

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FIELD POLICY AND MANAGEMENT

BUDGET ACTIVITY 12: FIELD POLICY AND MANAGEMENT

PROGRAM PERFORMANCE

STRATEGIC GOAL/OBJECTIVE	ACTUAL 2002	ESTIMATE 2003	ESTIMATE 2004
<b>Strategic Goal EM: Embrace high standards of ethics, management, and accountability.</b>			
FTE			
Headquarters	11	25	25
Field	640	531	531
Subtotal	651	556	556
S&E Cost (Dollars in Thousands)			
Personal Services	\$57,496	\$50,627	\$51,994
Travel	1,224	1,117	1,174
Printing	2	2	2
Other Services	1	0	0
Supplies	15	5	5
Subtotal	58,739	51,751	53,175

EXPLANATION OF PERFORMANCE

The Office of Field Policy and Management proposes \$53.175 million in S&E funding to support Strategic Goal EM: Embrace high standards of ethics, management, and accountability.

Performance for the Office of Field Policy and Management is most closely related to the Department's Strategic Goal EM: Embrace high standards of ethics, management and accountability. In fiscal year 2002, the Department undertook a large scale effort at redeployment of field resources to enhance the viability and effectiveness of its field management and delivery. Most of the 80 field office directors were selected, most through the merit staffing process. Many of the staff of these key field management offices not needed directly for the management function were redeployed to program areas to enhance program delivery. The redeployment also had the added benefit of eliminating additional layers of management that were not necessary.

Efforts in fiscal year 2003 will focus on fine tuning of the new field management structure. We will continue the merit staffing process to complete filling the few Field Office Director positions that are vacant, as well as filling other FPM support staff positions that remain to be filled following redeployment. We will continue efforts to increase the authority and functioning of the field offices to provide more timely and effective decisions for the Department's partners and customers. We will fine tune protocols that have been developed for the new management structure. We will continue to improve the Headquarters level of support to field management in many major areas, such a travel, controlled correspondence and credit card and telephone usage management. Fiscal year 2004 will see further refinements as may be appropriate as well as changes and enhancements made as a consequence of experience gained during fiscal year 2003.

RESOURCE MANAGEMENT INFORMATION

The FTE request remains constant for fiscal years 2003 and 2004.