Based Vouchers under RAD. See additional guidance on HUD's website at: [Notice PIH 2012-32 REV-3, successor RAD Implementation Notices, and other RAD notices.](#)

Occupancy by Over-Income Families. A PHA that owns or operates fewer than two hundred fifty (250) public housing units, may lease a unit in a public housing development to an over-income family (a family whose annual income exceeds the limit for a low income family at the time of initial occupancy), if all the following conditions are satisfied: (1) There are no eligible low income families on the PHA waiting list or applying for public housing assistance when the unit is leased to an over-income family; (2) The PHA has publicized availability of the unit for rental to eligible low income families, including publishing public notice of such availability in a newspaper of general circulation in the jurisdiction at least thirty days before offering the unit to an over-income family; (3) The over-income family rents the unit on a month-to-month basis for a rent that is not less than the PHA's cost to operate the unit; (4) The lease to the over-income family provides that the family agrees to vacate the unit when needed for rental to an eligible family; and (5) The PHA gives the over-income family at least thirty days notice to vacate the unit when the unit is needed for rental to an eligible family. The PHA may incorporate information on occupancy by over-income families into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. See additional guidance on HUD's website at: [Notice PIH 2011-7. \(24 CFR 960.503\)](#) (24 CFR 903.7(b))

Occupancy by Police Officers. The PHA may allow police officers who would not otherwise be eligible for occupancy in public housing, to reside in a public housing dwelling unit. The PHA must include the number and location of the units to be occupied by police officers, and the terms and conditions of their tenancies; and a statement that such occupancy is needed to increase security for public housing residents. A “police officer” means a person determined by the PHA to be, during the period of residence of that person in public housing, employed on a full-time basis as a duly licensed professional police officer by a Federal, State or local government or by any agency of these governments. An officer of an accredited police force of a housing agency may qualify. The PHA may incorporate information on occupancy by police officers into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. See additional guidance on HUD’s website at: [Notice PIH 2011-7](#). ([24 CFR 960.505](#)) (24 CFR 903.7(b))

Non-Smoking Policies. The PHA may implement non-smoking policies in its public housing program and incorporate this into its PHA Plan statement of operation and management and the rules and standards that will apply to its projects. See additional guidance on HUD’s website at: [Notice PIH 2009-21 and Notice PIH-2017-03](#). ([24 CFR §903.7\(e\)](#))

Project-Based Vouchers. Describe any plans to use Housing Choice Vouchers (HCVs) for new project-based vouchers, which must comply with PBV goals, civil rights requirements, Housing Quality Standards (HQS) and deconcentration standards, as stated in 983.57(b)(1) and set forth in the PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. If using project-based vouchers, provide the projected number of project-based units and general locations, and describe how project-basing would be consistent with the PHA Plan ([24 CFR §903.7\(b\)](#)).

Units with Approved Vacancies for Modernization. The PHA must include a statement related to units with approved vacancies that are undergoing modernization in accordance with [24 CFR §990.145\(a\)\(1\)](#).

Other Capital Grant Programs (i.e., Capital Fund Community Facilities Grants or Emergency Safety and Security Grants).

For all activities that the PHA plans to undertake in the current Fiscal Year, provide a description of the activity in the space provided.

B.3 Progress Report. For all Annual Plans following submission of the first Annual Plan, a PHA must include a brief statement of the PHA’s progress in meeting the mission and goals described in the 5-Year PHA Plan. ([24 CFR §903.7\(r\)\(1\)](#))

B.4 Capital Improvements. PHAs that receive funding from the Capital Fund Program (CFP) must complete this section ([24 CFR §903.7\(g\)](#)). To comply with this requirement, the PHA must reference the most recent HUD approved Capital Fund 5 Year Action Plan in EPIC and the date that it was approved. PHAs can reference the form by including the following language in the Capital Improvement section of the appropriate Annual or Streamlined PHA Plan Template: “See Capital Fund 5 Year Action Plan in EPIC approved by HUD on XX/XX/XXXX.”

B.5 Most Recent Fiscal Year Audit. If the results of the most recent fiscal year audit for the PHA included any findings, mark “yes” and describe those findings in the space provided. ([24 CFR §903.7\(p\)](#))

C. Other Document and/or Certification Requirements.

C.1 Resident Advisory Board (RAB) comments. If the RAB had comments on the annual plan, mark “yes,” submit the 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 §903.13\(c\)](#), [24 CFR §903.19](#))

C.2 Certification by State or Local Officials. Form HUD-50077-SL, *Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan*, must be submitted by the PHA as an electronic attachment to the PHA Plan. ([24 CFR §903.15](#)). Note: A PHA may request to change its fiscal year to better coordinate its planning with planning done under the Consolidated Plan process by State or local officials as applicable.

C.3 Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan. Provide a certification that the following plan elements have been revised, provided to the RAB for comment before implementation, approved by the PHA board, and made available for review and inspection by the public. This requirement is satisfied by completing and submitting form HUD-50077 ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed*. Form HUD-50077-ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed* must be submitted by the PHA as an electronic attachment to the PHA Plan. This includes all certifications relating to Civil Rights and related regulations. A PHA will be considered in compliance with the certification requirement to affirmatively further fair housing if the PHA fulfills the requirements of §§ 903.7(o)(1) and 903.15(d) and: (i) examines its programs or proposed programs; (ii) identifies any fair housing issues and contributing factors within those programs, in accordance with 24 CFR 5.154 or 24 CFR 5.160(a)(3) as applicable; (iii) specifies actions and strategies designed to address contributing factors, related fair housing issues, and goals in the applicable Assessment of Fair Housing consistent with 24 CFR 5.154 in a reasonable manner in view of the resources available; (iv) works with jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; (v) operates programs in a manner consistent with any applicable consolidated plan under 24 CFR part 91, and with any order or agreement, to comply with the authorities specified in paragraph (o)(1) of this section; (vi) complies with any contribution or consultation requirement with respect to any applicable AFH, in accordance with 24 CFR 5.150 through 5.180; (vii) maintains records reflecting these analyses, actions, and the results of these actions; and (viii) takes steps acceptable to HUD to remedy known fair housing or civil rights violations. impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with the local jurisdiction to implement any of the jurisdiction’s initiatives to affirmatively further fair housing; and assures that the annual plan is consistent with any applicable Consolidated Plan for its jurisdiction. ([24 CFR §903.7\(o\)](#)).

C.4 Challenged Elements. If any element of the Annual PHA Plan or 5-Year PHA Plan is challenged, a PHA must include such information as an attachment to the Annual PHA Plan or 5-Year PHA Plan with a description of any challenges to Plan elements, the source of the challenge, and the PHA’s response to the public.

C.5 Troubled PHA. If the PHA is designated troubled, and has a current MOA, improvement plan, or recovery plan in place, mark “yes,” and describe that plan. Include dates in the description and most recent revisions of these documents as attachments. If the PHA is troubled, but does not have any of these items, mark “no.” If the PHA is not troubled, mark “N/A.” ([24 CFR §903.9](#))

D. Affirmatively Furthering Fair Housing (AFFH).

D.1 Affirmatively Furthering Fair Housing. The PHA will use the answer blocks in item D.1 to provide a statement of its strategies and actions to implement each fair housing goal outlined in its accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5) that states, in relevant part: “To implement goals and priorities in an AFH, strategies and actions shall be included in program participants’ ... PHA Plans (including any plans incorporated therein) Strategies and actions must affirmatively further fair housing” Use the chart provided to specify each fair housing goal from the PHA’s AFH for which the PHA is the responsible program participant – whether the AFH was prepared solely by the PHA, jointly with one or more other PHAs, or in collaboration with a state or local jurisdiction – and specify the fair housing strategies and actions to be implemented by the PHA during the period covered by this PHA Plan. If there are more than three fair housing goals, add answer blocks as necessary.

Until such time as the PHA is required to submit an AFH, the PHA will not have to complete section D., nevertheless, the PHA will address its obligation to affirmatively further fair housing in part by fulfilling the requirements at 24 CFR 903.7(o)(3) enacted prior to August 17, 2015, which means that it 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. Furthermore, under Section 5A(d)(15) of the U.S. Housing Act of 1937, as amended, a PHA must submit a civil rights certification with its Annual PHA Plan, which is described at 24 CFR 903.7(o)(1) except for qualified PHAs who submit the Form HUD-50077-CR as a standalone document.

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 and Annual PHA Plan.

Public reporting burden for this information collection is estimated to average 7.52 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.



GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
Period of Report		
From: 07/08/2023	To: 07/07/2024	
Reason for Report		
<input type="checkbox"/> Semi-Annual (initial)		<input checked="" type="checkbox"/> Annual

PART I - SELF-ASSESSMENT (Completed by Executive) NAME OF RATER: _____

A. Mission (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

B. Strategic Plan Objectives (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

C. Activity(s) (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. On-going modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

D. Summary of Performance (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)



GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)				Employee ID No. 728	
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)						
<i>1. Leadership</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>2. Strategic Planning</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>5. Promotes Ethics</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>6. Builds Relationships</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>7. Decision Making</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>10. Promotes Diversity</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation & Maintenance of HUD Plans and Projects</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)			Employee ID No. 728	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: <i>(Customer Focus)</i>					
Comments/Justification:					
Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:					

PART V -- OVERALL RATING: *(Overall rating based on Parts I, II, III, IV)*

- OUTSTANDING SATISFACTORY MARGINAL
- HIGHLY SATISFACTORY UNSATISFACTORY

RETAIN NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date:

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date:

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date:

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date:

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS Date:

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date:



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)
Employee ID No. 728	

COMPLETE BY EMPLOYEE:

Concur

Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

Employee Signature

Date



GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
Period of Report		
From: 08/22/2023	To: 08/21/2024	
Reason for Report		
<input type="checkbox"/> Semi-Annual (Initial)		<input checked="" type="checkbox"/> Annual

NAME OF RATER: _____

PART I - SELF-ASSESSMENT (Completed by Executive)

A. Mission (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

B. Strategic Plan Objectives (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

C. Activity(s) (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. On-going modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

D. Summary of Performance (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)



GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name	Position Classification / Title				Employee ID No.	
FERNANDO B. ESTEVES	Deputy Director (Unclassified)				Marginal	Un-satisfactory
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor <i>(Check the rating that applies to each)</i>						
<i>1. Leadership</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>2. Strategic Planning</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>5. Promotes Ethics</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>6. Builds Relationships</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>7. Decision Making</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>10. Promotes Diversity</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation & Maintenance of Section 8 and AMP's</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: <i>(Customer Focus)</i>					
Comments/Justification:					
Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:					

PART V -- OVERALL RATING: *(Overall rating based on Parts I, II, III, IV)*

- OUTSTANDING SATISFACTORY MARGINAL
 HIGHLY SATISFACTORY UNSATISFACTORY

RETAIN NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date:

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date:

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date:

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date:

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS Date:

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date:



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
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COMPLETE BY EMPLOYEE:

Concur

Do not Concur *(Employee comments are mandatory, if this option is selected.)*

Employee Comments: *(May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)*

Employee Signature

Date