

EXHIBIT 1A

Goals and Objectives. Identify the PHA's quantifiable goals and objectives that will enable the PHA to serve the needs of low-income and very low-income, and extremely low-income families for the next five years. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.

Goals adopted by the Dakota County CDA include:

Create and Maintain Affordable Housing Opportunities

- Apply for additional rental voucher as they are available.
- Modernize public housing units utilizing over \$800,000 for public housing units per year.
- Compliance with VAWA requirements.

PROGRESS:

- **2024 HUD awarded the Dakota County CDA \$1,154,322 in capital funds. These grant dollars will be obligated and expended to complete needed rehabilitation work on public housing properties.**
- **VAWA notification is posted on the CDA's website and applicant/participant documentation.**
- **Maintaining housing and/or subsidy when it has been determined protection by VAWA is warranted.**
- **Staff were trained on VAWA and its requirements in 2024.**

Strengthen Dakota County Communities

- Deconcentrate poverty by promoting mixed-income private developments when possible and maintaining scattered site public housing program.
- Promote self-sufficiency and asset development by continuing a Section 8 Family Self-Sufficiency program, incorporating services in housing units as feasible.
- Promote affordable home ownership opportunities by selling former Public Housing units to current residents and/or a non-profit entity.

PROGRESS:

- **Offered a four-part Financial Literacy Series for FSS participants.**
- **Since 2021, the CDA has sold 34 single family homes and 3 duplexes that were part of a Section 18 application from the CDA's Public Housing Program. By selling these units, the CDA promoted homeownership to income eligible households. The CDA will continue evaluating the feasibility of selling single family homes as the families vacate or sell to the current renter to continue promoting affordable homeownership, while also retaining the sale proceeds for future development of additional affordable housing in Dakota County.**

Excellence in the Administration of Programs

- Maintain 95% or better occupancy/utilization rate for each CDA housing program.
- Earn a High Performer designation through the Public Housing Assessment System (PHAS) and the Section 8 Management Assessment Program (SEMAP).
- Provide quality service to customers and clients through open communication, offering extended hours once a month for working program participants, and completing no less than 99% of Housing Choice Voucher recertifications on time.

PROGRESS:

- **Maintained 98.38% voucher utilization and 96.78% budget authority use for the HCV Program (most recent FY).**
- **Maintained High Performer designation for SEMAP.**
- **Obtain the maximum points for timely re-certifications established in SEMAP.**
- **CDA office is open to the public with staff and equipment available to assist with online application and recertification process.**
- **HOTMA implementation is contingent on the CDA's software.**

Increase Public Awareness of Agency and Affordable Housing

- Promote housing programs through annual landlord conference and education.
- Promote initiatives through comprehensive communications program.
- Pursue opportunities for collaboration and partnership
- Promote the CDA and housing programs on social media platforms.

PROGRESS:

- **In 2023 the CDA offered landlords an in-person training including speakers on HQS inspections and the Dakota County Drug Task Force.**
- **In 2024 the CDA published a Fair Housing training for owners/landlords and hosted a NSPIRE training.**
- **Built partnerships with local community services to benefit the residents of Dakota County as a whole.**
- **Promoted the Dakota County CDA housing and employment opportunities on social media.**

Attract, Retain and Develop Qualified Staff

- Offer career opportunities and benefits that successfully compete with other employers.
- Foster workplace environment where employees feel supported and encouraged to pursue on-going professional development.

PROGRESS:

- **Offer compensation and a benefit package that is competitive with similar positions at housing authorities in the Twin Cities Metropolitan Area.**
- **Career laddering opportunities in both Housing Assistance and Property Management departments.**
- **Invested in professional development of all staff through local and national training opportunities.**
- **Purchased subscription to online HAI Training for staff to access on-demand.**
- **Tuition reimbursement available for continuing education.**
- **Regularly provide agency-wide training for all staff.**