



Housing & Redevelopment Authority of Hibbing

3115 7th Avenue East – Hibbing, MN 55746 – Phone: 218.263.3661 – Fax: 218.262.4164

Draft MTW Plan of the HRA of Hibbing

October 22, 2020 Version

1. Introduction

- a. Pursuant to Section 5 of Notice PIH-2018-17, the HRA of Hibbing presents below the first draft of the agency's proposed Moving to Work (MTW) Plan for public inspection and comment.
- b. This draft is incomplete and subject to revision and/or addition as community feedback is received. This could include the future inclusion of additional appendices or relevant material. The agency will publish a final version of the draft which will be submitted to the Department of Housing and Urban Development (HUD) for final approval.
- c. Future versions will be published online through two platforms:
 - i. www.hibbinghra.org/mtw-moving-to-work/
 - ii. <https://www.facebook.com/HRAofhibbing/>
- d. All suggestions, criticisms or comments regarding a draft should be submitted in one of three ways:
 - i. Phone: 218-263-3661
 - ii. Email: andrew@hibbinghra.org
 - iii. Letters: HRA, ATTN: Andrew, 3115 7th Ave E, Hibbing, MN, 55746
- e. Additionally, this specific Draft Plan will be available for inspection and copy at the following locations during business hours:
 - i. HRA of Hibbing, 3115 7th Ave E, Hibbing, MN, 55746
 - ii. Hibbing Public Library, 2020 5th Ave E, Hibbing, MN, 55746
- f. The comment period will close Monday, November 23, 2020 at 3:00PM.
- g. The public is also welcome to a hearing on the MTW Draft Plan:
 - i. Tuesday, October 27, 2020, 4:00PM



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- ii. HRA of Hibbing, 3115 7th Ave E, Hibbing, MN, 55746
- iii. Masks are required as a COVID-19 safety precaution.
- h. This document will lay out the current MTW Draft Plan in the following format:
 - i. Vision
 - ii. Operating Information
 - iii. Plan
 - iv. Funds
 - v. Partnerships
 - vi. Significant Dates
 - vii. Conclusion
 - viii. Appendices

2. Our Vision for Local MTW Program

- a. It is the mission of the Housing and Redevelopment Authority of Hibbing to seize social and economic opportunities to develop and revitalize neighborhoods within our community.
- b. Per the HUD MTW Operations Notice [Docket No. FR-5994-N-05] Section I, a possible statutory objective of an MTW activity is offering “programs that assist in obtaining employment and becoming economically self-sufficient” to residents.
- c. The rate of Hibbing families in poverty more than doubled (8.1% to 16.9%) between 2000 and 2016 (2018 City of Hibbing Comprehensive Plan, page 17).
- d. Approximately 42% of Hibbing students are eligible for free or reduced lunch, above both the county and state average (MN Department of Health, 2020).



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- e. Considering the needs of the community we serve, the HRA of Hibbing is most excited to use MTW flexibilities to develop new policies that will help residents improve their quality of life and reach self-sufficiency.
- f. The vision of the HRA of Hibbing is to become a more creative agency that uses MTW flexibility to help residents take ownership of their destiny and improve their quality of life through effective and locally-informed policy innovations.
- g. It is the view of this HRA that public housing can be more than a “safety net” for the community; in fact, it can also be a “trampoline” for residents.
- h. The HRA will experiment, study and learn over the coming decades to constantly improve the ways through which it incentivizes, encourages, enables and fosters self-sufficiency in eligible residents for MTW activities.

3. PHA Operating & Inventory Information

- a. This section will be updated with relevant information in future versions of this MTW Draft Plan.

4. Plan for Local MTW Program

- a. The HRA plans to apply for the following specific waivers listed in the HUD MTW Operations Notice [Docket No. FR-5994-N-05] for MTW activities:
 - i. *1. Tenant Rent Policies*
 - 1. This could include 1a, 1b, (Tiered Rents), 1c, 1d (Stepped Rent), and 1e, 1f (Minimum Rent)
 - 2. The HRA envisions reforming the current rent system structure to incentivize increases in tenant earnings while ensuring any change to rental payment structures are humane and reasonable.



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- ii. *3. Reexaminations*
 - 1. This could include 3a, 3b (Alternative Reexamination Schedule for Households)
 - 2. The HRA believes a less frequent reexamination policy would encourage increases in earnings and allow for tenants to increase savings while growing towards self-sufficiency.
- iii. *11. MTW Self-Sufficiency*
 - 1. This could include 11a, 11b (MTW Self-Sufficiency Program Activities)
 - 2. The HRA envisions a tenant-friendly mandatory self-sufficiency program that helps all eligible residents (non-disabled persons ages 18-62) find employment or educational opportunities. This could include quarterly check-in meetings with each individual in the program to ensure that personal goals are articulated and the HRA understands how it can help provide any resources or remove any barriers for those in the Self-Sufficiency Program.
- iv. *12. Work Requirement*
 - 1. This could include 12a, 12b (Work Requirement).
 - 2. The HRA would use regular meetings with each individual eligible for the mandatory Self-Sufficiency program to understand what a realistic requirement would be on a case by case basis.
 - 3. The requirement cannot exceed 15 hours of work per week according to the waiver's safe harbor clauses.
 - 4. The HRA would also have the flexibility under MTW to write policies that consider seasonal work, some educational pursuits or other irregular forms of employment as fulfillment of the requirement according to the discretion of the HRA Executive Director at the time.



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- b. All waivers under MTW include Safe Harbors, which impose limits on the extent of any activity to ensure that tenant rights are protected.

5. Proposed Use of MTW Funds

- a. This section will be updated with relevant information in future versions of this MTW Draft Plan.

6. Evidence of Significant Partnerships

- a. The HRA has established a relationship with and will enlist the help of the following entities to provide residents with resources for pursuing self-sufficiency:
 - i. Habitat for Humanity
 - ii. Iron Range Resources and Rehabilitation Board
 - iii. Arrowhead Economic Opportunity Agency
 - iv. City of Hibbing
 - v. Range Mental Health Services
 - vi. Hibbing Community College
 - vii. The United Way of Northeastern Minnesota
 - viii. St. Louis County, Minnesota
 - ix. The Northland Foundation
 - x. Legal Aid Service of Northeastern Minnesota
 - xi. Careerforce Center
 - xii. Regional Housing and Redevelopment Authorities
 - xiii. Hibbing Foundation
 - xiv. Lead for America
- b. The HRA will add partners and revise currently listed relationships as MTW activities progress and their effectiveness are reviewed.



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7. Significant Dates for Local MTW

- a. This section will be updated with relevant information in future versions of this MTW Draft Plan.

8. Conclusion

- a. Additional information regarding MTW can be found by consulting “Operations Notice for the Expansion of the Moving to Work Demonstration Program” published on August 28, 2020 at FR-5994-N-05.
- b. It is the policy of this public housing agency to be honest, forthright and transparent in its efforts to help residents.
- c. The HRA of Hibbing welcomes all comments, questions or concerns to inform future versions of this plan. No part of the MTW Draft Plan will ever be finalized or carried out without robust engagement of all community stakeholders.

9. Appendices

- a. This section will be updated in later drafts as other requirements are completed. It will include:
 - i. Appendix 1: Moving to Work Certifications of Compliance
 - ii. Appendix 2: Public Process Documentation
 - iii. Appendix 3: Required Standard Forms
 - iv. Appendix 4: Other Supporting Documentation