

# FAHROgram

FLORIDA ASSOCIATION OF HOUSING AND REDEVELOPMENT OFFICIALS

March/April 2017

## President's Message

### National Debt Presents Unprecedented Challenge to Affordable Housing

Dear friends and colleagues:

The recent doubling of the national debt poses an unprecedented challenge to federal housing programs, public housing authorities (PHAs) and the participants of our programs. The federal government is increasingly facing mounting debt service, which in all likelihood will impact discretionary funding. The prospect of reduced discretionary funding at the federal level is ominous for federal housing programs, which rely primarily on this funding source.

Against this backdrop, FAHRO, along with other housing advocacy groups, is taking a proactive, creative and realistic approach to seeking regulatory relief from the U.S. Department of Housing and Urban Development in an era of reduced fund-

ing. In recent years, PHAs have already endured prorated funding levels that combined with new and expanded regulations have challenged the successful operation of PHAs. Hence, declining federal funding increasingly dictates that the viability of housing programs will depend on the principle of proportionality, which calls for sensible regulatory relief measures designed to provide flexibility with accountability as funding declines. In this context, FAHRO has identified and submitted to U.S. HUD regulations to be considered for repeal.



Miguell Del Campillo

See **PRESIDENT'S MESSAGE** on page 3

## Legislative Affairs

### Pitbull Rules the House

by Oscar Anderson, FAHRO State Affairs Consultant

With all the attention focused on the new Trump administration, the Florida Legislature is poised to convene its annual session on March 7. Few celebrities have been as discussed around the halls of the Capitol as everyone's favorite South Florida rapper ... Pitbull. In case you missed it, the state marketing arm for tourism interests in Florida contracted with Pitbull to produce a music video to promote Florida's amazing beaches. His million-dollar contract with Visit Florida came under a lot of scrutiny and served as the catalyst for an examination

of all economic development and marketing entities at the state and local levels.

As I reported in the last *FAHROgram*, House Speaker Richard Corcoran is continuing to push for lots of reforms to the process, specifically the budget process, while going after what he calls "corporate



Oscar Anderson

See **LEGISLATIVE AFFAIRS** on page 9

## Calendar

**FAHRO REGIONAL TRAINING**  
**Public Housing Management**  
May 15-19, 2017  
Housing Authority of the City of Fort Myers

**FAHRO Executive Directors' Forum**  
May 17-18, 2017  
Marriott Key West Beachside

**FAHRO Housing Summit**  
May 19, 2017  
Key West Marriott Beachside Hotel

**FAHRO Annual Convention & Trade Show**  
July 31-August 3, 2017  
Disney Grand Floridian  
Orlando

Need specific training or classes?  
Email [Laura@FAHRO.org](mailto:Laura@FAHRO.org) to help set them up!

Visit the FAHRO Website!



[www.FAHRO.org](http://www.FAHRO.org)



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## Member Feedback

*Do you need help with a project or issue and want to see if any of our readers have the answer? Has a colleague done something wonderful that deserves an attaboy or attagirl? Or are you just frustrated and want to vent? Here is your chance to (anonymously if you wish) say thanks, ask for assistance, vent your frustrations, express your opinion or let us know how you feel.*



*Becky-Sue Mercer (front row, second from right) and her fellow PHADA/Rutgers University EDEP graduates*

Photo by Miguell Del Campillo

- Becky-Sue Mercer, executive director of Arcadia Housing Authority, is one of 20 who graduated from the PHADA/Rutgers University Executive Director Education Program at January's PHADA conference in Orlando. The program offers a comprehensive approach to professional development in an educational classroom experience for executive directors who desire to stay current with industry standards and gain new and current insights into the profession.
- The Lee County Housing Authority has received a High Performance status in the Public Housing Assessment System



report for 2016. LCHA scored 90 points out of a possible 100. Congratulations to Executive Director Marcus Goodson and his staff!

- The Housing Authority of the City of Fort Myers has appointed E. Bruce Strayhorn as chairman of its board of commissioners. A sixth generation Floridian, born in Fort Myers and a graduate of Fort Myers High School, Strayhorn practices law with the firm of Strayhorn & Persons PL. He has served as assistant state attorney, director of the Fort Myers Downtown Property Owners' Association, board member of the Lee County Housing Development Corporation and member of the Lee County Affordable Housing Task Force. He has served on the HACFM board since 1989, originally appointed by Mayor Arthur Hamel.



*E. Bruce Strayhorn*

If you would like to contribute to Sounding Off, please email your comments to Susan Trainor, FAHROgram editor, [editor.trainor@gmail.com](mailto:editor.trainor@gmail.com).

## PRESIDENT'S MESSAGE continued from page 1

As I write this message, the U.S. Senate Committee on Banking, Housing, and Urban Affairs has approved the nomination of Dr. Ben Carson as the incoming secretary of the U.S. Department of Housing and Urban Development. The next step will be for the U.S. Senate to confirm Dr. Carson.

Upon confirmation, FAHRO will extend an invitation to Secretary Carson to meet with the FAHRO membership. This will represent an opportunity for FAHRO to advocate for the need to make housing a priority of the federal government, and to seek necessary regulatory relief.

## — Make Plans Now to Attend —

**FAHRO Executive Directors' Forum**  
**May 17-18, 2017**  
**Key West Marriott Beachside Hotel**

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# FAHRO Provides Input to Dr. Ben Carson

Delivered on Feb. 2, 2017, via email c/o [william.o.russell@hud.gov](mailto:william.o.russell@hud.gov)

**The Honorable Ben Carson**  
**Secretary-Designate**  
**U.S. Department of Housing and Urban Development**  
**451 7th Street S.W.**  
**Washington, DC 20410**

Dear Dr. Carson:

On behalf of the Florida Association of Housing and Redevelopment Officials (FAHRO), please accept our hearty congratulations on your nomination as Secretary of the U.S. Department of Housing and Urban Development (HUD) and on your approval by the U.S. Senate Committee on Banking, Housing, and Urban Affairs. It was indeed our honor to support your nomination and we are confident that you will be confirmed by the full Senate in short order.

In light of President Donald J. Trump's Executive Order on Reducing Regulation and Controlling Regulatory Costs, FAHRO and its membership has sought to identify those regulations from HUD which are of a nature to be considered for repeal to accomplish the President's directive "to be prudent and financially responsible in the expenditure of funds, from both public and private sources." These actions are also critically important because they will alleviate some of the tremendous financial burden that Public Housing Authorities (PHAs) are under as a result of chronic underfunding by Congress.

Accordingly, we ask that HUD consider repealing the following actions in light of the President's directive:

**24 CFR Parts 5, 91, 92, 570, 574, 576, and 903 [Docket No. FR-5173-F-04]** – The "Affirmatively Furthering Fair Housing" Rule is an overly broad and burdensome regulation that leaves PHAs without clear direction and open to tremendous legal liability. While providing fair and open access to everyone is at the very core of who we are and what we do, the application of this hastily offered rule, with insufficient input from the industry, has left an unworkable quagmire that threatens to leave PHAs paralyzed by the courts. Furthermore, this rule has effectively ended the "One Strike" policy, upheld by the U.S. Supreme Court, which allows PHAs to evict tenants for drug crimes, an essential tool for ensuring the safety of our communities.

**24 CFR Part 985 [Docket No. FR-5874-P-03]** – The "Housing Choice Voucher Program - New Administrative Fee Formula" Rule relies upon an inherently flawed study and has been put on hold by Congress due to its extremely adverse impacts on a significant number of PHAs. These changes have been met with broad opposition due to flaws in the methodology of the underlying study, including the unintended consequence of impacting disproportionately the PHAs that assist the elderly, disabled, and the formerly-homeless – most especially in Florida. While this is an important goal, the proposed rule should be scrapped until stakeholders can convene, modifications and resampling of the original study can occur, and a more reliable proposal can be advanced. Otherwise, this change could be financially devastating a significant number of PHAs across the country.

**24 CFR Part 982 [Docket No. FR-5928-N-01]** – The "Notice of Demonstration To Test Proposed New Method of Assessing the Physical Conditions of Voucher-Assisted Housing" Rule seeks to implement an entirely new physical inspection standard for the Housing Choice Voucher (HCV) program during a prolonged period of federal funding of our housing programs. The demonstration dramatically increases the inspectable items over the current Housing Quality Standards (HQS) inspection program, dramatically increasing the likelihood that a large number of units will not meet the "pass/fail" standard and greatly reduce the number of available affordable rental units. Additionally, this program has been unnecessarily rushed and the pool of PHAs eligible to participate in the demonstration was limited to less than half of the PHA population, excluding a tremendous proportion of small agencies. While improvement of the HQS program is an important goal, this demonstration project should be scrapped in favor of a more collaborative and inclusive process that engages all stakeholders.

**24 CFR Parts 888, 982, 983, and 985 [Docket No. FR-5855-F-03]** – The "Small Area FMR" Rule is designed to deconcentrate areas of high poverty concentration by tying Fair Market Rents (FMRs) to zip codes, rather than the aggregate of the metropolitan area. Unfortunately, the resultant increased payment standards will result in markedly increased Housing Assistance Payments (HAP), and consequently, fewer families being served in light of consistently inadequate HAP appropriations.

**24 CFR Part 965, Subpart E, Sections 965.501 – 965.508** – The "Resident Allowances for Utilities" Rule is designed to provide relief to families to assist in payment of their utility costs. However, given the extremely low minimum rents authorized under 24 CFR 5.630, the result of this rule is to have a significant proportion of tenants as "negative renters," which means that they are actually being paid to live in assisted housing with PHAs sending them a monthly check, rather than the other way around. Given the historical and consistent underfunding of subsidies, this places a tremendous financial burden on PHAs and prevents them from being able to serve more families.

**24 CFR Part 982, Subpart H, Sections 982.351 – 982.355 [Docket No. FR-2294-F-02]** – The "Portability" Rule provides that a tenant must receive assistance from the issuing agency should they travel anywhere in the United States. In addition to being a tremendous administrative burden for both the issuing and receiving agencies of the voucher, it can also create a tremendous cost-burden on the issuing agency if the FMR is considerably higher at the receiving agency. Additionally, portability deprives the issuing community of the needed housing assistance, as it is often administratively and financially advantageous to the issuing agency to absorb the

voucher to avoid the cost and administrative burden of continuing to manage the port voucher.

**PIH Notice 2012-7 (HA), Section 10**

– The “Demolition/disposition of public housing and associated requirements for PHA Plans, resident consultation, Section 3 and application processing” Notice provides unnecessarily restrictive and burdensome requirements for PHAs to utilize the intended benefits of 24 CFR 970.17. The result of this notice has been to delay or derail local projects that would replace or revitalize PHA units at the determination and for the benefit of the local community. As PHAs continue to be creative to replace aging housing stock in a cost-effective manner, this notice enacts an unnecessary hurdle to that success.

**24 CFR Part 960, Section 960.255** – The “Earned Income Disallowance” Rule is designed to disregard an increase in earnings of a family member during participation in a self-sufficiency program to reward their working. While the laudable purpose of this rule is to incentivize work for tenants without the “penalty” of a rent increase for 24 months, the amount of savings that this has provided to tenants has proven to be negligible in comparison to the immense amount of time and burden it places on the PHA to calculate this provision in determining tenant rent.

**24 CFR Parts 5, 91, 92, 93, 200, 247, 574, 576, 578, 880, 882, 883, 884, 886, 891, 905, 960, 966, 982, and 983 [Docket No. FR-5720-F-03]** – The “Violence Against Women Reauthorization Act of 2013: Implementation in HUD Housing Programs” Rule change makes it difficult or even potentially impossible for a PHA to verify that tenants seeking an emergency transfer have made any formal allegations, leaving these provisions open to misuse and abuse at great cost to PHAs and to the disadvantage of other tenants and potential tenants. VAWA is a tremendous asset to protecting survivors of domestic abuse, but the changes should be suspended or repealed until technical improvements can be implemented to make them fair and workable.

**24 CFR Part 135 [Docket No. FR-4893-P-01]** – The “Creating Economic Opportunities for Low- and Very Low-Income Persons and Eligible Businesses through Strengthened “Section 3” Requirements” Rule provides for a significant expansion of the requirements on the responsibilities of PHAs with regard to Section 3 while they remain chronically underfunded to meet the responsibilities of the existing regulations. PHAs already diligently exercise their responsibilities under the current rule, enacted on June 30, 1994, and will be provided no additional resources to meet the enhanced responsibilities and administrative burden imposed by this proposed regulation.

**24 CFR Part 905 [Docket No. FR-5361-P-01]** – The “Public Housing: Physical Needs Assessment” Rule requires PHAs with more than 250 units to regularly conduct a physical needs assessment (PNA) of their housing stock, which places both a financial and administrative burden on PHAs to pay for a PNA to identify Capital Funding needs that are historically and persistently underfunded. Unless there is a source or intent to fund capital improvements adequately, PHAs are well aware of their immediate capital needs and see little value in paying to identify long-term capital needs when the needs of 5 to 10 years ago are still unmet.

**24 CFR Part 960, Subpart F, Sections 960.600 – 960.609** – The “Community Service and Self-Sufficiency Requirement (CSSR)” Rule requires PHAs to adopt policies to require residents to contribute 8 hours of month of community services and for that participation to be tracked and required by the PHA. This rule is expensive and nearly impossible to enforce. While the goal of having able-bodied, non-working adults giving back to the community is admirable; PHAs lack sufficient funding or staff to administer this requirement and judges will not evict tenants for this violation of their lease.

**HUD Utility Benchmarking Initiative [Docket No. FR-5916-N-17]** – The “HUD Utility Benchmarking Initiative” was a part of President Obama’s Climate Action Plan and provides unnecessary and burdensome responsibilities for under-funded PHAs that have long availed ourselves of Energy Performance Contracts (EPC) and other mechanisms to reduce utility costs.

While we are certain that there are additional regulations that are unnecessarily burdensome and costly to PHAs without providing an offsetting benefit to the American taxpayer, we are confident that the repeal of these items would provide a tremendous benefit and relief to Florida and the Nation’s PHAs, better enabling us to dedicate those resources to effectively housing more of those families in our communities who are looking to raise themselves from poverty.

Respectfully,

Corey G. Mathews, CAE  
Executive Director

Florida Association of Housing and Redevelopment Officials



*Dr. Ben Carson answers questions during a confirmation hearing to approve his appointment to secretary of the U.S. Department of Housing and Urban Development.*



# We Love Our Lindsey Software.

## **Bartow Housing Authority**

Executive Director: Catherine E. Reddick  
Bartow, Florida

*“I have been using  
Lindsey for more than  
23 years, and I would  
not use anything else.  
Lindsey has so many  
good shortcuts, that it  
doesn’t take me long  
to do anything!”*

— CATHERINE REDDICK —

### **KEY TAKEAWAYS**

- User-friendly software
- Easy to learn
- Economical
- Saves time
- Free, unlimited training
- Great support
- Mobile solutions
- Online rental applications

### **THE SITUATION**

Catherine Reddick, Executive Director of Bartow Housing Authority in Florida loves to talk about Lindsey software. With more than 23 years as a user, she feels that Lindsey is user-friendly, very easy to learn and helps her do her job more effectively.

Catherine began her career in public housing at the Winter Haven Housing Authority. After 13 years, she moved to the Bartow Housing Authority as Executive Director and has been there for 11 years.

### **THE SOLUTION**

Lindsey is a total solution for Catherine and her staff and she is not afraid to tell other agencies. “I know I am not their largest client, but they always treat me like I am,” says Catherine.

Bartow HA uses almost every module Lindsey has, plus the mobile solutions and HousingManager.com online rental applications. They have made an investment in the entire package and like the way everything works together.

### **MOBILE**

Catherine comments, “When we first got the mobile products, I was a little afraid of making the change. Then I went out and did an inspection on the iPad myself and realized that it was much easier than I ever expected.”

### **HOUSINGMANAGER.COM**

Moving applications online has been extremely beneficial in reducing tenant traffic in the office. Tenants are very versatile and have adapted well to filling out applications from their computer, tablet or mobile device.

### **TRAINING & SUPPORT**

Catherine and her staff take advantage of the free training opportunities whenever possible, attending webinars and using the online Portal. “We use support when there is a problem, or something I just cannot figure out. They know me by my first name,” says Catherine with a smile.

Bartow Housing Authority is a satisfied Lindsey customer. After 23 years using Lindsey, Catherine says it would be hard to find another company that could change her mind. “Lindsey has made an investment in this industry by creating products that make my job easier, and I have made an investment in Lindsey.”



# Website Accessibility Requirements Under the ADA

by Tracy M. Evans, Esq.



by Tracy M. Evans, Esq.

Last year saw a rising trend of lawsuits alleging violations of the Americans with Disabilities Act (ADA) for failure to maintain accessible websites. In this context, *accessible websites* are those designed to ensure equal access for everyone, including persons with disabilities. This trend is expected to continue, so it is important to determine whether your website may be a target for this type of litigation, and what can be done to make your website ADA compliant.

Title II of the ADA prohibits discrimination on the basis of disability in all services, programs and activities provided to the public by a public entity, including websites. A *public entity* is defined under Title II as any state or local government or any department, agency, special purpose district or other instrumentality of a state or local government. Title II's coverage includes public housing authorities that meet the ADA's definition of a public entity.

Title III of the ADA applies to non-governmental entities, and prohibits discrimination against the disabled in places of public accommodation. Courts have interpreted websites as being places of public accommodation, but are currently split as to whether the website must have a physical nexus, such as a physi-

cal storefront, in order to fall within Title III's scope.

Regardless of whether your website is required to be compliant under Title II, or whether you are an entity covered under Title III, the best practice to avoid possible future liability is to take a proactive approach and ensure your website is equally accessible. Ensuring your website is equally accessible is relatively easy, and there are many products on the market that can quickly scan and identify issues with your website.

Many common problems can be easily reviewed and remedied by your webmaster. A majority of website accessibility lawsuits brought under the ADA are by the blind or visually impaired. Two assistive technologies commonly used by blind or visually impaired individuals are screen readers and refreshable Braille displays. A screen reader literally reads and speaks the text appearing on the computer screen. A refreshable Braille display is a device that translates text on the computer screen into Braille characters that are then read by touch by the user. These devices, however, cannot interpret photographs, charts, color-coded information or other graphics. In order to overcome this common problem, a simple line of HTML code can be added to each

See **LEGAL UPDATE** on page 12

## Property Management Call Center



### Maintenance Answering Service

Receive Emergency Work Order Requests **Immediately**.  
Work Orders Entered Into Client Work Order System.

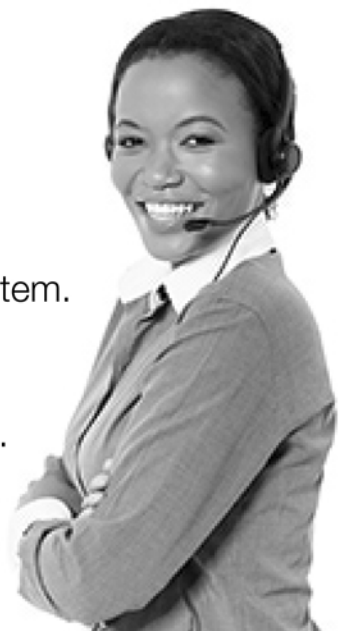
### Inspection Call Center

Reduce No Show Rate because of direct contact with  
Landlord and Tenant via calls, text and emails.

All information is updated in Housing Authorities Management System.

### Reception Services

Receive All Calls from Applicants, Tenants, Vendors and All Others.



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## Throw Your Hat in the Ring for This Year's "What Home Means to Me" Poster Contest!

As part of NAHRO's Housing America campaign, a poster contest is held each year for children residing in affordable housing and community developments owned or administered by NAHRO member agencies.

Posters reflect the national theme of "What Home Means to Me." The contest is a collaborative effort of NAHRO's chapter/state, regional and national organizations. National honorees are selected from chapter/state-level winning entries, and you are all welcomed to enter!

### Poster Specifications

- Theme – "What Home Means to Me"
- Size – All posters must be 22" x 28" to be considered for national judging.
- Media – Contestant may use any art media (marker, crayon, paint, collage, textiles, etc.), but please consider that posters will need to be packaged, mailed and reproduced.
- All entries must be mailed flat.
- All contestants must sign a release making their entry the property of NAHRO and permitting duplication/publication thereof. The release should be secured to the back of the entry.
- All contestants are asked to provide a short narrative on the inspiration, vision and importance of their poster design. The narrative should be secured on the back of the entry.
- Contestant's name, grade level and housing authority must be written on the back of the poster entry in addition to being listed on the release form also attached to the entry.
- NAHRO is only responsible for returning the original poster to the national grand prize winner. NAHRO is not responsible for returning poster unless otherwise contacted by October 1.

### Eligibility and Selection Categories

Contest participation is open to all children residing in affordable housing assisted directly or supported under community development and affordable housing programs administered by a NAHRO member authority (i.e., public or Section 8-assisted housing CDBG, HOME, LIHTC).

Submission must be created by only one person. Entries created by two or more people will not be accepted.

### Age Categories

Elementary – K to 5th grade  
Middle – 6th to 8th grade  
High – 9th to 12th grade

### Local Chapter/State and Regional Council Competitions

Housing authorities submitting entries to the national poster contest must first send entries to the local/state NAHRO



chapter. Local/state NAHRO chapters are encouraged to host their own poster contests and submit the winning posters from each age category to their regional council. Local/state chapter contests are optional. Each regional council will determine a deadline for poster contest entries and a date for regional judging. National NAHRO is not involved in the scheduling or conduct of regional council contests. The regional council will select three winners—one from each age category—and forward those on to the national competition in Washington, D.C. Submission information for Florida entries is listed below.

### National Prizes

National honorees will be selected by a blue ribbon panel of judges to be assembled by national NAHRO staff. National honorees will be officially announced during Housing America Month in October. All eight NAHRO regions will be represented in a Housing America calendar.

The 12 national winners will each receive a \$100 Visa gift card. The national grand prize winner will be awarded an iPad. The grand prize winner and one member of his or her family will also be provided with transportation to and from and lodging at NAHRO's Washington Conference in Washington, D.C., where he or she will be honored. The grand prize winner will also receive a framed copy of his or her original artwork and will tour Capitol Hill.

*Please refer to [housingamericacampaign.org/what-home-means-to-me.html](http://housingamericacampaign.org/what-home-means-to-me.html) for further information.*

### Florida Submission Information

National NAHRO will not accept submissions from individual housing authorities. Any submissions sent directly to national NAHRO will be disqualified.

All Florida submissions must be sent by *Monday, May 1, 2017*. Any applications after this deadline will not be accepted.

Submit posters and narrative forms online here:  
[www.FAHRO.org/page/NAHROSPosterConte](http://www.FAHRO.org/page/NAHROSPosterConte)

**Deadline: May 1, 2017**



welfare” for entities like Enterprise Florida. His efforts to abolish Enterprise Florida and Visit Florida have resulted in an almost daily battle of words between Speaker Corcoran and Governor Scott. If those who believe in the power of these agencies aren’t careful, the economic development and marketing entities will go up in one big fireball!

Another policy issue in the sights of the speaker is the amount of money held in trust funds and not being used throughout state government. The good news for us is that the housing trust funds are almost fully utilized every year, but with almost \$300 million available in the state and local housing trust funds this year, concerns exist about the extent of possible reductions by the Florida House. Thankfully, the Florida Senate is another story. Initial conversations in the Senate indicate that this chamber will once again fully fund the housing trust funds, putting affordable housing advocates in the same posture we have been in for the last few years—fighting for every dollar during the budget conference.

On another note, Senator Jeff Brandes, chairman of the Senate Transportation and Economic Development Appropriations Subcommittee, has filed legislation to create an Affordable Housing Task Force that would be charged with “developing recommendations for addressing the state’s affordable housing needs.” Your FAHRO team will be monitoring the bill and working to ensure that public housing authorities are included in any final version of this proposed legislation. 🌿

## FAHRO Peer Assistance Network Stands Ready to Help

FAHRO offers many great resources to members, including education, advocacy and communications relevant to your agency. One of the greatest benefits of membership, however, is being a part of the FAHRO family. Many agencies have relied on the members and staff of FAHRO to help them out of a tough situation when they had many questions and very few, if any, answers.

One way to receive support is by contacting the FAHRO Peer Assistance Network. This committee, chaired by Becky-Sue Mercer of the Arcadia Housing Authority, provides members with solutions to their toughest problems. The committee consists of 12 members of variously sized housing authorities eager to assist you with whatever your issue might be. If you would like help from the committee, please email Becky-Sue at [arcadiahousing@embarqmail.com](mailto:arcadiahousing@embarqmail.com). 🌿



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Northwood II - Daytona Beach Housing Authority  
NAHRO Merit Award Winner



# Daytona Beach Police Department + Community Outreach = Success

by Pierre Louis, Neighborhood Networks Centers  
The Housing Authority of the City of Daytona Beach

It seems every time we turn on the news, there are incidents that showcase less than honorable images of law enforcement. Many times people gain only a small perspective of the brave men and women who have decided to protect and serve our communities. After being advised of our Friday Community Outreach, the Daytona Beach Police Department dispatched Officer Conley to our location to assist our Daytona Beach Leadership Council with refreshments and to talk with area youth about becoming good citizens.

Since Officer Conley's visit, a few young people have asked about what it takes to become a police officer and have said it was very nice to see the police at the Community Outreach. The Neighborhood Networks Centers plan to build on this established partnership and have an officer visit all three centers from time to time, so area youth can meet with the police and understand some of the work it takes to become an officer. 🌴

*"The mission of the Daytona Beach Police Department is to serve and protect the citizens and visitors of Daytona Beach, while providing safety and improved quality of life in our communities through excellence in policing."*

*Daytona Beach Police Department Strategic Plan 2014*



Officer Conley helps serve pizza during the Daytona Beach Housing Development Corporation's Friday Community Outreach.



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# Gainesville HA Launches Youth Program, Implements Smoke-Free Policies

The Gainesville Housing Authority launched its Job Training and Entrepreneurial Youth Program in November to provide wrap-around services empowering youth to explore, develop and express their true capabilities, motivating them to pursue resilience rather than feel hopeless or disadvantaged.


Through JTEP Youth's first event, Bikes & Badges, the GHA was able to collaborate with the Gainesville Police Department, Gainesville Fire Rescue, University of Florida Police Department and the Alachua County Sheriff's Office to help strengthen and stimulate long-lasting relationships between law enforcement officers and the communities they serve.

GHA raffled away 10 bicycles and two scooters, and the kids enjoyed a fun-filled day of sack racing, egg racing and three-legged racing with officers. The community caught a glimpse of law enforcement as regular men and women serving them passionately and with care.

The Tobacco Free Alachua community partnership has honored the leadership at GHA for leading by example and implementing two policies: A smoke-free housing policy for residents and a tobacco-free worksite policy for staff.

The Department of Housing and Urban Development (HUD) published a rule on Dec. 5, 2016, requiring all public housing units to become smoke-free. GHA started working on this policy over a year ago and launched it on Oct. 1, 2016.

Millions who live in apartments are exposed to the dangers of secondhand smoke on a regular basis. This will no longer be the case in public housing developments thanks to the new HUD rule.

"This new policy is a win-win for everyone," says Pamela Davis, GHA executive director. "Our goal is to provide a cleaner and healthier environment for everyone." 



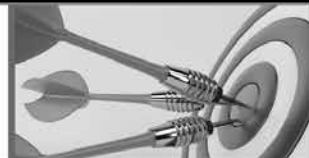
*Children enjoy the Bikes & Badges event hosted by the GHA Job Training and Entrepreneurial Youth Program.*



*The Gainesville HA celebrates its smoke-free housing policy for residents and its tobacco-free worksite policy for staff.*



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graphic to provide a description that can be read by the user's assistive technology. These descriptions should include the same meaningful information that other users obtain by looking at the image.

Another common accessibility problem is that documents posted on a website using Portable Document Format (PDF) or other image-based formats often cannot be read by assistive technologies. As a solution to this issue, documents should always be provided in alternative text-based formats, compatible with assistive technologies.

Some visually impaired individuals have difficulty reading small text or certain colored text, and may manipulate the color and font settings on their computers to make pages readable. Sometimes websites are designed to ensure the website appears in the exact same color, size and layout on all computers, however, effectively preventing users from manipulating the website's aesthetics through their own computer settings. To avoid this common problem, websites should be designed to be viewed with the font sizes and colors set in the users' web browsers and operating systems.

Multimedia features on websites such as videos or automated slide shows also create accessibility issues. Individuals with hearing impairments cannot hear any audio that may accompany the multimedia, and visually impaired individuals are unable to see the video images. To overcome these issues, videos should

provide text captions, and also incorporate audio descriptions of the imagery.

There are other accessibility considerations that should be taken into account when reviewing a website for accessibility. A number of resources are available to address these issues, starting with information and guidance provided by the Department of Justice at [www.ada.gov](http://www.ada.gov). Accessibility issues should be considered each time a website is updated or new content is added. Technology is constantly evolving, so it is easy for a once accessible website to be updated to include new material that is not ADA compliant.

The ease with which website accessibility issues can be identified has contributed to the rapid increase in ADA website accessibility lawsuits. While these lawsuits have generally targeted larger companies, it is only a matter of time before focus shifts to smaller entities. Therefore, it is crucial to check your website for accessibility issues, and to bring your website into compliance as soon as possible. 🌿

*Tracy M. Evans, Esq., is an associate at Saxon Gilmore & Carraway PA.*

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## Job Opportunity

# Executive Director

## Hernando County HA

The Hernando County Housing Authority, Brooksville, Florida, is seeking an executive director to oversee the overall daily management of its operations. The executive director will have complete responsibility of all operations including property management, planning, budgeting/finance and implementation of policies and procedures. Interested candidates should possess a bachelor's degree and a minimum of five years of management experience in public/affordable housing. Applicants should have working knowledge of Section 8 housing, Low Income Housing Tax Credits (LIHTC), Neighbor Stabilization Program (NSP) rental program and State of Florida State Housing Initiatives Partnership (SHIP) program. Salary range \$65,000-\$80,000 plus benefits. Applicants must submit their application through the Hernando County website at [www.hernandocounty.us/hr](http://www.hernandocounty.us/hr). Applications will be accepted through Friday, Apr. 14, 2017. 

## Attention Members! Keep FAHRO Up-to-Date!

Help us serve you better by keeping our record of your mailing address, telephone, fax, email address and website address up-to-date.

Whenever you make a change, please send your new information via email to Javis Ogden, [Javis@FAHRO.org](mailto:Javis@FAHRO.org), call 850/222-6000 or fax 850/222-6002.

Thank you!



## Send Your News to FAHRO!

Tell us about your accomplishments, milestones and other interesting member news. Your fellow members want to know!

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## Are Wellness Programs Becoming a 'Must' for Employers?

*Brought to you by FPHASIF*

At a recent summit on employee wellness, 66 percent of attendees said that employers incentivizing employee health is the most important factor in workplace wellness.

Nearly 40 percent of attendees cited uncertainty about return on investment as the biggest issue stopping them from implementing a workplace wellness program.

Demonstrated benefits of wellness programs include reduction in employee health care costs, increased employee engagement and productivity and even increased stock prices.

With health care costs exceeding general inflation rates, employers may soon find that financially and for recruiting they must provide employee wellness programs. "Employees demanding workplace health program: Survey," [www.yahoo.com](http://www.yahoo.com) (Oct. 26, 2016).

### Commentary

The return on investment of workplace wellness programs is trending positive for employers. Wellness programs can attract top employees, reduce health care costs and boost productivity and retention.

Employers must make sure that their wellness programs do not create an equal employment risk, however.

In May 2016, the U.S. Equal Employment Opportunity Commission (EEOC) issued its final rules concerning how employer wellness programs can comply with the antidiscrimination provisions of the Americans with Disabilities Act (ADA) and the Genetic Information Nondiscrimination Act (GINA). Although these laws normally prohibit employers from collecting employee medical information, the EEOC makes certain exceptions for voluntary workplace wellness programs.

Under the rules, wellness programs that are part of a group health plan, and ask questions about employee health or include medical examinations, may offer incentives of up to 30 percent of the total cost of self-only coverage for the employee and the employee's spouse. The program may not provide incentives in exchange for specified genetic information or health information on employees' children. Wellness programs must be reasonably designed to promote health and prevent disease, and must take measures to safeguard employee health information.

To learn more about the EEOC's final rule, visit [eoc.gov/eoc/newsroom/release/5-16-16.cfm](http://eoc.gov/eoc/newsroom/release/5-16-16.cfm).

This informational piece was published on Nov. 15, 2016. Republished from [mycommunityworkplace.org](http://mycommunityworkplace.org) on behalf of Hunt Insurance Group, LLC.



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*Mission Statement*

*FAHRO is committed to the professional development of the people who provide public and assisted housing in Florida by offering a network for increased communication and education. We will continue to support legislation for the improvement and development of affordable housing and economic opportunities.*

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