

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
PROGRAM OFFICE SALARIES AND EXPENSES
OFFICE OF FAIR HOUSING AND EQUAL OPPORTUNITY**

The Office of Fair Housing and Equal Opportunity (FHEO) plays a pivotal role in the successful achievement of the Department's strategic goals. FHEO's work cuts across all programs. FHEO is responsible not only for investigating and overseeing the investigation of all Fair Housing Act, Title VIII of the Civil Rights Act of 1968, complaints filed in the country, but also for compliance reviews, investigations and outreach to bring HUD program partners into compliance with all applicable civil rights laws such as Title VI of the Civil Rights Act of 1964, Section 109 of the Housing and Community Development Act of 1974, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, Title IX of the Education Amendments Act of 1972, and the Architectural Barriers Act of 1968. The inclusion of affirmatively further fair housing in the Department's strategic plan, and as a policy priority in the Department's Notice of Funding Availabilities illustrate the Department's commitment to this responsibility.

FHEO's recently renewed mission statement is **"To eliminate housing discrimination, promote economic opportunity, and achieve diverse, inclusive communities by leading the nation in the enforcement, administration, development, and public understanding of federal fair housing policies and laws."** FHEO's cardinal mission, therefore, is to create equal housing opportunities for all persons living in America by administering laws that prohibit discrimination housing on the basis of race, color, religion, sex, national origin, age, disability, and familial status.

FHEO is the lead office for ensuring the Department and recipients of HUD funding comply with their duty to affirmatively further fair housing. This massive oversight responsibility affects almost every program in the Department. In addition to enforcement of Federal housing civil rights laws, FHEO staff manages more than 8,500 complaint cases through the Fair Housing Assistance Program (FHAP). This program funds approximately 100 state and local government Fair Housing Act enforcement agencies. FHEO administers and oversees the Fair Housing Initiatives Program (FHIP) funding more than 200 private fair housing groups and non-profits nationally through a grant award process. Furthermore, FHEO also enforces Section 3 of the Housing and Urban Development Act of 1968 and provides oversight and technical assistance to local housing authorities and community development agencies to ensure that HUD investments result in economic opportunities for low income individuals, public housing residents, and the companies who employ them.

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TOTAL - SALARIES AND EXPENSES				
(dollars in thousands)				
	FY2012	FY2013	FY2014	FY2012 to FY 2014
Personnel Services	69,735	71,078	74,542	4,807
Personnel Subtotal	69,735	71,078	74,542	4,807
Non-Personnel Services				
Travel	979	747	789	(190)
Transportation of Things				-
Rent, Communications, Utilities	5	15	15	10
Printing and Reproduction	20	29	29	9
Other Services	307	774	521	214
Training	215	372	577	362
Supplies	28	29	31	3
Furniture				-
Claims and Indemnities				-
Non-Personnel Subtotal	1,554	1,966	1,962	408
GRAND TOTAL	71,289	73,044	76,504	5,215
Associated FTE	583	573	595	12

DESCRIPTION OF CHANGE FROM FY2012 TO FY2014

FHEO is requesting \$76,504K and 595 FTE in fiscal year 2014, which is an increase of \$5,215K and 12 FTE from fiscal year 2012 level. The increases in FTE will be used to support the implementation of AFFH rule and strengthen enforcement, offset by reductions in FTE for efficiencies in ability to monitor and administer FHIP and FHAP grants.

- Decrease in travel \$190K
- Increase in rent \$10K
- Increase in printing and reproduction \$9K
- Increase in services/contract \$214K
- Increase in training \$362K
- Increase in supplies \$3K

The overall increase in non-personal services is \$408K above fiscal year 2012 enacted.

BUDGET REQUEST BY FUNCTION

Affirmatively Furthering Fair Housing

Affirmatively Furthering Fair Housing provides 120 FTE to perform activities associated with remote and on-site monitoring of HUD funded recipients and conducting associated compliance reviews. This function entails developing policies and procedures for ensuring implementation of, and compliance with, Title VI of the 1964 Civil Rights Act, Section 504 of the 1973 Rehabilitation Act, Title II of the Americans with Disabilities Act, the Age Discrimination Act, and the Architectural Barriers Act. In fiscal year 2014, Headquarters’ FTE will review and provide training and technical assistance to support over 160 compliance reviews and field FTE will monitor over 2,700 CPD grantee reviews, over 3,000 PHAS and over 2,000 Section 202/811 activities for compliance with civil right laws.

Affirmatively Furthering Fair Housing				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$12,080	\$12,848	\$14,651	\$2,571
Non-Personnel Services				
Travel	146	145	164	18
Other Services	-	40	38	38
Training	37	66	117	80
Supplies	5	5	6	1
Non-Personnel Subtotal	188	256	325	137
GRAND TOTAL	12,268	13,104	14,976	2,708
Associated FTE	101	104	120	19

FTE/Workload Summary & Summary of Change

- 56 FTE to support 2,735 CPD Grantee reviews and 4200 Public Housing Agencies. This is an increase of 12 FTE from fiscal year 2012 to support significant efforts to ensure civil rights compliance by HUD grantees through investigations, compliance reviews, up front monitoring efforts and provision of training and technical assistance, both remotely and on

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site. These additional FTE will also support the implementation of a new process and procedure for monitoring states, entitlement jurisdictions, and PHAs to determine whether they are affirmatively furthering fair housing.

- An allocation of 60 FTE to perform 2,582 Section 202/811 and 160 Field Compliance Reviews, support Program Compliance and Disability Rights Technical Assistance Reviews and manage the Section 3 Programs. This is an increase of 7FTE from fiscal year 2012 to manage the anticipated changes in the review and monitoring of grantees to determine whether they are affirmatively furthering fair housing.
- An allocation of 4 FTE to perform overall direction of the Office of the DAS for Enforcement and Programs. This is the same FTE level as fiscal year 2012.
- FHEO request \$164K in travel funds for compliance, monitoring, and AFFH activities. This level of funding is a \$18K increase above fiscal year 2012 enacted. Onsite monitoring is critical to the effective implementation of this task as it uncovers information that desk monitoring cannot. In addition, onsite monitoring allows staff to observe the condition of the buildings and the maintenance of the units, and travel funds will be used to provide training and technical assistance to recipients of HUD funds.
- FHEO request \$38K to support contracts and other services. Funds will be used for contractual services with architect/accessibility consultants to provide technical expertise to determine design and construction compliance with the requirements of the Fair Housing Act.
- FHEO request \$117K for training to maintain a highly-skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. Funding at this level represents an increase of \$80K from fiscal year 2012 enacted.
- FHEO request \$6K for supplies and materials, an increase of \$1K above fiscal year 2012 enacted. This amount includes funds to renew subscriptions for 504 Compliance Handbook and the ADA Compliance Guide for headquarters and the ten regional offices. Remaining funds are for general supplies.

Investigations

Investigations involve 373 FTE to perform all activities associated with conducting investigations under Title VIII of the Civil Rights Act of 1968 and related Fair Housing statutes, including oversight and technical assistance. This includes investigating, conciliating and recommending issuance of charges of discrimination and Determinations of Non-compliance for complaints under Title VIII and other civil rights authorities.

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In fiscal year 2014, FHEO estimates these FTE will close, on an annual basis, over 2,000 Title VIII cases and approximately 1,800 other authority cases.

Investigations				
<i>(dollars in thousands)</i>				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Subtotal:	\$44,164	\$45,504	\$46,944	\$2,780
Non-Personnel Services				
Travel	638	471	489	(149)
Other Services	220	550	330	110
Training	136	239	361	225
Supplies	17	19	19	2
Non-Personnel Subtotal	1,011	1,279	1,199	188
GRAND TOTAL	45,175	46,783	48,143	2,968
Associated FTE	369	367	373	4

FTE/Workload Summary & Summary of Change

- An allocation of 373 FTE to review, investigate, and resolve over 3,000 Title VIII complaints. This is an increase of 4 FTE above fiscal year 2012 enacted. The additional staff will support expanded systemic investigations to identify victims of discrimination and more instances of discrimination, consistent with FHEO’s greatly increased emphasis on systemic investigations. FHEO anticipates that the volume of systemic investigations will triple by 2014.
- An allocation of 99 FTE to process 27,861 Title VIII Intake inquiries. This is a 7 FTE decrease from fiscal year 2012 due to increased use of technology, including recording and transcription of interviews, the use of software and training and management improvements related to performing intake on received inquiries and then perfecting inquiries with jurisdiction which become investigations.

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- An allocation of 24 FTE to provide Headquarters Management, Oversight and Technical assistance for all Title VIII programs. This is a 1 FTE increase above fiscal year 2012.
- An allocation of 25 FTE to conduct systemic investigations and resolve 1800 Other Authority Cases. This is the same level as fiscal year 2012.
- An allocation of 223 FTE for Title VIII compliance processes. This is an increase of 10 FTE above fiscal year 2012.
- An allocation of 2 FTE to perform overall direction of the Office of the DAS for Enforcement and Programs as well as clerical activities. This is the same level as fiscal year 2012.
- FHEO request \$489K in travel funds to support the investigation of complaints. This is a \$149K decrease from fiscal year 2012.
- FHEO request \$330K in funding to support contracts and other services. This funding level represents an increase of \$110K from fiscal year 2012 enacted. These funds entail contracts for review of fair housing practices of the Government-Sponsored Enterprise (GSE), other data analysis, lending patterns, indirect cost, court reporting, expert witness and courier service. Funding will support the following contractual requirements:
 - Approximately \$150K for review of fair housing GSEs practices. The Department of Housing and Urban Development (HUD) is responsible for reviewing and commenting on the underwriting and appraisal guidelines of Fannie Mae and Freddie Mac, two major GSEs in the conventional secondary mortgage market. Approximately \$150K for continued contract services for research analysis and technical statistical support for fair lending review of Home Mortgage Disclosure Act (HMDA) data and specific lender investigations.
 - Remaining funds will be used for court reporting, expert witness, and subpoena services for FHEO/HUD cases.
- FHEO request \$361K to maintain a highly-skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. Funding at this level is an increase of \$225K from fiscal year 2012 enacted.
- FHEO request \$19K for supplies and material.

Immediate Office of AS and Policy Oversight

Immediate Office of AS and Policy Oversight involves 35 FTE to perform all activities associated with General Direction of FHEO by senior management, to include overall direction of the office of the Assistant Secretary, GDAS and DAS of Operation and

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Management, strategic planning; collaboration and coordination with internal and external entities; budget; and administrative and clerical functions.

Immediate Office of AS and Policy Oversight				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$4,238	\$4,390	\$4,467	\$229
Non-Personnel Services				
Travel	61	45	47	(14)
Printing and Reproduction	6	10	10	4
Other Services	32	50	40	8
Training	13	23	34	21
Supplies	2	2	2	-
Non-Personnel Subtotal	114	130	133	19
GRAND TOTAL	4,352	4,520	4,600	248
Associated FTE	35	35	35	0

FTE/Workload Summary & Summary of Change

- An allocation of 11 FTE to provide human resource, budget, management and planning, operational management, and field oversight support to all FHEO functions. This is the same level as fiscal year 2012.
- An allocation of 24 FTE to provide executive level support to include strategic planning, collaboration and coordination with internal and external organizations and management of FHEO programs. This is the same level as fiscal year 2012.
- FHEO requests \$47K for all travel and oversight activities conducted by the executive leadership of FHEO and oversight of field operations to ensure optimal performance within the organization.
- FHEO request \$10K to replenish stock of frequently used fair housing material used by other Headquarter program areas. Material is housed in HUD’s print shop and distributed upon request.

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- FHEO request \$40K in contracting funds to provide a point-by-point analysis of the field of housing discrimination law, from the background of our modern discrimination laws to the most recent fair housing cases and legislation.
- FHEO request \$34K to maintain a highly skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. Funding at this level represent a \$21K increase from fiscal year 2012 enacted amount. FHEO will continue its efforts to ensure efficiency and consistency in its fair housing enforcement by training current and new employees to investigate housing discrimination complaints through the NFHTA. FHEO will also provide leadership and career development training to existing staff as a means of addressing skill gaps in mission critical positions.
- FHEO request \$2K for general supplies and material.

Policy Development and Review

Policy Development and Review ensures implementation of, and compliance with Section 504, Title II of the Americans with Disabilities Act the Age Discrimination Act, and the Architectural Barriers Act. In addition, this function will develop civil rights related program requirements and fair housing standards; participate in the development, implementation, management, and administration of fair housing programs and affirmative fair housing marketing; directives relating to the administration of HUD programs; and manage funds for the Limited English Proficiency Initiative (LEPI). This includes oversight over HUDwide language interpretation service contract. These FTE will also provide technical assistance to the housing industry; prepare policy-related legislation, regulations, testimonies, speeches, and press releases.

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Policy Development and Review				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$1,544	\$1,600	\$1,628	\$84
Non-Personnel Services				
Travel	22	17	17	(5)
Printing and Reproduction	4	5	5	1
Other Services	-	50	30	30
Training	5	8	12	7
Supplies	1	1	1	-
Non-Personnel Subtotal	32	81	65	33
GRAND TOTAL	1,576	1,681	1,693	117
Associated FTE	13	13	13	0

FTE/Workload Summary & Summary of Change

- An allocation of 13 FTE to enforce HUD’s Affirmatively Furthering Fair Housing Rule; develop technical assistance materials and training to support civil rights-related program requirements and compliance with fair housing standards; and ensure the implementation/compliance of Section 504, Title II of the Americans with Disabilities Act, the Age Discrimination Act and the Architectural Barriers Act. This is the same level as fiscal year 2012.
- FHEO request \$17K in travel funds to provide needed technical assistance and to coordinate compliance reviews after implementation to extend protected classes under the Fair Housing Act is completed.
- FHEO request \$5K to print the Annual Report on the State of Fair Housing in America.
- FHEO request \$30K in contracting funds to provide oral and/or written interpretation services for non-English speaking persons who call to file a complaint. The contractor will provide oral interpretation service 7 days a week, 24 hours a day in 150 languages and be accessible nationwide, including Puerto Rico.

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- FHEO request \$12K to maintain a highly-skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. Funding at this level represents a \$7K increase from fiscal year 2012 enacted. In addition, FHEO will continue its efforts to ensure efficiency and consistency in its fair housing enforcement by training current and new employees to investigate housing discrimination complaints through the NFHTA. FHEO will also provide leadership and career development training to existing staff as a means of addressing skill gaps in mission critical positions.
- FHEO request \$1K for general supplies and material.

Education and Outreach

Education and Outreach involves 8 FTE to develop procedures and strategies relating to the formation and implementation of FHEO’s education and outreach activities. Because most of FHEO’s Title VIII enforcement work is complaint-driven, it is essential that the public is aware of fair housing rights and responsibilities. These FTE perform activities designed to develop and implement education and outreach efforts to heighten public awareness of the forms of illegal housing discrimination and available remedies.

Education and Outreach				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$1,006	\$1,029	\$1,048	\$42
Non-Personnel Services				
Travel	15	11	11	(4)
Rent, Communications, Utilities	5	15	15	10
Printing and Reproduction	11	14	14	3
Other Services	25	44	44	19
Training	3	6	8	5
Supplies	-	-	-	-
Non-Personnel Subtotal	59	90	92	33
GRAND TOTAL	1,065	1,119	1,140	75
Associated FTE	8	8	8	(0)

FTE/Workload Summary & Summary of Change

- An allocation of 8 FTE to develop procedures and strategies for the formation and implementation of FHEO's education and outreach activities; implement tracking mechanisms to evaluate the success of outreach strategies; and develop and update the FHEO website content. This is the same level as fiscal year 2012.
- FHEO request \$11K in travel funds for activities designed to develop and implement education and outreach efforts to heighten public awareness of all forms of housing discrimination prohibited under the Fair Housing Act. This is a decrease of \$4K from fiscal year 2012.
- FHEO request \$15K to fulfill its mission to create equal housing opportunities for all persons living in America by administering laws that prohibits discrimination in housing on the basis of race, color, religion, national origin, age, disability, and marital status. The accomplishment of this goal requires FHEO to conduct and participate in education and outreach activities and widely distribute fair housing material.
- FHEO request \$14K in printing funds. This is an increase of \$3K from fiscal year 2012.
- FHEO request \$44K in contracting funds to develop and implement education and outreach efforts to heighten public awareness of the forms of illegal housing discrimination and available remedies. This is an increase of \$19 from fiscal year 2012.
- FHEO request \$8K to maintain a highly skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. In addition, FHEO will continue its efforts to ensure efficiency and consistency in its fair housing enforcement by:
 - Training current and new employees to investigate housing discrimination complaints through the NFHTA and other resources; and
 - Providing leadership and career development training to existing staff as a means of addressing skill gaps in mission critical positions.

Fair Housing Initiatives Program

Fair Housing Initiatives Program (FHIP) involves 21 FTE performing all activities associated with management and oversight of the competitive FHIP grant activities, including the FHIP Grants Award Process and Grants management activities. In fiscal year 2014 these FTE will review more than 400 grant applications, on a monthly basis manage over 200 grants and provide information technology planning and system development.

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Fair Housing Initiatives Program				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$3,160	\$2,654	\$2,701	\$ (459)
Non-Personnel Services				
Travel	46	28	28	(18)
Other Services:	30	40	40	10
Training	10	14	21	11
Supplies	1	1	1	-
Non-Personnel Subtotal	87	83	90	3
GRAND TOTAL	3,247	2,737	2,791	(456)
Associated FTE	26	21	21	(5)

FTE/Workload Summary & Summary of Change

- An allocation of 19 FTE to review and evaluate 400 FHIP Grant applications and administer and manage over 200 FHIP Grants. This is a decrease of 5 FTE from fiscal year 2012.
- An allocation of 2 FTE to provide information technology planning and system development. This is the same level as fiscal year 2012.
- FHEO request \$28K in travel funds for FHIP. This is a decrease of \$18K from fiscal year 2012.
- FHEO request \$40K in contracting funds to for an interagency agreement (IAA) to provide indirect cost rate review for Fair Housing Initiatives Program (FHIP) grantees. This is an increase of \$10K above fiscal year 2012.
- FHEO request \$21K to maintain a highly-skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. In addition, FHEO will continue its efforts to ensure efficiency and consistency in its fair housing enforcement by training current and new employees to investigate housing discrimination complaints through the NFHTA. FHEO will also provide leadership and career development training to existing staff as a means of addressing skill gaps in mission critical positions. This is an increase of \$11K above fiscal year 2012.

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- FHEO request \$1K for general supplies and material.

Fair Housing Assistance Program

Fair Housing Assistance involves 25 FTE to provide oversight and management of FHEO’s non-competitive funding program to substantially equivalent state and local government entities. In fiscal year 2014 these FTE will monitor approximately 100 agencies. This involves monitoring the performance of, and provides technical assistance to agencies in the Fair Housing Assistance Program, in order to ensure these agencies are processing complaints in accordance with HUD standards and guidelines. This function also includes assisting new agencies to build their capacity to process housing discrimination complaints.

Fair Housing Assistance Program				
(dollars in thousands)				
	FY 2012	FY 2013	FY 2014	FY 2012 to FY 2014
Personnel Services	\$3,544	\$3,051	\$3,105	\$ (439)
Non-Personnel Services				
Travel	51	32	32	(19)
Training	11	16	24	13
Supplies	1	1	1	-
Non-Personnel Subtotal	63	49	57	(6)
GRAND TOTAL	3,607	3,100	3,162	(445)
Associated FTE	30	25	25	(5)

FTE/Workload Summary & Summary of Change

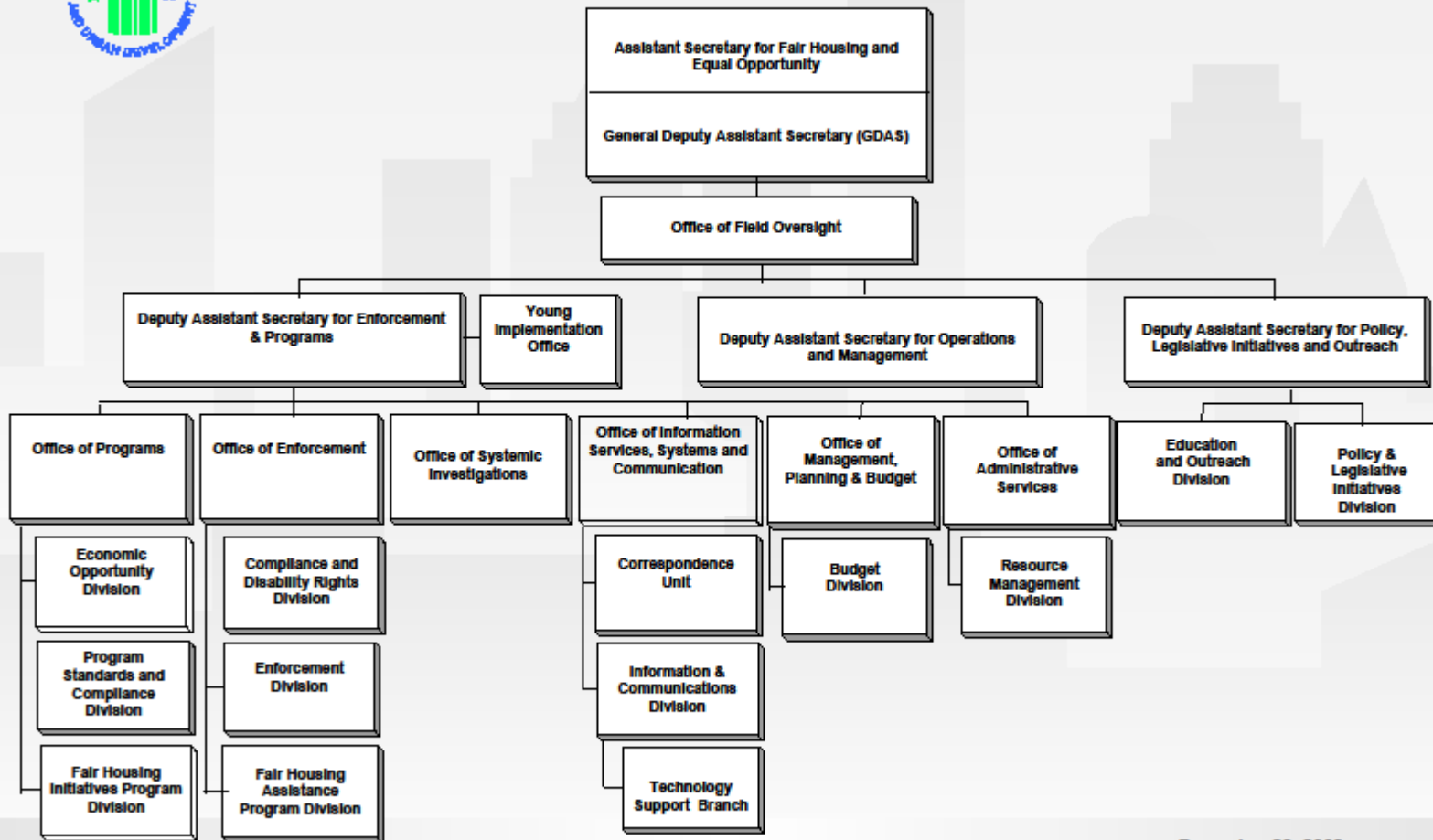
- An allocation of 25 FTE to review more than 8,500 FHAP complaint cases, monitor the performance of and provide technical assistance to 100 FHAP agencies, and assist new FHAP agencies in building their capacity to process housing discrimination complaints. This is a decrease of 5 FTE from fiscal year 2012.
- FHEO request \$32K in travel funds to provide onsite-monitoring and provide technical assistance to agencies in the Fair Housing Assistance Program to ensure these agencies are processing complaints in accordance with HUD standards and guidelines.

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- FHEO request \$24K to maintain a highly skilled workforce to ensure that best practice concepts and state-of-the-art technology are used to accomplish its mission. In addition, FHEO will continue its efforts to ensure efficiency and consistency in its fair housing enforcement by training current and new employees to understand housing discrimination issues through the NFHTA and other resources. FHEO will also provide leadership and career development training to existing staff as a means of addressing skill gaps in mission critical positions.
- FHEO request \$1K for general supplies and material.



OFFICE OF FAIR HOUSING AND EQUAL OPPORTUNITY



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