



Performance Measures and Standards Annual Report

October 1, 2024-September 30, 2025

The Escambia County Housing Finance Authority (the “Authority”) is a dependent special district created pursuant to and existing under the provisions of Chapter 159 Part IV, Florida Statutes, and established by Ordinance No. 80-12 enacted on May 29, 1980 by the Board of County Commissioners of Escambia County, Florida, as amended by Ordinance No. 2003-8 enacted on March 20, 2003. Information concerning the Authority is available on its website, <https://www.escambiahfa.com>

The Authority established goals and objectives for its fiscal year 2024-2025 pursuant to Resolution No. 2024-07, which was duly adopted in a public meeting held on September 10, 2024. This document constitutes the Authority’s report on its achievement of those goals and objectives. The goals and objectives, together with the performance measures and standards used by the Authority in its determination that such goals and objectives were achieved are set forth below.

All goals and objectives were achieved. The Authority did not fail to achieve any of its duly established goals and objectives.

1. **Secure safety and soundness of organization.**

Goal 1.1. Identify risks.

The Authority's goal and objective to secure the safety and soundness of the organization by identifying risks to Authority business in order to prevent loss was achieved in accordance with the duly established measurement and standard set forth below.

- ***Objective:***

To identify risks to Authority business in order to take appropriate action to prevent loss in assets, and loss of information that might endanger private information of those using Authority services.

- ***Measurement:***

Performance of Risk Analysis at Audit Committee or Board meeting as evidenced by meeting minutes.

- ***Standard:***

A minimum of one Risk Analysis performed.

- **Achieved:** Yes ☒ No ☐

1. **Secure safety and soundness of organization - Continued**

Goal 1.2: Emphasize Authority Board and Team ethics, fraud awareness, and public records training, and professional development.

The Authority's goal and objective to secure the safety and soundness of the organization by emphasizing Authority Board and Team training and professional development was achieved in accordance with the duly established measurement and standard set forth below.

- ***Objective:***
To ensure top-down climate of ethics and compliance and avoid legal risk.
- ***Measurement:***
The number of Board and Team Trainings held annually.
- ***Standard:***
Schedule quarterly Board Trainings and monthly Team continuing education trainings.
- **Achieved:**

Yes ☒ No ☐

2. **Foster housing markets that promote equitable access to affordable and sustainable housing.**

Goal 2.1 Advance equity in housing finance, including education and compliance with fair lending/housing laws.

The Authority's goal and objective to foster housing markets that promote equitable access to affordable housing by promoting education and compliance with fair lending and housing laws in accordance with the duly established measurement and standard set forth below.

- ***Objective:***
To make affordable housing happen.
- ***Measurement:***
Prioritize and streamline Authority Team development and outreach to increase community awareness and affordable housing networking opportunities.

Serve as a reliable source of affordable housing information by cooperating in and/or hosting community presentations relating to affordable housing or fair housing.

- ***Standard:***

Each staff member should attend a minimum of one professional development seminar or conference, assist in hosting at least one community presentation, or participate in one event providing affordable housing or fair housing each quarter.

- ***Achieved:***

Yes ☒ No ☐

2. **Foster housing markets that promote equitable access to affordable and sustainable housing - Continued**

Goal 2.2 Implement or continue strategic initiatives to reinforce focus on organizational goals.

The Authority's goal and objective to foster housing markets that promote equitable access to affordable housing by implementing or continuing strategic initiatives to reinforce focus on organizational goals was achieved in accordance with the duly established measurement and standard set forth below.

- ***Objective:***
To facilitate greater availability of affordable housing supply and remove barriers to financing affordable housing in Escambia County.

- ***Measurement:***
Work to finance multifamily units by encouraging applications for bond issues and Florida Housing RFAs.

Continue first-time single family mortgage loan program with down payment assistance.

Continue to provide revolving loan program to finance Urban infill homes

- ***Standard:***
Staff will participate in at least one RFA process with an application to Florida Housing or a local source of subsidy; Authority will dedicate at least \$2,000,000 toward originating first or second mortgage loans for first time homebuyers; Authority will appropriate at least \$2,000,000 for a revolving fund to make 0% loans to Urban Infill builders.

- **Achieved (RFA):** Yes ☒ No ☐
- **Achieved (Single Family Program):** Yes ☒ No ☐
- **Achieved (Urban Infill Program):** Yes ☒ No ☐

3. Stewardship of Authority Infrastructure

Goal 3.1 Ensure stewardship of assets and resources, through strategic investment.

The Authority's goal and objective for stewardship of Authority infrastructure by improving its assets and resources through strategic investment was achieved in accordance with the duly established measurement and standard set forth below.

- **Objective:**
To maintain long-term ability to continue to provide necessary services to those needing affordable housing in Escambia County.

- **Measurement:**
The purchase of Authority originated mortgage-backed securities to enhance the Authority's ability to provide low interest loans and ensure higher investment returns in accordance with annual investment recommendations by Municipal Advisor.

- **Standard:**
The Authority should purchase not less than \$2,000,000 Authority originated MBS during the course of the 2024/2025 fiscal year.

- **Achieved:**

Yes ☒ No ☐

3. Stewardship of Authority Infrastructure - *Continued*

Goal 3.2 Cultivate high performing, accountable, and engaged workforce.

The Authority's goal and objective for stewardship of Authority infrastructure by cultivating a high performing workforce was achieved in accordance with the duly established measurement and standard set forth below.

- ***Objective:***

To ensure succession and optimize investment in salary and benefits.

- ***Measurement:***

Annually assess all functional duties and responsibilities to realign staff goals and training, as necessary.

Highlight daily learning opportunities in financial processing, housing operations, technology, professional communication, and marketing to better position staff for potential succession.

- ***Standard:***

The Authority should perform the assessment of functional duties and responsibilities and undertake a formal staff training program for succession during the 2024/2025 fiscal year.

- ***Achieved:***

Yes ☒ No ☐