Proposed Fairfax County Relocation Guidelines

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I. Overview, Objectives, and Applicability

A. Overview

Fairfax County (the County) has established these Relocation Guidelines (Guidelines) regarding tenant displacement and opportunities to return when any property is both (i) proposed for demolition, redevelopment, rehabilitation, acquisition, or condominium conversion, and (ii) subject to the County's Affordable Housing Preservation Policy Administrative Guidelines in the Fairfax County Comprehensive Plan (Objective 6 and Appendix 2 of the Policy Plan - Housing Element)[1]; or (iii) has financing provided by the Fairfax County Redevelopment and Housing Authority (FCRHA). The fundamental goals of the County's relocation policy set forth in these Guidelines are to enable displaced Tenants to return to preserved affordable units to the maximum extent possible and to otherwise move directly to decent, structurally safe, and affordable replacement housing convenient to their place of employment and/or school.

Property owners should endeavor to provide relocation payments and other benefits when tenants must be relocated due to redevelopment. Staff from the Department of Housing and Community Development (HCD) are available to assist landlords, property managers, and developers with the development of a relocation plan that complies with these guidelines. Flexibility in the implementation of these guidelines may be warranted and approved by the Department of Housing and Community Development (HCD). The overarching goal is to assist displaced tenants in moving to safe and affordable replacement housing convenient to their employment or school, while facilitating tenants' return to preserved affordable units to the greatest extent possible.

B. Purpose

These Guidelines are established to provide administrative guidance for Owners assisting Tenants facing displacement from affordable residential properties subject to the County's Affordable Housing Preservation Policy Administrative Guidelines in the Fairfax County Comprehensive Plan.

If not properly mitigated, Tenant displacements cause hardships for those directly affected and negatively impact the surrounding neighborhoods and other communities within the County. Fairfax County considers these Guidelines to be a crucial component of its overall policy to promote and preserve housing opportunities for low- and moderate-income renters.

C. One Fairfax: Equity Considerations

Displacement of Tenants from affordable property communities is also a challenge with respect to Fairfax County's commitment to social equity, as expressed in its One Fairfax policy. The 2016 One Fairfax Resolution commits the county to intentionally consider equity when making policies or delivering programs and services.

One Fairfax is a declaration that all residents deserve an equitable opportunity to succeed — regardless of race, color, nationality, sex, gender identity, sexual orientation, religion, disability, income, or where they live.

[1] Guidelines for Multifamily Affordable Housing Preservation, Fairfax County Comprehensive Plan, Policy Plan, https://online.encodeplus.com/regs/fairfaxcounty-va-cp/doc-viewer.aspx#secid-262, as may be amended from time to time.

The One Fairfax Policy establishes shared definitions, focus areas, processes, and organizational structure to help county and school leaders look intentionally, comprehensively, and systematically at barriers that may create gaps in opportunity. Consistent with One Fairfax, the County's policy is to work with property owners or their designees ("Owners") to avoid tenant displacements and disproportionate impacts. When tenant displacements are unavoidable, advance disclosure and open, culturally competent communication by all parties will minimize misunderstandings and make the relocation experience as orderly as possible.

The County and HCD also follow the Fairfax County Public Trust and Confidentiality Policy[2], enacted to ensure that immigrant residents can access county benefits and services without fear that the information they share will be disclosed to federal immigration officials.

D. Applicability

These Guidelines apply to projects that are subject to the County's affordable housing preservation policies and objectives in the Comprehensive Plan. If a project subject to these Guidelines is or later becomes subject to comparable federal or state tenant relocation requirements, such as the federal Uniform Relocation Act or Virginia Housing's tenant relocation requirements, then the Owner must (1) promptly notify HCD of such other requirements, and (2) comply with both these Guidelines and such other tenant relocation requirements. If it is not possible, regarding a particular issue or circumstance, for the Owner to comply with both these Guidelines and another applicable tenant relocation requirement, then the Owner may comply with the requirement of the other tenant relocation program.

[2] Fairfax County Public Trust and Confidentiality Policy, https://www.fairfaxcounty.gov/topics/trust-policy

II. Relocation Plan Development

A. Overview

A Relocation Plan is intended (i) to document the proposed project; (ii) to identify the course of actions for relocating existing Tenants during project demolition and construction, if necessary, and for retaining Tenants once the project is completed; and (iii) to specify the form(s) of Tenant assistance that may be provided by the Owner that ameliorate the burdens to Tenants associated with relocation. Owners should develop the Relocation Plan in consultation with County Staff as outlined below. Prior to both their implementation and the issuance of any demolition, building, and similar County-issued permits necessary for the work necessitating the tenant relocation, Relocation Plans must be approved by the Director of the HCD or their designee following review and recommendation by staff.

A Relocation Plan should address the topics listed in Section II.E. of these Guidelines, including setting forth and implementing communication plans with Tenants and County Staff to ensure a sound understanding of the project, its impacts, and benefits. The plan should define the frequency and methods of communication on the project by the Owner to the Tenants. Communications with Tenants must be in a Tenant's preferred language to the extent practicable. Thus, the Relocation Plan should include interpreters and written materials translated into all Tenant languages. Owners should identify staff from the development team to serve as a liaison and point of contact for the relocation to Tenants and County Staff. In general, the Owner should complete the following steps to develop, implement, and close out of a Relocation Plan, as further defined in the sections below:

(1) Notify County Staff and existing tenants of project intent as early as possible in the process;
(2) Conduct a survey of Tenant needs and preferences and complete a Property Profile;
(3) Develop a Relocation Plan;
(4) Provide Tenants with a copy of the Relocation Plan, and all applicable Notices, including a Notice to Vacate and Notice of Relocation eligibility and available relocation resources and assistance;
(5) Provide Relocation Assistance in the form of payments and/or services;
(6) Provide regular reports to Tenants and County Staff about project status, progress, and any project delays. The frequency of the reporting should be defined based on the project milestones and timeline, but should be no less than prior and subsequent to major project milestones, and
(7) Provide Tenants Notice to Return and Move-in Assistance.

B. Notification of Intent

i. Consultation with County Staff

For any project that may involve Tenant displacement, Owners should communicate that information to staff in the HCD ("County Staff") as early as possible in the land use process. Those communications will serve to determine the best approach for relocating existing Tenants during the rehabilitation, redevelopment, or demolition process, and retaining the Tenants after a project is completed, while preserving affordability. Owners will be asked to consider measures such as offering long-term leases at affordable rents; participating in or assisting Tenants with

federal or local rent assistance programs; phasing in higher rents; or requesting the establishment of a Tenant Assistance Fund (TAF). County Staff will serve as a resource to answer questions and provide feedback on the development of the plan.

ii. Tenant Notification; Communication

Owners should communicate with the existing Tenants as early as possible and throughout the project. An initial communication with the Tenants should explain the Owner's intent regarding the property's development to the Tenants. This initial communication should be in writing and describe, among other things, the Owner's plans for Tenant relocation, benefits, and projected rent changes. Owners should then meet with Tenants to help them understand the impact of the project and any required relocation. Examples of written communications should be forwarded to the County and copies of all communications should be kept on file and available to the County and HCD as requested. The County will provide example notifications and communications, which, at a minimum, must include the following:

a) Initial notice of potential rehabilitation, conversion, redevelopment, or sale of the property to Tenants;
b) A survey of Tenant needs and preferences and complete a property profile;
c) Relocation Plan;
d) Notice to Vacate for temporary relocation (at least 30 days ahead of relocation) and Notice to Vacate for permanent relocation (at least 120 days ahead of relocation date), the address to which they will be moving, the plan for relocation, and available relocation resources and assistance;
e) Notice of Relocation Assistance in the form of payments and/or services; and
f) Regular reports to Tenants about project status, as defined previously in the Overview section.
g) As needed, conduct informational meetings with tenants and other stakeholders.

C. Tenant Survey and Needs Assessment

The Owner should conduct a personal interview, preferably in person, with each Tenant and obtain the following information to inform the Property Profile:

(1) Number and ages of persons (adults and children) in the household;
(2) Reasonable Accommodations[3];
(3) Length of time at the property;
(4) Total household income[4];
(5) Unit size;
(6) Current rent and utility costs;
(7) Any benefit payments being received by such household;
(8) Housing preferences;

[3] HUD guidelines on Reasonable Accommodations and Modifications may be found at https://www.hud.gov/program_offices/fair_housing_equal_opp/reasonable_accommodations_and_modifications
[4] As calculated pursuant to the HUD Part 5 guidelines, "HUD Part 5: Income and Asset Inclusion and Exclusion", the United States Department of Housing and Urban Development, https://www.hudexchange.info/resource/5180/part-5-section-8-income-inclusions-and-exclusions/

(9) School names, locations, and special requests for each school-age child in the household;
(10) Location(s) of employment;
(11) Transit or transportation needs.

It is recommended that the Owner hire a third party to conduct the relocation interviews to help ensure that Tenants will provide the most complete information possible. The above information may be used to establish priorities at the property. For example, at multi-family projects, households with school-age children may be given preference to remain onsite during renovations ahead of households without school-age children. Households with persons requiring reasonable accommodations or an accessible unit may be given a preference for those units with relocation providing accessible units onsite or at other locations.

D. Property Profile

After meeting with Tenants and assessing their needs, the next step is for the Owner to complete a Property Profile. The Property Profile should include, at a minimum, the following:

(1) Current number of units and unit mixes, by bedroom size;
(2) Current number of families with school-age children (including schools attending) and senior citizens (aged 62 and above) (including supportive service needs);
(3) Ranges of the length of time each Tenant has resided at the property—for example, fewer than five years, five to ten years, more than ten years;
(4) Predominant languages other than English spoken at the property;
(5) Number of households with persons with disabilities requiring special unit features (and supporting documentation);
(6) Ranges of gross household incomes based on household size, as determined using HUD Part 5;
(7) Employment accessibility and transit reliance;
(8) Current rents and utility costs;
(9) Number of households receiving rent assistance;
(10) Number of households to be temporarily relocated;
(11) Number of households to be permanently relocated;
(12) Number of households likely to qualify to return to the property after the project is completed; and
(13) Number of households to be permanently displaced.

E. Relocation Plan Components

Following the development of the Property Profile, the Owner, in consultation with County Staff, should develop a Relocation Plan. The Relocation Plan will include the Property Profile, any Priority Ranking System information to be used, and a letter containing the information described in Section II. Part B. of these Guidelines. HCD will provide an example form of such letter.

The Relocation Plan should also provide details on Relocation implementation, including:

(1) Name, address, and contact person for the Owner and those persons designated to manage the relocation;
(2) Summary/overview of the development project;

(3) Anticipated changes to property operations before, during, and after the renovation, including projected rents, utilities, parking, rental policies, affordability mix, and property use;
(4) Measures to be taken to retain existing Tenants;
(5) Information on how the Relocation Plan will be implemented, including staffing, eligibility requirements, relocation payments, relocation services, and alternative housing;
(6) Project timetables, including construction start and completion dates, including such dates for any phasing;
(7) Scope of work to be done;
(8) Move-out procedures;
(9) Methods to be used to communicate details of the Relocation Plan to Tenants with translations, when necessary;
(10) Measures planned to minimize construction impact on occupied units (if applicable); and
(11) Tenant Assistance Fund (if applicable), its amount, and how any payments from the fund will be prioritized and distributed among tenants.

The Relocation Plan must be approved by the Director of HCD or their designee following review and recommendation by staff, prior to both their implementation and the issuance of any demolition, building, and other similar County-issued permits necessary for the work necessitating the tenant relocation.

III. Relocation Assistance and Benefits

A. Relocation Assistance - Permanent Relocation

i. Relocation Services

The Owner should provide staff dedicated to supporting Tenants who will be permanently relocated. If deemed necessary by the tenant demographics, staff should be multilingual or provide access to language interpretation. It is also recommended that relocation services be made available to tenants during regular business hours and by appointment d evenings and weekends. Owners should provide the following services:

a) Make available current listings of vacant units within the County and bordering jurisdictions within the Tenant's ability to pay;
b) Provide referrals to available units of interest to Tenants, including a written explanation of the reason for the displacement and a request for priority by the Owner of available units for persons being displaced;
c) Provide interpreters to assist Tenants with limited English in interviews and in understanding and filling out forms;
d) Provide transportation assistance, as needed, for visiting potential replacement units;
e) Provide referrals to homeownership programs;
f) Schedule moves for families considering the needs of school-age children;
g) Provide moving assistance (trucks and drivers), packing materials with an option for packing assistance, with special attention to elderly and disabled Tenants; and
h) Expedite return of security deposits and any accrued interest within 10 business days from the date the unit is vacated or facilitate the transfer of a security deposit as further described in Section III.A.ii below. In no event should the security deposit be returned to the Tenant any later than as may be required by applicable law or the existing lease.

ii. Initial Relocation Payments

The Owner must provide eligible Tenants facing Permanent Relocation a one-time relocation payment per household in accordance with the terms set forth below. Payments for units are indexed to the URA Fixed Residential Moving Cost Schedule[5] for Virginia and will be updated administratively whenever the URA schedule changes, as illustrated in Table 1 and Table 2. Payments for additional rooms and additional information may be found in the URA Fixed Residential Moving Cost Schedule. Payments for low-income households (those earning 60 percent of the Area Median Income (AMI) and below) will be 200 percent of the URA Fixed Residential Moving Cost Schedule for Virginia.

[5] Current figures can be found at https://www.fhwa.dot.gov/real_estate/uniform_act/relocation/moving_cost_schedule.cfm, 2021 Fixed Residential Moving Cost Schedule, as promulgated by the U.S. Department of Transportation Federal Highway Administration, effective August 26, 2021.

Table 1: Relocation Payment Schedule (up to 100% AMI)	
Rooms	**Moving Expense Payment**
1 room	$700
2 rooms	$900
3 rooms	$1100
4 rooms	$1300
5 rooms	$1500

Table 2: Relocation Payment Schedule – Low Income (up to 60% AMI)	
Rooms	**Moving Expense Payment**
1 room	$1400
2 rooms	$1800
3 rooms	$2200
4 rooms	$2600
5 rooms	$3000

Relocation payments should be paid in two steps except in the case of hardship. Half of the relocation payment should be paid to the Tenant within 14 business days prior to the Tenant's move-out date. The second half should be paid on the date the unit is vacated, after the Tenant has turned in the keys. If a Tenant demonstrates the need for a relocation payment to reduce or avoid a hardship, it is recommended that the Owner consider issuing the moving expense payment prior to the move, at their reasonable discretion. To facilitate the move to a replacement dwelling, payments may be made directly to contractors (including movers) or landlords upon written request/consent by the Tenant.

The Owner must either timely return the Tenant's security deposit or facilitate the transfer of the security deposit to the landlord of Tenant's relocation housing. If the security deposit for Tenant's relocation housing is greater than the Tenant's security deposit with the Owner, then the Owner must further provide the amount of the difference to Tenant or to the landlord of Tenant's relocation housing. If Tenant's security deposit with the Owner is greater than the security deposit at Tenant's relocation housing, and if the Owner elects to transfer funds directly to Tenant's relocation housing landlord, then the Owner will transfer only the amount of the new security deposit to the new landlord and will return the difference to the Tenant.

B. Relocation Assistance - Temporary Relocation

i. Relocation Services

All Tenants facing Temporary Relocation will receive Relocation Assistance for each move (other than moves that either the Tenant makes voluntarily or that are due to a Tenant's default under

a lease) from the Owner. Owners should make every effort to minimize the number of temporary moves a Tenant is required to make. Ideally, Tenants facing Temporary Relocation should have to move only twice—once from the original unit to a temporary unit and again back to the redeveloped unit. If additional moves are necessary (i.e., not due to the Tenant's choice or default), the Owner should provide Relocation Assistance for any additional moves. The Owner has the option to choose one of the following forms of Relocation Assistance for each Tenant move (1) Actual moving services (moving the Tenant's belongings from unit to unit) and payment or reimbursement for the transfer of utilities and other expenses incidental to the move with provided documentation; or (2) A flat relocation payment, based on Table 1 or Table 2 in Section III(A) above (depending on Tenant income).

ii. Limitations and Conditions

The following limitations and conditions apply to Temporary Relocation benefits:

a) A Tenant who has accepted an address to which they elect to move temporarily will be provided Relocation Moving Assistance for said move. Should they subsequently elect not to return to the renovated or redeveloped project, the Tenant will not be entitled to Relocation Assistance for any further moves after the date of such election.
b) If the Tenant, upon accepting a comparable temporary replacement unit, is qualified to move back to the property but chooses to wait for a different unit, which results in an additional temporary move, the Tenant will receive Relocation Assistance for only two moves (the move from the existing property to the temporary unit and the move from the temporary unit back to the property once the tenant's unit of choice is completed). The Tenant will not be entitled to Relocation Assistance for the move from the accepted comparable replacement unit to a second temporary unit.

iii. Returning to a Redeveloped Property

The Relocation Plan is expected to include a priority ranking system. The purpose of the priority ranking system is to provide Tenants who were subject to Temporary Relocation an opportunity to (a) lease replacement affordable units at the property after a redevelopment project is completed or (b) remain on the property during a rehabilitation (where applicable and possible). Tenants will be offered the opportunity to lease affordable units before they are marketed to the public, provided that the tenants satisfy the program eligibility requirements of the affordable housing financing program(s) used in the redevelopment of the property, if any. The process for collecting information, creating a ranked tenant list, and managing that list should be conducted as follows:

a) Tenant Information

Tenants interested in renting units at the property after the project is completed or when redeveloped units become available will be asked to provide the following information that the Owner should use to create a Priority Waiting List:

(1) Tenant's name, address, phone number, and other contact information;

(2) Current income;

(3) Household composition, including elderly or disabled individuals and children under 18 years of age;

(4) Length of tenancy at the property (including temporary properties during relocation, if applicable);

(5) Number of times the tenant has been previously displaced by redevelopment in Fairfax County (to be confirmed by HCD); and

(6) Current rental assistance.

b) Point System

The Owner should assign points to each Tenant household to create a Priority Waiting List using the following criteria:

Table 3: Point System	
Criteria	**Point(s)**
Children under 18 years of age	1 Point for each child
A member of the household is 62 years of age or older	2 points
A member of the household has a disability.	2 points
Previously displacement by redevelopment in Fairfax County	1 point
Household currently receives rental assistance	1 point
Household earns 60 percent of the AMI or below	3 points
Years of Tenancy	
0 to up to 2 years	1 point
2 to up to 5 years	3 points
5 to up to 8 years	6 points
8 to up to 10 years	9 points
10 or more years	12 points

c) Priority Waiting List

The Priority Waiting List created by the Point System should be managed as follows:

(1) The Owner will maintain the Priority Waiting List and update it as new Tenants are added to the List.

(2) Being on the Priority Waiting List does not necessarily guarantee that a unit will be offered to the Tenant.

(3) Tenants meeting the qualifications for a unit will be placed on the Priority Waiting List for a unit of the appropriate size and income category.

(4) As units become available, Tenants will be contacted in order of priority to schedule an appointment to inspect the unit.

(5) If a Tenant is offered a unit but chooses to wait for a different unit, the Tenant will be placed at the end of the Priority Waiting List.

(6) The Point System shall also apply for prioritizing temporary locations *within* an existing property undergoing rehabilitation.

C. Tenant Assistance Fund (TAF)

The Owner should establish a TAF to provide 1) two years of rental assistance to both permanently displaced Tenants and 2) rental assistance for temporarily displaced Tenants who are unable to relocate onsite during a redevelopment or rehabilitation project. The TAF should be administered according to the following overarching parameters:

i. Income Eligibility

The TAF will be used to provide rental assistance only to those households earning 60 percent of the AMI and below as of the date of the Tenant Survey.

ii. Households with Existing Rental Subsidies Excluded

Households that participate in any rental subsidy program administered by the Fairfax County Redevelopment and Housing Authority (FCRHA) are excluded from the TAF. Such programs include, but are not limited to, the federal Housing Choice Voucher programs and State Rental Assistance Program.

iii. Rental Subsidy Calculation

The monthly TAF rental subsidy is the difference between the current rent at the existing property for the Tenant's unit, defined as the lower of either the rent as of the date of the Tenant Survey or the rent identified through the Affordability Assessment issued by the County under the Preservation Policy and the rent at the replacement housing, up to the applicable FCRHA-published Payment Standard for the Housing Choice Voucher program or $300 per month.

IV. Technical Assistance and Monitoring

A. County Staff Responsibilities

County Staff will be available for technical assistance in developing and implementing Relocation Plans and providing Tenant services. This may include but is not limited to:

(1) Aiding in the development of the Relocation Plan;

(2) Answering Owners' questions about the relocation;

(3) Monitoring ongoing relocation; and

(4) Providing general advice and guidance to Owners

B. Owner Responsibilities

During the relocation process, the Owner should provide monthly reports to County Staff on all Tenant households that have been temporarily or permanently relocated, as well as information on temporarily relocated Tenants who have been relocated back to the property. Such reports on individual projects shall be produced throughout the relocation process and continue until the relocation is successfully completed.

V. Definitions

In these Guidelines, the following terms shall have the meaning assigned to them, such definitions to be applicable equally to the singular and the plural forms of such terms and to all genders:

"Actual Household Size" means the number of persons living full-time in the applicable household.

"Area Median Income" or **"AMI"** means the median income for the Washington, DC metropolitan statistical area, adjusted for Actual Household Size, as published annually by the United States Department of Housing and Urban Development.

"Conversion" means a change of use of any dwelling unit from a residential use to a nonresidential use which results in the displacement of Tenants or conversion from residential use to another residential use which requires the displacement of existing Tenants, such as a conversion to a retirement home where payment for long-term care is a requirement of tenancy or conversion to an emergency shelter or transient hotel.

"Decent, structurally safe, and sanitary housing" means a dwelling which meets applicable housing and occupancy codes.

"Demolition" means the destruction of any dwelling unit or the relocation of an existing dwelling unit or units to another site.

"Guidelines" means the Fairfax County Tenant Relocation Guidelines.

"HUD" means the United States Department of Housing and Urban Development.

"Low Income" means a household whose annual gross income does not exceed sixty percent (60%) of the Area Median Income, adjusted for actual household size.

"Moderate Income" means a household whose annual gross income does not exceed eighty percent (80%) of the Area Median Income, adjusted for actual household size.

"Owner" means the owner, developer, or applicant for the proposed project and all successors and assigns.

"Permanent Relocation" means a situation when a Tenant is required to vacate his/her current unit without the expectation of moving back to the property after the project is completed.

"Permanently Displaced Tenant" means a Tenant that, because of income restrictions, would not be able to afford to rent a unit at the property after the project is completed (or after TAF expires, if applicable) or would be over-income for available affordable units, or because of family size or unit mix could not be placed in an appropriately sized new unit.

"Priority Waiting List" means a list maintained by the Owner of Tenants seeking to rent a unit at the property after the project is completed based on the number of points assigned to each household.

"Rehabilitation" means extensive structural repair or extensive remodeling, which requires a building, electrical, plumbing, or mechanical permit and which cannot be done with the Tenant in occupancy.

"Relocation Assistance" means relocation payment(s) and/or relocation services.

"Temporary Relocation" means a situation when a Tenant is required to vacate his/her current unit with the expectation of moving back to the property after the project is completed or units become available.

"Tenant" means any person "who is a resident of the property at the time the Relocation Plan is submitted for approval to the Director of HCD or their designee, and is compliance with their lease, or who is entitled to occupy a dwelling unit primarily for living or dwelling purposes under a rental agreement or month-to-month tenancy and includes, but is not limited to, those persons who are Tenants under Chapter 13.2, Virginia Residential Landlord and Tenant Act, Code of Virginia[6], as it may be amended from time to time. For purposes of these Guidelines, "Tenant" shall not include the Owner of a dwelling unit or members of the Owner's household.

"Tenant Assistance Fund" or **"TAF"** means a fund to provide rent assistance on behalf of qualified families who might be displaced due to one of the conditions of the Relocation Plan.

"URA Fixed Residential Moving Cost Schedule" means a breakdown of fixed moving cost payments made to a displaced Tenant as an alternative to a payment for actual moving and related expenses.

"Very Low-Income Household" means a household whose annual gross income does not exceed fifty percent (50%) of the Area Median Income, adjusted for actual household size.

"30-Day Notice to Vacate" means a written temporary relocation notice provided to Tenants who reside in a building proposed for demolition, conversion, or rehabilitation that they are being temporarily relocated and have 30 days from the date of the notice to vacate the premises to the permanent address. It may also advise that they have the right to return to the property upon completion. The notice may include the Notice of Relocation Eligibility.

"120-Day Notice to Vacate" means a written permanent relocation notice provided to Tenants who reside in a building proposed for demolition, conversion, or rehabilitation that they are being permanently relocated and have 120 days from the date of the notice to vacate the premises to the permanent address. At least one available comparable replacement address should be in the letter. The notice may include the Notice of Relocation Eligibility.

[6] "Virginia Residential Landlord and Tenant Act," https://law.lis.virginia.gov/vacodepopularnames/virginia-residential-landlord-and-tenant-act/, Virginia Legal Information System, Division of Legislative Automated Systems, published as of December 2023,