

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Office of Field Policy and Management

Salaries and Expenses

(Dollars in Thousands)

	2023*	2024			2025		
	Actuals	Carry Over	Annualized CR	Total	Carry Over	President's Budget	Total
Personnel Services	\$58,815	\$5,292	\$59,911	\$65,203	\$486	\$66,481	\$66,967
Non-Personnel Services							
Travel	1,270	-	1,415	1,415	-	1,415	1,415
Transportation of Things	-	-	-	-	-	-	-
Rent and Utilities	-	-	-	-	-	-	-
Printing	7	-	-	-	-	-	-
Other services/Contracts	974	-	1,561	1,561	-	1,561	1,561
Training	164	-	170	170	-	170	170
Supplies	21	-	-	-	-	-	-
Furniture and Equipment	-	-	-	-	-	-	-
Claims and Indemnities	-	-	-	-	-	-	-
Total, Non-Personnel Services	\$2,436	-	\$3,146	\$3,146	-	\$3,146	\$3,146
Working Capital Fund	3,214	2,074		2,074	1,957	-	1,957
Carryover	7,366	-	2,443	2,443	-	1,373	1,373
Grand Total	\$71,831	\$7,366	\$65,500	\$72,866	\$2,443	\$71,000	\$73,443
FTEs	341	29	331	360	3	357	360

*Includes 2022 carryover.

PROGRAM PURPOSE

The Office of Field Policy and Management (FPM) provides national and local strategic leadership, direction, oversight support, and operational responsibilities for the Department's 64 Regional and Field Offices, located across 10 national regions. FPM supports the priorities of the Secretary and Administration across the United States and its territories and serves as the first point of contact for HUD questions and concerns within communities. Additionally, FPM maintains partnerships with other Federal Agencies, as well as State and local governments, elected officials, community members, and other stakeholders.

FPM's staff perform critical functions that support the Department's programs, strategic goals, and initiatives. FPM's core activities consist of:

- **Stakeholder Engagement and Analytics:** Responding to customer inquiries and improving the customer experience, managing and directing field communications, conducting community outreach and public relations; coordinating and liaising with congressional, State, and local elected officials; supporting disaster planning, response and recovery efforts; collecting customer feedback and evaluating customer engagements to improve data analysis and better deliver on organizational goals and performance management.
- **Strategic Initiatives and Economic Empowerment:** Overseeing compliance and monitoring of Federal prevailing wage requirements applicable to HUD-assisted and insured housing and

community development programs covered under the Davis-Bacon and Labor Standards and Related Acts (DBRA) and Section 3 of the HUD Act of 1968; executing program coordination and support for program offices including, Housing, Public and Indian Housing (PIH), Community Planning and Development (CPD) as well as other cross-programmatic and Departmental initiatives, including increasing homeownership, preserving affordable housing, and integrating healthcare and housing as part of HUD's mission to provide safe, quality, sanitary, affordable and fair housing. Other initiatives under this activity include activities to expand housing opportunities for underserved Americans by reducing homelessness, increase awareness of our nation's fair housing laws, expand racial justice and equity, promote worker empowerment and economic opportunity and guide investment in climate resiliency.

- **Operations and Risk Management:** Ensuring consistent, responsive, and reliable field leadership, actively support workplace safety and engagement; establish strong and coordinated leadership through Headquarters to provide efficient and effective oversight of operations and administrative functions, to include human capital management, budget execution, and risk management.

BUDGET OVERVIEW

The 2025 President's Budget requests \$71 million for FPM, which is \$5.5 million more than the 2024 Annualized CR level. The Budget reflects total funding of \$73.4 million, \$577 thousand above 2024 total funding. Funding at this level provides resources to continue to support Customer Service (CS), oversight, and management functions in accordance with FPM's delegation of authority across the field. FPM's leadership and presence across the United States and its territories directly affect the successful execution and monitoring of HUD programs. Through FPM's outreach and relationships with local stakeholders, the Department can effectively deliver on its mission and help to improve the overall customer experience for the people we serve in the communities where they live and work.

Personnel Services (PS)

The Budget assumes total funding of \$67 million for PS to support 360 FTEs, which is the same level of FTEs and \$1.8 million more than the total 2024 PS funding level. The requested 2025 PS funding level supports a two percent pay raise and the salaries and benefits for staffing necessary to maintain FPM's presence in the community and improve the overall customer experience in line with Executive Order 14058, Transforming Federal Customer Experience and Service Delivery to Rebuild Trust in Government. Funding at this level will also assist in mitigating identified risks related to customer service, worker empowerment covered by the Davis Bacon Act (DBA), supporting Department-wide coordination and implementation of disaster preparedness, response, and recovery efforts for Presidentially declared disaster locations, and succession planning across the field.

In addition, FPM will prioritize resources to continue to lead the implementation of HUD Foundations, a series of trainings and collaboration opportunities that include core HUD program knowledge, opportunities for cross-programmatic collaboration, and an introduction to the customers and communities HUD serves. The purpose of this initiative is to build a "One HUD" culture among new employees in the field and improve field employees' connection to the organization, resulting in improved new employee retention in the field and an improved experience for field-based FPM employees.

Non-Personnel Services (NPS)

The Budget assumes total funding of \$3.1 million for NPS, which is equal to the total 2024 NPS funding level.

- **Travel:** Supports resources to maintain levels of outreach, engagement, customer service, compliance, monitoring, and other in-person collaboration across the field.
- **Training:** Provides continuous support for several major training and workforce development opportunities. This includes a major year-long program on leadership skills as well as training on customer service, which will be a focal point to improve the quality of our service delivery in accordance with Executive Order 14058, “Transforming Federal Customer Experience and Service Delivery To Rebuild Trust in Government.”
- **Contracts:** Provides funding for general support needs and an electronic payroll subscription service to support Davis-Bacon staff. This critical subscription service automates the payroll review process for construction projects receiving HUD assistance. The 2025 Budget will provide the necessary support to sustain program efficiencies with the utilization of automated processes. Additionally, the Budget supports \$250 thousand for HUD’s contribution to the Federal Executive Board.

Working Capital Fund (WCF)

The Budget assumes \$2 million for WCF. In combination with \$1.4 million forward funded in 2024, FPM’s total share of 2025 WCF expenses is \$3.4 million. Please see the WCF Congressional Justification for details on current and proposed WCF business lines.

KEY OPERATIONAL INITIATIVES

FPM’s Budget directly supports the President’s Management Agenda (PMA), specifically as it relates to Delivering Excellent, Equitable and Secure Federal Services, and Customer Experience. FPM is a consistent presence, interacting with communities and local stakeholders for services and information.

FPM staff across the field lead and contribute to critical initiatives in advancing the Secretary’s priorities to:

- Fortify support for underserved communities and equitable community development for all people;
- Ensure access to and increase affordable housing;
 - Increase capacity to address evictions for non-payment of rent (not other causes of eviction) to include 1) support for tenants at risk of losing their home, 2) encourage landlord participation in HUD programs, and 3) cross-office collaboration to generate resources and new ideas for eviction prevention strategies;
- Promote homeownership opportunities and equitable access to credit for purchase and improvement, and promote wealth-building in underrepresented communities;
- Advance sustainable communities;
- Provide improved customer service to the people we serve; and,
- Strengthen HUD’s internal capacity and efficiency to better ensure delivery of HUD’s mission.

In addition, FPM provides leadership and support for Strengthening and Empowering the Federal Workforce by managing a critical initiative that focuses on the strength of any organization, its people. FPM leads a cross-collaborative onboarding, training and engagement initiative, HUD

Foundations, for new staff to improve their knowledge and connection with HUD. This initiative supports the Administration's commitment to ensure the Federal workforce is strong, empowered, and well equipped to effectively deliver for the public.

Successful execution in support of statutory requirements, the PMA, and Departmental overarching priorities requires adequate levels of human capital included in FPM's Budget, as well as sufficient information technology systems that support Section 3 reporting and customer service. Requested funding levels will allow FPM to continue to play a critical role in the leadership, oversight, and collaboration with internal and external stakeholders to launch, execute, and manage cross-programmatic, high-priority initiatives across the field.