

2022-2023 UNAHA MEMBERSHIP SURVEY RESULTS

Twenty two UNAHA Members completed surveys.

<u>Rent Survey</u>	<u>Total</u>	<u>Average</u>	<u>Range</u>
1. Size of waiting list	4046	193	0 to 500
2. Rent charged % of income (half of responses are at 30%)		22.73%	30% to 10%
3. Provide Utility allowance?	Yes 50%	133	80 to 225
4. Ceiling rent	Yes 20 of 22	BR 314 average	150-965(MKT)

Comments on rents: We had only 22 of 34 return their surveys so we do not have a complete picture, I would guess that the regional low rent waiting list would be in the neighborhood of 6,500 units. These numbers deal only with low rent. Rent charged as a percentage of income dropped about 10%. Programs offering a utility allowance increased as well, 38% to 50%. Average rent for a three bedroom appears to be an estimated 40% of fair market. Just a tip to the decision makers. **If you need to develop more sustainable income**, I have been advocating for programs to phase in 30% with no utility allowance and an 80% of Fair Market Rent. Run the numbers. Many of you have over income families paying a subsidized rental rate when they have incomes well over 80% of Medium. The 30% does not hurt elders and lowest income. Higher incomes can stay in the unit but please consider charging them rents at least equal to your per unit cost of operation.

<u>Salaries</u>	<u>Average</u>	<u>Range</u>
1. ED Salary	46.55	32.00 to 63.46
2. Senior Manager	31.19	20.84 to 45.00
3. Admin Assist	21.53	14.00 to 39.60
4. Occupancy Technician	20.49	14.50 to 38.00
5. Cert Tax Credit	21.67	14.50 to 31.00
6. Finance Manger	31.05	17.25 to 40.87
7. Maintenance Tech	22.16	15.00 to 33.56
8. Maintenance Labor	16.84	11.00 to 20.25
9. Secretary	15.73	13.65 to 18.04
10. Temp labor	14.29	10.50 to 18.00

Most salary averages were up 8 to 10%. Keep in mind, the last survey was over three years ago. With the exception of the Executive Director, most salaries showed slight increases. A few of the housing programs were paying much lower than market, especially for entry level and part time. The Low Income Housing Certified tech was flat lined. It seems to me that this position would need to pay more to attract the kind of person that could write applications and assure compliance. We did not specify in the survey if the salary was entry level or was being paid to a

seasoned staff person. A couple of related notes: Out of the 22 surveys returned, 5 out of 22 did not provide a pension plan. I know from experience, that if you do not have a plan, folks will eventually gravitate to a job that does provide them, such as BIA and IHS and most schools! Just saying, it has been my observation, that those tribes and housing programs with competitive benefits, retain employees longer and perform better. Those returning the surveys that provided a pension paid between 3% of salary to 11% of salary with an average of 5.88% up slightly from three years ago.

Other Issues

All responders accept two paid board stipends with a range from 75.00 month to 650.00 per month with an average of 235.00 per month. One of the tribes was a department and no longer had a board of commissioners. Tribal wage rates were established by 8 respondents vs 14 that used HUD's rates for maintenance and construction positions.

Unit Information

Tribes returning survey, listed 9928 CAS units under management. HUD records show 9768 Low Rent Units in Region so I am not certain that some of the surveys added NAHASDA low rent units to their totals or constructed LIHTC units. Responders did identify 750 low rent units built the last 25 years as well as 469 home ownership units built. If all tribes would have responded, I estimate that we have built about two thousand units classified as NAHASDA units over the last 25 years. We can do better.

We once again inquired as to the number of Mutual Help units conveyed. The response was over 4,000 with 12 tribes not responding. I believe that we must have nearly 6,000 conveyed Mutual Help Units. Some of you have figured out a way to insure them. I think we should work with AMERIND on a product for them that is fire only and affordable.

Comments from responders – additional services from UNAHA

- “always open to housing related training”
- Training for Maintenance/Occupancy staff to train our tenants in preventive maintenance.
- Continue efforts to push for Legislation effecting Tribal Housing.
- Training for mold remediation, drug testing units for fentanyl, meth and heroin
- Training
- Human resources, property management such as hoarding and pest control, preventive maintenance and illegal drug use and abuse of the homes.
- Address National Issues on affordability, push reauthorization of NAHASDA.
- More information/training on home ownership resources.
- I would like more training on development and setting standards for tenant compliance that are more user friendly. Housing costs have skyrocketed and affordable housing in the open market does not exist. I also do not see or hear about

homeless shelters that work for the Native American population in rural areas or the cities that surround our reservations. I would like to see a plan that would suit our native population as a whole. We did so many good things with the ERA funding through treasury, but all it did was give us a viable band aid, then left us where we started or in a place of despair. We now see what kind of road blocks are out there for our people, even when they have the help, they are not able to get into a housing unit.

- Need to figure out how to develop fair market rentals for non-low-income tribal households, access Coc funding, VASH, homelessness funding, every type of funding possible.

Covid Responses

- Half of the responders indicated that they have adequate capacity to address current Indian housing resources and half have problems getting access to available resources and staff adequate to administer them.
- The tribes responding to “How can UNAHA help” indicated that they would like to see additional trainings on project development and management
 - Keep doing what you are doing. Continue to keep Indian Housing as a priority working with Tribal, State and Federal Government.
 - Can always use more trainings.
 - Lobby for more construction funding, training on how to use data collected, monitoring and evaluations.
 - A loss of funding available for “match” has diminished our ability to compete for new funding resources.
 - Resources and consultants
 - Seek change in marijuana federal law to allow more tribal members apply for positions. Assist with rising costs of materials.
 - We are having difficulty recruiting management level staff. UNAHA’s help in promoting these positions would be helpful.

ERA Report – Partial

- Fourteen of our responders reported spending a total of \$49,913,451.70 of ERA funding! I would estimate that Region wide we received and spent near \$100,000,000.

A great big “thank you” to those of you that completed the survey. Your feedback will help the Officers set the training agenda for the next year or two. We have work to do.

Call me with questions or comments at 406-253-1903.

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