

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

SALARIES AND EXPENSES, HOUSING AND URBAN DEVELOPMENT

BUDGET ACTIVITY 6: FAIR HOUSING AND EQUAL OPPORTUNITY

The consolidated discussion for the appropriation "Salaries and Expenses, HUD" is shown in Part 3 of the Justifications. All data are presented on a comparable basis for fiscal years 2005, 2006 and 2007.

SCOPE OF ACTIVITY

The Office of Fair Housing and Equal Opportunity (FHEO) enforces the Fair Housing Act and other civil rights laws that prohibit discrimination in housing and housing-related transactions based on race, color, religion, sex, national origin, disability or family composition. The Assistant Secretary for FHEO administers and enforces laws that ensure equal access to housing and equal housing opportunities in all HUD programs.

The 1988 amendments have greatly increased the Department's enforcement role. First, the newly protected classes have proven significant sources of new complaints. Second, HUD's expanded enforcement role took the Department beyond investigation and conciliation into the mandatory enforcement area. The Office of FHEO investigates complaints filed with HUD. If the complaint is not successfully conciliated, FHEO determines whether there is reasonable cause to believe that a discriminatory housing practice has occurred. When reasonable cause is found, the parties to the complaint are notified by HUD's issuance of a Determination, as well as a Charge of Discrimination, and a hearing is scheduled before a HUD administrative law judge.

The Office of FHEO also has the responsibility for administering Section 3 of the Housing and Development Act of 1968. To the greatest extent feasible, this Act requires recipients of federal funds to employ and train public housing area residents. FHEO is responsible for Section 3 policy interpretation, training of HUD program staff and recipients, compliance reviews, processing Section 3 Grievances, the development of Voluntary Compliance Agreements (VCA) and recommending conducting enforcement actions to program Assistant Secretaries or HUD's General Counsel.

FHEO contributes to these goals and will continue to develop and implement programs that:

- Ensure equal opportunity and access to housing; and
- Embrace high standards of ethics, management and accountability.

The strategic objectives contained in the Annual Performance Plan (APP) will be advanced by empowering the public, and encouraging networks of State and local fair housing enforcement agencies and private fair housing organizations. An informed and educated public, real estate and housing finance industries, along with effective enforcement, will assist in affirmatively furthering fair housing.

WORKLOAD

HUD anticipates that its intensified education and outreach efforts, and the efforts of the FHAP agencies, will result in an increase in complaints. The requested Salaries and Expenses budget will be used to address the anticipated increase in complaints.

In June 2003, HUD launched a major national advertising campaign to educate the public on the rights provided under the Fair Housing Act and how to report discrimination. This campaign followed the Department's undertaking of several recent studies that provided findings regarding: (1) housing discrimination in the residential sales and rental markets nationwide; (2) public awareness of fair housing laws and how individuals respond to the experience of discrimination; (3) discrimination in mortgage lending; (4) the

Salaries and Expenses, Housing and Urban Development
Budget Activity 6: Fair Housing and Equal Opportunity

effectiveness of fair housing testing; and (5) compliance with the accessibility requirements of the Fair Housing Act. Taken together, these studies reveal that discrimination in the residential sales, rental and mortgage markets is a common experience and only a very small percentage of those who experience it take any action against it. This is due, in part, to a lack of public awareness of the Federal, State, and local resources available to address these problems coupled with a belief that little would come of any legal action taken to address them. We expect planned education and outreach initiatives will bring about more effective fair housing enforcement.

The principal workload of Fair Housing and Equal Opportunity consists of processing and investigating housing discrimination, implementing civil rights requirements in HUD programs, conducting compliance reviews, managing grants to fair housing organizations, reimbursing fair housing agencies for investigating housing discrimination complaints and implementing voluntary programs.

The number of fair housing cases has increased experientially as a result of Hurricane Katrina. It is expected that the increased caseload will continue in fiscal year 2007 as the country continues to rebuild housing for the disaster victims. In concert with rebuilding efforts, FHEO will engage in extensive education and outreach, and sponsor or conduct training focused on rights and responsibilities.

Headquarters. FHEO Headquarters is responsible for:

- Establishing national policies that guide the conduct of its civil rights enforcement;
- Providing oversight of civil rights and affirmatively furthering fair housing requirements in HUD programs;
- Establishing national policies for administering FHIP and FHAP;
- Working with other Federal agencies to formulate Memoranda of Understanding (MOU) to bring about greater coordination in the enforcement of civil rights laws;
- Establishing national policies guiding the enforcement of the Section 3 program, which requires HUD Grant Recipients, to the greatest extent feasible, to employ and train project area residents;
- Periodically reviewing and commenting on the automated underwriting systems of Fannie Mae and Freddie Mac for actual or potential violations of the Fair Housing Act; and
- Conducting education and outreach activities to educate the public on its fair housing rights, increase public awareness, promote partnerships with constituents and develop community and faith-based partnerships.

Field. FHEO field offices are responsible for:

- Receiving, investigating, and conciliating complaints filed under the Fair Housing Act, Title VI, and Sections 504 and 109;
- Monitoring FHAP and FHIP recipients for program compliance;
- Conducting civil rights compliance reviews in other programs; and
- Conducting education and outreach programs in communities within their jurisdiction.

Salaries and Expenses, Housing and Urban Development
 Budget Activity 6: Fair Housing and Equal Opportunity

TRAVEL

Figures for the travel expenses of FHEO headquarters and field staff are reflected in the following table.

	ACTUAL 2005	ENACTED 2006	ESTIMATE 2007	INCREASE + DECREASE - 2007 vs 2006
	(Dollars in Thousands)			
Travel (HQ)	\$282	\$283	\$279	-\$4
Travel (Field)	<u>763</u>	<u>766</u>	<u>759</u>	<u>-7</u>
Total	1,045	1,049	1,038	-11

The 2007 Budget for FHEO proposes travel funding for headquarters and field staff in order for FHEO to conduct enforcement, education, and training activities as described below.

Enforcement. Travel is required to conduct the following enforcement activities:

- To conduct Section 504, Title VI/Section 109 and Section 3 monitoring and compliance reviews of HUD programs;
- To support efforts of organizations such as ADAPT and DRACH to identify cities or HUD recipients with major non-compliance issues; and
- To monitor program compliance for all FHIP and FHAP grantees and conduct in-depth agency specific monitoring of high-risk grantees.

Education. Travel is required to conduct the following education activities:

- To implement the Department's Congressionally mandated Education and Outreach Plan on the accessibility requirements of the Fair Housing Act, including the FHIP National Model Codes; and
- To conduct conferences on Section 504, ADA, and FHA, and provide other forms of technical assistance.

Training. Travel is required to conduct the following training activities:

- Training of field staff on the requirements of the Fair Housing Act and other fair housing laws, the revised ADA/ABA standards for accessible design, and the various safe harbors for the Fair Housing Act; and
- Attend training sessions on the requirements of the Quality Housing and Work Responsibility Act of 1998.

Salaries and Expenses, Housing and Urban Development
 Budget Activity 6: Fair Housing and Equal Opportunity

Katrina Related Travel

- To conduct training on rights and responsibilities under the Fair Housing Act.
- To conduct investigations of alleged discriminatory acts against victims of Hurricane Katrina.
- To provide technical support and assistance to FEMA and other agencies to prevent discrimination and ensure compliance with fair housing laws in the rebuilding of disaster areas.

CONTRACTS

Figures for the Office of Fair Housing and Equal Opportunity are reflected in this table.

	<u>ACTUAL</u> <u>2005</u>	<u>ENACTED</u> <u>2006</u>	<u>ESTIMATE</u> <u>2007</u>	INCREASE + DECREASE - <u>2007 vs 2006</u>
	(Dollars in Thousands)			
Public Information Services ..	\$14	\$17	\$17	...
Technical Services	232	276	280	+\$4
General Support	<u>105</u>	<u>125</u>	<u>127</u>	<u>+2</u>
Total	351	418	424	+6

Public Information Services. Under this component, resources will be used for the following:

- To educate citizens on housing discrimination and to develop outreach and marketing strategies related to accessible design and construction, reasonable accommodation and familial status. Marketing strategies must build general awareness of the protections offered and the specific responsibilities of housing providers under the Act.
- Education and outreach campaign designed to reach out to the Limited English Proficiency (LEP) communities throughout the United States. The campaign would make both federally conducted civil rights program requirements and Title VI policy guidance widely available to LEP advocates and communities. The campaign will also develop Title VIII and other civil rights related brochures.
- To evaluate HUD's current policies and practices, including regulations, handbooks, notices and other written guidance to ensure that it does not discriminate against persons with disabilities as defined by Section 504 of Rehabilitation Act of 1973 and HUD's Part 9 regulation.
- Other Public Information services would include distribution of the Fair Housing Initiative Program (FHIP) Notice of Funding Availability (NOFA) and FHIP work products.

Technical Services. Under this component, resources will be used for the following:

- Section 504 and American with Disabilities Act Technical Assistance which would include development of informational materials and provide direct assistance through a series of seminars in major cities, the Internet, mailings, and workshops at housing provider conferences. This assistance would be earmarked for Public and Assisted Housing Providers and CPD entitlement grant recipients.

Salaries and Expenses, Housing and Urban Development
Budget Activity 6: Fair Housing and Equal Opportunity

- Architectural Consulting Services to support enforcement requirements related to accessibility and addressing the design and construction guidelines under 42 USC 3604 (f)(5). The services will assist in analyzing design and construction complaints.
- Contract with statistical and analytical experts in insurance and mortgage lending cases to assist in analyzing and investigating complex lending and insurance complaints; and develop investigative policies and procedures.
- Funding will also support continuation of interagency agreements with the Departments of Labor, State and others to provide indirect cost reviews and rates for FHIP awardees or provide translations of HUD education and outreach brochures.
- Mortgage Lending and Accessible Multifamily Housing Initiative - This contract will evaluate multifamily mortgage lending underwriting practices in the primary and secondary mortgage markets for the purpose of formulating and encouraging practices that promote the design and construction of accessible multifamily housing.
- Contractor to conduct a management study to address recommendations of the GAO study issued December 2006 eg. call center, intake operations of FHEO programs and operations and develop a strategic plan for future direction of programs and operations.
- Contractor to review and update revisions to the Title VIII Handbook.
- Contractor to develop a videotape to accompany the written handbook and assist investigators in proper utilization of the Handbook during the processing and investigating of specific types of Title VIII complaints.

General Support. Funding will allow for continual support for FHEO programs and operational activities. Services provided would consist of court reporters, public service announcements, registration fees, translation costs, on-line information services contracts, developing mortgage lending training curriculum and updating software and advertisements.

Salaries and Expenses, Housing and Urban Development
 Budget Activity 6: Fair Housing and Equal Opportunity

FAIR HOUSING AND EQUAL OPPORTUNITY
 Personal Services
 Summary of Change
 (Dollars in Thousands)

<u>Personal Services</u>	<u>FTE</u>	<u>S&E Cost</u>
2005 Actual.....	624.0	61,619
2006 Appropriation.....	617.0	63,263
<u>Changes Due To</u>		
2007 January Pay Raise.....	0	1,123
2006 January Pay Raise.....	0	515
Staffing increase/decrease.....	-8	-830
Other benefit changes.....	0	641
2007 Request.....	609.0	64,712

Salaries and Expenses, Housing and Urban Development
 Budget Activity 6: Fair Housing and Equal Opportunity

FAIR HOUSING AND EQUAL OPPORTUNITY
 Summary of Requirements by Grade
 Salaries and Expenses
 (Dollars in Thousands)

	<u>2005 Actual</u>	<u>2006 Appropriation</u>	<u>2007 Request</u>	<u>Increase/ Decrease</u>
Grade:				
Executive Level	0	0	0	0
Executive Service	5	5	5	0
GS-15	55	55	54	-1
GS-14	97	96	95	-1
GS-13	108	108	106	-2
GS-12	240	239	236	-3
GS-11	23	23	23	0
GS-10	4	4	4	0
GS-9	9	9	9	0
GS-8	4	4	4	0
GS-7	64	64	63	-1
GS-6	5	5	5	0
GS-5	3	3	3	0
GS-4	2	2	2	0
GS-3	0	0	0	0
GS-2	0	0	0	0
GS-1	0	0	0	0
Total Positions	619	617	609	-8
Average ES Salary	146,913	151,761	155,403	+\$3,642
Average GS Salary	79,734	82,365	84,342	+\$1,977
Average GS Grade	12.0	12.0	12.0	0.0

Salaries and Expenses, Housing and Urban Development
 Budget Activity 6: Fair Housing and Equal Opportunity

FAIR HOUSING AND EQUAL OPPORTUNITY
 Summary of Requirements by Object Class
 Salaries and Expenses
 (Dollars in Thousands)

<u>Object Class</u>	<u>2005 Actual</u>	<u>2006 Appropriation</u>	<u>2007 Request</u>	<u>Increase/Decrease</u>
Personal Services.....	61,619	63,263	64,712	+\$1,449
Travel and Transportation of Persons.....	1,045	1,049	1,038	-11
Transportation of Things.....	5	0	0	0
Rent, Communication & Utilities.....	46	48	49	+ 1
Printing and Reproduction.....	49	25	25	0
Other Services.....	351	418	424	+ 6
Supplies and Materials.....	27	35	35	0
Furniture & Equipment.....	0	0	0	0
Insurance Claims & Indemnities.....	0	0	0	0
Total Obligations.....	63,142	64,838	66,283	+\$1,445

**FAIR HOUSING AND EQUAL OPPORTUNITY
 Performance Measurement Table**

Program Mission: The Assistant Secretary for Fair Housing and Equal Opportunity (FHEO) is responsible for administrative enforcement of the Fair Housing Act and ensuring that HUD programs promote fair housing and comply with civil rights laws.					
<u>Performance Indicators</u>	<u>Data Sources</u>	<u>Performance Report</u>		<u>Performance Plan</u>	
		2005 Plan	2005 Actual	2006 Plan	2007 Plan
Increase the percentage of Fair Housing complaints closed in 100 days to 60 percent. (Footnote)	TEAPOTS	75 percent	77 percent	60 percent	60 percent
Ensure appropriate use of funds by monitoring 100 percent of FHIP and FHAP grantees in compliance with cooperative and grant agreements.	MANUAL	100 percent	100 percent	100 percent	100 percent
HUD will conduct 80 Section 504 disability compliance reviews of HUD recipients.	TEAPOTS	75	80	80	80
Conduct 57 compliance reviews exclusively or concurrently under Title VI and Section 109 to ensure that each recipient that FHEO reviews for compliance, has provided, continues to provide, or will provide benefits to eligible beneficiaries and participants.	TEAPOTS	56	69	57	57
HUD will conduct monitoring and compliance reviews or provide technical assistance under Section 3 to 20 housing authorities.	TEAPOTS	20	22	20	20
Ensure, by increasing agency reporting of Section 3 compliance activities by 10 percent, that training, employment and contracting opportunities are created at Section 3 covered projects for qualifying low- and very low-income residents.	MANUAL	N/A	N/A	N/A	10%

N/A= Not Applicable

Explanation of Indicators

The following activities will be supported out of the Salaries and Expenses account.

Footnote: In 2005, HUD measured the percentage of non-complex fair housing cases closed within 100 days.
 In 2006 and 2007, HUD will measure the percentage of all fair housing complaints closed within the 100-day timeframe.

Salaries and Expenses, Housing and Urban Development
Budget Activity 6: Fair Housing and Equal Opportunity

EM.4: ENSURE PROGRAM COMPLIANCE

EM.4.7: Conduct 57 compliance reviews exclusively or concurrently under Title VI and Section 109 to ensure that each recipient that FHEO reviews for compliance, has provided, continues to provide, or will provide benefits to eligible beneficiaries and participants. The increased devolution of authority in many of HUD's programs has given housing agencies and local administrators the opportunity to adapt the program to meet local conditions and priorities. At the same time, it has increased the challenges involved in HUD's monitoring efforts to ensure accountability.

EM.4.8: HUD will conduct monitoring and compliance reviews or provide technical assistance under Section 3 to 20 housing authorities. HUD will continue to focus on improving enforcement and regulatory oversight throughout its programs. This will be accomplished by strengthening HUD's Section 3 monitoring and compliance division in Headquarters so they have staff and authority to properly monitor local use of HUD resources, continuing to strengthen HUD's remote monitoring capacity through information technology and other means, and targeting monitoring and technical assistance resources to areas at risk or abuse. In 2005, 22 agencies received monitoring and compliance reviews or technical assistance. The goal for 2006 and 2007 is 20.

EM.4.9: Ensure, by increasing agency reporting of Section 3 compliance activities by 10 percent, that training, employment and contracting opportunities are created at Section 3 covered housing units for qualifying low-and very low- income residents.

FH: ENSURE EQUAL OPPORTUNITY AND ACCESS TO HOUSING

FH.1: RESOLVE HOUSING DISCRIMINATION COMPLAINTS ON A TIMELY BASIS

FH.1.1: Increase the percentage of Fair Housing complaints closed in 100 days to 60 percent.

- Decrease average complaint time
- Increase in protective class fair housing knowledge
- Increase Hotline complaint volume
- Improve skill level of HUD staff
- Public awareness and media campaign
- At the end of fiscal year 2005, the percentage of non-complex cases closed within 100 days was 77 percent.

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FH.3: IMPROVE THE ACCESSIBILITY OF HOUSING TO PERSONS WITH DISABILITIES

FH.3.1: HUD will conduct 80 Section 504 disability compliance reviews of HUD recipients.

- Project for Accessibility and Training and Technical Guidance (Accessibility FIRST).
- In 2005, 80 Section 504 disability compliance reviews of HUD recipients were conducted.

Overall Summary of Fair Housing and Equal Opportunity Staff Requirements

	FTE			Increase + Decrease - 2007 vs 2006
	Actual 2005	Estimate 2006	Estimate 2007	
Headquarters.....	125.0	123.0	121.0	-2.0
Field	499.0	494.0	488.0	-6.0
Total	624.0	617.0	609.0	-8.0

Summary of Fair Housing and Equal Opportunity Staff Requirements

	Actual 2005	Estimate 2006	Estimate 2007	Increase + Decrease - 2007 vs 2006
<u>Headquarters Employment</u>				
Fair Housing and Equal Opportunity				
Immediate Office of Assistant Secretary FHEO and FHEO				
DASs	14.6	16.0	17.0	+1.0
DAS for Enforcement & Programs	4.8	5.0	5.0	0.0
Fair Housing Enforcement	31.9	33.0	33.0	0.0
Fair Housing Grant Programs	23.0	21.0	21.0	0.0
Systemic Investigations	5.1	10.0	9.0	-1.0
Office of Policy Legislative Initiatives and Outreach	9.8	9.0	7.0	-2.0
Operations and Management Oversight	35.8	29.0	29.0	0.0
Total	125.0	123.0	121.0	-2.0
<u>Field Employment</u>				
Fair Housing and Equal Opportunity				
FHEO Field Guidance and Direction	8.2	26.0	26.0	0.0
FHEO Field Intake Processes	80.7	70.0	70.0	0.0
Fair Housing Complaint Processing	166.7	167.0	166.0	-1.0
FHEO Field Compliance Reviews	23.0	26.0	26.0	0.0
FHEO Monitoring of CPD Programs	21.8	29.0	27.0	-2.0
FHEO Field PIH Compliance Activities	19.5	35.0	33.0	-2.0
FHEO Field Housing Compliance Activities	18.0	12.0	11.0	-1.0
Field Fair Housing Initiative Program - FHIP	24.7	16.0	16.0	0.0
Field Fair Housing Assistance Program - FHAP	31.0	19.0	19.0	0.0
Field Program Management and Administrative Support	105.4	94.0	94.0	0.0
Total	499.0	494.0	488.0	-6.0

Detail of Fair Housing and Equal Opportunity Staff Requirements

Workload Guideline	Workload Indicator	Workload Type	Fiscal Year 2005			Fiscal Year 2006			Fiscal Year 2007				
			Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE
Headquarters Employment (FHEO)													
Immediate Office of Assistant Secretary FHEO													
Provide Overall Guidance to FHEO Activities in HQ and Field	N/A	A	...	...	7.9					4.8		5.4
Immediate Office of GDAS	N/A	A	...	...	0.7					4.0		4.0
Office of Field Oversight	N/A	A	...	...	6.0					7.2		7.6
Subtotal					14.6					16.0		17.0	
DAS for Enforcement & Programs													
Provide Guidance for Program Enforcement	N/A	A			4.8					5.0		5.0	
Subtotal					4.8					5.0		5.0	
Fair Housing Enforcement													
Provide Enforcement Management and Oversight	N/A	A	...	...	0.0					3.0		3.0
Title VIII Program	N/A	A	...	...	8.4					9.0		9.0
HQ Field Office Title VIII Monitoring/Oversight Reviews	N/A	A	...	...	2.1					1.6		1.6
Provide Title VIII Technical Assistance	N/A	A	...	...	5.4					4.0		4.0
Develop Program Compliance and Disability Rights Policy	N/A	A	...	...	2.8					2.4		2.4
Perform Disability Rights Technical Assistance and Reviews	Number of requests for technical assistance received during the month	A	...	...	9.8					7.0		7.0
Fair Housing Assistance Program	Number of FHAP/SE Grants administered/managed during the month	I	51	57.70	3.4		51	244.70	6.0		51	244.70	6.0
Subtotal					31.9					33.0		33.0	
Fair Housing Grant Programs													
Immediate Office, Director Administer FHIP Grants Management Process	Hurricane	D	248	43.98	5.2		248	35.22	4.2		248	35.22	4.2

Workload Guideline	Workload Indicator	Workload Type	Fiscal Year 2005			Fiscal Year 2006				Fiscal Year 2007					
			Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Workload Type	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	
Manage FHIP Grants Awards Process	Number of FHIP Grants Administered/ managed during the month	D	104	61.03	3.0			104	54.00	2.7			104	54.00	2.7
Manage Program Standards Activities	N/A	A	...	...	5.5					5.0					5.0
Economic Opportunity Division	N/A	A	...	...	7.2					6.6					6.6
Subtotal					23.0					21.0					21.0
Systemic Investigations															
Immediate Office of Systemic Investigations	N/A	A	...	...	0.1					2.0					2.0
Conduct FHEO Systemic Investigations	N/A	A	...	...	5.0					6.0					5.0
Review/Analyze Housing Discrimination Studies	N/A	A	...	...	0.0					2.0					2.0
Subtotal					5.1					10.0					9.0
Office of Policy Legislative Initiatives and Outreach															
Immediate Office of the Director	N/A	A	...	...	2.0					2.0					2.0
Policy, Legislative Initiatives and Outreach Division	N/A	A	...	...	6.6					4.0					3.0
Education and Outreach Division	N/A	A	...	...	1.2					3.0					2.0
Subtotal					9.8					9.0					7.0
Operations and Management Oversight															
Provide Overall Management and Oversight for FHEO Operations and Management	N/A	A	...	...	6.9					3.1					3.1
Provide FHEO System Development Administration and Technical Assistance	Number of Staff Supported during the month	I	630	18.86	5.7			637	10.01	3.0			637	10.01	3.0
Perform FHEO Correspondence Management	N/A	A	...	...	4.3					3.0					3.0
Perform FHEO Information Technology Planning and Program Management	N/A	A	...	...	2.5					3.0					3.0
Management & Planning, Director	N/A	A	...	...	3.2					2.5					2.5
Perform FHEO Budget Division	NA	A	...	...	5.0					5.2					5.2
Immediate Office of Administrative Services	N/A	A	...	...	2.1					5.0					5.0

Workload Guideline	Workload Indicator	Workload Type	Fiscal Year 2005			Fiscal Year 2006				Fiscal Year 2007				
			Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Workload Type	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/Allocation	Projected Accomplishment	Projected Unit Cost (Hrs)	FTE
FHEO Human Resources Management	N/A	A	...	...	6.1					4.2				4.2
Subtotal					35.8					29.0				29.0
Headquarters Employment Total					125.0					123.0				121.0
Field Employment (FHEO)														
FHE HUB Guidance and Direction														
Provide overall guidance and direction for Field FHEO activities	NA	A	...	...	8.2					26.0				26.0
Subtotal					8.2					26.0				26.0
FHEO Field Intake Processes														
Receive Inquiry/Claim and Conduct Initial Review of Complaint	Number of inquiries entered into TEAPOTS	D	17,964	9.38	80.7			17,964	8.10	70.0		17,964	8.10	70.0
Subtotal					80.7					70.0				70.0
Title VIII Complaints Process														
Conduct Field Title VIII Investigations	Number of standard complaints closed during the month	D	2,122	128.23	130.3			2,122	119.80	122.3		2,122	118.89	121.3
Other Authority Cases	Number of other authority cases closed at the end of each month	D	754	64.85	23.4			754	40.82	14.8		754	40.82	14.8
Novel and Complex Fair Housing Cases	Number of Novel/complex complaints closed during the month	D	441	61.39	13.0			441	14.10	29.9		441	14.10	29.9
Subtotal					166.7					167.0				166.0
FHEO Field Compliance Reviews														
Perform FHEO Field Compliance Reviews	Number of Compliance Reviews closed at the end of the month	D	127	378.05	23.0			127	425.82	26.0		127	425.82	26.0
Subtotal					23.0					26.0				26.0
FHEO Monitoring of CPD Programs														
Perform FHEO Field Monitoring of CPD Programs	Number of CPD Grantees administered/ managed during the month	I	1,205	37.79	21.8			1,184	54.29	29.0		1,184	54.29	27.0
Subtotal					21.8					29.0				27.0
FHEO Monitoring of PIH/Housing Programs														
FHEO Field PIH Compliance Activities														
Perform FHEO Field PIH compliance	Number of PHA's (in inventory) administered managed during the month	I	3,925	10.40	19.5			3,925	18.54	35.0		3,925	17.48	33.0
Subtotal					19.5					35.0				33.0
FHEO Field Housing Compliance Activities														

Workload Guideline	Workload Indicator	Workload Type	----- Fiscal Year 2005 -----			----- Fiscal Year 2006 -----				----- Fiscal Year 2007 -----				
			Projected Accomplish- ment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/ Allocation	Workload Type	Projected Accomplish- ment	Projected Unit Cost (Hrs)	FTE	Underfunded Workload/ Allocation	Projected Accomplish- ment	Projected Unit Cost (Hrs)	FTE
	Number of 811/202 Perform FHEO Housing Compliance reviews conducted Activities during the month	D	1,436	24.97	18.0			1,436	17.36	12.0		1,436	15.93	11.0
Subtotal					18.0					12.0				11.0
Field Fair Housing Initiative Program - FHIP														
	Number of FHIP Grants Perform FHIP Grant Management in administered/managed during the month the Field	I	334	144.47	24.7			334	99.60	16.0		334	99.60	16.0
Subtotal					24.7					16.0				16.0
Field Fair Housing Assistance Program - FHAP														
	Number of FHAP Grants managed Perform FHAP GTR/GTM Activities during the month in the Field	I	127	511.73	31.0			127	311.00	19.0		127	311.00	19.0
Subtotal					31.0					19.0				19.0
Field Program Management and Administrative Support														
	Provide FHEO General Program Management and Administrative Support in the Field	NA	A	...	105.4					94.0				94.0
Subtotal					105.4					94.0				94.0
Field Employment Total					499.0					494.0				488.0
Fair Housing and Equal Opportunity Grand Total					624.0					617.0				609.0