

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Administrative Support Offices

Office of Field Policy and Management

SALARIES AND EXPENSES

(Dollars in Thousands)

	2020*	2021			2022		
	Actuals	Carryover	Enacted	Total	Carryover	President's Budget	Total
Personnel Services	\$52,451	\$2,369	\$53,336	\$55,705	\$2,703	\$59,445	\$62,148
Non-Personnel Services							
Travel	523	40	610	650	-	650	650
Transportation of Things	14	-	-	-	-	-	-
Other Services/Contracts	753	710	195	905	-	905	905
Training	59	-	195	195	-	195	195
Supplies	4	-	-	-	-	-	-
Total, Non-Personnel Services	\$1,353	\$750	\$1,000	\$1,750	-	\$1,750	\$1,750
Working Capital Fund	1,669	1,285		1,285	2,613	-	2,613
Carryover	4,404	-	5,316	5,316	-	2,405	2,405
Grand Total	\$59,877	\$4,404	\$59,652	\$64,056	\$5,316	\$63,600	\$68,916
FTEs	334	14	324	338	16	347	363

*Includes 2019 Carryover.

PROGRAM PURPOSE

The Office of Field Policy and Management (FPM) provides place-based strategic leadership, direction, oversight support and operational responsibilities for the Department's 64 Regional and Field Offices, located across ten national regions. FPM supports the priorities of the Secretary and Administration across the country and serves as the first point of contact for HUD issues within communities, maintaining partnership with other Federal agencies, as well as state and local governments, elected officials, community members and other stakeholders.

FPM supports the HUD disaster response and recovery effort, partnering with Federal and State agencies to implement disaster recovery assistance. FPM administers the Continuity of Operations Plan (COOP), which oversees and executes individual office plans to ensure mission essential functions are performed during terrorist attacks, natural disasters, accidents, technological threats, and national security emergencies.

In addition, FPM leads initiatives which promote worker empowerment and economic opportunities for America's workers by ensuring Federal funds are invested in communities to create jobs for local citizens and ensure that workers are paid the prevailing wage for construction work covered by the Davis Bacon Act (DBA).

- **Section 3:** In 2020, FPM was delegated the responsibility and authority to oversee certain activities for Section 3 of the Housing and Urban Development Act of 1968, as amended, to include: management of Section 3 evaluation and reporting, technical assistance, and coordination with external stakeholders.

- **Davis Bacon and Labor Standards (DBLS):** FPM monitors HUD’s statutory responsibility to ensure HUD-funded housing projects, insured construction projects and payments to Public Housing Authority (PHA) operations staff comply with federal labor requirements. FPM’s Davis Bacon office, located in each regional office, provides training, and monitors local agencies for labor standards contract compliance.

HUD's mission is critical to achieving the President's vision to ensure that we build back better from the public health and economic challenges and address longstanding systemic challenges, including racial injustice, rising inequality, and the climate crisis. HUD’s work is essential to improving the quality of life of the American people, and this investment in FPM’s salaries and expenses will assist in ensuring that work is able to be done.

BUDGET OVERVIEW

The 2022 President’s Budget requests \$63.6 million for FPM, \$3.9 million more than the 2021 enacted level. The Budget reflects total funding (carryover and new authority) of \$68.9 million, \$4.8 million above 2021 total funding.

FPM will support worker empowerment and economic opportunity through Section 3 technical assistance and Davis-Bacon Labor Standards’ compliance monitoring and enforcement; support cross-programmatic initiatives to further the goals of the American Rescue Plan and engage broader community participation in expanding racial justice and equity; and lead HUD’s customer relationship management and customer experience.

Personnel Services (PS)

The 2022 President’s Budget assumes total funding of \$62.1 million for FPM PS, \$6.4 million above 2021 total funding. This funding level supports 363 full-time equivalents (FTEs), reflecting an increase of 25 over the 2021 level. Staff increases and funding are required to carry out mission critical activities to include strategic communications, increased Departmental presence in smaller field offices, critical management oversight support, backfills for critical leadership vacancies, and support Section 3 and the Office of Davis Bacon and Labor Standards (DBLS) compliance. FPM’s FTEs will continue to support departmental priorities associated with the expansion of HUD’s roles in promoting economic opportunity as well as other cross-cutting, collaborative efforts.

Non-Personnel Services (NPS)

The 2022 President’s Budget assumes total funding of \$1.8 million for FPM NPS, equal to 2021 total funding. This funding level will support continued travel and training efforts necessary to execute Secretarial initiatives, as well as provide contract funding to support regulatory requirements for the Office of Davis Bacon and Labor Standards.

Working Capital Fund (WCF)

The 2022 President’s Budget assumes total funding of \$2.6 million for FPM’s contribution to the WCF, \$1.3 million above 2021 total funding. The increase is primarily due to the addition of end-user IT devices and FPM forward funding \$610 thousand of 2021 WCF expenses in 2020.

KEY OPERATIONAL INITIATIVES

As an adjunct of the Deputy Secretary's Office, FPM will play an instrumental role in the planning, execution, and sustainability of the Administration's cross-programmatic priorities to include:

1. Strengthen and broaden the Federal housing safety net for people in need.
2. Advancing housing equity with a focus on improving housing choices and greater economic opportunity.
3. Strengthen HUD's internal institutional capacity to deliver on mission.
4. Increase the production of, and access to safe and affordable housing.
5. Promote climate resiliency, environmental justice, and energy efficiency across the housing sector.

Specifically, in direct support of building a more resilient, sustainable economy, FPM will continue to:

- Advance economic opportunities through increased involvement in several initiatives that invest in local communities and create job opportunities for local citizens;
- Streamline Davis Bacon and Labor Standard's operations by utilizing a new technological platform created to eliminate two marginally functional systems and replace with a nimble, multi-functional compliance and enforcement system;
- Support the modernization of information technology to transform how HUD operates through the development and maintenance of in-house workload management tools;
- Support Department-wide coordination and implementation of disaster preparedness, response, and recovery efforts for Presidentially declared disaster locations;
- Manage and support cross-programmatic initiatives for local communities, including partnering with non-profit, faith-based, and philanthropic organizations; and
- Convene roundtables for HUD's partners to share best practices and discuss issues facing local governments and communities.

In addition, FPM is exploring implementation of buyouts in 2022 to reshape and realign its workforce to meet current and future challenges and opportunities presented by HUD's ongoing transformation. The buyout would support efforts to better align FPM's skillset and capabilities, leverage FPM's investment in recruitment capacity for new-to-government staff and honor the service of long-term civil servants.

To address succession planning concerns and enhance the Department's institutional capacity to support Administration priorities in the field, FPM invests heavily in hiring new employees at lower grades through non-traditional recruitment paths. This enables us to complete the hiring process faster and bring on high quality candidates who have already demonstrated a commitment to public service, such as Veterans, AmeriCorps VISTA, Presidential Management Fellows (PMFs), and Returned Peace Corps Volunteers (RPCVs). These non-traditional hiring paths focus on bringing in "new-to-government," entry to mid-level employees that will increase the Department's overall headcount, bring in state-of-the-art technical skills, and provide a foundation for the next generation of HUD's service to the American people.