U.S. Department of Housing and Urban Development

FY 2015 Annual EEOC Management Directive-715 (MD-715) Report

Prepared by: The Office of Departmental Equal Employment Opportunity
John Benison, Director

MESSAGE FROM THE DIRECTOR

As **HUD** marks its **50th anniversary** this year, it is with esteemed pleasure, that I, on behalf of Secretary Julián Castro, present the U.S. Department of Housing and Urban Development's *Annual Equal Employment Opportunity Commission Management Directive (MD) 715 Report for Fiscal Year 2015.* The report summarizes our efforts in maintaining an effective affirmative program of equal employment opportunity (EEO) under section 717 of the Civil Rights Act of 1964 and section 501 of the Rehabilitation Act of 1973.

As in previous years, this report continues addressing our goals in developing and implementing a more comprehensive, integrated, and strategic focus on EEO. The plan lays out a course for promoting a diverse and inclusive work environment that is free of discrimination and harassment and cultivating workplace inclusion through collaboration, flexibility, and fairness; thus, ensuring sustainability of our achievements by equipping leaders with the responsibilities of EEO, diversity and inclusion.

We are proud of our many achievements in the EEO arena this past year and we will continue to endeavor to become a premier model EEO program. A close examination of this report's content will clearly demonstrate our commitment to continued progress, as well as our plans for greater achievement in the future.

John P. Benison
Director
HUD Office of Departmental Equal Employment Opportunity

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Part A - Department or Agency Identifying Information

Agency	2nd level reporting component	Address City, State, Zip Code	CPDF Code	FIPS Code
HUD		451 7th Street, SW Washington, DC 20410	HU83	11001

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	7,471	145	N/A	7,616

Part C - Agency Official(s) Responsible For Oversight of EEO Program(s)

Agency Leadership	Name	Title
Agency Head	Julián Castro	Secretary, U.S. Department of Housing and Urban Development
Agency Head Designee	Nani A. Coloretti	Deputy Secretary, U.S. Department of Housing and Urban Development
EEO Director	John P. Benison john.p.benison@hud.gov	Director, Office of Departmental Equal Employment Opportunity, ES-0260-00, (202) 708-3362
Affirmative Employment Manager and MD-715 Preparer	Michelle A. Cottom michelle.a.cottom@hud.gov	Manager, Affirmative Employment Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-5627
Complaint Processing Manager/ADR Manager	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734
Reasonable Accommodation Program Manager	LaShawn A. Walker lashawn.a.walker@hud.gov	Director, Employee Assistance Program, Health and Wellness Division, Office of the Chief Human Capital Officer, GS-0201-15, (202) 402-3087
Chief Human Capital Officer	Towanda A. Brooks towanda.a.brooks@hud.gov	Chief Human Capital Officer, Office of the Chief Human Capital Officer, ES-0301-00, (202) 402-6692

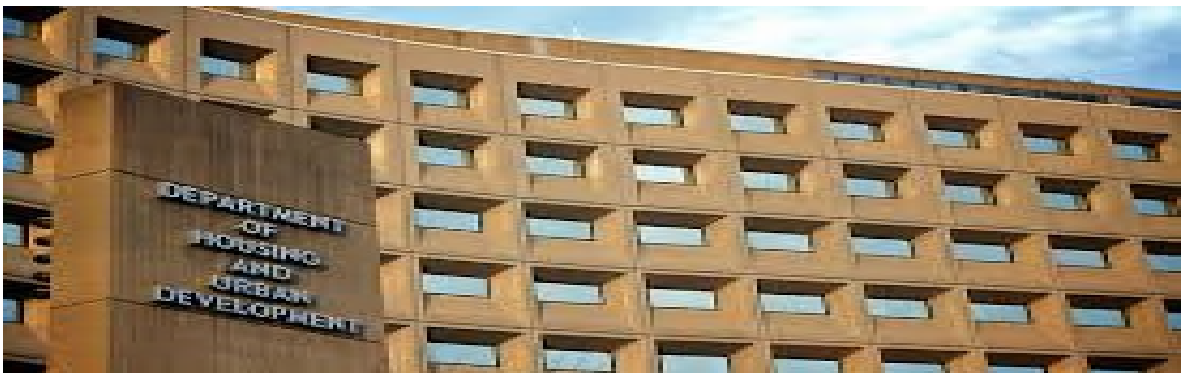
Part D.1 - List of Subordinate Components Covered in This Report

Subordinate Component	City and State
Region I	Boston , MA
Region II	New York , NY
Region III	Philadelphia, PA
Region IV	Atlanta, GA
Region V	Chicago, IL
Region VI	Fort Worth , TX
Region VII	Kansas City, KS
Region VIII	Denver, CO
Region IX	San Francisco, CA
Region X	Seattle, WA
Headquarters	Washington , DC

Part D.2 – EEOC Forms/Documents Included with This Report

Have the following forms and/or documents been uploaded?	(Please respond "Yes" or "No")	Comments
Executive Summary (Part E)	Yes	
Statement of Establishment of a Continuing Equal Employment Opportunity Programs (Part F)	Yes	
Copies of relevant EEO Policy Statement(s)		
EEO Policy Statement	Yes	
Alternative Dispute Resolution (ADR) Policy Statement	Yes	
Anti-Harassment Policy Statement	Yes	
Annual Self-Assessment Checklist Against Essential Elements (Part G)	Yes	
EEO Plan to Attain the Essential Elements of a Model EEO Program (Part H)	Yes	
EEO Plan to Eliminate Identified Barriers (Part I)	Yes	
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities (Part J)	Yes	
Copies of Workforce Data Tables	Yes	
Organizational Charts	Yes	
FEORP Report	Yes	
EEOC 462 Report	Yes	
Department's Strategic Plan	Yes	
Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	
Delegation of Authority	Yes	

Part E - Executive Summary



Mission and mission-related functions

The United States Department of Housing and Urban Development (HUD) is especially proud to present its fiscal year (FY) 2015 report and Equal Employment Opportunity (EEO) plan, pursuant to Management Directive-715 (MD-715) this year as the Department celebrates its 50th Anniversary.

The U.S. Department of Housing and Urban Development was created on September 9, 1965, to allow the federal government to tackle urban problems including substandard and deteriorating housing in a coordinated manner. As part of an initiative begun under President John F. Kennedy that was completed by President Lyndon B. Johnson, HUD consolidated five existing independent federal housing and community development agencies.

Millions of Americans have seen their lives improved by HUD's achievements. Many families have become homeowners thanks to mortgages insured by HUD and a substantial number of low-income families have been delivered from substandard living conditions thanks to the public and assisted rental housing programs. Many others have found justice under HUD's commitment to fair housing and anti-discrimination tenets.

The results are impressive:

- Homeownership: Since 1934, the Federal Housing Administration and HUD have insured over 44 million home mortgages and approximately 50,000 multifamily project mortgages.
- Public and Assisted Housing: In the last 20 years alone, HUD has provided housing assistance to more than 35 million individuals through our Public Housing, Housing Choice Voucher (Section 8), Project Based Rental Assistance, Section 202 (Supportive Housing for the Elderly), and Section 811 (Supportive Housing for Persons with Disabilities) programs.

- Affordable Housing Creation: HUD's HOME Investment Partnerships Program, which produces affordable housing for low-income families, has assisted more than 600 communities commit to the production of near 1,200,000 affordable housing units, including almost 500,000 units for first time homebuyers. In addition, HOME has assisted nearly 300,000 tenants in obtaining direct rental assistance.
- Native American Housing: HUD has funded nearly 87,000 housing units on Indian reservations and tribal areas. Housing produced through HUD programs now provides shelter for a quarter of Native Americans living on reservations and in tribal areas.
- Community Development: Since its inception in 1974, HUD's Community Development Block Grant (CDBG) Program has awarded more than $144 billion to state and local governments to target their own community development priorities. This funding has gone toward the rehabilitation of affordable housing, the construction of public facilities, and the creation of job growth and business opportunities.
- Homelessness Initiatives: Since the passage of the Stewart B. McKinney Homeless Assistance Act in 1987, HUD has awarded more than $14 billion to thousands of local housing and service programs around the U.S. to combat homelessness.

In the Department's *Creating Pathways to Opportunity,* Secretary Castro shared his insights regarding HUD's past, present and future:

"Since HUD was created, it has helped communities around the nation address the most pressing challenges facing their residents. Though HUD's programs have evolved over the years, our core functions—providing assisted housing, promoting responsible homeownership, ensuring fair housing, and fostering community development—have remained at the heart of our mission. Consider just a few of our accomplishments:

- HUD and the Federal Housing Administration have insured more than 44 million home mortgages and more than 47,000 multifamily-project mortgages, making it possible for Americans of modest means to own a home.
- In the last 20 years, HUD has provided housing assistance to more than 35 million individuals through our Public Housing, Housing Choice Voucher, Project-Based Rental Assistance, Supportive Housing for the Elderly, and Supportive Housing for Persons with Disabilities programs.
- Since 1974, HUD's Community Development Block Grant initiative has invested nearly $150 billion toward a broad range of activities, including the rehabilitation of affordable housing, the construction of vital public facilities, and the expansion of business and employment opportunities.
- Since the passage of the McKinney Homeless Assistance Act in 1987, HUD has awarded more than $14 billion to thousands of local housing and service organizations that combat homelessness across the United States.

- In the last 20 years, the investigative efforts of HUD and its state and local partners have fought housing discrimination on behalf of more than 90,000 Americans, resulting in more than $105 million in compensation.
- HUD has funded the building of nearly 87,000 housing units in Native American reservations and tribal areas, and currently provides shelter for about one-quarter of Native Americans living in these communities.

...Our mission is about more than just bricks and mortar. A good home touches every aspect of someone's life—the jobs they find, the transportation they can access, the education their children receive, and the health of their family. That's why HUD is the Department of Opportunity, and that's why we'll continue to support the hopes and dreams of the American people. "

Today, 50 years later, HUD's mission is still critical to the improvements of the lives of Americans. The overall mission of HUD is "*To create strong, sustainable, inclusive communities and quality affordable homes for all. HUD is working to strengthen the housing market to bolster the economy and protect consumers; meet the need for quality affordable rental homes; utilize housing as a platform for improving quality of life; build inclusive and sustainable communities free from discrimination; and transform the way HUD does business."* The overall mission of HUD is "to create strong, sustainable, inclusive communities and quality affordable homes for all." With a vision to improve lives and strengthen communities to deliver on America's dreams and with commitment to transforming the way HUD does business, our areas of focus are outlined in four comprehensive strategic goals:

1) Strengthening the housing market to bolster the economy and protect consumers;
2) Meeting the need for quality affordable rental homes;
3) Utilizing housing as a platform for improving quality of life; and
4) Building inclusive and sustainable communities free from discrimination all while creating a great place to work, where employees are valued, mission driven, results oriented, innovative, and collaborative.

Julián Castro was sworn in on July 28, 2014, as the 16th Secretary of the U.S. Department of Housing and Urban Development and immediately labeled HUD as "the Department of Opportunity". Secretary Castro leads the Department through the Office of the Secretary (OS). The Department consists of a headquarters unit and is supported geographically by 10 regional offices. Each regional office is also led by a presidentially appointed Regional Administrator who ultimately reports to the Deputy Secretary.

The OS coordinates the formulation of national housing policy executed through HUD's Headquarters and regional offices. Although HUD is headquartered in Washington, DC, it has a national presence covering all 50 states, the District of Columbia, and the U.S. Territories. The Department embraces the concept of performance-based management. HUD's performance management programs are evaluated annually to ensure alignment with the Department's strategic goals and organizational performance objectives.

Secretary Castro remains laser focused on advancing policies that create opportunity for Americans across the country, and creating a solid foundation for the next 50 years. His vision has and will continue to build on HUD's mission to promote homeownership, support community development, and increase access to affordable housing, free from discrimination.

1. Building a Stronger HUD

More Efficient and Effective Operations

Secretary Castro and Deputy Secretary Nani Coloretti have led an operational and management review to ensure HUD is directing resources to its highest priorities. This review focused on two areas:

- Investing in Leadership and Collaboration: HUD has re-established a Senior Executive Service (SES) candidate development program to better equip future leaders to lead and enable effective succession planning.
- Increasing Accountability and Customer Service: HUD has established a new quarterly governance process to provide leadership on-going visibility.

2. Helping families and individuals secure quality housing

Making Homeownership More Affordable

On January 8, 2015, Secretary Castro announced that the Federal Housing Administration (FHA) would reduce the annual premiums for new borrowers by half of a percentage point. This action is making homeownership more affordable for responsible families. It is helping save an average of $900 annually for more than two (2) million borrowers over the next three years. It is also projected to spur 250,000 new homebuyers over the same time period.

Helping Working Families Afford Rent

HUD's 2016 Budget maintains a core commitment to provide opportunity for families receiving rental assistance and those households seeking to become homeowners. This includes funding all existing rental assistance vouchers serving 2.4 million low-income households and restoring the 67,000 vouchers lost in 2013 due to sequestration.

3. Ending Homelessness

President Obama launched the Opening Doors initiative in 2010, the Federal Government's first-ever strategy to prevent and end homelessness. Since then, local communities around the nation reported a 10-percent decline in the total number of persons experiencing homelessness and a remarkable 25-percent drop in the number of those living on the streets. In addition, state and local planning agencies' counts have shown a 33-percent drop in homelessness among veterans, including a 43-percent reduction in unsheltered homelessness among veterans.

This year, as part of HUD's mission and commitment to help end homelessness, Secretary Castro announced the following actions:

- **Expanding HUD-Veterans Affairs Supportive Housing (VASH) to Native American and Tribal Communities**– On January 30, 2015, HUD and the VA expanded the HUD-VASH Program into Native American and tribal communities. The program expansion invests $4 million to support Native American veterans experiencing homelessness by providing them with secure housing and connecting them with clinical services and case management. It is estimated that this will expand opportunity for approximately 650 Native American veterans who are currently homeless or at risk of homelessness.

- **Requesting Assistance for the Most Vulnerable**– To achieve the goals of Opening Doors initiative, the 2016 Budget proposes to invest $2.5 billion for the **Continuum of Care and Emergency Solutions Grant** Programs. This represents an increase of $345 million above current funding levels and would provide an additional 25,500 new permanent supportive housing units for persons experiencing long-term or chronic homelessness. HUD is also seeking funding to prevent homelessness for 15,000 families with children by requesting $332 million for housing assistance for low-income persons living with HIV/AIDS and their families.

4. Strengthening All Communities in this Century of Cities

Expanding Rental Assistance There is an estimated $26 billion backlog in capital needs in our nation's public housing. Every year, the nation loses 10,000 public housing units to disrepair. In December 2014, HUD announced that Congress expanded HUD's Rental Assistance Demonstration (RAD) initiative by lifting the cap on the number of units of public housing that could be converted. Previously; HUD was limited to 60,000 units that could be converted. However, with the new legislation, HUD will be able to convert 185,000 units. To date, RAD has leveraged over $1 billion in total construction activity.

Investing in Neighborhood Revitalization

To empower local communities, the 2016 Budget would expand opportunity in high poverty areas by investing $250 million to transform neighborhoods through the **Choice Neighborhoods Program**. HUD is also proposing to expand the authority it offers to select Public Housing Authorities (PHAs) through Moving to Work. This program allows these PHAs greater flexibility to make local decisions about how to operate their housing programs and test innovative ways to

improve self-sufficiency, mobility, academic performance and other outcomes for HUD-assisted tenants.

Growing Promise Zones Initiative

On April 28, 2015, Secretary Castro announced the expansion of the Promise Zones Initiative to eight additional cities across the nation, including Ferguson, MO. The Promise Zones program recognizes that challenges like poverty, low educational attainment, limited economic development, poor housing, and public safety are not stand-alone issues. They require holistic solutions. Through the Promise Zones designation, these communities will work directly with federal, state and local agencies to give local leaders proven tools to improve the quality of life in some of the country's most vulnerable areas.

5. Leveling the Playing Field for Americans from All Walks of Life

Expanding Internet Access for Students and Families

On July 15, 2015, Secretary Castro announced, **ConnectHome**, an initiative to extend affordable broadband access to families living in HUD-assisted housing. Through ConnectHome, Internet Service Providers, non-profits and the private sector will offer broadband access, technical training, digital literacy programs, and devices for residents in assisted housing units in 28 communities across the nation. Every child deserves a fair shot at achieving their dreams, and by equipping our children with the technology skills they need, we're giving them the tools to succeed academically, preparing them to thrive in tomorrow's job market and to break the cycle of poverty.

Affirmatively Furthering Fair Housing

On July 8, 2015 HUD released the final Affirmatively Furthering Fair Housing Rule (AFFH) which clarifies and simplifies existing fair housing obligations and creates a streamlined Assessment of Fair Housing planning process, which will help communities analyze challenges to fair housing choice and establish their own goals and priorities to address the fair housing barriers in their community. AFFH is part of the 1968 Fair Housing Act's obligation for state and local governments to improve housing policies to achieve more meaningful outcomes so that every American can live where they choose regardless of their race, color, national origin, religion, sex, disability or familial status.

Expanding Jobs and Family Self-Sufficiency

The Budget includes a request of $100 million for Jobs-Plus, an $85 million increase from FY 2015, and would allow Tribally Designated Housing Entities to administer a Jobs-Plus Program. Jobs-Plus provides intensive, employment-focused programs targeting every able-bodied, working-age government assistance recipient at a public housing development. To further encourage self-sufficiency among HUD-assisted households, the Budget seeks $85 million for the Family Self-Sufficiency Program to fund approximately 1,600 Family Self-Sufficiency Program Coordinators who will serve approximately 80,000 families to boost savings, earnings, and employment rates among program participants.

Enforcing the Law and Fighting Discrimination

HUD continues to demonstrate its commitment to fair housing enforcement, particularly pursuing cases that impact women. HUD has announced four settlements on behalf of women who were discriminated against because they were victims of domestic violence. HUD also finalized two settlements with lenders who discriminated against women who were on maternity leave or pregnant, including a historic $5 million settlement with Wells Fargo for discriminating against women who were pregnant.

Expanding Protections for Domestic Violence Survivors

No woman should have to choose between calling for help and being evicted from her home. That is why on March 24, 2015, Secretary Castro announced a new proposed rule to increase protections for domestic violence survivors. The rule would implement the Violence Against Women Reauthorization Act of 2013 (VAWA 2013), which expands HUD's authority to protect survivors of domestic and dating violence, stalking, and sexual assault who are residing in housing assisted by HUD. By proposing this rule, HUD is taking a positive step to ensure that survivors of abuse will not live in fear of losing their homes simply because of their status as a survivor.

Providing Equal Access to Lesbian, Gay, Bisexual, and Transgender (LGBT) Americans

As part of HUD's *Equal Access to Housing in HUD Programs Regardless of Sexual Orientation or Gender Identity Rule* (Equal Access Rule), Secretary Castro issued further guidance this year to better serve LGBT Americans seeking to become homeowners, live in HUD subsidized senior housing, and transgender individuals seeking access to homeless shelters. Issued in 2012, the Equal Access Rule ensures that housing across HUD programs is open to all eligible individuals regardless of actual or perceived sexual orientation, gender identity or marital status.

6. Addressing climate change

Making Affordable Housing More Energy Efficient

President Obama's Climate Action Plan called for the installation of 100 megawatts (MW) of solar energy on low- and moderate-income housing. To date, more than 185 MW of solar energy have been installed across the nation. The success of these efforts has led the Administration to announce that we are tripling the current goal, and setting a new goal to install 300 MW of solar for low-and-moderate income housing by 2020.

Increasing Energy Efficiency Financing

On January 29, 2015, Secretary Castro and California Governor Jerry Brown announced a number of actions to expand financing for energy efficiency and solar energy in multifamily housing. These actions contributed to the success of reaching the President's goal of installing 100 megawatts of renewable energy across federally subsidized housing by 2020.

Two actions were particularly important to HUD:

- Implementing Property-Assessed Clean Energy (PACE) Financing for Multifamily Housing in California.
- Creating On-Bill Repayment in Affordable Multifamily Properties.

The Largest Public Housing Authority Energy Savings Program

On April 9, 2015, Secretary Castro and New York City Mayor Bill De Blasio launched the largest energy savings program for any public housing authority in the nation. Through a series of competitive Energy Performance Contracts (EPC), it is estimated that at least $100 million in work will occur across nearly 300 New York City Housing Authority developments to upgrade and retrofit thousands of buildings, dramatically reducing greenhouse gas emissions and generating tens of millions of dollars in cost savings, as well as creating more than 500 jobs.

EXCELLENCE: MANAGEMENT CHALLENGES AND OBJECTIVES

In order for HUD to achieve its program goals, HUD's operations must be efficient, effective, and serve customer needs. Therefore, HUD plans to achieve operational excellence by improving planning, processes, accountability, and transparency, and also by developing and using customer feedback mechanisms. Listed below are HUD's ***Management Objectives***:

- Improve HUD's acquisitions performance through early collaborative planning and enhanced utilization of acquisition tools;
- Reduce the time and complexity of the clearance process by establishing and enforcing clear protocols for drafting and reviewing documents placed in departmental clearance;
- Promote a diverse and inclusive work environment that is free of discrimination and harassment by educating the workforce on the overall process and their EEO responsibilities as managers and employees of HUD;
- Increase accuracy, speed, transparency, and accountability in financial management and budgeting for the agency;
- Make the grants management process more efficient and effective by automating and streamlining processes, improving timeliness, and tracking performance;
- Employ, develop, and foster a collaborative, high-performing workforce that is capable of continuing to deliver HUD's mission in a changing and uncertain future;

- Make high-quality data available to those who need it, when they need it, where they need it, to support decision-making in furtherance of HUD's mission; and

- Reduce the cost of leased space, utilities, travel, and other related costs by adapting our business processes.

In addition to the management objectives listed above, HUD is committed to contributing to achievement of performance goals that are major priorities for the Federal Government as a whole. The Government Performance and Results Modernization Act (GPRA) requires HUD to address Cross-Agency Priority (CAP) goals in its strategic plan, the annual performance plan, and the annual performance report. Please refer to **www.performance.gov** for the agency's contributions to these goals and progress, where applicable.

In carrying out its mission, HUD is guided by the following core values:

- **Accountability**: We individually and collectively take responsibility for our performance and our conduct.

- **Efficiency and Effectiveness**: We will maximize our resources and efforts to continually improve the efficiency and effectiveness of our individual and collective performance. We strive for simplicity in our lines of authority, clarity in our lines of communication, and to eliminate the red tape of bureaucracy. We support a productive work environment that balances high performance with the need for a healthy personal and community life.

- **Fairness and Respect**: We value each other, demonstrate compassion for those we serve, and treat others the way we would like to be treated. In respecting others, we conduct our work and administer our programs with fairness and justice, and with a commitment to civil rights, inclusion, and diversity.

- **Integrity**: We approach each other, our stakeholders, and our work with honesty and the highest ethical standards.

- **Teamwork**: We work together in a spirit of camaraderie, trust, and collaboration. We believe that by contributing our individual strengths we can accomplish more together than separately. We are open-minded, ready to adapt, and willing to embrace innovation and creativity when confronting challenges in our work. We will promote excitement and enthusiasm in our workplace.

THE OFFICE OF DEPARTMENTAL EQUAL EMPLOYMENT OPPORTUNITY

The Office of Departmental Equal Employment Opportunity (ODEEO) was established in 2003, as an independent office in the Office of the Secretary. The ODEEO is responsible for ensuring the enforcement of Federal laws relating to the elimination of all forms of discrimination in the Department's employment practices. The applicable laws include Title VII of the Civil Rights

Act of 1964 (Title VII), as amended; the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990 (ADA), as amended; the Age Discrimination in Employment Act of 1967 (ADEA), as amended; the Equal Pay Act of 1963 (EPA), as amended; the Genetic Information Nondiscrimination Act of 2008 (GINA), the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No FEAR), Executive orders, Secretary's orders, EEOC directives, regulations, and policy guidance.

The activities of the ODEEO are subject to Executive Order 11478, through regulations issued by the EEOC in 29 CFR §1614, EEOC Management Directives (MD) MD-110 and MD-715, and departmental regulations circulated in 24 CFR Part 7. The Department is currently revising 24 CFR Part 7 in an effort to align it with all applicable Federal sector processing guidelines.

The Director of ODEEO advises, represents, and assists the HUD Secretary and Deputy Secretary on all EEO and diversity matters. The ODEEO has nationwide responsibility for the Department's Affirmative Employment and EEO activities. The activities of the ODEEO are carried out through the functions of two divisions: The Affirmative Employment Division (AED) and Equal Employment Opportunity Division (EEOD), which includes the Alternative Dispute Resolution (ADR) program.

The AED is responsible for management of the Department's Affirmative Employment Programs for all employees and job applicants. The Division monitors the Department's workforce diversity and utilization, analyzes workforce demographics and employment trends, and provides workforce analysis and reporting. The Division advises the Department on outreach and retention programs, provides advice on EEO diversity issues, and provides coordination of nationally recognized Special Emphasis observances (for Headquarters only). The AED prepares and submits this report annually to the EEOC and contributes in part, as required by the EEOC and the Office of Personnel Management (OPM) on other reports, such as the Federal Equal Opportunity Recruitment Program (FEORP) and the Disabled Veterans Affirmative Action Program (DVAAP). As part of its proactive mandate, AED resources are allocated to developing and issuing departmental policy, procedures, guidance, and training on its EEO programs, including the prevention of unlawful harassment and the provisions for providing reasonable accommodation.

The EEOD provides leadership, direction, and guidance in fostering a work environment free of discrimination and promotes EEO principles through the identification of, and recommendation for the elimination of policies and/or practices found to be discriminatory. EEOD ensures compliance and enforces the policies, practices, and procedures derived from Title VII of the Civil Rights Act of 1964, related Federal statutes, and Executive orders that prohibit discrimination in Federal employment by administering and managing the Department's EEO complaint processing services. The EEO complaint process includes confidential counseling, facilitating ADR and/or mediation, investigating, and issuing final agency decisions (FADs). FADs are based upon an investigative record or final order following a decision by an EEOC administrative judge from complaints filed by HUD employees and/or job applicants who alleged discrimination. HUD employees and/or job applicants may allege discrimination based on their race, color, sex, religion, national origin, age (over 40), disability, protected genetic information, sexual orientation, gender identity and expression, veteran's status, marital status,

parental status, pregnancy, and reprisal. In addition, the EEOD provides technical assistance on EEO matters to HUD's senior management officials, managers, supervisors, employees, and job applicants.

As stated earlier, the ADR program is also a part of the EEOD. The ADR program is established in accordance with the EEOC's regulation published at 29 CFR 1614.102(b)(2). The purpose of the ADR program is resolution of EEO complaints during both the informal and the formal complaint processes. The core principles of the ADR Program are voluntariness, neutrality, confidentiality, and enforceability. The objectives of the program are to reduce the number of EEO cases, reduce the expenses incurred through the traditional administrative complaint process, reduce employees'/managers' time spent in litigation and away from their jobs, improve overall organizational ability to resolve conflict early in the dispute and at the lowest level possible, and improve departmental morale, productivity, and performance.

In its quest to become a model EEO Program, ODEEO has become a more proactive and robust EEO program. As a result, ODEEO met all of its strategic goals for FY 2015. ODEEO's major accomplishments included:

1. Planned and implemented the Department's 1st government-wide EEO/Diversity Conference;

2. Reduced the average processing time on the issuance of Final Decisions by 7 days;

3. Trained the entire workforce on their EEO rights and responsibilities and;

4. Of all EEO counselings, 99 percent were processed timely.

THE OFFICE OF THE CHIEF HUMAN CAPITAL OFFICER

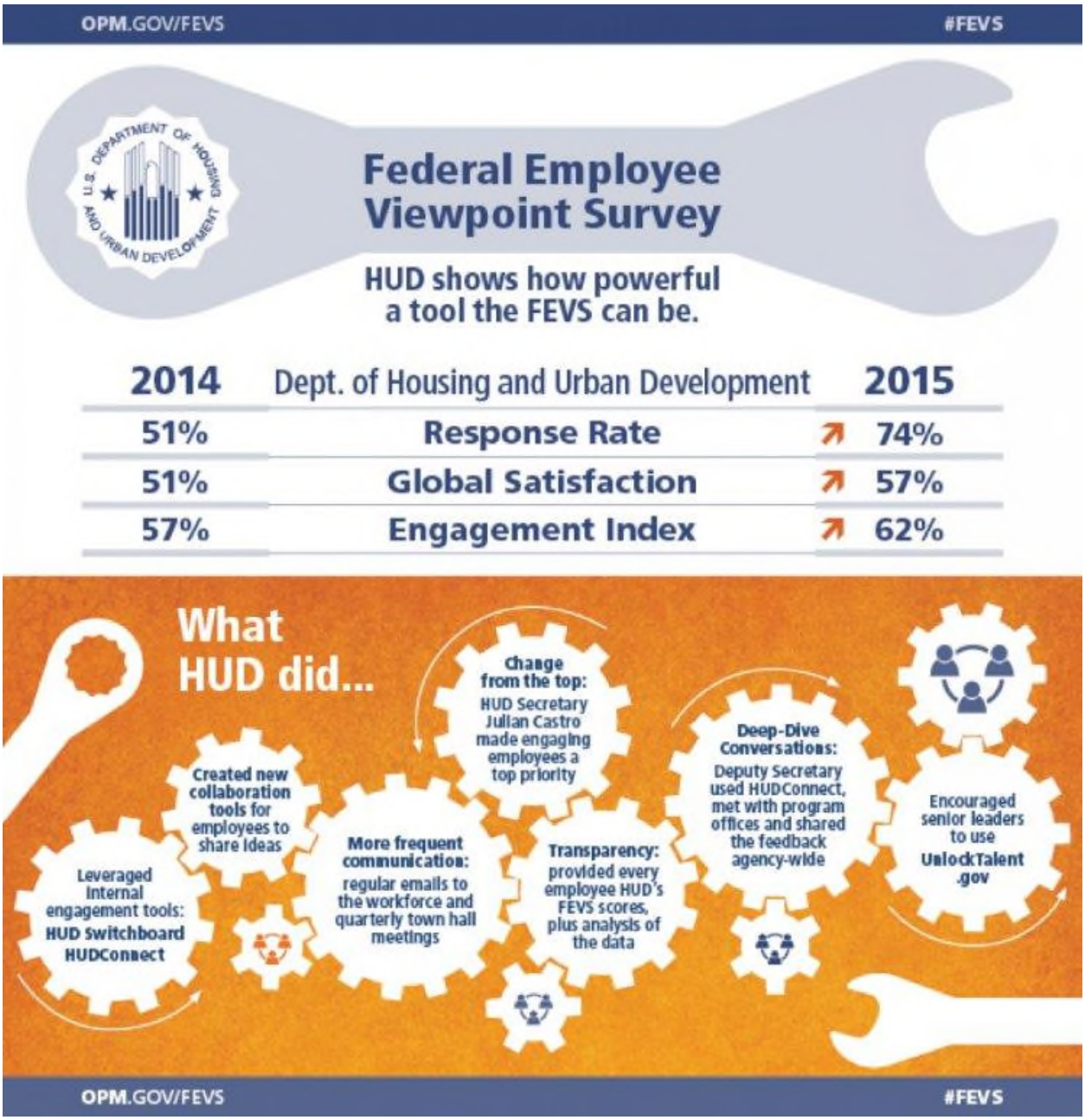
The Office of the Chief Human Capital Officer (OCHCO) is in the talent business and recognizes human capital as its most important asset. It supports HUD's non-information technology infrastructure in the following areas: strategic human capital management, enterprise-level training and learning, recruitment and staffing, workforce planning, retention, engagement, succession planning, and Departmental performance management.

FY 2015 was another transformational year for the OCHCO. The OCHCO continued dedicating itself to contributing its part in HUD's "Evolution of Cultural Change," as it supported three human capital strategic objectives from the Department's FY 2014 – 2018 Strategic Plan:

1. **Leadership Effectiveness** - Building a culture that values and supports the roles of supervisors, managers, and executives;
2. **Employee Engagement** - Building a mission-focused workforce that is engaged, productive, and fulfilled; and

3. **<u>Performance Results</u>** - Building the Human Capital community into a valued strategic partner in achieving HUD's mission.

HUD EVS SCORES



- HUD improved "employee engagement" score by 5 points to 62 percent from 57 percent. HUD employees ranked their leaders and supervisors 6 percent and 5 percent higher than last year, and their overall view of their jobs improved 5 percent. In addition, a record number of employees

filled out the survey, up from last year. For its "Most Improved" status, HUD received a special mention from both the Office of Personnel Management and the Office of Management and Budget.

The government's acting personnel chief, Beth Cobert had this to say: "*The experience of HUD shows just how powerful a tool the Employee Viewpoint Survey can be*," She called the Department's "impressive growth" in morale the result of its commitment to increasing internal engagement. She further stated: *"Importantly, at HUD, change came from the top. Secretary Julián Castro made engaging employees a priority – and he made sure employees knew their feedback would be taken seriously. He and Deputy Secretary Nani Coloretti challenged the department to increase participation in the survey from 51 percent to 75 percent, and it ultimately achieved a 74 percent response rate which is an increase of 23 percent from last year. Coloretti placed a strong emphasis on responding to employees' requests through internal tools like HUDConnect and Switchboard, two ways to directly solicit employee feedback. She conducted deep-dive conversations with program offices to create a set of initiatives to build a stronger HUD. These initiatives were shared with employees agency-wide and voted on; from this feedback, there are several projects happening now that are expected to improve HUD's processes and systems and to strengthen its staff."*

The Student Loan Repayment Program (SLRP) continues to represent a major accomplishment for OCHCO. The SLRP serves as a retention incentive for HUD employees who are considering leaving the Department to work outside the Federal Government. The SLRP is designed to retain highly, or uniquely qualified employees in mission critical positions and/or positions that would otherwise be difficult to fill. During FY 2015, the Department budgeted $800,000 for the SLRP, of which, approximately $791,000 was disbursed.

Results of the Department's Annual Self-Assessment

At the close of FY 2015, HUD conducted a detailed review of its current EEO program status within the framework of the six (6) essential elements of a model EEO Program. The review revealed that while HUD is in compliance with most of the 120 plus self-assessment indicators, there continue to be some challenges that will require attention during FY 2016. These areas will be addressed in Part H plans included in this report, which will be closely monitored by the Office of Departmental Equal Employment Opportunity (ODEEO) in FY 2016.

<u>Essential Element A: Demonstrated Commitment from Agency Leadership</u>

This element requires that the Agency Leadership issues written policy statements expressing commitment to EEO and a workplace free of discriminatory harassment.

- On March 17, 2015, newly appointed Secretary Julián Castro affirmed his commitment to the principles of EEO, diversity and inclusion, by issuing EEO policy statements on EEO, ADR, and unlawful harassment, eight (8) months after his appointment. For the first time in the Department's history, the EEO policy statements include information on protecting

the rights of veterans in our workplace and the expanded rights on the basis of sexual orientation and gender identity in the EEO complaints process.

- The current policy statements are provided to and discussed with new employees at orientation, given to new managers and supervisors at training sessions, and are made available to all employees and job applicants through HUD's Intranet and public website for view at any time. Furthermore, EEO training (mandatory courses), programs and events are publicized to all through announcements sent to employees by email, and are prominently posted on the Agency's e-Boards and intranet site.

- HUD continues to demonstrate its commitment to becoming a model EEO program by putting in place measures to annually rate the performance of senior leadership, managers and supervisors on their compliance with the Department's EEO/diversity policies and principles.

Essential Element B: Integration of EEO into the Agency's Strategic Mission

This element requires that the Agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the Agency's policies, procedures or practices, and support the Agency's strategic mission.

- In addition to the regulatory requirements found at 29 C.F.R. § 1614.102(b)(4), as interpreted in MD-110, HUD maintains a reporting structure that provides the ODEEO Director with regular access to the Secretary, Deputy Secretary and other senior management officials for reporting on the effectiveness, efficiency and legal compliance of the its Title VII and Rehabilitation Act programs.

- HUD's recognition of the critical importance of EEO is demonstrated by having the ODEEO Director report to the Secretary through the Deputy Secretary. The Secretary is directly involved with the selection of the ODEEO Director and afterwards, his/her annual performance reviews. The ODEEO Director regularly participates in senior staff meetings and is involved with, and consulted on, the management and deployment of the Department's human resources.

- HUD continues to hold management officials accountable for compliance with EEO principles and policies through the EEO/diversity initiative in the Department's strategic plan. EEO critical elements are included in the performance plans of all executives, managers, and supervisors.

- HUD has an active Diversity Council that is meets on a quarterly basis. The Diversity Council is tasked with developing and implementing initiatives that are designed to create an inclusive organization that fosters an organizational climate where HUD employees respect, appreciate, and value individual differences, so that we can capitalize on the strengths of a diverse workforce to better perform our mission through teamwork and innovation. The Deputy Secretary and the Chief Human Capital Officer co-chair the

Diversity Council, which is comprised of the ODEEO Director, senior leaders from the various program offices, EEO professionals, union representatives and leaders from various HUD affinity groups. During these meetings, the ODEEO Director and EEO representatives have the opportunity to inform the agency leaders and senior management officials of the status of EEO programs. Additionally, every year after the submission of the Department's MD-715, the ODEEO Director presents the "State of the Agency" briefing to the Agency Head and other top management officials.

- During fiscal year 2015, HUD was unable to staff, on a full-time basis, statutory/regulatory positions for the Federal Women's Program and Hispanic Employment Program. Because HUD recognizes the important role that these positions play in the efficient identification and elimination of workplace barriers, the ODEEO collaborated with OCHCO to develop an internal rotation assignment for an Acting Hispanic Employment Program Manager. While this collaboration only provided a temporary solution for this issue, the Department plans to sufficiently staff all statutory/regulatory EEO related Special Emphasis Programs by the end of FY 2016.

Essential Element C: Management and Program Accountability

This element requires that the Agency Leadership holds all managers, supervisors, and EEO officials responsible for the effective implementation of the Agency's EEO Program.

- The ODEEO Director routinely meets with senior officials of every program area and provides advice and guidance regarding the status of EEO programs within each of their areas of responsibility.

- In ensuring accountability, HUD conducts regular internal audits, on at least an annual basis, to assess the effectiveness and efficiency of its Title VII and Rehabilitation Act programs and to ascertain whether the agency has made a good faith effort to identify and remove barriers to equality of opportunity in the workplace. The Department has established procedures designed to prevent all forms of discrimination, including harassment and retaliation.

- In the event the Department is sanctioned with a finding of discrimination, a review is completed by management to determine the appropriateness of taking disciplinary action against the official(s) involved in the matter. The ODEEO subsequently monitors these decisions and reports trends, issues, and problems to OCHCO and senior departmental leadership for appropriate action. Lastly, ODEEO ensures compliance with settlement agreements and orders issued by the Department, EEOC, and the Merit Systems Protection Board (MSPB) regarding EEO-related cases.

- In FY 2015, ODEEO sponsored HUD's first EEO/Diversity conference which included almost 300 participants from the Department and other Federal agencies. The agenda included opening remarks from the Deputy Secretary on the Department's commitment to EEO, diversity and inclusion; a panel of three (3) nationally recognized EEO/diversity

experts; a 'State of the Agency' briefing from the Director of ODEEO, highlighting the Department's progress towards becoming a Model EEO Program; a cross cultural communications training; and breakout sessions focused on developing strategies to improve diversity and inclusion at the Department. The strategic breakout sessions illustrate the uniqueness of this conference as compared to other EEO and diversity events in that ODEEO tapped the expertise of the managers, EEO and HR professionals in attendance to assist the Department with developing initiatives to improve diversity and inclusion within our workforce. Some of the strategies that are being implemented as a result of the conference are:

- Mandatory annual training for managers and supervisors on Equal Employment Opportunity and disability goals;
- Self-identification Campaign – Annually broadcast message encouraging HUD employees to complete/update OPM's SF-256 (Self-Identification of Disability)
- Civil Treatment in the Workplace training for Leaders and Employees. ODEEO and OCHCO will collaborate to implement this training program throughout the Department.

Essential Element D: Proactive Prevention of Unlawful Discrimination

This element requires that the Agency Leadership makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

- HUD recognizes the importance of conducting trend analyses. Throughout fiscal year 2015, HUD conducted trend analyses to identify and remove unnecessary barriers to employment. The trend analyses were conducted by race, national origin, sex and disability of the workforce's grade level distribution, compensation and reward system, and the effects of management/personnel policies, procedures, and practices. However, due to the current workforce data source/system limitations, the department does not have the capacity to identify specific occupations within a job series. Therefore, during fiscal year 2015, HUD was unable to accurately produce trend analyses for the major occupations within the department. The Office of the Chief Human Capital Officer has developed a plan to address this deficiency in the data system before the end of fiscal year 2016 *(see Part H)*.

- The department has a robust Alternative Dispute Resolution (ADR) program. All employees are encouraged to utilize the ADR program and HUD's ADR policy requires that 100% of its managers must engage in mediation upon the employee's request. In 2015, ODEEO appointed a Senior Program Advisor on Alternative Dispute Resolution (ADR). The Senior Program Advisor participates in all EEO mediations and evaluates their success with respect to achieving resolution. The information obtained from the mediations is used to develop policies and training that promote a stronger ADR program. Since the establishment of this position, ODEEO facilitated over 30 successful mediations, a 60% increase over 2014.

Essential Element E: Efficiency

This element requires that the Agency Leadership ensures that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

- HUD maintains a sufficiently trained EEO staff, within the Office of the Departmental Equal Employment Opportunity (ODEEO), to administer and evaluate all aspects of its EEO programs. ODEEO is comprised of two divisions: the Equal Employment Opportunity Division (EEOD), which includes the Alternative Dispute Resolution (ADR) program, and the Affirmative Employment Division (AED). The EEOD staff is responsible for processing complaints of employment discrimination and ensuring full compliance with all regulatory timeframes, adjudicators' decisions, and settlement agreements. The AED staff oversees the special emphasis programs, conducts data analyses and evaluations, barrier analyses, and the identification of objectives to achieve a model EEO program. ODEEO periodically consults with other agencies of similar size to identify and implement best practices.

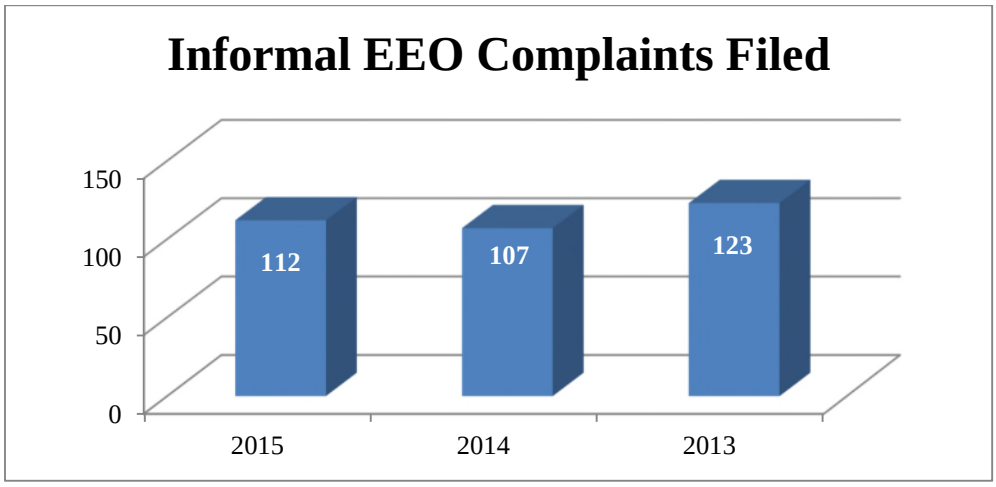
- During fiscal year 2014, the Department expanded its application of Workforce Analytics to include Career Connector. The expectation of this expansion was that through Career Connector, HUD would possess the ability to collect and report on applicant flow data, which assists in conducting a more detailed barrier analysis and the development of workforce trends. However, by the end of fiscal year 2015, the workforce data system still did not have the ability to collect and accurately report on applicant flow data and Mission Critical Occupations. The HUD data team is aware of this deficiency and has developed a plan to eliminate this barrier ***(see Part H).***

- In FY 2015, the Reasonable Accommodations Branch (RAB) received 344 requests for reasonable accommodations. Of the 344 requests, 301 (or 88%) were processed within the frame set forth in the Department's procedures for reasonable accommodation.

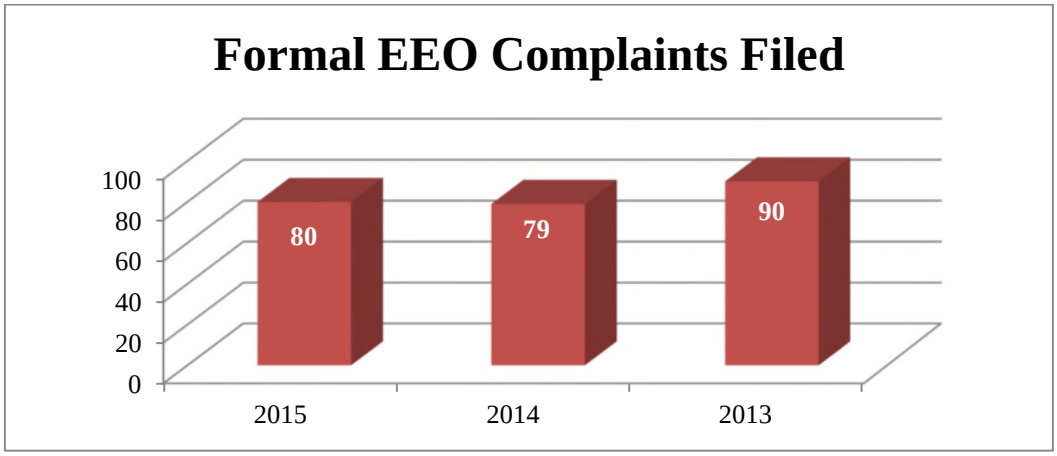
- The Department has provided the resources for ODEEO to acquire the necessary level of personnel to create a model EEO program. The ODEEO is currently in the process of recruiting the necessary staff to ensure efficient and successful operation of the EEO complaint process. HUD anticipates that ODEEO will have a fully operational team in placed before the end of fiscal year 2016.

- The Department utilizes an electronic complaint tracking and monitoring system called iComplaints to enter EEO complaint case information. This system permits the Department to identify the location, status, and length of time elapsed at each stage of the complaint resolution process. The system also captures the issues, bases, aggrieved individuals, management officials, and other information necessary to complete the annual Federal EEO Statistical Report of Discrimination Complaint (EEOC Form 462).

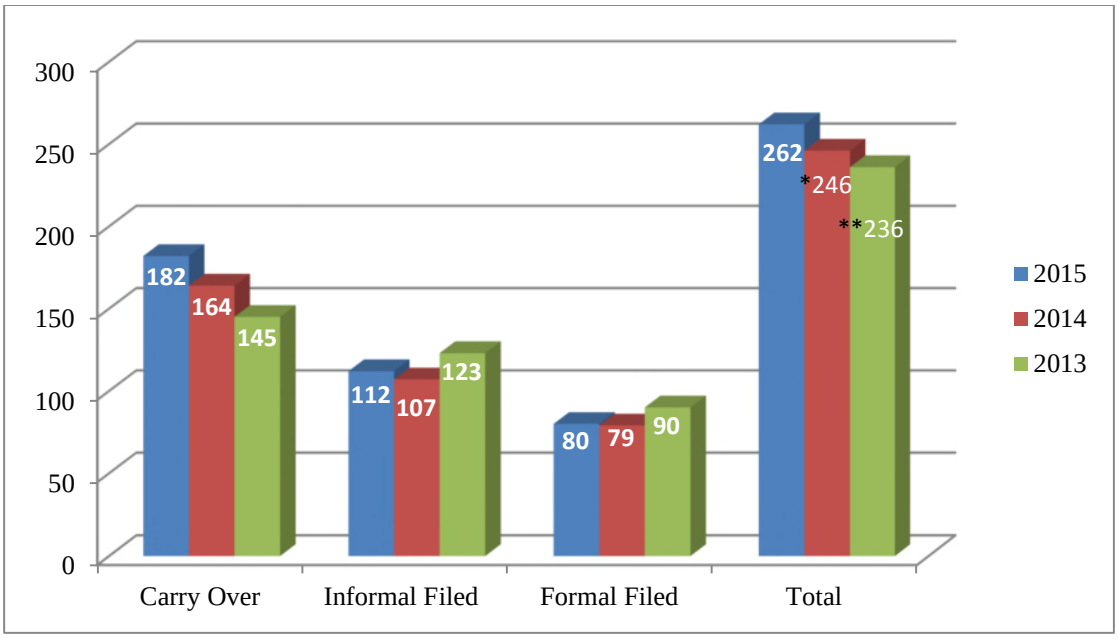
- During FY 2015, the total number **of informal EEO complaints of discrimination** filed by HUD employees and/or job applicants for employment increased by 5% (5) from the number filed in FY 2014 (107).



- At the close of FY 2015, HUD had a total of 80 formal EEO complaints of discrimination that were filed. In FY 2014, 79 formal EEO complaints were filed.



- In FY 2015, HUD processed 112 informal EEO complaints of discrimination and 80 formal EEO complaints of discrimination. While processing these complaints during this reporting period, HUD carried over 182 formal EEO complaints of discrimination at the beginning of the reporting period thus bringing our grand total of formal EEO complaints being processed to 262 (increase of 16 from FY 2014).



**246 Total Complaints for FY 2014 includes 3 REMANDS **236 Total Complaints for FY 2013 includes 1 REMAND*

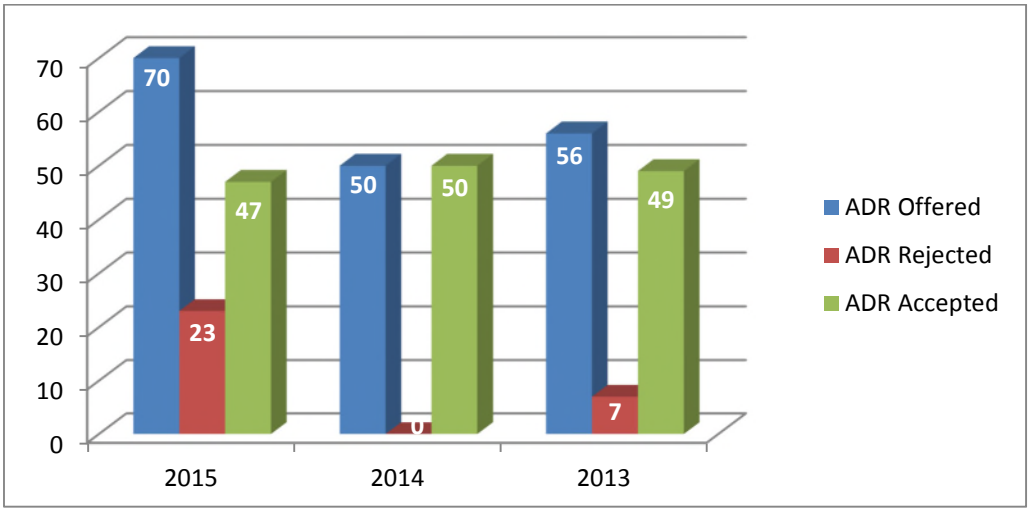
- The most frequently cited bases and issues alleged in HUD's EEO complaints have remained consistent over the past few years. The first three most frequent cited bases are reprisal/retaliation (38), age (35), and race (i.e., African-American) (30). The most frequently cited issues are harassment (97), promotion/non-selection (71), disciplinary action (23) and terms/conditions of employment (23). The bases and issues cited at HUD mirror government-wide trends.

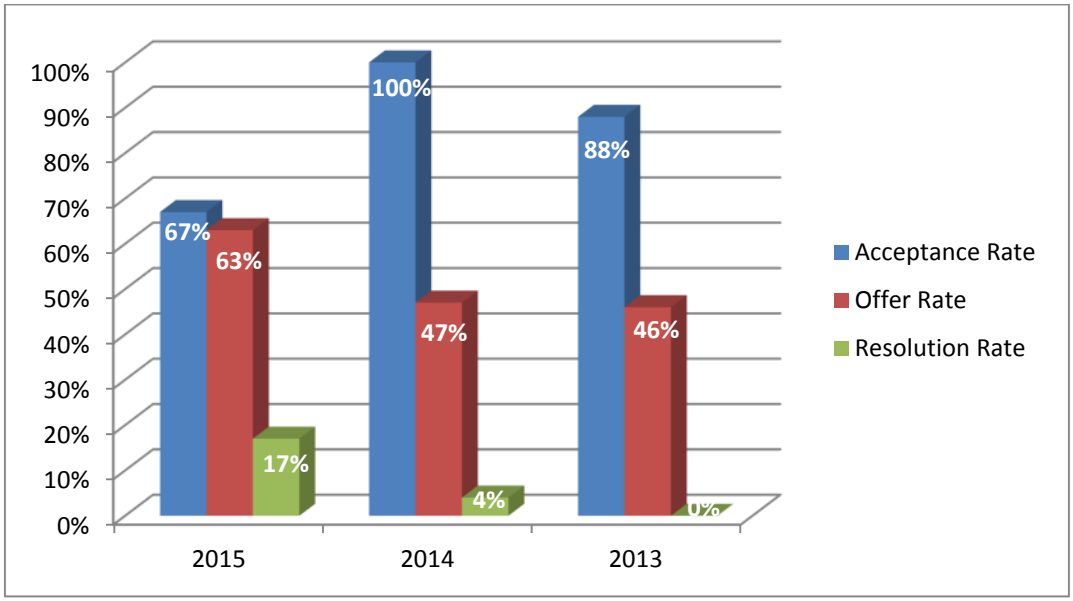
Top Five Bases and Issues of Formal Complaints Filed during FY 2015

Bases	Issues
Reprisal	Harassment
Race	Promotion/Non-Selection
Age	Disciplinary Action
Disability	Terms/Conditions of Employment
Color	Performance Evaluation/Appraisal

- HUD continues to make strides to improve its ADR process. To that end, ADR was offered to 63% of aggrieved individuals in informal EEO complaint process in FY 2015. Of those offered ADR, 67% elected to participate. In addition, ADR was offered to 11% of complainants in the formal EEO process for FY 2015. Of those offered ADR, 100% elected to participate.

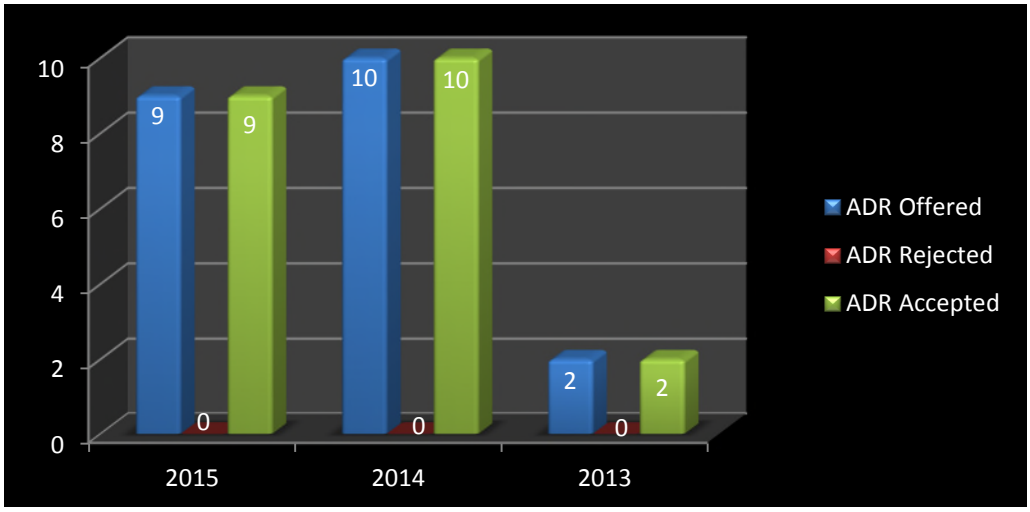
Informal ADR Offered to Aggrieved Individuals for FY 2015

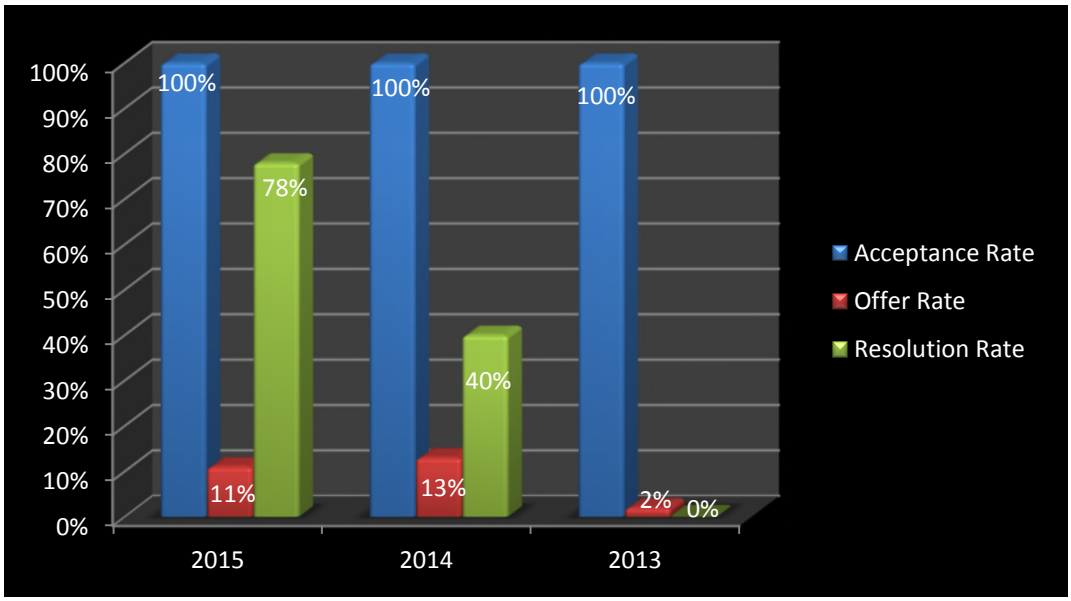




Total Counseling	**112**
Total ADR Offered	**70**
Total Accepted	**47**
Acceptance Rate	**67%**
Offer Rate	**63%**

Formal ADR Offered to Complainants for FY 2015





Total Complaints	**80**
Total ADR Offered	**9**
Total Accepted	**9**
Acceptance Rate	**100%**
Offer Rate	**11%**

Essential Element F: Responsiveness and Legal Compliance

This element requires that the Agency be in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

- In FY 2015, HUD continued to meet all measures under Essential Element F. Some highlights of HUD's accomplishments under this element include the following:
    - HUD continued to have in place a system of management control to ensure timely compliance with all orders and directives issued by EEOC Administrative Judges.
    - HUD continued to maintain control over the payroll processing function to guarantee responsive and timely processing of any monetary relief and to process any other form of ordered relief, if applicable.
    - The responsibility of complying with EEOC orders is encompassed in the performance standards of employees in the following positions within ODEEO:
        - ODEEO Director
        - ODEEO Deputy Director
        - EEO Manager
        - EEO Team Leader (vacant)
        - Equal Employment Opportunity Specialist
        - ADR Specialist/ Compliance Officer
- ODEEO continues to be the unit charged primarily with the responsibility for ensuring that HUD is in compliance with EEOC orders. In FY 2015, the Department reported annual accomplishment to the EEOC through submissions of the No FEAR, MD-715, EEOC's 462, and other reports as appropriate.
- ODEEO has the responsibility of enforcing federal laws aimed at ensuring employees and applicants for employment have equal and nondiscriminatory access to an opportunity for employment with the Department. The federal laws that ODEEO enforces prohibit discrimination based on race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, sexual orientation, or protected activity. It should come as no surprise that ODEEO's workforce reflects diversity and includes individuals passionate about protecting the rights of all employees. ODEEO will continue to promote MD-715 as a year-round initiative, with the goal of creating and sustaining a model EEO program.

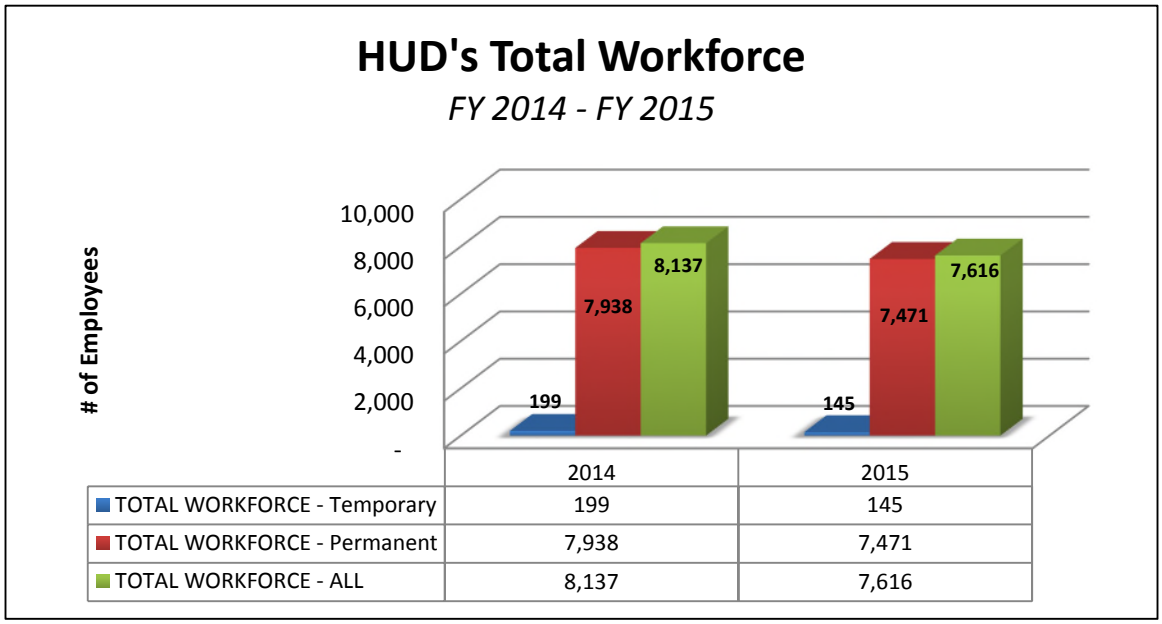
Analysis of HUD's Workforce Composition

HUD analyzed its workforce to identify any triggers that may require further inquiry as to the existence of any barriers to equal employment opportunities for any employee group based on race, ethnicity, sex or disability. The workforce data is compared to the general Civilian Labor

Force (CLF) based on the 2010 National Census Data. Where potential triggers or deficiencies were identified, the Department developed an action plan to address them in *Part I* of this report.

Workforce Data Table A1: *Allows agencies to examine workforce distribution for the current and prior year to determine whether the changes are relatively uniform or whether any group is not keeping pace with the others.*

Figure 1



As of September 30, 2015, the Department's total workforce was 7,616 employees, of which 7,471 were permanent and 145 employees were temporary. Of the 7,471 **permanent** employees, there were 2,937 (39.31%) males and 4,534 (60.69%) females; 223 (2.98%) Hispanic/Latino males and 364 (4.87%) Hispanic/Latino females, for a total of 587 (7.85%) Hispanic/Latino employees; 1,688 (22.59%) White males and 1,691 (22.63%) White females, for a total of 3,379 (45.22%) White employees; 795 (10.64%) Black males and 2,162 (28.94%) Black females, for a total of 2,957 (39.58%) Black employees; 178 (2.38%) Asian males and 224 (3.00%) Asian females, for a total of 402 (5.38%) Asian employees; 6 (0.08%) Native Hawaiian/Other Pacific Islander males and 8 (0.11%) Native Hawaiian/Other Pacific Islander females, for a total of 14 (0.19%) Native Hawaiian/Other Pacific Islander employees; 34 (0.46%) American Indian/Alaska Native males and 60 (0.80%) American Indian/Alaska Native females, for a total of 94 (1.26%) American Indian/Alaska Native employees; and 13 (0.17%) *Two or More Races* males and 25 (0.33%) *Two or More Races* females, for a total of 38 (0.50%) *Two or More Races* employees.

Figure 2

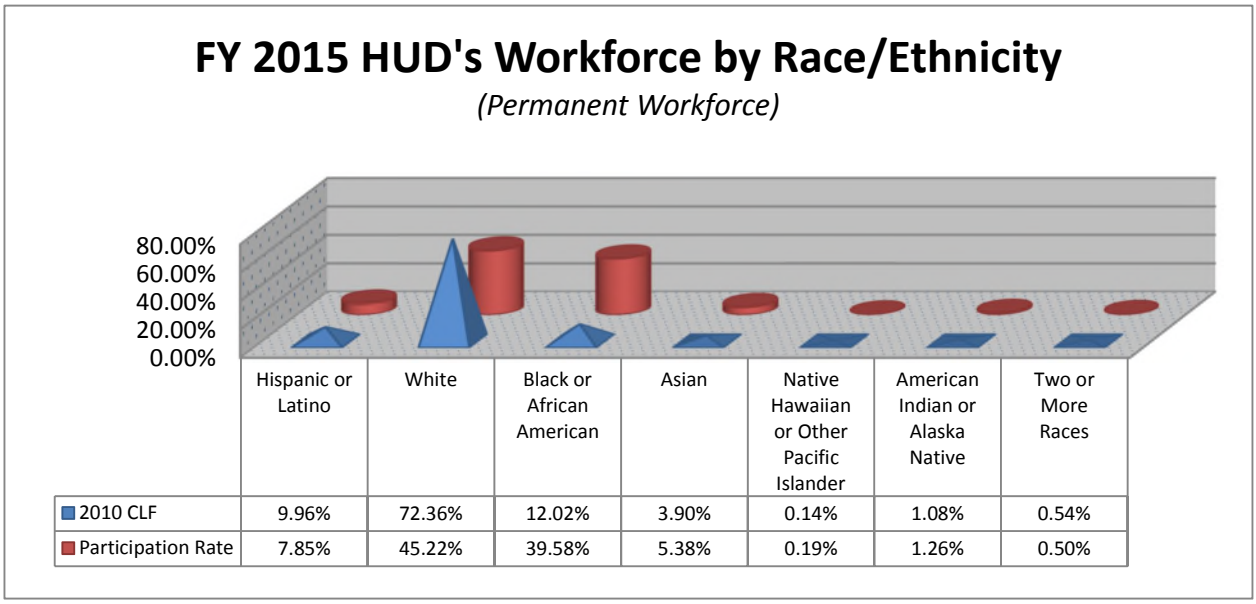


Figure 3

HUD's Workforce by Sex and Race/Ethnicity

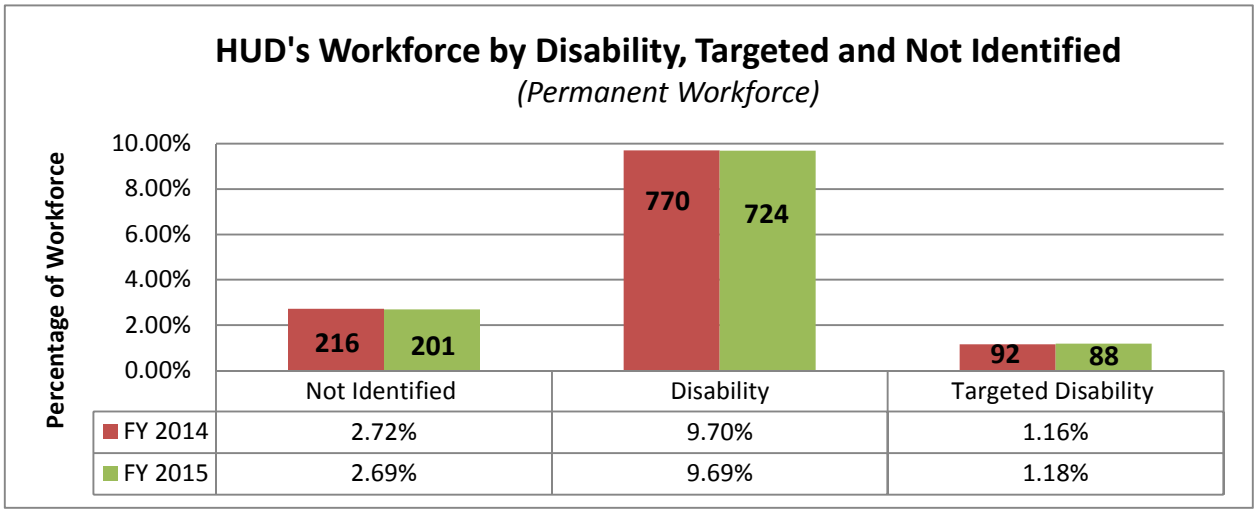
(Permanent Workforce)

		Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
CLF Male	***51.86 %***	***5.17%***	***38.33 %***	***5.49%***	***1.97 %***	***0.07%***	***0.55%***	***0.26 %***
Male	39.31 %	2.98%	22.59 %	10.64%	2.38 %	0.08%	0.46%	0.17 %
CLF Female	***48.14 %***	***4.79%***	***34.03 %***	***6.53%***	***1.93 %***	***0.07%***	***0.53%***	***0.28 %***
Female	60.69 %	4.87%	22.63 %	28.94%	3.00 %	0.11%	0.80%	0.33 %

Workforce Data Table B1: *Provides the ratio of employees with targeted disabilities.*

Employees with disabilities accounted for 724 (9.69%) of HUD's permanent workforce (7,471 employees). Of the Department's 724 employees with disabilities, 88 (1.18%) permanent employees identified as having targeted disabilities. Therefore, HUD is only 0.82% away from reaching EEOC federal goal of 2% employees with targeted disabilities.

Figure 4



Workforce Data Tables A2 and B2: *Compares the permanent workforce distribution within each component with the availability rate (the Civilian Labor Force), to determine if possible hiring or retention barriers exist in specific components*

HUD operates as a single component. Therefore, analyses of these workforce data tables are not applicable.

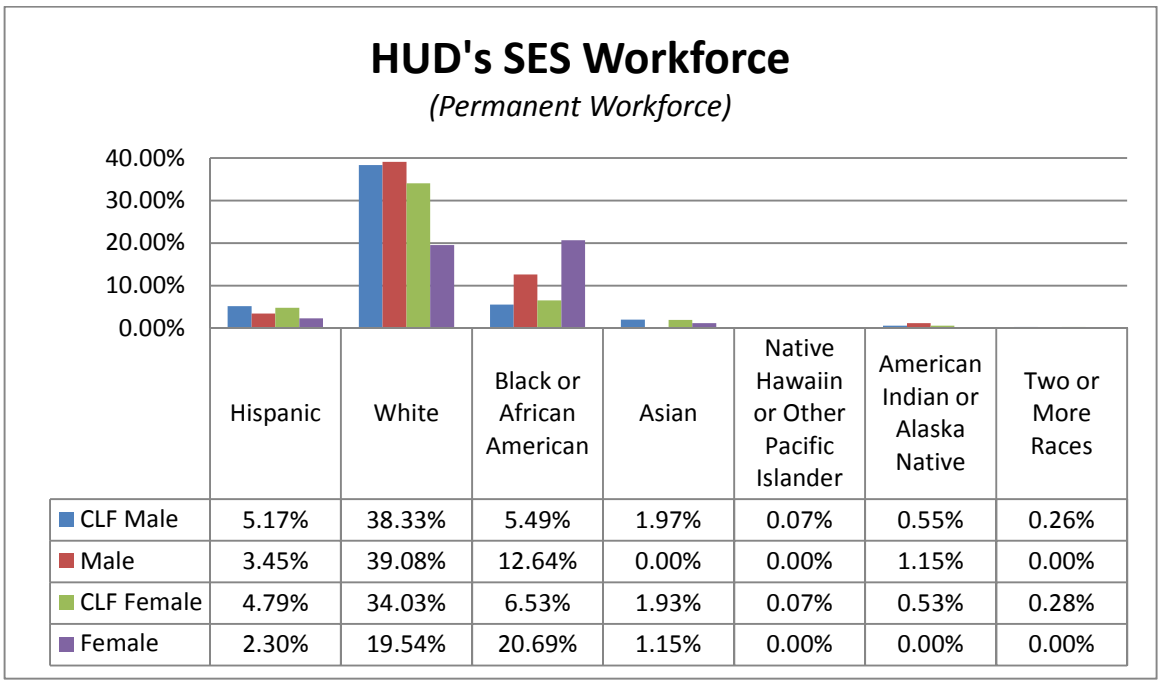
Workforce Data Tables A3 and A4: *Compares the percentage of the particular group that is in each occupational category (A3). Compares what percentage of the particular group is in each GS grade (A4).*

The number of senior level officials and managers (Grade 15 or equivalent, and above combined) in the Department increased by 18, from 756 in fiscal year 2014 to 774 in fiscal year 2015. Hispanic males decreased from 24 to 20 and Hispanic females increased from 28 to 31; White males increased from 235 to 245 and White females decreased from 170 to 166; Black males increased from 99 to 100 and Black females increased from 159 to 173; Asian males decreased from 15 to 13 and Asian females increased from 11 to 14; Native Hawaiian/Other Pacific Islander males decreased from 1 to 0; American Indian/Alaska Native males decreased from 11 to 9 and American Indian/Alaska Native females remain at the same level (2) from FY 2014 to FY 2015; as well as, *Two or More Races* females, which remained the same (1) from one fiscal year to the next. Females classified as Native Hawaiian/Other

Pacific Islander and males classified as *Two or More Races* were not employed at the senior levels within the Department in fiscal years 2014 and 2015.

Senior Executive Service (SES): The number of SES employees increased from 78 in fiscal year 2014 to 87 employees in fiscal year 2015. The 87 permanent Senior Level employees includes 3 Hispanic/Latino males (3.45%), 2 Hispanic/Latino females (2.30%), 34 White males (39.08%), 17 White females (19.54%), 11 Black males (12.64%), 18 Black females (20.69%), 1 Asian female (1.15%), and 1 American India/Alaska Native (1.15%). There were no Asian males or American Indian/Alaska Native females, or employees that were classified as Native Hawaiian/Other Pacific Islander or *Two or More Races* in the SES during the fiscal year.

Figure 5



	Hispanic	White	Black or African American	Asian	Native Hawaiin or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
CLF Male	5.17%	38.33%	5.49%	1.97%	0.07%	0.55%	0.26%
Male	3.45%	39.08%	12.64%	0.00%	0.00%	1.15%	0.00%
CLF Female	4.79%	34.03%	6.53%	1.93%	0.07%	0.53%	0.28%
Female	2.30%	19.54%	20.69%	1.15%	0.00%	0.00%	0.00%

Workforce Data Tables B3 and B4: *Compares the percentage of the particular group that is in each occupational category by Disability (B3). Compares what percentage of the particular group is in each GS grade by Disability (B4).*

The number of Officials and Managers (GS-15 and above) who self-identified as having a targeted disability decreased from 6 in fiscal year 2014 to 5 employees in fiscal year 2015; (3) vision, (1) Partial Paralysis and (1) Epilepsy.

Workforce Data Tables A5 and B5: *Compares what percentage of the particular group is in each Wage grade (A5) by Disability (B5).*

HUD currently does not employ wage grade employees. Therefore, these workforce data tables are not applicable.

Workforce Data Tables A6 and B6: *Examines the distribution of each group within major occupations (A6). Show the distribution by disability category to compare the distribution ratio for employees with targeted disabilities with the ratio for employees with no disabilities within major occupations (B6).*

During fiscal year 2015, HUD was unable to validate workforce data for major occupations. *See Part H for plans to address this deficiency.*

Workforce Data Tables A7 and B7: *Provides a method for analyzing the effectiveness of current recruitment methods. It allows the agency to determine whether a sufficient number of applications are received from qualified individuals in each group for the major occupations (A7). Schedule A is a Special Appointing Authority. These options are for temporary appointment, with potential for conversion to a permanent, career appointment. Individuals who do not have a visible disability must provide documentation to show that s/he has a severe disability. Thus, applicants for these temporary positions self-identify. Some individuals who apply competitively voluntarily identify themselves as an individual with a disability. Of this group, those with targeted disabilities should be reported here (B7).*

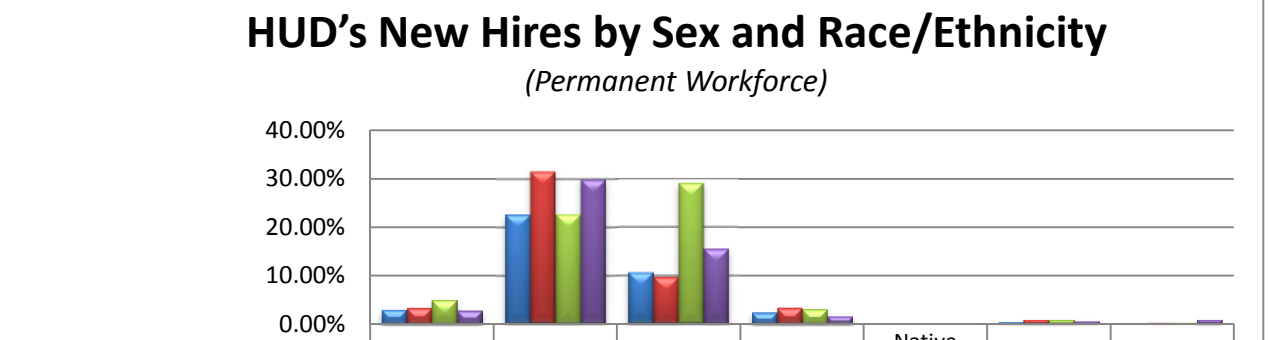
HUD started reporting applicant flow data in FY 2014. By the end of FY 2015, the Department was still perfecting the accuracy of this data. As a result, the Department was not able to validate applicant flow data for its five major occupations: CPD Representatives (0301), Equal Opportunity Specialists (0360), Multi-Family Housing Project Manager (1101), Single Family Housing Specialists (1101) and Public Housing Revitalization Specialist/Portfolio Manager (1101). For example, HUD's current classification system lists multiple job titles under series 1101 including three of its Mission Critical Occupations (MCO). Subsequently, when the series was extracted to populate the A-7 and B-7 tables, it appeared under the job title "underwriter" which is not a HUD MCO. *See Part H for plans to address this deficiency.*

Workforce Data Tables A8 and B8: *Allows agencies to analyze the cumulative result of hiring decisions (A8). Compare the ratio of individuals with targeted disabilities hired into each type of appointment with the ratios for individuals with no disabilities (B8).*

HUD hired 362 **permanent** New Hires, there were 177 (48.90%) males and 185 (51.10%) females; 12 (3.31%) Hispanic/Latino males and 10 (2.76%) Hispanic/Latino females, for a total of 22 (6.07%) Hispanic/Latino employees; 114 (31.49%) White males and 108 (29.83%) White females, for a total of 222 (61.32%) White employees; 35 (9.67%) Black males and 56 (15.47%) Black females, for a total of 91 (25.14%) Black employees; 12 (3.31%) Asian males and 6 (1.66%) Asian females, for a total of 18 (4.97%) Asian employees; 3 (0.83%) American Indian/Alaska Native males and 2 (0.55%) American Indian/Alaska Native females, for a total

of 5 (1.38%) American Indian/Alaska Native employees; and 1 (0.28%) *Two or More Races* males and 3 (0.83%) *Two or More Races* females, for a total of 4 (1.11%) *Two or More Races* employees. There were no Native Hawaiian/Other Pacific Islander new hires during fiscal year 2015.

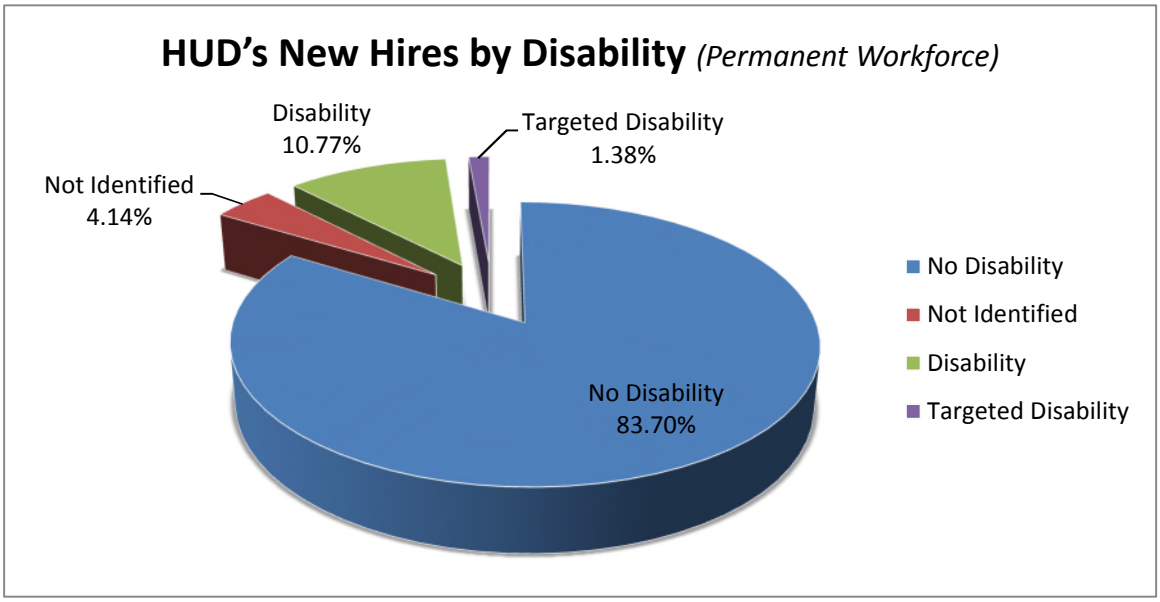
Figure 6



	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
HUD's Participation Rate (Male)	2.98%	22.59%	10.64%	2.38%	0.08%	0.46%	0.17%
New Hires (Male)	3.31%	31.49%	9.67%	3.31%	0.00%	0.83%	0.28%
HUD's Participation Rate (Female)	4.87%	22.63%	28.94%	3.00%	0.11%	0.80%	0.33%
New Hires (Female)	2.76%	29.83%	15.47%	1.66%	0.00%	0.55%	0.83%

HUD established its Disability Employment Plan with a hiring goal consistent with Executive Order 13548. The goal is to employ 2% of the Department's workforce with employees with targeted disabilities. Of HUD's hired 362 permanent employees, 44 (8.28%) reported having a disability. Of the 44 disabled new hires, 5 (1.38%) were employees with targeted disabilities.

Figure 7

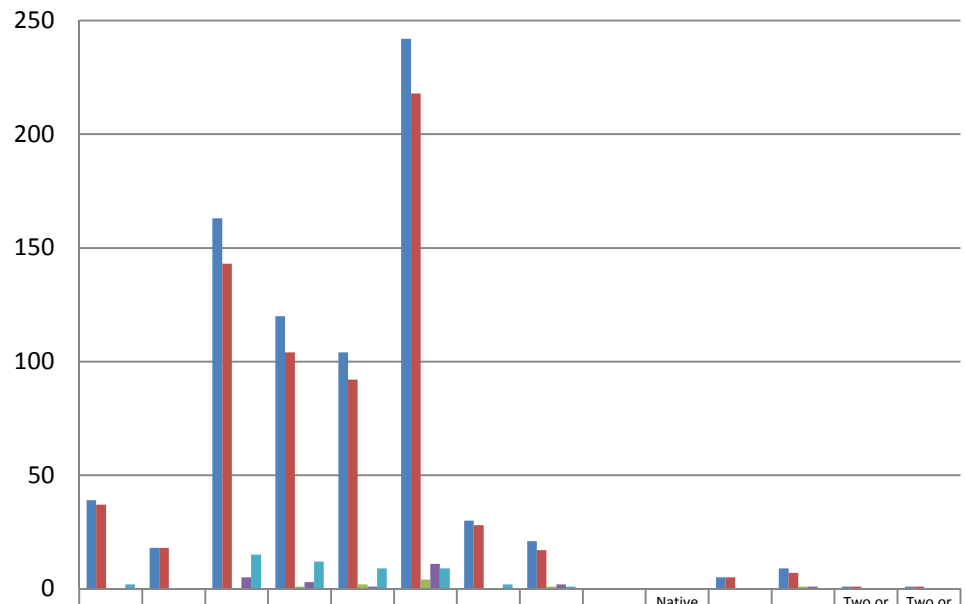


Workforce Data Tables A9 and B9: *Allows analysis of the cumulative result of selections for internal promotion opportunities for the Major Occupations.*

During fiscal year 2015, HUD was unable to validate workforce data for Internal Competitive Promotions for Major Occupations. *See Part H for plans to address this deficiency.*

Workforce Data Tables A10 and B10: *Provides a method for determining whether all groups are receiving career ladder promotions in the same average amount of time.*

Figure 8



	Hispanic Male	Hispanic Female	White Male	White Female	Black Male	Black Female	Asian Male	Asian Female	Native Hawaiian Male	Native Hawaiian Female	American Indian Male	American Indian Female	Two or More Races Male	Two or More Races Male
Eligible for Career Ladder Promotion	39	18	163	120	104	242	30	21	0	0	5	9	1	1
Time-In-Grade 1-12 Months	37	18	143	104	92	218	28	17	0	0	5	7	1	1
Time-In-Grade 13-24 Months	0	0	0	1	2	4	0	1	0	0	0	1	0	0
Exceeded Time-In-Grade 25+ Months	0	0	5	3	1	11	0	2	0	0	0	1	0	0
Did not receive Career Ladder Promotion	2	0	15	12	9	9	2	1	0	0	0	0	0	0

A review of HUD's non-competitive promotions reflects that of the 753 individuals eligible for career ladder promotions, 342 (45.42%) were male and 411 (54.58%) female. Twenty-three individuals exceeded their time-in-grade by more than 25 months (5 White males and 1 African American male; 3 White females, 11 African American females, 2 Asian females and 1 American Indian and Alaskan Native). Fifty individuals did not receive career ladder promotion (2 Hispanic males, 15 White males, 9 African American males and 2 Asian males; 12 White females, 9 African American females and 1 Asian female).

The Department did not have any individuals in career ladders with targeted disabilities which exceeded time-in-grade by more than 25 months. Only one person with a targeted disability did not receive career ladder promotion.

Workforce Data Tables A11 and B11: *Allow agencies to determine the cumulative impact of selections for senior level positions.*

During fiscal year 2015, HUD was unable to validate workforce data for Internal Selections for Senior Level Positions because the current workforce data system was unable to produce consistent data (e.g. 'Total Applications Received' data should be the same figure for the same grade level on both the A11 and B11 workforce data tables). The current data collection system needs to have the ability to collect and accurately report the workforce data necessary for the successful completion of the Department's annual MD-715 report. *See Part H for plans to address this deficiency.*

Workforce Data Tables A12 and B12: *Allows examination of the distribution of opportunities to participate in Career Development programs.*

This fiscal year (FY 2015), for the first time since 2006, HUD was able to select 4 employees for the Senior Executive Service (SES) Candidate Development Program (CDP). Of the 4 HUD employees selected to participate in the SES CDP, 3 were White females and 1 was a Black male. Also, during FY 2015, HUD invested in the career development of 2 employees for the successfully completion of OPM's Federal Executive Institute program. Of the 2 participants, 1 was a Hispanic male and 1 was a Black female. This workforce data was manually obtained by the OCHCO HUD LEARN Division, as the Department is currently unable to collect and accurately report certain workforce data necessary for the successful completion of the Department's annual MD-715 report. *See Part H for plans to address this deficiency.*

Workforce Data Tables A13 and B13: *Examines the distribution of awards.*

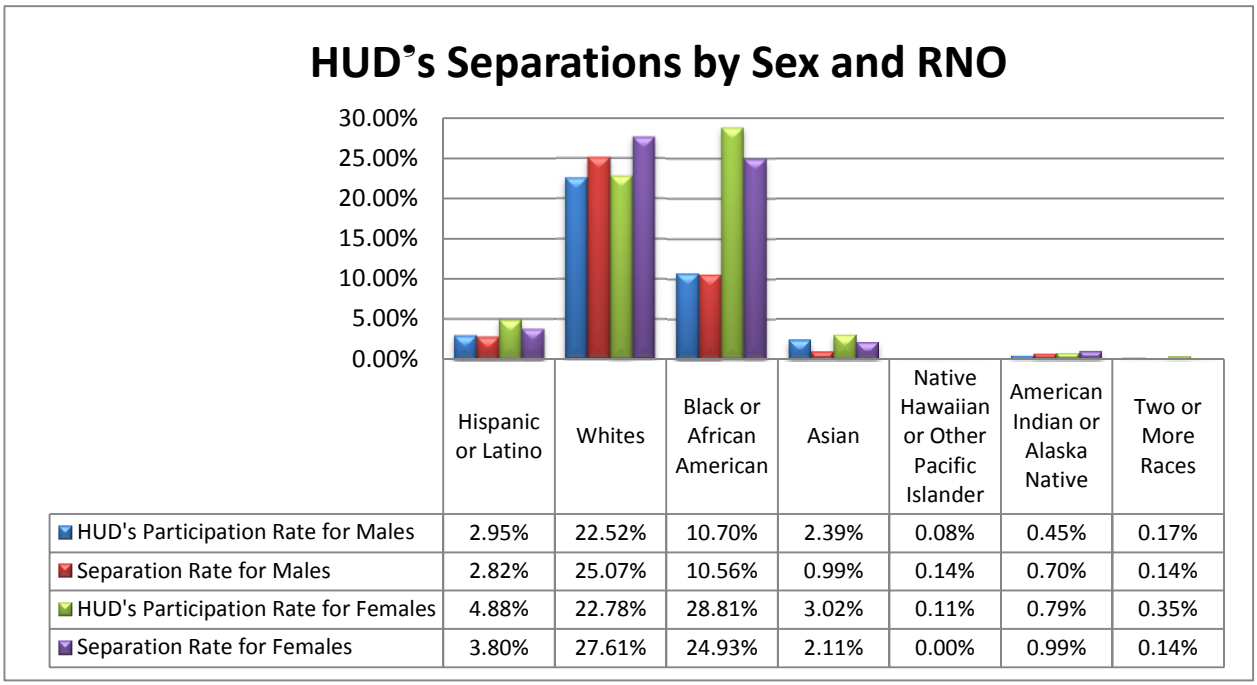
A review of Table A13 revealed females at HUD were given a greater percentage of time-off awards than males. However, the disparity mirrored the total workforce female: male ratio. Of the 4,778 time-off awards, females received approximately 64% (3,078) of all time-off awards as compared to 36% (1,700) of all time-off awards given to males. With respect to HUD's overall cash awards, females also received a higher percentage than males. For cash awards in any amount category with one exception (Total Cash Awards greater than $1,500 for SES's), females received 62% (5,829 of 9,453) of these awards. HUD's females also received a greater percentage of Quality Step Increase Awards (QSI's) garnering 24 (59%) of the total 41 QSI's given.

A subsequent review of Table B13 also reveals that HUD's employees with targeted disabilities at GS grade level 15 and below received a lower than average cash award in any amount category when compared to employees without disabilities. Conversely, at the SES level, employees with targeted disabilities at $11,420.67 exceeded the average cash award greater than $1,500 when compared to their non-disabled counterpart's at $9,972.28. Overall only one person with a disability and none with a targeted disability were awarded a QSI.

Workforce Data Tables A14 and B14: *Differentiates between voluntary and involuntary separations to assist agencies in determining the impact of these actions on each group and on the agency.*

In FY 2015, HUD had a separation rate of less than 10% of its total workforce. Of the 710 separations, 696 (98.03%) were voluntary and 14 were involuntary (1.97%). Of the 696 voluntary separations, 47 were Hispanic, 368 were White, 246 were African American, 22 were Asian, 1 Native Hawaiian or Other Pacific Islander, 11 were American Indian or Alaska Natives and 1 was Two or More Races.

Figure 9



	Hispanic or Latino	Whites	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
HUD's Participation Rate for Males	2.95%	22.52%	10.70%	2.39%	0.08%	0.45%	0.17%
Separation Rate for Males	2.82%	25.07%	10.56%	0.99%	0.14%	0.70%	0.14%
HUD's Participation Rate for Females	4.88%	22.78%	28.81%	3.02%	0.11%	0.79%	0.35%
Separation Rate for Females	3.80%	27.61%	24.93%	2.11%	0.00%	0.99%	0.14%

In FY 2015, 102 employees who self-identified as having disabilities separated from HUD, including eight (8) employees with targeted disabilities: one individual with a hearing disability, two (2) individuals with partial paralysis disabilities, one (1) individual with a severe intellectual disability, three (3) individuals with psychiatric disabilities and one (1) individual with dwarfism as a disability.

Trigger and Barrier Analysis

HUD has identified four (4) triggers in its barrier analysis:

1. Reasonable Accommodation
   The Reasonable Accommodation (RA) process has been identified as a trigger since 2009 and continues to be identified as a potential barrier. ODEEO monitors the RA Program due to the following:
   a. The lack of an implemented RA case management system intended to capture the entire RA process.
   b. HUD continues to receive EEO complaints alleging that RA processing times are not consistently met.
   c. Several managers are not familiar with the legal obligations for providing reasonable accommodation requests.
   d. HUD continues to experience findings of discrimination in EEO complaints concerning RA with disability as the basis.

   In FY 2016, these triggers will remain open to allow HUD to revise and implement new reasonable accommodation program guidance; prepare new training modules for managers and supervisors, as well as to allow ODEEO to monitor HUD's progress in implementing the RA case management system. *Please refer to Part I-1 for a comprehensive analysis.*

2. Participation Rates for Hispanic or Latino Males
   For the last several fiscal years, HUD has also reported that Hispanic or Latino males are underrepresented within its workforce. As a result, ODEEO partnered with PD&R to conduct a detailed data analysis. Based on the results of the detailed data analysis conducted by PD&R, ODEEO is in the process of working with (OCHCO) to take a deeper dive into exposing the root causes of the trigger by reviewing and analyzing the seven major steps in the employment cycle (Recruitment; Hiring; Promotions and other Internal Selections; Performance Awards and other Incentives; Training and Development Opportunities; Disciplinary Actions; and Separations). *Please refer to Part I-3 for more comprehensive analysis.*

3. Participation Rates for Employees with Targeted Disabilities (PWTD's)
   HUD's workforce representation of employees with targeted disabilities is 1.18%, well above the average government participation rate of .5% only 0.83% away from reaching EEOC's federal goal of 2% employees with targeted disabilities.

   There appears to be a lack of awareness among hiring managers on the special hiring authorities that could be used to non-competitively hire individuals with targeted disabilities and/or of established organizations whose mission is to assist Federal agencies in finding qualified candidates with disabilities.

   Reestablish HUD's five (5) year goals/plans in accordance with Executive Order 13548 to increase the participation rates of individuals with disabilities and targeted disabilities to reach the government-wide goal of 2%, and set any new goals as deemed necessary. This five year plan should focus on increasing and improving the hiring, recruitment, and

retention of employees with disabilities and targeted disabilities. *Please refer to Part I-4 for a comprehensive analysis.*

4. Participation Rates for Hispanic or Latino in Senior Executive Service (SES) Positions
ODEEO tracked and monitored the Hispanic participation rates of employees at the GS 13-15 grade levels which serve as the pipeline to the senior executive service (SES) ranks. Please note that while there are no civilian labor force data comparable to SES level positions or the combined feeder group pipeline (i.e., GS 13-14 or GS 14-15 categories), 33% of HUD's permanent employees are at the GS-13 grade level, 18% of the permanent employees are at the GS-14 grade level, 12% of the permanent employees are at the GS-15 grade level, and 1% are at the Senior Executive Service (SES) level. With that being said, Hispanics make-up 8% of the GS 13-15 and SES levels combined, and/or 7.5% of the permanent employees are at the GS-13 grade level, 7% of the permanent employees are at the GS-14 grade level, 6% of the permanent employees at the GS-15 grade level, and 6% at the Senior Executive Service (SES) level. *Please refer to Part I-5 for more comprehensive analysis.*

Moving Forward (FY 2016 Plan)

In order for HUD, to have a workforce that is reflective of today's society, more pioneering in the areas of hiring and retention policies and practices should be considered to address the potential impact. This is especially true with respect to the employment of PWTDs and employees from traditionally underrepresented groups.

The following corrections will be made in FY 2016 to address program deficiencies that have been identified as barriers:

1) Timely close 90% of FY 2016 Reasonable Accommodation cases.
2) Enhance marketing awareness of Schedule A hiring to improve the recruitment of persons with disabilities especially PWTDs.
3) Collect best practices from other agencies that have been successful in hiring and retaining underrepresented groups.
4) Enhance the workforce data system to enable its ability to accurately capture applicant flow data to be utilized to analyze and identify triggers and/or barriers.
5) Enhance the workforce data system to enable it to provide viable mission-critical occupations data, so that viable workforce analyses can be conducted to determine the feeder pool(s) for the senior-grade levels and management positions.
6) Mandatory annual training for managers and supervisor on Equal Employment Opportunity and disability goals.
7) Self-identification Campaign – Annually broadcast message encouraging HUD employees to complete/update OPM's SF-256 (Self-Identification of Disability).
8) Civil Treatment in the Workplace training for Leaders and Employees. ODEEO and OCHCO will collaborate to implement this training program throughout the Department.

Part F - Establishment of a Continuing Equal Employment Opportunity Program

CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, John P. Benison, am the
Director, ODEEO, 260 / SES

(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for **Department of Housing and Urban Development**

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender, or disability. Departmental plans to eliminate identified barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

John P. Beth 5/2/16

Signature of Principal EEO Director/Official Date
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

4/28/16

Signature of Agency Head or Agency Head Designee Date

Part G - Agency Self-Assessment Checklist Measuring Essential Elements

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
	Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP **Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.**				
A.1	**Compliance Indicator**		**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures	**EEO policy statements are up-to-date.**	**Yes**	**No**	
A.1.a	Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)		X		**<u>Secretary Julián Castro</u>** Installation date: July 28, 2014 EEO policy statement issuance date: March 17, 2015
A.1.b	During current Agency Head's tenure, has EEO policy statement been re-issued annually?		X		
A.1.c	Are new employees provided a copy of the EEO policy statement during orientation?		X		
A.1.d	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		

A.2	Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
A.2.a	Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
A.2.b	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
A.2.c	Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? **[29 CFR 1614.102(b)(5)]**		X		
A.3	**Compliance Indicator**	**Agency EEO policy is vigorously enforced by agency management.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
A.3.a	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		

A.3.a.1	Resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
A.3.a.2	Address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?	X		
A.3.a.3	Support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
A.3.a.4	Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?	X		
A.3.a.5	Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
A.3.a.6	Ensure that subordinate supervisors have effective managerial communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
A.3.a.7	Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
A.3.a.8	Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		

A.3.b	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.	X		HUD institutes a multi-faceted approach due to the range of potential inappropriate behavior. Recognizing the need to be proactive, specific workplace issues are discussed and addressed on HUD@ work, e.g., (hostile work environment, sexual harassment, bullying, zero tolerance for workplace violence, ethics and standards of conduct, etc). In addition many of these topics are also provided as mandatory training for its workforce, with specific deadlines for completion. HUD's 752 Adverse Actions Handbook, which list the table of penalties for conduct related offenses, is also available on HUD@work to all employees.

A.3.c	Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedure available on the World Wide Web or Internet?	X		
A.3.d	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodations?		X	By the end of FY 2015, the Reasonable Accommodations Branch (RAB) trained over 16% of HUD's supervisory workforce. In FY 2016, the RA training will continue with the goal of training an additional 20% of the Department's supervisory workforce.

	Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION **Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.**				
B.1	**Compliance Indicator**	**The reporting Structure for the EEO program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO program.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	

B.1.a	Is the EEO Director under the direct supervision of the Agency Head? [See 29 CFR 1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	X		
B.1.b	Are the duties and responsibilities of EEO officials clearly defined?	X		
B.1.c	Do the EEO officials have the knowledge, skills and abilities to carry out the duties and responsibilities of their positions?	X		
B.1.d	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			N/A
B.1.e	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)			N/A
B.2	**Compliance Indicator**	**The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes** / **No**	

		consulted on, management/personnel actions.			
B.2.a	Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
B.2.b	Following the submission of the immediately preceding MD-715 report, did the EEO Director/Officer present to the head of the agency and other senior officials the 'State of the Agency' briefly covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
B.2.c	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
B.2.c.1	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		

B.2.c.2	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? **[See 29 C.F.R. 1614.102(b)(3)]**	X		
B.2.d	Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		
B.3	**Compliance Indicator** / **Measures** — **The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
B.3.a	Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X		
B.3.b	Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	X		

B.3.c	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X	Based on ODEEO staffing levels, the Department plans on sufficiently staffing all statutory/ regulatory EEO related Special Emphasis Programs by the end of FY 2016.
B.3.c.1	Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?		X	In FY 2015, HUD did not dedicate a full-time position exclusively to the Federal Women's Program.
B.3.c.2	Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?		X	In the 4th quarter, the ODEEO appointed an Acting Hispanic Employment Program Manager through a 120-day detail.
B.3.c.3	Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102: 5 CFR 213.3102(u); 5 CFR 315.709?	X		
B.3.d	Are other agency Special Emphasis Programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as: FEORP - 5 CFR 720; Veterans Employment Programs; Black/African American; American Indian/Alaska Native; Asian; and	X		

	Native Hawaiian/Other Pacific Islander Programs?				
B.4	**Compliance Indicator**	**The agency has committed sufficient budget to support the success of its EEO programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
[1]B.4.a	Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?			X	The current system used to obtain workforce data for the MD-715 report does not have the ability to collect and accurately report on the data necessary for conducting a thorough barrier analysis of the workforce. OCHCO data team is aware of this deficiency. Planned activities have been designed to eliminate this barrier. ***(see Part H)***
B.4.b	Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X		

[1] The Office of Departmental Equal Employment Opportunity (ODEEO) developed a Part H to facilitate the plans for ensuring that the Department has an adequate data collection and tracking systems that will enable HUD to conduct a thorough barrier analysis of its workforce.

B.4.c	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
B.4.d	Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
B.4.e	Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
B.4.f	Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
B.4.f.1	Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]	X		
B.4.f.2	Is there sufficient funding to ensure that all employees have access to this training and information?	X		
B.4.g	Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
B.4.g.1	For ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
B.4.g.2	To provide religious accommodations?	X		

B.4.g.3	To provide disability accommodations in accordance with the agency's written procedures?	X		
B.4.g.4	In the EEO discrimination complaint process?	X		
B.4.g.5	To participate in ADR?	X		
	Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO program and plan.			
C.1	**Compliance Indicator** / **Measures**	**EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
			Yes / **No**	
C.1.a	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X	
C.1.b	Do EEO program officials coordinate the development and implementation of EEO plans with all appropriate agency managers to include Agency Counsel, Human Resources Officials, Finance and the Chief Information Officer?		X	
C.2	**Compliance Indicator** / **Measures**	**The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01**
			Yes / **No**	

		instructions contained in EEOC management directives.			**PART H to the agency's status report**
C.2.a	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
C.2.b	Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
C.2.c	Have time-tables or schedules been established for the agency to review its Employee Development /Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
C.3	**Compliance Indicator**	**When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
C.3.a	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
C.3.b	Have all employees, supervisors and managers been informed as to the		X		

	penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?			
C.3.c	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty/disciplinary action for each violation type.		X	Historically, HUD has not taken disciplinary action when discrimination has been found. ODEEO, Departmental leadership, OGC and OCHCO are collaborating on the best path forward to ensure that when discrimination occurs appropriate disciplinary action is taken.
C.3.d	Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators and District Court orders?	X		
C.3.e	Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X	While HUD does have a system in place to review disability accommodation decisions/actions to ensure compliance and consistency with its policy, the Department is currently developing a case management software with the ability to provide analysis of the RA information. The pilot of this system is

					scheduled for implementation before the end of FY 2016.
	Essential Element D: PROACTIVE PREVENTION **Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.**				
D.1	**Compliance Indicator** **Measures**	**Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.**	**Measure has been met** **Yes**	**No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
D.1.a	Do senior managers meet with and assist the EEO Director and/or other EEO program officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
D.1.b	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
D.1.c	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
D.1.d	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		

[2]D.1.e	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X	The current workforce data source/system used to report MD-715 data does not have the capacity to differentiate between specific occupations within a job series. Therefore, we are unable to accurately produce trend analyses for the major occupations within our agency. The agency's data experts are aware of this deficiency and a Part H has been developed to address this deficiency.
D.1.f	Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X	
D.1.g	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X	
D.1.h	Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?		X	
D.2	**Compliance Indicator**	**The use of Alternative Dispute Resolution**	**Measure has been met**	**For all unmet measures, provide**

[2] This deficiency is addressed in Part H. *(See previous footnote).*

	Measures	(ADR) is encouraged by senior management.	Yes	No	a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
D.2.a	Are all employees encouraged to use ADR?		X		
D.2.b	Is the participation of supervisors and managers in the ADR process required?		X		
	Essential Element E: EFFICIENCY **Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.**				
E.1	**Compliance Indicator** **Measures**	**The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.**	**Measure has been met** **Yes**	**No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
E.1.a	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
[3]E.1.b	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X	The current system used to obtain workforce data for the MD-715 report does not have the

[3] This deficiency is addressed in Part H. *(See previous footnote).*

				ability to collect and accurately report on Applicant Flow data and Mission Critical Occupations. OCHCO data team is aware of this deficiency. ODEEO has submitted planned activities designed to eliminate this barrier.
E.1.c	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
E.1.d	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
E.1.e	Are 90% of accommodation requests processed within the frame set forth in the agency procedures for reasonable accommodation?		X	In FY 2015, HUD received 344 requests for reasonable accommodations. Of the 344 requests, 301 (or 87.5%) were processed within the frame set forth in the Department's procedures for reasonable accommodation. Various mitigating circumstances have impacted process

					execution or rendering and/or implementation of the approved accommodation. *(see Part I-1)*
E.2	**Compliance Indicator**	**The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
E.2.a	Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
E.2.b	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
E.2.c	Does the agency hold contractors accountable for delay in counseling and investigation processing times? If so, briefly describe how:		X		
E.2.d	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with		X		

	EEO Management Directive MD-110?			
E.2.e	Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		

E.3	Compliance Indicator	**The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
E.3.a	Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?		X		
E.3.a.1	Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
E.3.a.2	Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		

E.3.a.3	Does the agency complete the investigations within the applicable prescribed time frame?		X		
E.3.a.4	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		
E.3.a.5	When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
E.3.a.6	When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E.3.a.7	Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
E.4	Compliance Indicator	**There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
E.4.a	In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program		X		

	during the pre-complaint and formal complaint stages of the EEO process?			
E.4.b	Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the Federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
E.4.c	After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	X		
E.4.d	Does the responsible management official directly involved in the dispute have settlement authority?	X		
E.5	Compliance Indicator / Measures: **The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
E.5.a	Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	X		
E.5.b	Does the agency provide reasonable resources for the	X		

	EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR §1614.102(a)(1)?			
E.5.c	Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received and contains all the required data elements for submitting annual reports to the EEOC?	X		
E.5.d	Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
E.5.e	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligation under Title VII and the Rehabilitation Act?	X		
E.5.f	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X	Due to organizational restructuring, this was not done in FY 2015.
E.5.g	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		
E.6	Compliance Indicator / Measures	**The agency ensures that the investigation and adjudication function of its**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM**
			Yes / **No**	

		complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.			**715-01 PART H to the agency's status report**
E.6.a	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit that handles agency representation in EEO complaints?			X	ODEEO leadership is working with agency leadership to address this issue.
E.6.b	Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
E.6.c	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				N/A
	Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE **This element requires that Federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.**				
F.1	Compliance Indicator	**Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
F.1.a	Does the agency have a system of management control to ensure that agency officials timely comply with any orders		X		

	or directives issued by EEOC Administrative Judges?				
F.2	Compliance Indicator	**The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
F.2.a	Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.		X		
F.2.a.1	Are there steps in place to guarantee responsive, timely and predictable processing of ordered monetary relief?		X		
F.2.a.2	Are procedures in place to promptly process other forms of ordered relief?		X		
F.3	Compliance Indicator	**Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Measures		**Yes**	**No**	
F.3.a	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		

F.3.a.1	If so, please identify the employee by title in the comments section and state how performance is measured.			• ODEEO Director • ODEEO Deputy Director • EEOD Manager • EEOD Team Leader (vacant) • Equal Employment Opportunity Specialist • ADR Specialist/ Compliance Officer The duties and responsibilities of all of the above-mentioned positions are annotated in their annual performance standards and elements.
F.3.b	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		
F.3.b.1	If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments column.			N/A
F.3.c	Have the involved employees received any formal training in EEO compliance?	X		
F.3.d	Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
F.3.d.1	Attorney Fees: Copy of check issued for attorney fees and/or a narrative statement by an	X		

	appropriate agency official or agency payment order			
F.3.d.2	Awards: A narrative statement by an appropriate agency official starting the dollar amount and the criteria used to calculate the award?	X		
F.3.d.3	Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
F.3.d.4	Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
F.3.d.5	Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a certain date?	X		
F.3.d.6	Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
F.3.d.7	Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
F.3.d.8	Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from	X		

	EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).			
F.3.d.9	Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
F.3.d.10	Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
F.3.d.11	Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
F.3.d.12	Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Part H - EEO Plan for Attaining the Essential Elements of a Model EEO Program

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
U. S. Department of Housing and Urban Development **FY 2015** **Part H-1** *(B.4.a)+(D.1.e)+(E.1.b)*	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element B: Integration of EEO into the Agency's Strategic Mission** The Department does not have the capability to conduct a thorough barrier analysis of its workforce, because it does not have an adequate data collection and/or tracking systems. **Essential Element D: Proactive Prevention of Unlawful Discrimination** Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year. **Essential Element E: Efficiency** HUD does not have an information technology (IT) system that will collect applicant flow and agency recruitment data.
OBJECTIVE:	To conduct thorough barrier analysis of its workforce, with adequate data collection and/or tracking systems.
RESPONSIBLE OFFICIAL:	Secretary of HUD Office of Departmental Equal Employment Opportunity (ODEEO) Office of the Chief Human Capital Officer (OCHCO)
DATE OBJECTIVE INITIATED:	September 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Collaborate with OCHCO data team to ascertain the necessary detailed steps that need to be taken to bring the current workforce data system into compliance with the workforce data requirements of the MD-715 report.	September 2016
Develop a plan action to identify the required resources to implement a workforce data collection system that complies with the requirements of the MD-715 report.	September 2016
Full implementation of Career Connector to collect adequate data (i.e. applicant flow data with the ability to identify the mission critical occupations).	September 2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY 2014, the tracking system Career Connector was implemented with the hopes of being able to collect the data needed to allow the Department to conduct an in-depth barrier analysis of its workforce as required by the EEOC. Unfortunately, the workforce data system is still unable to produce viable data to support an in-depth barrier analysis. ODEEO and OCHCO have met to discuss this issue and OCHCO is in the process of taking steps to eliminate the deficiency.	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

U. S. Department of Housing and Urban Development
FY 2015

Part H-2

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICENCY:	**Essential Element D: Proactive Prevention of Unlawful Discrimination** The current Anti-Harassment Procedure should include an investigation process separate from the Department's EEO process, to address personnel issues before reaching the level of severe or pervasive harassment.
OBJECTIVE:	To revise the current Anti-harassment Procedure to include an investigation process separate from the Department's EEO process, to address personnel issues before reaching the level of severe or pervasive harassment.
RESPONSIBLE OFFICIAL:	Office of the Chief Human Capital Officer (OCHCO)
DATE OBJECTIVE INITIATED:	September 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016 *(Revised FY 2015)*

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
Complete the revised Anti-Harassment Procedure through the internal vetting process.	September 2016

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The revised Anti-Harassment Procedure was drafted and is undergoing the internal vetting process. In the interim, this policy is contained in our "Workplace and Domestic Violence Prevention and Response Handbook." HUD's Employee and Labor Relations Division is still waiting to negotiate as required by the collective bargaining agreement.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

U. S. Department of Housing and Urban Development
FY 2015

Part H-3

STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element F: Responsiveness and Legal Compliance** The current Reasonable Accommodation procedures do not comply with recent congressional changes.
OBJECTIVE:	Ensure that HUD's Reasonable Accommodation procedures comply with changes as a result of the amendments to the Americans with Disabilities Act Amendments Act (ADAAA) and the Genetic Information Nondiscrimination Act of 2008 (GINA).
RESPONSIBLE OFFICIAL:	Office of the Chief Human Capital Officer (OCHCO) Director of ODEEO Office of General Counsel (OGC)
DATE OBJECTIVE INITIATED:	September 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2015 *(Revised FY 2014)*

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
The Department continues to update the procedures and handbook to comply with the ADAAA and GINA.	September 2016

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

OCHCO submitted a streamlined Reasonable Accommodation Procedures and Handbook to the EEOC for review and comment. OCHCO is currently revising the handbook pursuant to EEOC's comments.

They anticipate completion by September, 2016.

Part I - EEO Plan to Eliminate Identified Barriers

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* *FEDERAL AGENCY ANNUAL* *EEO PROGRAM STATUS REPORT*
U. S. Department of Housing and Urban Development (HUD) **FY 2015** **I-1**	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Reasonable Accommodation** The Reasonable Accommodation (RA) process has been identified as a trigger since 2009. Currently, the RA process continues to be identified as a potential barrier. ODEEO monitors the RA Program due to the following: 1. The lack of an implemented RA case management system intended to capture the entire RA process. 2. HUD continues to receive complaints that processing times are not consistently met. 3. Several managers are not familiar with the legal obligations for providing reasonable accommodation requests. In FY 2016, these triggers will remain open to allow HUD to revise and implement new reasonable accommodation program guidance; prepare new training module for managers and supervisors, as well as to allow ODEEO to monitor HUD's progress in implementing the RA case management system.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	HUD analyzed the Reasonable Accommodation program in its workforce by examining the multiple Departmental data sources. These data sources included reviewing the processing times for reasonable accommodation requests, EEO complaints, and workforce data tables on selections and separations of persons with disabilities. Frequent cross program dialog between the Disability Program Manager, the Employee Assistance Program Division (EAP) Director, and ODEEO were also critical in helping to determine the cause of this condition. In FY 2015, the Department was not able to fully implement its FY 2014 action plan as documented in last year's MD-715.

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. The Department's procedures for reasonable accommodation have been identified as a trigger. Currently, the procedure is too cumbersome for both management and employees. Also, the RA Program has not fully implemented an electronic database to adequately track each stage of the RA process.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	• 90% timely closing of FY 2016 RA cases • Implement a new RA Policy guidance • Ensure that managers and supervisors receive training and are made aware of the legal obligations for providing reasonable accommodation requests to people with disabilities which will influence and inspire management accountability • Deploy the RA e-Case automated case management system
RESPONSIBLE OFFICIAL:	OCHCO
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016 *(Revised FY 2015)*

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
Eliminate the FY 2014 RA backlog cases.	September 2015 (Completed)
Eliminate all other previous fiscal years RA backlog cases.	September 2015 (Completed)

At least a 90% timely closing of FY 2016 RA cases.	September 2016
HUD will issue a new RA policy statement.	September 2016
Deploy the RA e-Case automated case management system.	September 2016
HUD will issue a revised RA Handbook.	September 2016
Foster management accountability by ensuring that managers and supervisors department-wide receive training and are made aware of the legal obligations for providing reasonable accommodations requests to people with disabilities.	September 2016 (Completed and On-going)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2015, the RAB received 344 requests for reasonable accommodations. Of the 344 requests, 301 (or 87.5%) were processed timely. The following mitigating circumstances negatively impacted the RAB's ability to achieve a 90% timely rate of processing:

• Staff attrition of key personnel within the RAB. The RAB lost 2 Senior Specialist who made up 50% of RA staff and completed 45% of the workload.

• Acquisition and training of new staff and retooling of current divisional employees.

• Submission of insufficient medical documentation necessitating medical review and/ or evaluations to determine employees' candidacy for reasonable accommodation. Scheduling of Ergonomic Assessments.

• The funding, purchasing, and installation of ergonomic equipment.

• Management Official "Decision Maker" and/or employee's untimely responsiveness of ensuring the interactive process to determine the appropriate accommodation.

• Management Official "Decision Maker" delayed or resistance to implement approved accommodation as agreed during the interactive process.

RAB has closed all backlog cases for years FY14 and prior as there are no open cases from previous years.

The development to the RA Case Management System (eCase) is near finalization and deployment is scheduled for deployment by the end of Q2 FY 2016. Legal sufficiency reviews and system tests are underway to ensure compliance with associated CBA Agreements (i.e.,

recent ratification of AFGE RA Article 45) and conformance with Section 508 electronic and information technology accessibility requirements for persons with disabilities Once completed, a demonstration will be provided to program stakeholders and partners prior to deployment.

In addition to the New Supervisors training module through HUD LEARN, the RAB continued to provide RA training to managers and supervisors in person and via VTC to HQ and the Field. As part of HUD's Deep Dive Initiative by the Deputy Secretary, the RAB was required to train 10% of its supervisory workforce throughout the department. By the end of FY 2015, the RAB exceeded this goal by training over 16% of its supervisory workforce. The training contents covered statutory provisions, legal considerations and procedural requirements that must be followed with respect to the RA program administration and execution. In FY2016, RA training will continue with the goal of training an additional 20% of the Department's supervisory workforce.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

U. S. Department of Housing and Urban Development (HUD)

FY 2015

I-2 CLOSED

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Participation Rates for African American or Black females in Senior Positions** Women represent 60.69% of HUD's permanent workforce. Of the 60.69%, African American or Black females represent 28.94%. The participation rate of women in HUD's permanent senior-level positions is 43.68%, of which, 20.69% are African American or Black females. African American or Black females have the highest rate of participation among all women at HUD. The participation rate of African American or Black females in permanent positions at grade levels GS-13 (27.01%); GS-14 (24.03%); GS-15 (21.82%); and SES (20.69%) is lower than their overall participation rate of 28.94%. *This condition has been recognized as a potential barrier through the review of workforce statistics, CLF data, and the analysis of MD-715 workforce tables.*
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Workforce statistics for grades GS-13 and above were reviewed and analyzed. However, this trigger requires additional analysis in order to initiate an investigation as to whether HUD's policies, practices and/or procedures are the root cause of underrepresentation by African American or Black females.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency	Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been formally identified as a potential barrier underlying the low participation rate of African American or Black females in the senior grade levels in HUD.

policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	ODEEO will perform a deeper dive into the Department's policies, procedures, and practices by conducting a root cause analysis to uncover barriers at the various stages of the Employment Cycle *(i.e. Recruitment; Hiring; Promotions and other Internal Selections; Performance Awards and other Incentives; Training and Development Opportunities; Disciplinary Actions; and Separations)* to determine if there are embedded limitations to employment opportunities for members of this particular group.
RESPONSIBLE OFFICIAL:	OCHCO All HUD Hiring Officials ODEEO
DATE OBJECTIVE INITIATED:	September 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2017 *(Revised FY 2015)*

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
Review the mission-critical occupations (MCO) to determine the feeder pool(s) for the senior-grade level and management positions. • Initiate another ODEEO and PD&R collaboration to perform a deeper dive into this analysis. • Work with OCHCO data team to ensure access to viable MCO workforce data. *Note: OCHCO has a workforce data deficiency that directly impacts HUD's ability to conduct a thorough workforce analyses.*	September 2017

Conduct a barrier analysis to investigate whether any policies, procedures, or practices are causing these triggers.	September 2016 *(Ongoing)*
The Federal Women's Program will: • Facilitate various training and information-sharing opportunities to bring awareness to this trigger and potential barriers. • Establish ad-hoc and/or targeted focus groups to gather diverse perspectives on potential resolutions to this trigger. • Benchmark other similar sized organizations to obtain best practices and potential mentor opportunities that will address this trigger. • Engage Affinity Groups, whose membership may be affected by the existence of this trigger, to develop action items that specifically address their organizations' concerns.	September 2016 *(Ongoing)*
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
After further exploring and identifying through comparative analysis the Department's workforce statistics on the differences and disparities of African-American (Black) Females, it was determined that, in fact, no actual barriers exist to the overall participation rates of African-American Females nor the participation rates of African-American Females at the GS 13-15 and SES levels. **Therefore, this potential trigger or barrier is accomplished and hereby considered closed.** *Please refer to workforce data tables A-1 and A-4.*	

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* *FEDERAL AGENCY ANNUAL* *EEO PROGRAM STATUS REPORT*
U. S. Department of Housing and Urban Development (HUD) **FY 2015** **I-3**	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**<u>Participation Rates for Hispanic or Latino Males</u>** Hispanic or Latino males are underrepresented in the following areas: • Hispanic or Latino males (2.95%), when compared to the Civilian Labor Force (CLF) (5.17%) The participation rate of males in HUD's permanent senior level positions is 56.32%, of which, 3.45% are Hispanic or Latino males. This condition has been recognized as a potential barrier through the review of workforce statistics, CLF data, and the analysis of MD-715 workforce tables.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	HUD workforce data was analyzed by comparing the participation rates of all racial and ethnic groups in the HUD workforce. The participation rate of Hispanic or Latino males in the HUD workforce was compared to Hispanic or Latino males in the CLF. This revealed that the percentage of Hispanic or Latino males in the HUD workforce is significantly below the CLF of 5.17%.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been	Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been formally identified as a potential barrier underlying the underrepresentation of Hispanic or Latino males.

determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	• Collect and review best practices from other Agencies that have been successful in recruiting, hiring and retaining Hispanics or Latino males. • Ensure that senior leaders are held accountable for creating and expanding a total workforce that represents the communities that HUD serves.
RESPONSIBLE OFFICIAL:	OCHCO All HUD Hiring Officials The Latino Network
DATE OBJECTIVE INITIATED:	September 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
• OCHCO will conduct a detailed benchmarking exercise with Agencies of like size to identify the best practices from other Agencies that have been successful in hiring and retaining Hispanic or Latino males and if possible integrate these strategies into HUD's Diversity and Inclusion Plan.	September 2016
• ODEEO will seek to establish an FTE for the Hispanic Employment Program Manager.	September 2016
• Participate in National Hispanic trainings and conferences to provide visibility of the Department, recruit and provide information through workshops on HUD's services and opportunities.	Completed for FY 2015 September 2016 *(Ongoing)*

• Work collaboratively with the National Association of Hispanic Real Estate Professionals (NAHREP) and the League of United Latin American Citizens (LULAC), National IMAGE, NOMAR and Hispanic Serving Institutions, (HSI) to deliver informational outreach sessions on job opportunities at HUD to ensure the widest possible dissemination.	Completed for FY 2015 September 2016 *(Ongoing)*
• Establish Memorandum of Understanding with national Hispanic organizations, Universities or other entities to assist HUD in outreach to the Hispanic community for recruitment of qualified candidates, training, mentorship and provide HUD a forum to share information on their programs and opportunities.	September 2016 *(Ongoing)*
• Utilize applicant flow data expected from Career Connector to determine: 1. How many qualified Hispanic or Latino males are applying? 2. How many Hispanic or Latino males are selected?	Completed for FY 2015 September 2016 *(Ongoing)*
• Provide training to management by OCHCO on all qualified hiring authorities and practices available including a greater usage of selective placement factors.	Completed for FY 2015 September 2016 (Ongoing)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
ODEEO has made an effort to establish a position for the Hispanic Employment Program Manager (HEPM), however due to budget considerations it was not made available last fiscal year. ODEEO made the HEPM position available in the Rotational Assignment Program and an applicant was selected for a detail assignment while the permanent position is being pursued. ODEEO has made the commitment to establish the position in the 2016 fiscal year. ODEEO has approached three national Hispanic organizations, LULAC, NOMAR and National IMAGE to develop a partnership with them in the outreach to the Hispanic community, recruitment of qualified candidates, mentorship, training and sharing information about HUD programs and opportunities. A Draft MOU has been developed and they are expected to be executed in FY 2016. Other MOUs will be pursued with Hispanic Serving Institutions of higher learning and with other organizations which serve the Hispanic population.	

HUD sponsored a Diversity Conference in June of 2015, which was attended by HUD senior management, representatives from other federal agencies and the HUD workforce in the field as a webcast. In breakout sessions the participants were asked to formulate strategies to address underrepresentation. There were workshops where flip charts recorded the issues and strategies to address them.

At LULAC's Federal Training Institute Partnership in September 2015, training was conducted by a Hispanic HUD employee on effective communication and emotional intelligence. There were over 350 participants in the training session which included participants from more than 10 federal agencies.

In September of 2015, ODEEO staff attended the National IMAGE 2015 Training in Houston, Texas. A staff member conducted a session on effective communication.

Additionally, HUD's employee affinity group, the Latino Network works diligently to identify learning and information sharing opportunities in order to expand and strengthen the Latino employee base at HUD by the following contributions:

1. Served as a resource to departmental leadership through engagement with some program offices such as HUD's Center for Faith-Based & Neighborhood Partnerships.

2. Bi-lingual members of the Latino Network support departmental outreach efforts by serving as translators and orators during some of HUD's Spanish conference calls to their community partners across the country.

3. The continuation of a quarterly newsletter, entitled "Conexíon". The newsletter was created to provide information and share resources in a variety of areas, in particular training, personal and career development opportunities, motivational articles and informal soft skills information. The newsletter to the Latino community also serves as a vehicle to highlight some of the member's successes and share some cultural material.

4. A Conexiones page on HUD Connect was created so that Latino Network members can post articles of interest, areas of concern, messages, notices and other communications to one another. In addition pages for Diversity and Inclusion and the Affinity Groups were created by a Latino Network member to share information in these areas with the workforce, as well provide means of communicating and posting notice of events that each affinity group was sponsoring.

5. Facilitate leadership conference calls entitled "Conversaciones". The leadership calls identify leaders in the public and private sector who are willing to share their experience and expertise with the members. The calls serve as an opportunity to provide the members with leadership

pointers, motivation and guidance for their own career and self-development. During the reporting period there were three calls in which there were 70 participants.

6. Encouraged HUD offices across the country to recognize Hispanic Heritage Month and hold an event to recognize and celebrate the workforce cultural diversity. During the Hispanic Heritage Month a member of the Latino Network held a training concerning Diversity and Inclusion in two offices of the Department of the Interior in which 58 persons participated. There also were trainings conducted in diversity and effective communication at the Department of Energy where 40 persons participated and the Department of Justice for 70 persons.

	U.S. Equal Employment Opportunity Commission **FEDERAL AGENCY ANNUAL** **EEO PROGRAM STATUS REPORT**
U. S. Department of Housing and Urban Development (HUD) **FY 2015** **I-4**	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**<u>Employees with Targeted Disabilities</u>** PWTDs participation rate at HUD is only 0.82% below the EEOC goal. HUD's workforce representation of employees with targeted disabilities is 1.18%, well above the average government participation rate of .5% only 0.83% away from reaching EEOC's federal goal of 2% employees with targeted disabilities. These conditions have been recognized as potential barriers through the review of workforce statistics and the analysis of MD-715 workforce data tables.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	HUD analyzed this potential barrier by examining HUD's workforce data tables of the past 7 years to compare the participation level of PWTD's against the EEOC goal rate of 2%.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been	Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been identified as a potential barrier underlying the underrepresentation of PWTD's at HUD.

determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	• Collect best practices from other Agencies that have been successful in hiring, promoting, and retaining employees from persons with targeted disabilities. • Examine the feasibility of establishing a collaborative process in which ODEEO would work closely with OCHCO and the Department of Treasury, Bureau of Financial Services to review randomly selected hiring and promotion packages, on a bimonthly basis, to ensure that HUD achieves its diversity objectives. • Collaborate with employee organizations to assist with targeted activities in addressing the concerns of the underrepresentation of PWTD's within the Department. • Collaborate with other Federal Agencies comparing their disability outreach and their processes for improvement.
RESPONSIBLE OFFICIAL:	Secretary of HUD Deputy Secretary OCHCO All HUD Hiring Officials
DATE OBJECTIVE INITIATED:	July 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016 *(Revised FY 2015)*

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
The OCHCO will conduct a detailed benchmarking exercise with Agencies of like size ensuring that best practices from other Agencies that have been successful in hiring and retaining PWTD's and if possible integrate into HUD's Diversity and Inclusion Plan.	September 2015 Completed for FY 2015 Ongoing
Provide training to management by OCHCO on all qualified hiring authorities and practices available especially a greater usage of the Schedule "A" hiring authority.	September 2015 Completed for FY 2015 Ongoing
Utilize applicant flow data expected from Career Connector to determine: 1. How many qualified PWTD's are applying for vacancies? 2. How many PWTD's are selected?	September 2015 *Completed*
Review and adjust model recruitment and hiring strategies for PWTD's at least bi-annually.	September 2015 Completed for FY 2015 Ongoing
On a bi-annual basis OCHCO will conduct mandatory training by individuals with expertise in employing PWTD's for the Department's hiring managers.	September 2015 Completed for FY 2015 Ongoing
Review and if necessary adjust the plan for promoting employment opportunities for PWTD's, including training, using centralized funds to provide reasonable accommodations, increasing access to technology, and ensuring accessible workspaces.	September 2015 Completed for FY 2015 Ongoing
Report on the progress of the implementation of the Department's plan and the Executive Order's objectives.	September 2015 Completed for FY 2015 Ongoing
Examine the feasibility of initiating a Computer and Electronics Accommodations Program (CAP) agreement with the Department of Defense through the Diversity Council led by AHED.	September 2016

Through the Diversity Council led by HUD's Affinity group for disabled persons, Advocates for HUD Employees with Disabilities (AHED) with Departmental support will host a best practices conference that includes: recruiting, hiring, inclusion, accommodations, attitudinal barriers and accessibility, for other Agencies to attend and share information with hiring managers and HR professionals.	June 2015 (Completed)
AHED will train managers in communications workshops on sensory, mobility and psychiatric disabilities in order to better prepare hiring managers for hiring and retaining employees with disabilities, particularly for GS-12 positions and above.	September 2016
AHED will participate in new supervisor training classes to discuss practical issues in hiring, retaining and working with people with disabilities.	September 2016

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Department continued its strategy of analyzing HUD's Program Offices hiring plans and creating non-competitive certificates to include PWTD candidates for selecting officials. A new bulletin was created that's currently being used by the Bureau of Fiscal Services (BFS) to ensure that people with targeted disabilities are considered first prior to initiating a competitive announcement. The Department also conducted detailed benchmarking exercises with Agencies of like size having made contact with several agencies, i.e. Education, Ag, State, GSA, VA etc. comparing SOP's, policies, and improving resources to ensure it is moving forward to increase its hiring of PWTD candidates.

Qualified candidates on hiring plans were extracted from sources that included the Department of Labor Workforce Recruitment Database; internal database from applicants submitting their applications for consideration for employment opportunities within HUD; and contractors that were currently working in various program offices seeking permanent positions in the Federal government. The Department also analyzed its current workforce of disabled veterans with a Veteran Administration disability rating of 30% or more and participant's in the Pathway Program who could also qualify under its hiring plans.

The Department continued its practice of having representatives from the Department's Affinity Groups at new employee orientations. Due to the FY 2015 budget and collaboration and implementation of a new hiring approach, HUD was able to revamp its hiring objective of increasing its workforce including persons with disabilities. As a result we increased our disabled candidate applicant pool. The OCHCO reports, over 9,100 disabled candidates applied for positions through USA Jobs, and 34 (6% of total hires) were hired through competitive procedures.

With the collaboration of the Special Employment Unit in the Recruitment & Staffing Division (RSD); HUD has attended several career fairs promoting veterans hire and person with a disability authority to attract well qualified candidates. The Department visited colleges and universities explaining the program and its benefits

to a variety of individuals. HUD has also pushed hiring initiative and targeted high goals with utilizing recruitment resources such as the Pathway Program and the Peace Corps program among others. As a result, HUD brought in over 130,000 job applications by the end of the fiscal year.

HUD continues to analyzing its Hiring Plans with the Agency Selective Placement Coordinator (SPC). This allowed the Department to identify vacancies that could be filled by qualified candidates in HUD's internal database of PWD's in conjunction with searches within OPM's Bender Database and the Workforce Recruitment Program (a year round database of College students with Disabilities).

HUD continues to have Representatives from AHED play an integral role in the new employee orientation. The representative's greet new hires and provide information concerning their program. In addition, new employees are provided information from the Agency Selective Placement Coordinator, Reasonable Accommodation Manager, and Veteran Employment Manager, etc. during their new employee orientation.

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U. S. Department of Housing and Urban Development (HUD)

FY 2015

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STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**<u>Participation Rates for Hispanic or Latino in Senior Positions</u>** Men represent 39.31% of HUD's permanent workforce. Of the 39.31%, Hispanic or Latino males represent 2.98% of the permanent workforce, which is significantly lower when compared to the CLF (5.17%). The participation rate of men in HUD's permanent senior-level positions is 56.32%, of which, 3.45% are Hispanic or Latino males. The participation rate of Hispanic or Latino males in permanent positions at the higher grade levels are: GS-13 (3.26%); GS-14 (3.21%); GS-15 (2.61%); and SES (3.45%). The overall participate rate Hispanic or Latino males is 2.95%. Women represent 60.69% of HUD's permanent workforce. Of the 60.69%, Hispanic or Latino females represent 4.87%, which is slightly above the CLF (4.79%). The participation rate of Hispanic or Latino females in permanent positions at grade levels GS-13 (4.23%); GS-14 (3.80%); GS-15 (3.64%); and SES (2.30%) is lower than their overall participation rate of 4.88%. This condition has been recognized as a potential barrier through the review of workforce statistics, CLF data, and the analysis of MD-715 workforce tables.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Workforce statistics for grades GS-13 and above were reviewed and analyzed. However, this trigger requires additional analysis in order to initiate an investigation as to whether HUD's policies, practices and/or procedures are the root cause of underrepresentation by Hispanic or Latino females.

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been formally identified as a potential barrier underlying the low participation rate of Hispanic or Latino females in the senior grade levels in HUD.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	ODEEO will perform a deeper dive into the Department's policies, procedures, and practices by conducting a root cause analysis to uncover barriers at the various stages of the Employment Cycle *(i.e. Recruitment; Hiring; Promotions and other Internal Selections; Performance Awards and other Incentives; Training and Development Opportunities; Disciplinary Actions; and Separations)* to determine if there are embedded limitations to employment opportunities for members of this particular group.
RESPONSIBLE OFFICIAL:	OCHCO All HUD Hiring Officials ODEEO
DATE OBJECTIVE INITIATED:	September 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review the mission-critical occupations (MCO) to determine the feeder pool(s) for the senior-grade level and management positions. • Initiate an ODEEO and PD&R collaboration to perform a deeper dive into this analysis. • Work with OCHCO data team to ensure access to viable MCO workforce data. *Note: OCHCO has a workforce data deficiency that directly impacts HUD's ability to conduct a thorough workforce analyses.*	September 2017
Conduct a barrier analysis to investigate whether any policies, procedures, or practices are causing these triggers.	September 2016 *(Ongoing)*
The Hispanic Employment Program will: • Facilitate various training and information-sharing opportunities to bring awareness to this trigger and potential barriers. • Establish ad-hoc and/or targeted focus groups to gather diverse perspectives on potential resolutions to this trigger. • Benchmark other similar sized organizations to obtain best practices and potential mentor opportunities that will address this trigger. • Engage Affinity Groups, whose membership may be affected by the existence of this trigger, to develop action items that specifically address their organizations' concerns.	September 2016 *(Ongoing)*
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

Part J - Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

EEOC FORM 715-01
PART J

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Department of Housing and Urban Development
	1.a. 2nd Level Component	1.a. N/A
	1.b. 3rd Level or lower	1.b. N/A

	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	percent	Number	percent	Number	Rate of Change
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Total Work Force	8137	100.00	7616	100.00	-521	-6.40
	Reportable Disability	786	9.96	732	9.61	-54	-6.87
	Targeted Disability*	95	1.17	90	1.18	-5	-5.26
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						

1. **Total Number of Applications Received From Persons With Targeted Disabilities** during the reporting period.	1204
2. **Total Number of Selections of Individuals with Targeted Disabilities** during the reporting period.	8

PART III

Participation Rates In Agency Employment Programs

Other Employment / Personnel Programs	**TOTAL**	**Reportable Disability**		**Targeted Disability**		**Not Identified**		**No Disability**	
		#	**%**	**#**	**%**	**#**	**%**	**#**	**%**
3.Competitive Promotions	125	1	0.80	1	0.80	86	68.80	38	30.40
4. Non-Competitive Promotions	703	69	9.82	6	0.85	21	2.99	613	87.19
5. Employee Development /Training	94	1	1.06	0	0	3	3.19	90	95.75
5.a. Grades 5-12	22	1	4.55	0	0	1	4.55	20	90.90

5.b. Grades 13-14	39	0	0	0	0	1	2.56	38	97.44
5.c. Grades 15/ Senior Executive Service	33	0	0	0	0	1	3.03	32	96.97
6. Employee Recognition and Awards	14,332	1192	8.31	147	1.03	352	2.46	12,788	89.23
6.a. Time-Off Awards (Total hours awarded)	67,339	4754	7.06	478	0.71	1636	2.43	60,949	90.51
6.b. Cash Awards (total $$$ awarded)	8,313,545.80	651,516.34	7.84	99,035.88	1.19	203,611.25	2.45	7,458,418.21	89.71
6.c. Quality-Step Increase	41	1	2.44	0	0	3	7.32	37	90.24
7. Details and Task Force Assignments	**Data Not Available**								

EEOC FORM 715-01 Part J	**Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities**
Part IV Identification and Elimination of Barriers	<u>Potential barrier/trigger:</u> • Selecting officials lack functional knowledge of special hiring authorities or knowingly have not utilized the special hiring authorities available. • Supervisors and managers lack functional knowledge of the reasonable accommodation procedures. <u>Plans completed to eliminate potential barrier/trigger:</u> • Continue conducting annual barrier analyses to investigate whether any policies, procedures, or practices are causing these triggers. • Continue to provide mandatory training on reasonable accommodation. • Provide training to management by OCHCO on all qualified hiring authorities and practices available especially a greater usage of the Schedule "A" hiring authority. • Utilize applicant flow data expected from Career Connector to determine whether the outreach to and recruitment of individuals with disabilities is satisfactory.
Part V Goals for Targeted Disabilities	HUD's developed numerical goal of 2% workforce participation rate of individuals with targeted disabilities was established according to the guidance provided by the Presidential Executive Order signed on July 26, 2010. Report on the progress of the implementation of the Department's plan and the Executive Order's objectives continue to be monitored on a regular basis to ensure progress.

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Appendix

Appendix A……Glossary

ADR	Alternative Dispute Resolution
AED	Affirmative Employment Division
AHED	Advocates for HUD Employees with Disabilities
AO	Administrative Officer
CLF	Civilian Labor Force
CPD	Office of Community Planning and Development
DEPM	Disability Employment Program Manager
DVAAP	Disabled Veterans Affirmative Action Program
EEO	Equal Employment Opportunity
EEOC	U.S. Equal Employment Opportunity Commission
EEOD	Equal Employment Opportunity Division
ERI	Ethnicity and Race Indicator
EVS	Employee Viewpoint Survey Results
FHEO	Office of Fair Housing and Equal Opportunity
FAD	Final Agency Decision
FAPAC	Federal Asian Pacific American Council
FHA	Office of Housing-Federal Housing Commissioner
FPM	Office of Field Policy and Management
FTE	Full-Time Equivalency
HEPM	Hispanic Employment Program Manager
HR	Human Resources Management
HWE	Hostile Work Environment
IAA	Inter-Agency Agreement
LULAC	League of United Latin American Citizens
MCO	Mission Critical Occupation
MD-715	Management Directive - 715
MBAT	Management Directive – 715 Barrier Analysis Team
MOU	Memorandum of Understanding
NAHREP	National Association of Hispanic Real Estate Professionals
OCFBNP	Office of the Center for Faith-based and Neighborhood Partnerships
OCFO	Office of the Chief Financial Officer
OCHCO	Office of the Chief Human Capital Officer
OCIO	Office of the Chief Information Officer
OCIR	Office of Congressional and Intergovernmental Relations
OCPO	Office of the Chief Procurement Officer
ODEEO	Office of Departmental Equal Employment Opportunity
OER	Office of Economic Resilience
OHA	Office of Hearing and Appeals
OHHLHC	Office of Healthy Homes and Lead Hazard Control
OIG	Office of the Inspector General
OLSE	Office of Labor Standards and Enforcement
OPA	Office of Public Affairs
OPM	U.S. Office of Personnel Management
OS	Office of the Secretary

OSDBU	Office of Small and Disadvantaged Business Utilization
PD&R	Office of Policy Development and Research
PIH	Office of Public and Indian Housing
PMF	Presidential Management Fellow
PPA	Policy, Program, & Advisory Staff
PWD	Persons with Disabilities
PWTD	Persons with Targeted Disabilities
QIWD	Qualified Individual with a Disability
RNO	Race National Origin
SEPM	Special Emphasis Program Manager
SLRP	Student Loan Repayment Program
USPS	United States Postal Service

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Appendix B……Workforce Data Tables

FY2015

HUD

Table A1: Total Workforce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

Sub Organization(s) Codes Included: 11,01,02,03,04,09,05,06,07,08,10

_All

Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY2014	#	8137	3166	4971	236	390	1818	1886	875	2359	180	241	8	8	37	66	12	21
	%	100.00%	38.91%	61.09%	2.90%	4.79%	22.34%	23.18%	10.75%	28.99%	2.21%	2.96%	0.10%	0.10%	0.45%	0.81%	0.15%	0.26%
FY2015	#	7616	2990	4626	225	372	1715	1735	815	2194	182	230	6	8	34	60	13	27
	%	100.00%	39.26%	60.74%	2.95%	4.88%	22.52%	22.78%	10.70%	28.81%	2.39%	3.02%	0.08%	0.11%	0.45%	0.79%	0.17%	0.35%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Difference	#	-521	-176	-345	-11	-18	-103	-151	-60	-165	2	-11	-2	0	-3	-6	1	6
Ratio Change	%	0.00%	0.35%	-0.35%	0.05%	0.09%	0.18%	-0.40%	-0.05%	-0.18%	0.18%	0.06%	-0.02%	0.01%	-0.01%	-0.02%	0.02%	0.10%
Net Change	%	-6.40%	-5.56%	-6.94%	-4.66%	-4.62%	-5.67%	-8.01%	-6.86%	-6.99%	1.11%	-4.56%	-25.00%	0.00%	-8.11%	-9.09%	8.33%	28.57%

PERMANENT

Prior FY	#	7938	3075	4863	232	377	1774	1835	840	2319	175	237	7	8	37	66	10	21
	%	100.00%	38.74%	61.26%	2.92%	4.75%	22.35%	23.12%	10.58%	29.21%	2.20%	2.99%	0.09%	0.10%	0.47%	0.83%	0.13%	0.26%
Current FY	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%
Difference	#	-467	-138	-329	-9	-13	-86	-144	-45	-157	3	-13	-1	0	-3	-6	3	4
Ratio Change	%	0.00%	0.57%	-0.57%	0.06%	0.12%	0.25%	-0.48%	0.06%	-0.28%	0.18%	0.01%	-0.01%	0.01%	-0.01%	-0.03%	0.05%	0.07%
Net Change	%	-5.88%	-4.49%	-6.77%	-3.88%	-3.45%	-4.85%	-7.85%	-5.36%	-6.77%	1.71%	-5.49%	-14.29%	0.00%	-8.11%	-9.09%	30.00%	19.05%

FY2015

HUD

Table A1: Total Workforce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

Sub Organization(s) Codes Included: 11,01,02,03,04,09,05,06,07,08,10

_All

Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

TEMPORARY

Prior FY	#	199	91	108	4	13	44	51	35	40	5	4	1	0	0	0	2	0
	%	100.00%	45.73%	54.27%	2.01%	6.53%	22.11%	25.63%	17.59%	20.10%	2.51%	2.01%	0.50%	0.00%	0.00%	0.00%	1.01%	0.00%
Current FY	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	36.55%	63.45%	1.38%	5.52%	18.62%	30.34%	13.79%	22.07%	2.76%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
Difference	#	-54	-38	-16	-2	-5	-17	-7	-15	-8	-1	2	-1	0	0	0	-2	2
Ratio Change	%	0.00%	-9.18%	9.18%	-0.63%	-1.02%	-3.49%	4.72%	-3.79%	1.97%	0.25%	2.13%	-0.50%	0.00%	0.00%	0.00%	-1.01%	1.38%
Net Change	%	-27.14%	-41.76%	-14.81%	-50.00%	-38.46%	-38.64%	-13.73%	-42.86%	-20.00%	-20.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	-100.00%	200.00%

NON-APPROPIATED

Prior FY	#																	
	%																	
Current FY	#																	
	%																	
Difference	#																	
	%																	
Net Change	%																	

FY2015

Table A2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2015

Report Executed: 11/2/2015

Distribution by Race/Ethnicity and Gender

Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
HUD	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%

FY2015

Table A2 (Temporary) : Total Workforce by Component

Data as of: 9/30/2015

Report Executed: 11/2/2015

Distribution by Race/Ethnicity and Gender

Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	36.55%	63.45%	1.38%	5.52%	18.62%	30.34%	13.79%	22.07%	2.76%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
HUD	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	36.55%	63.45%	1.38%	5.52%	18.62%	30.34%	13.79%	22.07%	2.76%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%

FY2015

Table A3-1 (Permanent) : Occupational Categories

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Occupational Categories		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1a. Official & Managers Exec/Senior Level (Grade 15	#	774	387	387	20	31	245	166	100	173	13	14	0	0	9	2	0	1
	%	100.00%	50.00%	50.00%	2.58%	4.01%	31.65%	21.45%	12.92%	22.35%	1.68%	1.81%	0.00%	0.00%	1.16%	0.26%	0.00%	0.13%
1b. MID-LEVEL (GRADES 13-14)	#	498	236	262	22	23	143	104	47	118	18	16	0	0	6	1	0	0
	%	100.00%	47.39%	52.61%	4.42%	4.62%	28.71%	20.88%	9.44%	23.69%	3.61%	3.21%	0.00%	0.00%	1.20%	0.20%	0.00%	0.00%
1d. Other	#	4684	1698	2986	137	238	956	1115	496	1429	83	132	4	7	14	44	8	21
	%	100.00%	36.25%	63.75%	2.92%	5.08%	20.41%	23.80%	10.59%	30.51%	1.77%	2.82%	0.09%	0.15%	0.30%	0.94%	0.17%	0.45%
1. Officials and Managers Total	#	5956	2321	3635	179	292	1344	1385	643	1720	114	162	4	7	29	47	8	22
	%	100.00%	38.97%	61.03%	3.01%	4.90%	22.57%	23.25%	10.80%	28.88%	1.91%	2.72%	0.07%	0.12%	0.49%	0.79%	0.13%	0.37%
Category CLF		100%	56.10%	43.90%	3.70%	3.40%	45.70%	32.70%	3.70%	5.10%	2.20%	1.90%	0.10%	0.10%	0.40%	0.40%	0.20%	0.20%
2. Professionals	#	951	508	443	37	36	306	182	102	175	55	48	2	0	3	2	3	0
	%	100.00%	53.42%	46.58%	3.89%	3.79%	32.18%	19.14%	10.73%	18.40%	5.78%	5.05%	0.21%	0.00%	0.32%	0.21%	0.32%	0.00%
Category CLF		100%	45.30%	54.70%	2.70%	3.40%	36.00%	41.40%	3.10%	5.50%	3.10%	3.40%	0.00%	0.00%	0.30%	0.50%	0.20%	0.20%
3. Technicians	#	4	2	2	0	0	1	0	1	2	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Category CLF		100%	36.80%	63.20%	3.40%	4.70%	26.90%	45.30%	3.60%	9.20%	2.30%	2.90%	0.10%	0.10%	0.40%	0.60%	0.20%	0.40%
5. Administrative Support Workers	#	552	99	453	6	36	33	124	47	264	9	14	0	1	2	11	2	3
	%	100.00%	17.93%	82.07%	1.09%	6.52%	5.98%	22.46%	8.51%	47.83%	1.63%	2.54%	0.00%	0.18%	0.36%	1.99%	0.36%	0.54%
Category CLF		100%	24.70%	75.30%	3.10%	7.70%	16.50%	55.70%	3.70%	8.60%	1.00%	2.10%	0.00%	0.10%	0.20%	0.80%	0.10%	0.40%
9. Service Workers	#	8	7	1	1	0	4	0	2	1	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	12.50%	12.50%	0.00%	50.00%	0.00%	25.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Category CLF		100%	48.70%	51.30%	6.40%	5.70%	30.90%	32.60%	8.70%	10.30%	1.60%	1.40%	0.10%	0.10%	0.60%	0.80%	0.40%	0.40%
Grand Total	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%

FY2015

Table A4-1 (Permanent) : Participation Rates for General Schedule (GS) Grades\Equivalence

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/2/2015

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	5	3	2	0	0	0	1	2	1	0	0	0	0	0	0	1	0
	%	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
GS-04	#	13	4	9	0	0	1	0	2	9	1	0	0	0	0	0	0	0
	%	100.00%	30.77%	69.23%	0.00%	0.00%	7.69%	0.00%	15.38%	69.23%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	24	9	15	1	0	2	2	5	12	1	0	0	0	0	1	0	0
	%	100.00%	37.50%	62.50%	4.17%	0.00%	8.33%	8.33%	20.83%	50.00%	4.17%	0.00%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%
GS-06	#	25	8	17	1	2	3	5	3	10	0	0	0	0	1	0	0	0
	%	100.00%	32.00%	68.00%	4.00%	8.00%	12.00%	20.00%	12.00%	40.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%
GS-07	#	336	67	269	4	24	26	82	30	140	5	12	0	0	1	9	1	2
	%	100.00%	19.94%	80.06%	1.19%	7.14%	7.74%	24.40%	8.93%	41.67%	1.49%	3.57%	0.00%	0.00%	0.30%	2.68%	0.30%	0.60%
GS-08	#	31	2	29	0	2	0	3	2	23	0	1	0	0	0	0	0	0
	%	100.00%	6.45%	93.55%	0.00%	6.45%	0.00%	9.68%	6.45%	74.19%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	177	50	127	6	5	25	35	14	82	3	3	0	1	0	1	2	0
	%	100.00%	28.25%	71.75%	3.39%	2.82%	14.12%	19.77%	7.91%	46.33%	1.69%	1.69%	0.00%	0.56%	0.00%	0.56%	1.13%	0.00%
GS-10	#	24	2	22	0	1	0	2	2	18	0	0	0	0	0	0	0	1
	%	100.00%	8.33%	91.67%	0.00%	4.17%	0.00%	8.33%	8.33%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.17%
GS-11	#	366	115	251	13	20	41	82	49	135	9	8	1	1	0	1	2	4
	%	100.00%	31.42%	68.58%	3.55%	5.46%	11.20%	22.40%	13.39%	36.89%	2.46%	2.19%	0.27%	0.27%	0.00%	0.27%	0.55%	1.09%
GS-12	#	1644	542	1102	47	118	304	377	154	523	28	50	2	1	5	25	2	8
	%	100.00%	32.97%	67.03%	2.86%	7.18%	18.49%	22.93%	9.37%	31.81%	1.70%	3.04%	0.12%	0.06%	0.30%	1.52%	0.12%	0.49%
GS-13	#	2481	1028	1453	81	105	610	570	255	670	65	80	3	5	10	15	4	8
	%	100.00%	41.43%	58.57%	3.26%	4.23%	24.59%	22.97%	10.28%	27.01%	2.62%	3.22%	0.12%	0.20%	0.40%	0.60%	0.16%	0.32%
GS-14	#	1369	611	758	44	52	365	319	146	329	47	51	0	0	8	6	1	1
	%	100.00%	44.63%	55.37%	3.21%	3.80%	26.66%	23.30%	10.66%	24.03%	3.43%	3.73%	0.00%	0.00%	0.58%	0.44%	0.07%	0.07%
GS-15	#	880	442	438	23	32	274	194	118	192	19	17	0	0	8	2	0	1
	%	100.00%	50.23%	49.77%	2.61%	3.64%	31.14%	22.05%	13.41%	21.82%	2.16%	1.93%	0.00%	0.00%	0.91%	0.23%	0.00%	0.11%
Executive (EX)	#	7	3	4	0	1	3	2	0	0	0	1	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	0.00%	14.29%	42.86%	28.57%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	87	49	38	3	2	34	17	11	18	0	1	0	0	1	0	0	0
	%	100.00%	56.32%	43.68%	3.45%	2.30%	39.08%	19.54%	12.64%	20.69%	0.00%	1.15%	0.00%	0.00%	1.15%	0.00%	0.00%	0.00%
Total GS Permanent Workforce	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%
Total Permanent Workforce	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	39.31%	60.69%	2.98%	4.87%	22.59%	22.63%	10.64%	28.94%	2.38%	3.00%	0.08%	0.11%	0.46%	0.80%	0.17%	0.33%

FY2015

Table A4-1 (Temporary) : Participation Rates for General Schedule (GS) Grades\Equivalence

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/2/2015

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	#	3	1	2	0	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	4	1	3	0	0	0	0	1	2	0	0	0	0	0	0	0	1
	%	100.00%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
GS-04	#	8	1	7	0	0	0	2	1	5	0	0	0	0	0	0	0	0
	%	100.00%	12.50%	87.50%	0.00%	0.00%	0.00%	25.00%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	10	4	6	0	0	2	0	2	5	0	0	0	0	0	0	0	1
	%	100.00%	40.00%	60.00%	0.00%	0.00%	20.00%	0.00%	20.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
GS-07	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	0.00%	0.00%	50.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	25	8	17	0	0	5	11	2	5	1	1	0	0	0	0	0	0
	%	100.00%	32.00%	68.00%	0.00%	0.00%	20.00%	44.00%	8.00%	20.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	8	0	8	0	1	0	5	0	2	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	12.50%	0.00%	62.50%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	16	9	7	0	0	5	3	4	1	0	3	0	0	0	0	0	0
	%	100.00%	56.25%	43.75%	0.00%	0.00%	31.25%	18.75%	25.00%	6.25%	0.00%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	8	2	6	0	1	0	5	1	0	1	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	0.00%	12.50%	0.00%	62.50%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	19	9	10	1	1	2	5	4	3	2	1	0	0	0	0	0	0
	%	100.00%	47.37%	52.63%	5.26%	5.26%	10.53%	26.32%	21.05%	15.79%	10.53%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	37	13	24	1	4	10	12	2	7	0	1	0	0	0	0	0	0
	%	100.00%	35.14%	64.86%	2.70%	10.81%	27.03%	32.43%	5.41%	18.92%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Temporary Workforce	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2

FY2015

Table A4-1 (Temporary) : Participation Rates for General Schedule (GS) Grades\Equivalence

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/2/2015

Sub OccSeries Codes Included: _All

	%	100.00%	36.55%	63.45%	1.38%	5.52%	18.62%	30.34%	13.79%	22.07%	2.76%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
Total Temporary Workforce	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	36.55%	63.45%	1.38%	5.52%	18.62%	30.34%	13.79%	22.07%	2.76%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%

FY2015

Table A4-2 (Permanent) : Participation Rates for General Schedule (GS)\Equivalence Grades

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

HUD

Report Executed: 11/2/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	0.03%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	5	3	2	0	0	0	1	2	1	0	0	0	0	0	0	1	0
	%	0.07%	0.10%	0.04%	0.00%	0.00%	0.00%	0.06%	0.25%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%
GS-04	#	13	4	9	0	0	1	0	2	9	1	0	0	0	0	0	0	0
	%	0.17%	0.14%	0.20%	0.00%	0.00%	0.06%	0.00%	0.25%	0.42%	0.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	24	9	15	1	0	2	2	5	12	1	0	0	0	0	1	0	0
	%	0.32%	0.31%	0.33%	0.45%	0.00%	0.12%	0.12%	0.63%	0.56%	0.56%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%
GS-06	#	25	8	17	1	2	3	5	3	10	0	0	0	0	1	0	0	0
	%	0.33%	0.27%	0.37%	0.45%	0.55%	0.18%	0.30%	0.38%	0.46%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%
GS-07	#	336	67	269	4	24	26	82	30	140	5	12	0	0	1	9	1	2
	%	4.50%	2.28%	5.93%	1.79%	6.59%	1.54%	4.85%	3.77%	6.48%	2.81%	5.36%	0.00%	0.00%	2.94%	36.00%	7.69%	8.00%
GS-08	#	31	2	29	0	2	0	3	2	23	0	1	0	0	0	0	0	0
	%	0.41%	0.07%	0.64%	0.00%	0.55%	0.00%	0.18%	0.25%	1.06%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	177	50	127	6	5	25	35	14	82	3	3	0	1	0	1	2	0
	%	2.37%	1.70%	2.80%	2.69%	1.37%	1.48%	2.07%	1.76%	3.79%	1.69%	1.34%	0.00%	12.50%	0.00%	4.00%	15.38%	0.00%
GS-10	#	24	2	22	0	1	0	2	2	18	0	0	0	0	0	0	0	1
	%	0.32%	0.07%	0.49%	0.00%	0.27%	0.00%	0.12%	0.25%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%
GS-11	#	366	115	251	13	20	41	82	49	135	9	8	1	1	0	1	2	4
	%	4.90%	3.92%	5.54%	5.83%	5.49%	2.43%	4.85%	6.16%	6.24%	5.06%	3.57%	16.67%	12.50%	0.00%	4.00%	15.38%	16.00%
GS-12	#	1644	542	1102	47	118	304	377	154	523	28	50	2	1	5	25	2	8
	%	22.01%	18.45%	24.31%	21.08%	32.42%	18.01%	22.29%	19.37%	24.19%	15.73%	22.32%	33.33%	12.50%	14.71%	100.00%	15.38%	32.00%
GS-13	#	2481	1028	1453	81	105	610	570	255	670	65	80	3	5	10	15	4	8
	%	33.21%	35.00%	32.05%	36.32%	28.85%	36.14%	33.71%	32.08%	30.99%	36.52%	35.71%	50.00%	62.50%	29.41%	60.00%	30.77%	32.00%
GS-14	#	1369	611	758	44	52	365	319	146	329	47	51	0	0	8	6	1	1
	%	18.32%	20.80%	16.72%	19.73%	14.29%	21.62%	18.86%	18.36%	15.22%	26.40%	22.77%	0.00%	0.00%	23.53%	24.00%	7.69%	4.00%
GS-15	#	880	442	438	23	32	274	194	118	192	19	17	0	0	8	2	0	1
	%	11.78%	15.05%	9.66%	10.31%	8.79%	16.23%	11.47%	14.84%	8.88%	10.67%	7.59%	0.00%	0.00%	23.53%	8.00%	0.00%	4.00%
Executive (EX)	#	7	3	4	0	1	3	2	0	0	0	1	0	0	0	0	0	0
	%	0.09%	0.10%	0.09%	0.00%	0.27%	0.18%	0.12%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	87	49	38	3	2	34	17	11	18	0	1	0	0	1	0	0	0
	%	1.16%	1.67%	0.84%	1.35%	0.55%	2.01%	1.01%	1.38%	0.83%	0.00%	0.45%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%
Total GSPermanent Workforce	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Permanent Workforce	#	7471	2937	4534	223	364	1688	1691	795	2162	178	224	6	8	34	60	13	25
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

FY2015

Table A4-2 (Temporary) : Participation Rates for General Schedule (GS)\Equivalence Grades

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

HUD

Report Executed: 11/2/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

GS/GM, SES and Related Grade		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	#	3	1	2	0	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	2.07%	1.89%	2.17%	0.00%	0.00%	0.00%	2.27%	5.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	4	1	3	0	0	0	0	1	2	0	0	0	0	0	0	0	1
	%	2.76%	1.89%	3.26%	0.00%	0.00%	0.00%	0.00%	5.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
GS-04	#	8	1	7	0	0	0	2	1	5	0	0	0	0	0	0	0	0
	%	5.52%	1.89%	7.61%	0.00%	0.00%	0.00%	4.55%	5.00%	15.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	10	4	6	0	0	2	0	2	5	0	0	0	0	0	0	0	1
	%	6.90%	7.55%	6.52%	0.00%	0.00%	7.41%	0.00%	10.00%	15.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
GS-07	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0
	%	2.76%	5.66%	1.09%	0.00%	0.00%	7.41%	0.00%	5.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.69%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.38%	1.89%	1.09%	0.00%	12.50%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	25	8	17	0	0	5	11	2	5	1	1	0	0	0	0	0	0
	%	17.24%	15.09%	18.48%	0.00%	0.00%	18.52%	25.00%	10.00%	15.63%	25.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	8	0	8	0	1	0	5	0	2	0	0	0	0	0	0	0	0
	%	5.52%	0.00%	8.70%	0.00%	12.50%	0.00%	11.36%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	16	9	7	0	0	5	3	4	1	0	3	0	0	0	0	0	0
	%	11.03%	16.98%	7.61%	0.00%	0.00%	18.52%	6.82%	20.00%	3.13%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	8	2	6	0	1	0	5	1	0	1	0	0	0	0	0	0	0
	%	5.52%	3.77%	6.52%	0.00%	12.50%	0.00%	11.36%	5.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	19	9	10	1	1	2	5	4	3	2	1	0	0	0	0	0	0
	%	13.10%	16.98%	10.87%	50.00%	12.50%	7.41%	11.36%	20.00%	9.38%	50.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	37	13	24	1	4	10	12	2	7	0	1	0	0	0	0	0	0
	%	25.52%	24.53%	26.09%	50.00%	50.00%	37.04%	27.27%	10.00%	21.88%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GSTemporary Workforce	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total Temporary Workforce	#	145	53	92	2	8	27	44	20	32	4	6	0	0	0	0	0	2
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

FY2015

Table A6 (Permanent) : Participation Rates for Major Occupations

Distributions by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African		Asian		Native Hawaiian		American Indian		Two or more	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0110	#	58	40	18	2	1	32	10	1	6	5	1	0	0	0	0	0	0
	%	100.00%	68.97%	31.03%	3.45%	1.72%	55.17%	17.24%	1.72%	10.34%	8.62%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	67.10%	32.90%	3.30%	1.80%	55.80%	25.20%	2.80%	2.70%	4.50%	3.10%	0.00%	0.10%	0.50%	0.10%	0.20%	0.00%
0201	#	93	23	70	0	3	9	7	14	59	0	1	0	0	0	0	0	0
	%	100.00%	24.73%	75.27%	0.00%	3.23%	9.68%	7.53%	15.05%	63.44%	0.00%	1.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.40%	0.00%	0.10%	0.20%	0.40%	0.10%	0.30%
0301	#	1123	448	675	42	45	258	244	115	338	26	33	0	3	4	4	3	8
	%	100.00%	39.89%	60.11%	3.74%	4.01%	22.97%	21.73%	10.24%	30.10%	2.32%	2.94%	0.00%	0.27%	0.36%	0.36%	0.27%	0.71%
Occupational CLF		100%	36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.90%	2.60%	3.60%	0.00%	0.10%	0.20%	0.50%	0.20%	0.30%
0360	#	324	108	216	20	32	44	52	42	122	2	9	0	0	0	0	0	1
	%	100.00%	33.33%	66.67%	6.17%	9.88%	13.58%	16.05%	12.96%	37.65%	0.62%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%
Occupational CLF		100%	53.90%	46.10%	4.30%	4.30%	41.40%	32.10%	4.20%	6.70%	2.70%	1.90%	0.10%	0.10%	0.40%	0.40%	0.80%	0.60%
0511	#	55	32	23	1	1	18	3	8	15	4	4	1	0	0	0	0	0
	%	100.00%	58.18%	41.82%	1.82%	1.82%	32.73%	5.45%	14.55%	27.27%	7.27%	7.27%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	39.90%	60.10%	2.20%	3.90%	31.80%	44.20%	2.40%	5.70%	3.00%	5.50%	0.00%	0.10%	0.20%	0.50%	0.20%	0.20%
1101	#	2541	958	1583	70	151	584	697	246	629	34	63	4	1	18	34	2	8
	%	100.00%	37.70%	62.30%	2.75%	5.94%	22.98%	27.43%	9.68%	24.75%	1.34%	2.48%	0.16%	0.04%	0.71%	1.34%	0.08%	0.31%
Occupational CLF																		
1102	#	81	36	45	2	3	14	10	19	32	1	0	0	0	0	0	0	0
	%	100.00%	44.44%	55.56%	2.47%	3.70%	17.28%	12.35%	23.46%	39.51%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.70%	0.00%	0.10%	0.40%	0.50%	0.10%	0.20%
2210	#	204	112	92	7	5	40	30	42	47	19	10	0	0	2	0	2	0
	%	100.00%	54.90%	45.10%	3.43%	2.45%	19.61%	14.71%	20.59%	23.04%	9.31%	4.90%	0.00%	0.00%	0.98%	0.00%	0.98%	0.00%
Occupational CLF		100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.50%	0.10%	0.00%	0.50%	0.30%	0.30%	0.10%

FY2015

Table A6 (Temporary) : Participation Rates for Major Occupations

Distributions by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0201	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.10%	1.80%	2.40%	0.00%	0.10%	0.20%	0.40%	0.10%	0.30%
0301	#	80	32	48	2	8	15	25	11	10	4	5	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	2.50%	10.00%	18.75%	31.25%	13.75%	12.50%	5.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.90%	2.60%	3.60%	0.00%	0.10%	0.20%	0.50%	0.20%	0.30%
2210	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.50%	0.10%	0.00%	0.50%	0.30%	0.30%	0.10%

Table A7 (Perm): APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		Total			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0110 Economist																		
Total Received	#	283																
Voluntarily Identified	#	99	66	33	9	1	35	11	11	12	10	8	0	0	0	0	1	1
	%	100%	66.70%	33.30%	9.10%	1.00%	35.40%	11.10%	11.10%	12.10%	10.10%	8.10%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%
Qualified of those Identified	#	46	27	19	4	1	18	7	3	5	2	6	0	0	0	0	0	0
	%	100%	58.70%	41.30%	8.70%	2.20%	39.10%	15.20%	6.50%	10.90%	4.30%	13.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	7	5	2	0	0	5	1	0	1	0	0	0	0	0	0	0	0
	%	100%	71.40%	28.60%	0.00%	0.00%	71.40%	14.30%	0.00%	14.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			67.10%	32.90%	3.30%	1.80%	55.80%	25.20%	2.80%	2.70%	4.40%	2.70%	0.00%	0.10%	0.20%	0.10%	0.40%	0.40%
Job Title/Series: 0201 Human Resources Specialist																		
Total Received	#	194																
Voluntarily Identified	#	97	41	56	6	2	15	8	18	40	1	1	0	0	0	0	1	5
	%	100%	42.30%	57.70%	6.20%	2.10%	15.50%	8.20%	18.60%	41.20%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	5.20%
Qualified of those Identified	#	56	18	38	2	1	8	8	7	24	1	1	0	0	0	0	0	4
	%	100%	32.10%	67.90%	3.60%	1.80%	14.30%	14.30%	12.50%	42.90%	1.80%	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	7.10%
Selected of those Identified	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			39.70%	60.30%	3.70%	5.80%	30.40%	44.20%	3.30%	7.00%	1.70%	2.20%	0.00%	0.10%	0.10%	0.30%	0.20%	0.50%
Job Title/Series: 0301 Miscellaneous Administration and Program																		
Total Received	#	10633																
Voluntarily Identified	#	5496	2394	3102	447	466	842	567	857	1843	128	109	5	10	35	29	80	78
	%	100%	43.60%	56.40%	8.10%	8.50%	15.30%	10.30%	15.60%	33.50%	2.30%	2.00%	0.10%	0.20%	0.60%	0.50%	1.50%	1.40%
Qualified of those Identified	#	3576	1433	2143	266	310	513	416	509	1263	86	74	2	9	20	22	37	49
	%	100%	40.10%	59.90%	7.40%	8.70%	14.30%	11.60%	14.20%	35.30%	2.40%	2.10%	0.10%	0.30%	0.60%	0.60%	1.00%	1.40%
Selected of those Identified	#	63	30	33	4	2	15	14	8	13	2	2	0	0	0	1	1	1
	%	100%	47.60%	52.40%	6.30%	3.20%	23.80%	22.20%	12.70%	20.60%	3.20%	3.20%	0.00%	0.00%	0.00%	1.60%	1.60%	1.60%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%
Job Title/Series: 0360 Equal Opportunity Specialist																		
Total Received	#	5176																
Voluntarily Identified	#	2817	1197	1620	273	298	292	346	524	848	65	59	6	3	18	21	19	45
	%	100%	42.50%	57.50%	9.70%	10.60%	10.40%	12.30%	18.60%	30.10%	2.30%	2.10%	0.20%	0.10%	0.60%	0.70%	0.70%	1.60%

Qualified of those Identified	#	1795	717	1078	168	197	177	227	311	566	40	44	3	0	6	15	12	29
	%	100%	39.90%	60.10%	9.40%	11.00%	9.90%	12.60%	17.30%	31.50%	2.20%	2.50%	0.20%	0.00%	0.30%	0.80%	0.70%	1.60%
Selected of those Identified	#	27	13	14	8	4	3	4	2	5	0	1	0	0	0	0	0	0
	%	100%	48.10%	51.90%	29.60%	14.80%	11.10%	14.80%	7.40%	18.50%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			53.60%	46.40%	4.30%	4.30%	41.00%	32.20%	4.20%	6.80%	2.70%	2.00%	0.10%	0.10%	0.40%	0.40%	0.60%	0.40%
Job Title/Series: 0511 Auditor																		
Total Received	#	1734																
Voluntarily Identified	#	894	431	463	97	57	118	75	139	253	67	62	0	0	6	8	4	8
	%	100%	48.20%	51.80%	10.90%	6.40%	13.20%	8.40%	15.50%	28.30%	7.50%	6.90%	0.00%	0.00%	0.70%	0.90%	0.40%	0.90%
Qualified of those Identified	#	709	339	370	76	46	91	62	107	196	57	55	0	0	5	7	3	4
	%	100%	47.80%	52.20%	10.70%	6.50%	12.80%	8.70%	15.10%	27.60%	8.00%	7.80%	0.00%	0.00%	0.70%	1.00%	0.40%	0.60%
Selected of those Identified	#	4	2	2	1	0	0	0	0	1	1	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			39.90%	60.10%	2.20%	3.90%	31.80%	44.20%	2.40%	5.60%	2.90%	5.30%	0.00%	0.10%	0.10%	0.30%	0.20%	0.50%
Job Title/Series: 1101 General Business and Industry																		
Total Received	#	30619																
Voluntarily Identified	#	15163	6820	8343	1174	1132	2520	1777	2575	4876	295	244	10	10	117	104	129	200
	%	100%	45.00%	55.00%	7.70%	7.50%	16.60%	11.70%	17.00%	32.20%	1.90%	1.60%	0.10%	0.10%	0.80%	0.70%	0.90%	1.30%
Qualified of those Identified	#	9610	3985	5625	679	680	1457	1214	1535	3356	178	159	4	5	63	78	69	133
	%	100%	41.50%	58.50%	7.10%	7.10%	15.20%	12.60%	16.00%	34.90%	1.90%	1.70%	0.00%	0.10%	0.70%	0.80%	0.70%	1.40%
Selected of those Identified	#	190	69	121	5	18	40	43	20	47	2	6	0	0	2	2	0	5
	%	100%	36.30%	63.70%	2.60%	9.50%	21.10%	22.60%	10.50%	24.70%	1.10%	3.20%	0.00%	0.00%	1.10%	1.10%	0.00%	2.60%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%
Job Title/Series: 1102 Contract Specialist																		
Total Received	#	1112																
Voluntarily Identified	#	531	285	246	47	29	107	56	100	131	27	22	2	5	1	0	1	3
	%	100%	53.70%	46.30%	8.90%	5.50%	20.20%	10.50%	18.80%	24.70%	5.10%	4.10%	0.40%	0.90%	0.20%	0.00%	0.20%	0.60%
Qualified of those Identified	#	437	226	211	34	27	88	49	80	107	22	20	1	5	1	0	0	3
	%	100%	51.70%	48.30%	7.80%	6.20%	20.10%	11.20%	18.30%	24.50%	5.00%	4.60%	0.20%	1.10%	0.20%	0.00%	0.00%	0.70%
Selected of those Identified	#	7	4	3	0	0	1	0	3	2	0	0	0	1	0	0	0	0
	%	100%	57.10%	42.90%	0.00%	0.00%	14.30%	0.00%	42.90%	28.60%	0.00%	0.00%	0.00%	14.30%	0.00%	0.00%	0.00%	0.00%
CLF			46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.40%	1.30%	1.60%	0.00%	0.10%	0.20%	0.30%	0.30%	0.40%
Job Title/Series: 2210 Information Technology Specialist																		
Total Received	#	1416																
Voluntarily Identified	#	734	535	199	70	27	188	47	146	80	104	36	0	0	22	2	5	7
	%	100%	72.90%	27.10%	9.50%	3.70%	25.60%	6.40%	19.90%	10.90%	14.20%	4.90%	0.00%	0.00%	3.00%	0.30%	0.70%	1.00%
Qualified of those Identified	#	511	363	148	39	17	141	37	82	59	81	29	0	0	16	0	4	6
	%	100%	71.00%	29.00%	7.60%	3.30%	27.60%	7.20%	16.00%	11.50%	15.90%	5.70%	0.00%	0.00%	3.10%	0.00%	0.80%	1.20%

Selected of those Identified	#	18	12	6	2	0	3	1	0	1	7	4	0	0	0	0	0	0
	%	100%	66.70%	33.30%	11.10%	0.00%	16.70%	5.60%	0.00%	5.60%	38.90%	22.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.40%	4.40%	4.70%	1.40%	0.10%	0.00%	0.20%	0.20%	0.90%	0.30%

Table A7 (Temp): APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		Total			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0101 Economist																		
Total Received	#	108																
Voluntarily Identified	#	65	19	46	2	5	8	20	8	18	1	2	0	0	0	0	0	1
	%	100%	29.20%	70.80%	3.10%	7.70%	12.30%	30.80%	12.30%	27.70%	1.50%	3.10%	0.00%	0.00%	0.00%	0.00%	0.00%	1.50%
Qualified of those Identified	#	26	7	19	1	2	2	9	4	7	0	0	0	0	0	0	0	1
	%	100%	26.90%	73.10%	3.80%	7.70%	7.70%	34.60%	15.40%	26.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.80%
Selected of those Identified	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	%	100%	66.70%	33.30%	0.00%	0.00%	33.30%	0.00%	33.30%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			48.00%	52.00%	2.80%	3.40%	38.80%	40.70%	4.00%	4.50%	1.30%	2.10%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%
Job Title/Series: 0301 Miscellaneous Administration																		
Total Received	#	224																
Voluntarily Identified	#	112	70	42	7	4	35	18	18	15	8	2	0	0	2	2	0	1
	%	100%	62.50%	37.50%	6.20%	3.60%	31.20%	16.10%	16.10%	13.40%	7.10%	1.80%	0.00%	0.00%	1.80%	1.80%	0.00%	0.90%
Qualified of those Identified	#	27	13	14	1	0	4	8	6	5	1	0	0	0	1	1	0	0
	%	100%	48.10%	51.90%	3.70%	0.00%	14.80%	29.60%	22.20%	18.50%	3.70%	0.00%	0.00%	0.00%	3.70%	3.70%	0.00%	0.00%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%
Job Title/Series: 1101 General Business and Industry																		
Total Received	#	73																
Voluntarily Identified	#	40	24	16	2	1	12	2	6	11	3	2	0	0	0	0	1	0
	%	100%	60.00%	40.00%	5.00%	2.50%	30.00%	5.00%	15.00%	27.50%	7.50%	5.00%	0.00%	0.00%	0.00%	0.00%	2.50%	0.00%
Qualified of those Identified	#	30	19	11	2	1	9	2	4	7	3	1	0	0	0	0	1	0
	%	100%	63.30%	36.70%	6.70%	3.30%	30.00%	6.70%	13.30%	23.30%	10.00%	3.30%	0.00%	0.00%	0.00%	0.00%	3.30%	0.00%
Selected of those Identified	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
CLF			36.70%	63.30%	2.80%	5.80%	27.10%	43.80%	3.60%	8.80%	2.40%	3.20%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%

FY2015

Table A8S (All) : New Hires by Occupational Series

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0101 SOCIAL SCIENCE	#	6	4	2	0	0	3	0	1	2	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	50.00%	0.00%	16.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 ECONOMIST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0199 SOC SCIENCE STUD TR	#	5	2	3	0	0	1	2	1	0	0	1	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	0.00%	0.00%	20.00%	40.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 PERSONNEL MANAGEMENT	#	3	1	2	0	0	1	0	0	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 MISCELLANEOUS ADMINISTRATION &	#	65	35	30	4	4	19	14	6	10	5	2	0	0	1	0	0	0
	%	100.00%	53.85%	46.15%	6.15%	6.15%	29.23%	21.54%	9.23%	15.38%	7.69%	3.08%	0.00%	0.00%	1.54%	0.00%	0.00%	0.00%
0303 MISCELLANEOUS CLERK & ASSISTANT	#	31	7	24	0	0	3	17	3	6	0	0	0	0	1	0	0	1
	%	100.00%	22.58%	77.42%	0.00%	0.00%	9.68%	54.84%	9.68%	19.35%	0.00%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	3.23%
0318 SECRETARY	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0340 PROGRAM MANAGEMENT	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 ADMV OFFICER	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 SUPPORT SRVCS ADMINISTRATION	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 MANAGEMENT & PROGRAM ANALYSIS	#	24	13	11	1	0	9	4	1	5	1	1	0	0	0	1	1	0
	%	100.00%	54.17%	45.83%	4.17%	0.00%	37.50%	16.67%	4.17%	20.83%	4.17%	4.17%	0.00%	0.00%	0.00%	4.17%	4.17%	0.00%
0360 EQUAL OPPORTUNITY	#	10	6	4	1	0	3	4	2	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	10.00%	0.00%	30.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0361 EQUAL OPPORTUNITY	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399 ADMIN & OFC SUPPORT STUDENT	#	23	7	16	0	0	3	3	4	11	0	0	0	0	0	0	0	2
	%	100.00%	30.43%	69.57%	0.00%	0.00%	13.04%	13.04%	17.39%	47.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.70%

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0501 FINANCIAL ADMINISTRATION &	#	9	4	5	1	0	2	3	1	2	0	0	0	0	0	0	0	0
	%	100.00%	44.44%	55.56%	11.11%	0.00%	22.22%	33.33%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 FINANCIAL MANAGEMENT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 ACCOUNTING	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511 AUDITING	#	3	2	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0560 BUDGET ANALYSIS	#	8	2	6	0	0	1	2	1	4	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	0.00%	0.00%	12.50%	25.00%	12.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801 GENERAL ENGINEERING	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 ARCHITECTURE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828 CONSTRUCTION ANALYST	#	5	5	0	0	0	3	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0904 LAW CLERK	#	17	4	13	0	0	4	11	0	1	0	1	0	0	0	0	0	0
	%	100.00%	23.53%	76.47%	0.00%	0.00%	23.53%	64.71%	0.00%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 GENERAL ATTORNEY	#	8	5	3	0	0	3	2	2	1	0	0	0	0	0	0	0	0
	%	100.00%	62.50%	37.50%	0.00%	0.00%	37.50%	25.00%	25.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0999 LEGAL OCCUPATIONS STUDENT	#	6	2	4	1	0	1	2	0	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	16.67%	0.00%	16.67%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 PUBLIC AFFAIRS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 GENERAL BUSINESS AND INDUSTRY	#	137	60	77	3	6	44	52	12	16	1	1	0	0	0	1	0	1
	%	100.00%	43.80%	56.20%	2.19%	4.38%	32.12%	37.96%	8.76%	11.68%	0.73%	0.73%	0.00%	0.00%	0.00%	0.73%	0.00%	0.73%
1102 CONTRACTING	#	5	4	1	0	0	1	0	3	1	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	0.00%	0.00%	20.00%	0.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1160 FINANCIAL ANALYSIS	#	12	7	5	2	1	4	2	1	1	0	0	0	0	0	0	0	1
	%	100.00%	58.33%	41.67%	16.67%	8.33%	33.33%	16.67%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
1171 APPRAISAL	#	11	7	4	0	0	6	4	0	0	1	0	0	0	0	0	0	0
	%	100.00%	63.64%	36.36%	0.00%	0.00%	54.55%	36.36%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1510 ACTUARY	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1530 STATISTICIAN	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2010 INVENTORY MGMT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 INFORMATION TECHNOLOGY	#	20	11	9	0	0	5	3	2	4	3	2	0	0	1	0	0	0
	%	100.00%	55.00%	45.00%	0.00%	0.00%	25.00%	15.00%	10.00%	20.00%	15.00%	10.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%
TOTAL	#	430	201	229	13	11	126	131	44	72	14	8	0	0	3	2	1	5
	%	100.00%	46.74%	53.26%	3.02%	2.56%	29.30%	30.47%	10.23%	16.74%	3.26%	1.86%	0.00%	0.00%	0.70%	0.47%	0.23%	1.16%

FY2016

Table A8S-3 (All) : SES Feeder Groups

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,04,06,09,11

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#																	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		Total			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African		Asian		Native		American		Two or More	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: 0110 Economist																		
Total Applications Received	#	11	9	2	4	0	5	0	0	1	0	0	0	0	0	0	0	1
Qualified	#	9	8	1	3	0	5	0	0	1	0	0	0	0	0	0	0	0
	%	100%	88.90%	11.10%	33.30%	0.00%	55.60%	0.00%	0.00%	11.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0301 Miscellaneous Administration and Program																		
Total Applications Received	#	171	60	111	14	11	27	37	15	53	1	5	0	0	0	1	3	4
Qualified	#	104	38	66	7	7	20	28	9	25	1	3	0	0	0	1	1	2
	%	100%	36.50%	63.50%	6.70%	6.70%	19.20%	26.90%	8.70%	24.00%	1.00%	2.90%	0.00%	0.00%	0.00%	1.00%	1.00%	1.90%
Selected	#	17	5	12	1	0	3	5	1	4	0	2	0	0	0	0	0	1
	%	100%	29.40%	70.60%	5.90%	0.00%	17.60%	29.40%	5.90%	23.50%	0.00%	11.80%	0.00%	0.00%	0.00%	0.00%	0.00%	5.90%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0360 Equal Opportunity Specialist																		
Total Applications Received	#	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Qualified	#	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 1101 General Business and Industry																		
Total Applications Received	#	126	56	70	4	10	33	24	13	25	3	7	0	0	2	0	1	4
Qualified	#	74	29	45	1	5	19	17	7	15	1	5	0	0	1	0	0	3
	%	100%	39.20%	60.80%	1.40%	6.80%	25.70%	23.00%	9.50%	20.30%	1.40%	6.80%	0.00%	0.00%	1.40%	0.00%	0.00%	4.10%
Selected	#	9	2	7	0	2	1	1	0	2	0	2	0	0	1	0	0	0
	%	100%	22.20%	77.80%	0.00%	22.20%	11.10%	11.10%	0.00%	22.20%	0.00%	22.20%	0.00%	0.00%	11.10%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 2210 Information Technology Specialist																		
Total Applications Received	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Qualified	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		

HUD

Table A10: Non-Competitive Promotions - Time in Grade

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Employees Eligible for Career Ladder Promotions	#	753	342	411	39	18	163	120	104	242	30	21	0	0	5	9	1	1
	%	100.00%	45.42%	54.58%	5.18%	2.39%	21.65%	15.94%	13.81%	32.14%	3.98%	2.79%	0.00%	0.00%	0.66%	1.20%	0.13%	0.13%

Time in grade in excess of minimum

1-12 Months	#	671	306	365	37	18	143	104	92	218	28	17	0	0	5	7	1	1
	%	100.00%	45.60%	54.40%	5.51%	2.68%	21.31%	15.50%	13.71%	32.49%	4.17%	2.53%	0.00%	0.00%	0.75%	1.04%	0.15%	0.15%
13-24 Months	#	9	2	7	0	0	0	1	2	4	0	1	0	0	0	1	0	0
	%	100.00%	22.22%	77.78%	0.00%	0.00%	0.00%	11.11%	22.22%	44.44%	0.00%	11.11%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%
25+ Months	#	23	6	17	0	0	5	3	1	11	0	2	0	0	0	1	0	0
	%	100.00%	26.09%	73.91%	0.00%	0.00%	21.74%	13.04%	4.35%	47.83%	0.00%	8.70%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%
Did not receive career ladder promotion	#	50	28	22	2	0	15	12	9	9	2	1	0	0	0	0	0	0
	%	100.00%	56.00%	44.00%	4.00%	0.00%	30.00%	24.00%	18.00%	18.00%	4.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) by Race/Ethnicity and Sex

		Total			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African		Asian		Native		American		Two or More	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
13																		
Total Applications Received	#	166	77	89	22	9	36	29	11	44	3	4	0	0	1	0	4	3
	%	100%	46.40%	53.60%	13.30%	5.40%	21.70%	17.50%	6.60%	26.50%	1.80%	2.40%	0.00%	0.00%	0.60%	0.00%	2.40%	1.80%
Qualified	#	110	52	58	12	4	27	23	7	28	3	1	0	0	0	0	3	2
	%	100%	47.30%	52.70%	10.90%	3.60%	24.50%	20.90%	6.40%	25.50%	2.70%	0.90%	0.00%	0.00%	0.00%	0.00%	2.70%	1.80%
Selected	#	20	10	10	3	1	7	3	0	4	0	1	0	0	0	0	0	1
	%	100%	50.00%	50.00%	15.00%	5.00%	35.00%	15.00%	0.00%	20.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
Relevant Applicant Pool %																		
14																		
Total Applications Received	#	391	165	226	18	25	83	65	50	113	5	11	0	0	3	1	6	11
	%	100%	42.20%	57.80%	4.60%	6.40%	21.20%	16.60%	12.80%	28.90%	1.30%	2.80%	0.00%	0.00%	0.80%	0.30%	1.50%	2.80%
Qualified	#	197	75	122	11	14	36	37	24	57	1	7	0	0	2	1	1	6
	%	100%	38.10%	61.90%	5.60%	7.10%	18.30%	18.80%	12.20%	28.90%	0.50%	3.60%	0.00%	0.00%	1.00%	0.50%	0.50%	3.00%
Selected	#	16	5	11	0	1	3	4	1	4	0	2	0	0	1	0	0	0
	%	100%	31.20%	68.80%	0.00%	6.20%	18.80%	25.00%	6.20%	25.00%	0.00%	12.50%	0.00%	0.00%	6.20%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
15																		
Total Applications Received	#	31	12	19	1	2	6	3	4	11	0	1	0	0	1	1	0	1
	%	100%	38.70%	61.30%	3.20%	6.50%	19.40%	9.70%	12.90%	35.50%	0.00%	3.20%	0.00%	0.00%	3.20%	3.20%	0.00%	3.20%
Qualified	#	16	5	11	0	2	3	1	2	6	0	1	0	0	0	0	0	1
	%	100%	31.20%	68.80%	0.00%	12.50%	18.80%	6.20%	12.50%	37.50%	0.00%	6.20%	0.00%	0.00%	0.00%	0.00%	0.00%	6.20%
Selected	#	3	1	2	0	0	1	0	0	0	0	1	0	0	0	0	0	1
	%	100%	33.30%	66.70%	0.00%	0.00%	33.30%	0.00%	0.00%	0.00%	0.00%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	33.30%
Relevant Applicant Pool %																		

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Table A12: Participation in Career Development - Distribution by Race/Ethnicity and Sex

Year = FY 2015

		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 5-12:																		
Slots	#																	
Relevant Pool		%																
Applied	#	121	**35**	**86**	**7**	**7**	**16**	**26**	**10**	**45**	**1**	**5**	**0**	**0**	**1**	**1**	**0**	**2**
	%	100	**28.9**	**71.1**	**5.8**	**5.8**	**13.2**	**21.5**	**8.3**	**37.2**	**0.8**	**4.1**	**0.0**	**0.0**	**0.8**	**0.8**	**0.0**	**1.7**
Participants	#	**22**	**6**	**16**	**1**	**0**	**3**	**6**	**1**	**6**	**0**	**2**	**0**	**0**	**1**	**1**	**0**	**1**
	%	100	**27.3**	**72.7**	**4.5**	**0.0**	**13.6**	**27.3**	**4.5**	**27.3**	**0.0**	**9.1**	**0.0**	**0.0**	**4.5**	**4.5**	**0.0**	**4.5**
Career Development Programs for GS 13 - 14:																		
Slots	#																	
Relevant Pool		%																
Applied	#	110	**31**	**79**	**5**	**1**	**18**	**31**	**4**	**39**	**3**	**5**	**0**	**0**	**1**	**1**	**0**	**2**
	%	100	**28.2**	**71.8**	**4.5**	**0.9**	**16.4**	**28.2**	**3.6**	**35.5**	**2.7**	**4.5**	**0.0**	**0.0**	**0.9**	**0.9**	**0.0**	**1.8**
Participants	#	**39**	**13**	**26**	**1**	**0**	**8**	**9**	**3**	**18**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100	**33.3**	**66.7**	**2.6**	**0.0**	**20.5**	**23.1**	**7.7**	**46.2**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**2.6**	**0.0**
Career Development Programs for GS 15 and SES:																		
Slots	#																	
Relevant Pool		%																
Applied	#	33	**16**	**17**	**3**	**0**	**6**	**6**	**6**	**12**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100	**48.5**	**51.5**	**9.1**	**0.0**	**18.2**	**18.2**	**18.2**	**36.4**	**0**	**0.0**	**0**	**0**	**0**	**0**	**0**	**0**
Participants	#	**33**	**16**	**17**	**3**	**0**	**6**	**6**	**6**	**12**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100	**48.5**	**51.5**	**9.1**	**0.0**	**18.2**	**18.2**	**18.2**	**36.4**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

HUD

Sub Organization(s) Codes Included:
01,02,03,04,05,06,07,08,09,10,11

Table A13 : Employees Recognition and Awards

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

FY2015

Includes NOA Codes: 840,846,849,879,885,886,887,892

Recognition or Award Program # Awards Given Total Cash		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Cash Awards $500 and Under	#	2806	1041	1765	70	129	579	577	326	940	45	78	3	2	14	28	4	11
	%	100.00%	37.10%	62.90%	2.49%	4.60%	20.63%	20.56%	11.62%	33.50%	1.60%	2.78%	0.11%	0.07%	0.50%	1.00%	0.14%	0.39%
Total	$	1,018,526	382,361	636,164	24,614	45,829	216,135	211,276	116,281	334,748	17,539	28,820	984	918	5,300	10,483	1,509	4,091
Average	$	362.98	367.30	360.43	351.62	355.26	373.29	366.16	356.69	356.12	389.76	369.48	328.02	459.06	378.57	374.38	377.27	371.95
Total Cash Awards between $501 and $1500	#	5929	2247	3682	165	274	1387	1488	527	1656	139	188	2	10	22	53	5	13
	%	100.00%	37.90%	62.10%	2.78%	4.62%	23.39%	25.10%	8.89%	27.93%	2.34%	3.17%	0.03%	0.17%	0.37%	0.89%	0.08%	0.22%
Total	$	5,479,163	2,111,327	3,367,836	149,813	240,891	1,334,622	1,419,454	471,721	1,462,701	128,486	175,516	2,025	9,835	21,205	47,015	3,455	12,425
Average	$	924.13	939.62	914.68	907.96	879.16	962.24	953.93	895.11	883.27	924.36	933.59	1,012.50	983.50	963.86	887.08	691.00	955.77
Total Cash Awards greater than $1500	#	704	331	373	25	25	201	174	77	158	19	15	1	0	8	1	0	0
	%	100.00%	47.02%	52.98%	3.55%	3.55%	28.55%	24.72%	10.94%	22.44%	2.70%	2.13%	0.14%	0.00%	1.14%	0.14%	0.00%	0.00%
Total	$	1,201,060	558,005	643,055	40,555	46,565	336,875	296,605	131,665	271,540	33,420	26,565	1,780	0	13,710	1,780	0	0
Average	$	1,706.05	1,685.82	1,724.01	1,622.20	1,862.60	1,676.00	1,704.63	1,709.94	1,718.61	1,758.95	1,771.00	1,780.00	0.00	1,713.75	1,780.00	0.00	0.00
Total Time-Off Awards 1-9 Hours	#	2439	870	1569	70	143	511	704	231	633	41	75	2	2	12	11	3	1
	%	100.00%	35.67%	64.33%	2.87%	5.86%	20.95%	28.86%	9.47%	25.95%	1.68%	3.08%	0.08%	0.08%	0.49%	0.45%	0.12%	0.04%
Total	$	19,623	6,993	12,630	563	1,144	4,104	5,664	1,861	5,105	330	607	16	17	94	84	25	9
Average	$	8.05	8.04	8.05	8.04	8.00	8.03	8.05	8.06	8.06	8.05	8.09	8.00	8.50	7.83	7.64	8.33	9.00
Total Time-Off Awards Over 9 Hours	#	2321	821	1500	64	97	495	650	205	652	39	86	2	2	13	9	3	4
	%	100.00%	35.37%	64.63%	2.76%	4.18%	21.33%	28.01%	8.83%	28.09%	1.68%	3.71%	0.09%	0.09%	0.56%	0.39%	0.13%	0.17%
Total	$	47,306	16,821	30,485	1,258	1,875	10,240	13,518	4,254	13,002	717	1,756	56	40	248	198	48	96
Average	$	20.38	20.49	20.32	19.66	19.33	20.69	20.80	20.75	19.94	18.38	20.42	28.00	20.00	19.08	22.00	16.00	24.00

HUD

Sub Organization(s) Codes Included:
01,02,03,04,05,06,07,08,09,10,11

Table A13 : Employees Recognition and Awards

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

FY2015

Includes NOA Codes: 840,846,849,879,885,886,887,892

Recognition or Award Program # Awards Given Total Cash		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Cash Awards between $501 and	#	14	5	9	0	0	5	7	0	2	0	0	0	0	0	0	0	0
	%	100.00%	35.71%	64.29%	0.00%	0.00%	35.71%	50.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		16,460.00	5,710.00	10,750.00	0.00	0.00	5,710.00	9,000.00	0.00	1,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average		1,175.71	1,142.00	1,194.44	0.00	0.00	1,142.00	1,285.71	0.00	875.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Cash Awards greater than $1500	#	60	32	28	2	2	20	12	8	13	0	1	0	0	2	0	0	0
	%	100.00%	53.33%	46.67%	3.33%	3.33%	33.33%	20.00%	13.33%	21.67%	0.00%	1.67%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%
Total SES		598,337.00	304,149.00	294,188.00	14,375.00	22,159.00	191,220.00	133,075.00	80,823.00	128,122.00	0.00	10,832.00	0.00	0.00	17,731.00	0.00	0.00	0.00
Average		9,972.28	9,504.66	10,506.71	7,187.50	11,079.50	9,561.00	11,089.58	10,102.88	9,855.54	0.00	10,832.00	0.00	0.00	8,865.50	0.00	0.00	0.00
Total Time-Off Awards 1-9 Hours	#	6	4	2	0	0	3	1	1	0	0	1	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	50.00%	16.67%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		50.00	33.00	17.00	0.00	0.00	24.00	9.00	9.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
Average		8.33	8.25	8.50	0.00	0.00	8.00	9.00	9.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time-Off Awards Over 9 Hours	#	12	5	7	1	0	3	3	1	4	0	0	0	0	0	0	0	0
	%	100.00%	41.67%	58.33%	8.33%	0.00%	25.00%	25.00%	8.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		360.00	124.00	236.00	16.00	0.00	68.00	92.00	40.00	144.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Average		30.00	24.80	33.71	16.00	0.00	22.67	30.67	40.00	36.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

HUD

Sub Organization(s) Codes Included:
01,02,03,04,05,06,07,08,09,10,11

Table A13 : Employees Recognition and Awards

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/2/2015

FY2015

Includes NOA Codes: 840,846,849,879,885,886,887,892

Recognition or Award Program # Awards Given Total Cash		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total QSI Awarded	#	41	17	24	0	2	12	13	4	8	1	0	0	0	0	1	0	0
	%	100.00%	41.46%	58.54%	0.00%	4.88%	29.27%	31.71%	9.76%	19.51%	2.44%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%
Total		117,139.00	46,913.00	70,226.00	0.00	6,268.00	34,377.00	36,805.00	9,656.00	24,716.00	2,880.00	0.00	0.00	0.00	0.00	2,437.00	0.00	0.00
Average		2,857.05	2,759.59	2,926.08	0.00	3,134.00	2,864.75	2,831.15	2,414.00	3,089.50	2,880.00	0.00	0.00	0.00	0.00	2,437.00	0.00	0.00

FY2015

Table A13S (Permanent) : Awards by Grade

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

All Housing and Urban

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: EF,ES,GM,GS,SL

Grade Groups		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS 01-08	#	534	101	433	9	38	39	112	43	248	7	23	0	0	1	11	2	1
	%	100.00%	18.91%	81.09%	1.69%	7.12%	7.30%	20.97%	8.05%	46.44%	1.31%	4.31%	0.00%	0.00%	0.19%	2.06%	0.37%	0.19%
Total Monetary Awards	$	419,015	33,575	385,440	2,929	15,603	13,284	194,157	13,298	163,655	2,354	8,179	0	0	900	3,738	809	108
Average amount per Award	$	785	332	890	325	411	341	1,734	309	660	336	356	0	0	900	340	405	108
GS 09-12	#	2721	813	1908	72	177	442	651	246	954	34	71	4	5	10	37	5	13
	%	100.00%	29.88%	70.12%	2.65%	6.50%	16.24%	23.93%	9.04%	35.06%	1.25%	2.61%	0.15%	0.18%	0.37%	1.36%	0.18%	0.48%
Total Monetary Awards	$	3,068,900	832,165	2,236,735	39,973	179,508	536,453	876,232	175,111	1,104,780	21,408	42,841	1,909	3,253	55,015	23,383	2,295	6,739
Average amount per Award	$	1,128	1,024	1,172	555	1,014	1,214	1,346	712	1,158	630	603	477	651	5,502	632	459	518
GS 13-15	#	6391	2771	3620	192	244	1716	1524	658	1614	161	184	4	6	34	34	6	14
	%	100.00%	43.36%	56.64%	3.00%	3.82%	26.85%	23.85%	10.30%	25.25%	2.52%	2.88%	0.06%	0.09%	0.53%	0.53%	0.09%	0.22%
Total Monetary Awards	$	7,362,091	3,080,247	4,281,844	181,489	232,596	2,028,764	1,943,152	676,496	1,833,271	149,753	197,298	5,480	6,135	33,840	56,624	4,425	12,769
Average amount per Award	$	1,152	1,112	1,183	945	953	1,182	1,275	1,028	1,136	930	1,072	1,370	1,023	995	1,665	737	912
SES	#	78	39	39	2	2	27	20	8	16	0	1	0	0	2	0	0	0
	%	100.00%	50.00%	50.00%	2.56%	2.56%	34.62%	25.64%	10.26%	20.51%	0.00%	1.28%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%
Total Monetary Awards	$	602,907	309,859	293,048	14,375	22,159	196,930	141,075	80,823	118,982	0	10,832	0	0	17,731	0	0	0
Average amount per Award	$	7,730	7,945	7,514	7,188	11,080	7,294	7,054	10,103	7,436	0	10,832	0	0	8,866	0	0	0
Grand Total	**#**	**9724**	**3724**	**6000**	**275**	**461**	**2224**	**2307**	**955**	**2832**	**202**	**279**	**8**	**11**	**47**	**82**	**13**	**28**
	%	100.00%	38.30%	61.70%	2.83%	4.74%	22.87%	23.72%	9.82%	29.12%	2.08%	2.87%	0.08%	0.11%	0.48%	0.84%	0.13%	0.29%
Total Monetary Awards	$	11,452,913	4,255,845	7,197,067	238,766	449,866	2,775,432	3,154,615	945,729	3,220,687	173,515	259,150	7,389	9,388	107,486	83,744	7,529	19,616
Average amount per Award	$	1,178	1,143	1,200	868	976	1,248	1,367	990	1,137	859	929	924	853	2,287	1,021	579	701

The above table includes Awards with NOA Codes : 815,816,817,825,827,840,849,879,885,886,887

FY2015

Table A13S (Permanent) : Awards by Grade

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

All Housing and Urban

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: EF,ES,GM,GS,SL

Grade Groups		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS 01-08	#	281	59	222	2	25	27	74	23	110	4	10	0	0	2	3	1	0
	%	100.00%	21.00%	79.00%	0.71%	8.90%	9.61%	26.33%	8.19%	39.15%	1.42%	3.56%	0.00%	0.00%	0.71%	1.07%	0.36%	0.00%
Total Time Awards (Hours)	#	3,157	639	2,518	24	268	286	861	249	1,215	56	134	0	0	16	40	8	0
Average Hours per Award	#	11	11	11	12	11	11	12	11	11	14	13	0	0	8	13	8	0
GS 09-12	#	1505	444	1061	49	117	225	398	138	494	26	38	1	1	4	11	1	2
	%	100.00%	29.50%	70.50%	3.26%	7.77%	14.95%	26.45%	9.17%	32.82%	1.73%	2.52%	0.07%	0.07%	0.27%	0.73%	0.07%	0.13%
Total Time Awards (Hours)	#	17,494	4,939	12,555	541	1,340	2,557	4,713	1,512	5,924	261	393	8	9	52	144	8	32
Average Hours per Award	#	12	11	12	11	11	11	12	11	12	10	10	8	9	13	13	8	16
GS 13-15	#	3005	1201	1804	93	122	750	871	282	683	50	111	4	4	15	8	7	5
	%	100.00%	39.97%	60.03%	3.09%	4.06%	24.96%	28.99%	9.38%	22.73%	1.66%	3.69%	0.13%	0.13%	0.50%	0.27%	0.23%	0.17%
Total Time Awards (Hours)	#	45,607	18,020	27,587	1,384	1,667	11,213	13,112	4,300	10,739	714	1,778	72	56	226	146	111	89
Average Hours per Award	#	15	15	15	15	14	15	15	15	16	14	16	18	14	15	18	16	18
SES	#	18	9	9	1	0	6	4	2	4	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	5.56%	0.00%	33.33%	22.22%	11.11%	22.22%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Time Awards (Hours)	#	410	157	253	16	0	92	101	49	144	0	8	0	0	0	0	0	0
Average Hours per Award	#	23	17	28	16	0	15	25	25	36	0	8	0	0	0	0	0	0
Grand Total	**#**	**4809**	**1713**	**3096**	**145**	**264**	**1008**	**1347**	**445**	**1291**	**80**	**160**	**5**	**5**	**21**	**22**	**9**	**7**
	%	100.00%	35.62%	64.38%	3.02%	5.49%	20.96%	28.01%	9.25%	26.85%	1.66%	3.33%	0.10%	0.10%	0.44%	0.46%	0.19%	0.15%
Total Time Awards (Hours)	#	66,668	23,755	42,913	1,965	3,275	14,148	18,787	6,110	18,022	1,031	2,313	80	65	294	330	127	121
Average Hours per Award	#	14	14	14	14	12	14	14	14	14	13	14	16	13	14	15	14	17

FY2015

Table A14 (All) : Separations by Type of Separation

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 11,01,02,03,04,09,05,06,07,08,10

Type of Separation		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
IVOL	#	14	9	5	0	0	4	2	4	2	0	0	0	0	0	1	1	0
	%	100.00%	64.29%	35.71%	0.00%	0.00%	28.57%	14.29%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	7.14%	0.00%
VOL	#	696	278	418	20	27	174	194	71	175	7	15	1	0	5	6	0	1
	%	100.00%	39.94%	60.06%	2.87%	3.88%	25.00%	27.87%	10.20%	25.14%	1.01%	2.16%	0.14%	0.00%	0.72%	0.86%	0.00%	0.14%
TOTAL Separations	#	710	287	423	20	27	178	196	75	177	7	15	1	0	5	7	1	1
	%	100.00%	40.42%	59.58%	2.82%	3.80%	25.07%	27.61%	10.56%	24.93%	0.99%	2.11%	0.14%	0.00%	0.70%	0.99%	0.14%	0.14%
TOTAL Workforce	#	7616	2990	4626	225	372	1715	1735	815	2194	182	230	6	8	34	60	13	27
	%	100.00%	39.26%	60.74%	2.95%	4.88%	22.52%	22.78%	10.70%	28.81%	2.39%	3.02%	0.08%	0.11%	0.45%	0.79%	0.17%	0.35%

FY2015

Table A14S (All) : Separations by Type of Separation

Data as of: 9/30/2015

Report Executed: 11/2/2015

Distribution by Race/Ethnicity and Gender

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

All Separations Types

NOA TYPE		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Death	#	10	8	2	0	0	5	0	3	2	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	0.00%	0.00%	50.00%	0.00%	30.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharge	#	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	0.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	5	2	3	0	0	1	1	1	1	0	0	0	0	0	1	0	0
	%	100.00%	40.00%	60.00%	0.00%	0.00%	20.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
Resignation	#	122	61	61	7	5	35	39	16	13	3	4	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	5.74%	4.10%	28.69%	31.97%	13.11%	10.66%	2.46%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	442	158	284	6	17	111	124	36	131	2	6	0	0	3	6	0	0
	%	100.00%	35.75%	64.25%	1.36%	3.85%	25.11%	28.05%	8.14%	29.64%	0.45%	1.36%	0.00%	0.00%	0.68%	1.36%	0.00%	0.00%
Termination	#	5	4	1	0	0	1	0	2	1	0	0	0	0	0	0	1	0
	%	100.00%	80.00%	20.00%	0.00%	0.00%	20.00%	0.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Transfer	#	122	51	71	7	5	23	31	16	29	2	5	1	0	2	0	0	1
	%	100.00%	41.80%	58.20%	5.74%	4.10%	18.85%	25.41%	13.11%	23.77%	1.64%	4.10%	0.82%	0.00%	1.64%	0.00%	0.00%	0.82%
TOTAL Separations	#	710	287	423	20	27	178	196	75	177	7	15	1	0	5	7	1	1
	%	100.00%	40.42%	59.58%	2.82%	3.80%	25.07%	27.61%	10.56%	24.93%	0.99%	2.11%	0.14%	0.00%	0.70%	0.99%	0.14%	0.14%
TOTAL Workforce	#	7616	2990	4626	225	372	1715	1735	815	2194	182	230	6	8	34	60	13	27
	%	100.00%	39.26%	60.74%	2.95%	4.88%	22.52%	22.78%	10.70%	28.81%	2.39%	3.02%	0.08%	0.11%	0.45%	0.79%	0.17%	0.35%

FY2015

Table A14S2 (All) : Separations by Occupational Series & GradeEQ

Data as of: 9/30/2015

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA(s) Codes Included: 301,302,303,317,330,350,352,355,385

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0028 ENVIROMENTAL PROTECTION SPECIALIST	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0080 SECUR ADM	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0101 SOCIAL SCIENCE	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 ECONOMIST	#	4	2	2	1	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	25.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0199 SOC SCIENCE STUD TR	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 PERSONNEL MANAGEMENT	#	20	4	16	0	0	1	4	3	11	0	1	0	0	0	0	0	0
	%	100.00%	20.00%	80.00%	0.00%	0.00%	5.00%	20.00%	15.00%	55.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0203 PERSONNEL CLERICAL & ASSISTANCE	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 EQUAL EMPLOYMENT OPPORTUNITY	#	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 MISCELLANEOUS ADMINISTRATION &	#	107	48	59	7	8	26	23	10	26	3	2	0	0	1	0	1	0
	%	100.00%	44.86%	55.14%	6.54%	7.48%	24.30%	21.50%	9.35%	24.30%	2.80%	1.87%	0.00%	0.00%	0.93%	0.00%	0.93%	0.00%
0303 MISCELLANEOUS CLERK & ASSISTANT	#	48	4	44	0	4	3	20	1	17	0	2	0	0	0	1	0	0
	%	100.00%	8.33%	91.67%	0.00%	8.33%	6.25%	41.67%	2.08%	35.42%	0.00%	4.17%	0.00%	0.00%	0.00%	2.08%	0.00%	0.00%
0318 SECRETARY	#	7	1	6	1	0	0	1	0	4	0	0	0	0	0	1	0	0
	%	100.00%	14.29%	85.71%	14.29%	0.00%	0.00%	14.29%	0.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
0340 PROGRAM MANAGEMENT	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 ADMV OFFICER	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 SUPPORT SRVCS ADMINISTRATION	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 MANAGEMENT & PROGRAM ANALYSIS	#	63	24	39	1	1	12	21	9	13	1	2	0	0	1	2	0	0
	%	100.00%	38.10%	61.90%	1.59%	1.59%	19.05%	33.33%	14.29%	20.63%	1.59%	3.17%	0.00%	0.00%	1.59%	3.17%	0.00%	0.00%
0344 MANAGEMENT CLERICAL & ASSISTANCE	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0360 EQUAL OPPORTUNITY	#	35	14	21	1	1	4	5	8	15	1	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	2.86%	2.86%	11.43%	14.29%	22.86%	42.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0361 EQUAL OPPORTUNITY	#	4	1	3	1	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0391 TELECOMMUNICATIONS	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399 ADMIN & OFC SUPPORT STUDENT	#	10	5	5	0	1	1	2	4	2	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	10.00%	10.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 FINANCIAL ADMINISTRATION &	#	10	2	8	0	0	0	4	2	4	0	0	0	0	0	0	0	0
	%	100.00%	20.00%	80.00%	0.00%	0.00%	0.00%	40.00%	20.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 FINANCIAL MANAGEMENT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 ACCOUNTING	#	8	2	6	0	0	1	3	1	1	0	1	0	0	0	1	0	0
	%	100.00%	25.00%	75.00%	0.00%	0.00%	12.50%	37.50%	12.50%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%
0511 AUDITING	#	3	1	2	0	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0560 BUDGET ANALYSIS	#	12	5	7	0	0	4	1	1	5	0	0	0	0	0	1	0	0
	%	100.00%	41.67%	58.33%	0.00%	0.00%	33.33%	8.33%	8.33%	41.67%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%
0801 GENERAL ENGINEERING	#	4	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 ARCHITECTURE	#	6	5	1	0	0	4	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	0.00%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828 CONSTRUCTION ANALYST	#	18	18	0	0	0	13	0	4	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	72.22%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%
0905 GENERAL ATTORNEY	#	28	12	16	0	0	9	11	2	5	0	0	1	0	0	0	0	0
	%	100.00%	42.86%	57.14%	0.00%	0.00%	32.14%	39.29%	7.14%	17.86%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%
0986 LEGAL CLERK TECH	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0999 LEGAL OCCUPATIONS STUDENT	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

Type of Appointment		TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 PUBLIC AFFAIRS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 GENERAL BUSINESS AND INDUSTRY	#	230	89	141	4	9	68	80	15	50	0	1	0	0	2	1	0	0
	%	100.00%	38.70%	61.30%	1.74%	3.91%	29.57%	34.78%	6.52%	21.74%	0.00%	0.43%	0.00%	0.00%	0.87%	0.43%	0.00%	0.00%
1102 CONTRACTING	#	11	5	6	0	0	3	2	2	4	0	0	0	0	0	0	0	0
	%	100.00%	45.45%	54.55%	0.00%	0.00%	27.27%	18.18%	18.18%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1160 FINANCIAL ANALYSIS	#	19	9	10	0	1	4	4	5	2	0	2	0	0	0	0	0	1
	%	100.00%	47.37%	52.63%	0.00%	5.26%	21.05%	21.05%	26.32%	10.53%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%
1165 LOAN SPECIALIST	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1170 REALTY	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1171 APPRAISAL	#	16	12	4	0	0	9	4	2	0	1	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	0.00%	0.00%	56.25%	25.00%	12.50%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1515 OPERATIONS RESEARCH	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1654 PRINTING MANAGEMENT	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 INFORMATION TECHNOLOGY	#	18	9	9	0	0	8	3	1	4	0	2	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	44.44%	16.67%	5.56%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	710	287	423	20	27	178	196	75	177	7	15	1	0	5	7	1	1
	%	100.00%	40.42%	59.58%	2.82%	3.80%	25.07%	27.61%	10.56%	24.93%	0.99%	2.11%	0.14%	0.00%	0.70%	0.99%	0.14%	0.14%

FY2015

Table B1 : Total Workforce By Component B

Data as of: 9/30/2015

Report Executed: 11/30/2015

Distribution by Disability [OPM Form 256 Self-Identification Codes]

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL															
Prior FY	#	8137	7132	219	786	95	10	15	3	20	7	7	2	27	4
	%	100.00%	87.65%	2.69%	9.66%	1.17%	10.53%	15.79%	3.16%	21.05%	7.37%	7.37%	2.11%	28.42%	4.21%
Current FY	#	7616	6680	204	732	90	9	16	3	21	6	8	1	23	3
	%	100.00%	87.71%	2.68%	9.61%	1.18%	10.00%	17.78%	3.33%	23.33%	6.67%	8.89%	1.11%	25.56%	3.33%
Difference	#	-521	-452	-15	-54	-5	-1	1	0	1	-1	1	-1	-4	-1
Ratio Change	%	0.00%	0.06%	-0.01%	-0.05%	0.01%	0.00%	0.03%	0.00%	0.03%	-0.01%	0.02%	-0.01%	-0.03%	-0.01%
Net Change	%	-6.40%	-6.34%	-6.85%	-6.87%	-5.26%	-10.00%	6.67%	0.00%	5.00%	-14.29%	14.29%	-50.00%	-14.81%	-25.00%
Federal High	%														
PERMANENT															
Prior FY	#	7938	6952	216	770	92	10	13	3	20	7	7	1	27	4
	%	100.00%	87.58%	2.72%	9.70%	1.16%	0.13%	14.13%	3.26%	21.74%	7.61%	7.61%	1.09%	29.35%	4.35%
Current FY	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	87.62%	2.69%	9.69%	1.18%	10.23%	17.05%	3.41%	23.86%	6.82%	9.09%	0.00%	26.14%	3.41%
Difference	#	-467	-406	-15	-46	-4	-1	2	0	1	-1	1	-1	-4	-1
Ratio Change	%	0.00%	0.04%	-0.03%	-0.01%	0.02%	-0.01%	0.04%	0.00%	0.03%	-0.01%	0.02%	-0.01%	-0.03%	-0.01%
Net Change	%	-5.88%	-5.84%	-6.94%	-5.97%	-4.35%	-10.00%	15.38%	0.00%	5.00%	-14.29%	14.29%	-100.00%	-14.81%	-25.00%

FY2015

Table B1 : Total Workforce By Component B

Data as of: 9/30/2015

Report Executed: 11/30/2015

Distribution by Disability [OPM Form 256 Self-Identification Codes]

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

TEMPORARY

Prior FY	#	199	180	3	16	3	0	2	0	0	0	0	1	0	0
	%	100.00%	90.45%	1.51%	8.04%	1.51%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%
Current FY	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	92.41%	2.07%	5.52%	1.38%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Difference	#	-54	-46	0	-8	-1	0	-1	0	0	0	0	0	0	0
Ratio Change	%	0.00%	1.96%	0.56%	-2.52%	-0.13%	0.00%	-0.32%	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%
Net Change	%	-27.14%	-25.56%	0.00%	-50.00%	-33.33%	0.00%	-50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

Table B2 (Permanent) : Total Workforce by Component

Data as of: 9/30/2015

Report Executed: 11/30/2015

Distribution by Disability

Employment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Workforce	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	87.62%	2.69%	9.69%	1.18%	10.23%	17.05%	3.41%	23.86%	6.82%	9.09%	0.00%	26.14%	3.41%
HUD	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	87.62%	2.69%	9.69%	1.18%	10.23%	17.05%	3.41%	23.86%	6.82%	9.09%	0.00%	26.14%	3.41%

FY2015

Table B2 (Temporary) : Total Workforce by Component

Data as of: 9/30/2015

Report Executed: 11/30/2015

Distribution by Disability

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Workforce	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	92.41%	2.07%	5.52%	1.38%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
HUD	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	92.41%	2.07%	5.52%	1.38%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%

FY2015

HUD

Table B2S: Total Workfroce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Workforce	#	**7471**	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	**100.00%**	87.62%	2.69%	9.69%	1.18%	10.23%	17.05%	3.41%	23.86%	6.82%	9.09%	0.00%	26.14%	3.41%
AGANA ,GU	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ALBANY ,NY	#	**50**	43	2	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.00%	4.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ALBUQUERQUE ,NM	#	**30**	28	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ANCHORAGE ,AK	#	**25**	23	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ATLANTA ,GA	#	**392**	339	11	42	3	0	0	0	2	0	0	0	1	0
	%	100.00%	86.48%	2.81%	10.71%	0.77%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%
BALTIMORE ,MD	#	**69**	65	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.20%	1.45%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BANGOR ,ME	#	**3**	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BIRMINGHAM ,AL	#	**42**	36	0	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BOISE ,ID	#	**4**	1	0	3	1	0	0	0	0	0	0	0	0	1
	%	100.00%	25.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
BOSTON ,MA	#	**135**	121	2	12	2	0	1	0	0	0	0	0	1	0
	%	100.00%	89.63%	1.48%	8.89%	1.48%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
BUFFALO ,NY	#	**69**	63	2	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.30%	2.90%	5.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BURLINGTON ,VT	#	**2**	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CASPER ,WY	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

HUD

Table B2S: Total Workfroce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

CHARLESTON WV	#	**13**	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHICAGO ,IL	#	**323**	281	7	35	6	1	1	0	2	0	0	0	2	0
	%	100.00%	87.00%	2.17%	10.84%	1.86%	16.67%	16.67%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%
CINCINNATI ,OH	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLEVELAND ,OH	#	**63**	58	1	4	1	0	0	0	1	0	0	0	0	0
	%	100.00%	92.06%	1.59%	6.35%	1.59%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COLUMBIA ,SC	#	**33**	31	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.94%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COLUMBUS ,OH	#	**54**	46	0	8	2	0	1	0	0	0	1	0	0	0
	%	100.00%	85.19%	0.00%	14.81%	3.70%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
DALLAS ,TX	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DENVER ,CO	#	**323**	275	15	33	8	0	1	1	1	0	2	0	3	0
	%	100.00%	85.14%	4.64%	10.22%	2.48%	0.00%	12.50%	12.50%	12.50%	0.00%	25.00%	0.00%	37.50%	0.00%
DES MOINES ,IA	#	**15**	13	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DETROIT ,MI	#	**120**	103	7	10	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.83%	5.83%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DUNDEE ,OH	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FARGO ,ND	#	**4**	3	0	1	1	0	0	0	0	0	1	0	0	0
	%	100.00%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
FORT WORTH ,TX	#	**288**	241	9	38	6	2	0	0	1	0	1	0	2	0
	%	100.00%	83.68%	3.13%	13.19%	2.08%	33.33%	0.00%	0.00%	16.67%	0.00%	16.67%	0.00%	33.33%	0.00%
GREENSBORO NC	#	**60**	50	1	9	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	1.67%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HARTFORD ,CT	#	**39**	29	1	9	1	0	0	0	0	0	0	0	1	0
	%	100.00%	74.36%	2.56%	23.08%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
HELENA ,MT	#	**4**	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HONOLULU ,HI	#	**22**	22	0	0	0	0	0	0	0	0	0	0	0	0

FY2015

HUD

Table B2S: Total Workfroce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOUSTON ,TX	#	**53**	41	3	9	1	0	0	0	0	0	0	0	1	0
	%	100.00%	77.36%	5.66%	16.98%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
INDIANAPOLIS ,IN	#	**40**	32	1	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	2.50%	17.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JACKSON ,MS	#	**35**	33	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.29%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JACKSONVILLE ,FL	#	**119**	103	2	14	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.55%	1.68%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
KANSAS CITY ,KS	#	**128**	102	7	19	3	0	1	0	1	1	0	0	0	0
	%	100.00%	79.69%	5.47%	14.84%	2.34%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%
KANSAS CITY ,MO	#	**39**	31	2	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.49%	5.13%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
KNOXVILLE ,TN	#	**26**	24	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LAS VEGAS ,NV	#	**13**	11	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.62%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LITTLE ROCK ,AR	#	**34**	31	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.18%	0.00%	8.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LOS ANGELES ,CA	#	**155**	129	6	20	2	1	0	0	0	0	0	0	1	0
	%	100.00%	83.23%	3.87%	12.90%	1.29%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
LOUISVILLE ,KY	#	**44**	34	0	10	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.27%	0.00%	22.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MANCHESTER	#	**17**	13	1	3	1	0	1	0	0	0	0	0	0	0
	%	100.00%	76.47%	5.88%	17.65%	5.88%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MEMPHIS ,TN	#	**15**	14	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MIAMI ,FL	#	**64**	56	3	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	4.69%	7.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MILWAUKEE ,WI	#	**33**	28	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.85%	3.03%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MINNEAPOLIS ,MN	#	**80**	65	3	12	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.25%	3.75%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

HUD

Table B2S: Total Workfroce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

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Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NASHVILLE ,TN	#	**24**	21	1	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	87.50%	4.17%	8.33%	4.17%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NEW ORLEANS ,LA	#	**53**	44	2	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.02%	3.77%	13.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NEW YORK ,NY	#	**217**	196	3	18	1	0	0	0	0	0	0	0	1	0
	%	100.00%	90.32%	1.38%	8.29%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
NEWARK ,NJ	#	**79**	70	1	8	1	0	0	0	0	0	0	0	1	0
	%	100.00%	88.61%	1.27%	10.13%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
OKLAHOMA CITY ,OK	#	**93**	79	3	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.95%	3.23%	11.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OMAHA ,NE	#	**26**	23	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.46%	3.85%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PHILADELPHIA ,PA	#	**272**	239	6	27	4	0	0	1	2	0	1	0	0	0
	%	100.00%	87.87%	2.21%	9.93%	1.47%	0.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%
PHOENIX ,AZ	#	**62**	52	4	6	1	0	0	0	1	0	0	0	0	0
	%	100.00%	83.87%	6.45%	9.68%	1.61%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PITTSBURGH ,PA	#	**45**	41	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.11%	4.44%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PORTLAND ,OR	#	**49**	41	3	5	1	0	0	0	0	0	0	0	1	0
	%	100.00%	83.67%	6.12%	10.20%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
PROVIDENCE ,RI	#	**13**	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RENO ,NV	#	**3**	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RICHMOND ,VA	#	**58**	52	3	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.66%	5.17%	5.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SALT LAKE CITY ,UT	#	**13**	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SAN ANTONIO ,TX	#	**41**	35	3	3	1	0	0	0	0	1	0	0	0	0
	%	100.00%	85.37%	7.32%	7.32%	2.44%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SAN FRANCISCO ,CA	#	**177**	162	0	15	3	0	0	0	2	1	0	0	0	0
	%	100.00%	91.53%	0.00%	8.47%	1.69%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%
SAN JUAN ,PR	#	**45**	41	0	4	1	0	0	0	0	0	0	0	1	0

FY2015

HUD

Table B2S: Total Workfroce

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2015

Report Executed: 11/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	91.11%	0.00%	8.89%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
SANTA ANA ,CA	#	**165**	140	5	20	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.85%	3.03%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SEATTLE ,WA	#	**122**	102	5	15	3	1	0	1	0	0	0	0	1	0
	%	100.00%	83.61%	4.10%	12.30%	2.46%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
SIOUX FALLS ,SD	#	**3**	2	0	1	1	1	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SPOKANE ,WA	#	**1**	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ST LOUIS ,MO	#	**40**	33	1	6	1	0	0	0	0	1	0	0	0	0
	%	100.00%	82.50%	2.50%	15.00%	2.50%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TULSA ,OK	#	**17**	16	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.12%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WASHINGTON ,DC	#	**2769**	2483	67	219	31	3	8	0	8	2	2	0	6	2
	%	100.00%	89.67%	2.42%	7.91%	1.12%	9.68%	25.81%	0.00%	25.81%	6.45%	6.45%	0.00%	19.35%	6.45%
WILMINGTON ,DE	#	**2**	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

Table B3-1 (Permanent) : Occupational Categories

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	#	774	707	15	52	5	0	3	0	1	0	1	0	0	0
	%	100.00%	91.34%	1.94%	6.72%	0.65%	0.00%	60.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%
1b. MID-LEVEL (GRADES 13-14)	#	498	454	12	32	2	0	1	0	0	1	0	0	0	0
	%	100.00%	91.16%	2.41%	6.43%	0.40%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
1d. Other	#	4684	4048	136	500	59	8	7	2	17	4	4	0	15	2
	%	100.00%	86.42%	2.90%	10.67%	1.26%	13.56%	11.86%	3.39%	28.81%	6.78%	6.78%	0.00%	25.42%	3.39%
1. Officials and Managers Total	#	5956	5209	163	584	66	8	11	2	18	5	5	0	15	2
	%	100.00%	87.46%	2.74%	9.81%	1.11%	12.12%	16.67%	3.03%	27.27%	7.58%	7.58%	0.00%	22.73%	3.03%
2. Professionals	#	951	869	23	59	7	1	2	0	1	0	0	0	2	1
	%	100.00%	91.38%	2.42%	6.20%	0.74%	14.29%	28.57%	0.00%	14.29%	0.00%	0.00%	0.00%	28.57%	14.29%
3. Technicians	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	552	456	15	81	15	0	2	1	2	1	3	0	6	0
	%	100.00%	82.61%	2.72%	14.67%	2.72%	0.00%	13.33%	6.67%	13.33%	6.67%	20.00%	0.00%	40.00%	0.00%
9. Service Workers	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	87.62%	2.69%	9.69%	1.18%	10.23%	17.05%	3.41%	23.86%	6.82%	9.09%	0.00%	26.14%	3.41%

FY2015

Table B3-1 (Temporary) : Occupational Categories

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	#	40	38	0	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	95.00%	0.00%	5.00%	2.50%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1b. MID-LEVEL (GRADES 13-14)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1d. Other	#	47	45	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.74%	2.13%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1. Officials and Managers Total	#	89	85	1	3	1	0	1	0	0	0	0	0	0	0
	%	100.00%	95.51%	1.12%	3.37%	1.12%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2. Professionals	#	27	24	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	3.70%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	29	25	1	3	1	0	0	0	0	0	0	1	0	0
	%	100.00%	86.21%	3.45%	10.34%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Grand Total	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	92.41%	2.07%	5.52%	1.38%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%

FY2015

Table B3-2 (Permanent) : Occupational Categories

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	#	774	707	15	52	5	0	3	0	1	0	1	0	0	0
	%	10.36%	10.80%	7.46%	7.18%	5.68%	0.00%	20.00%	0.00%	4.76%	0.00%	12.50%	0.00%	0.00%	0.00%
1b. MID-LEVEL (GRADES 13-14)	#	498	454	12	32	2	0	1	0	0	1	0	0	0	0
	%	6.67%	6.94%	5.97%	4.42%	2.27%	0.00%	6.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
1d. Other	#	4684	4048	136	500	59	8	7	2	17	4	4	0	15	2
	%	62.70%	61.84%	67.66%	69.06%	67.05%	88.89%	46.67%	66.67%	80.95%	66.67%	50.00%	0.00%	65.22%	66.67%
1. Officials and Managers Total	#	5956	5209	163	584	66	8	11	2	18	5	5	0	15	2
	%	79.72%	79.58%	81.09%	80.66%	75.00%	88.89%	73.33%	66.67%	85.71%	83.33%	83.33%	0.00%	65.22%	8.70%
2. Professionals	#	951	869	23	59	7	1	2	0	1	0	0	0	2	1
	%	12.73%	13.28%	11.44%	8.15%	7.95%	11.11%	13.33%	0.00%	4.76%	0.00%	0.00%	0.00%	8.70%	33.33%
3. Technicians	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	552	456	15	81	15	0	2	1	2	1	3	0	6	0
	%	7.39%	6.97%	7.46%	11.19%	17.05%	0.00%	13.33%	33.33%	9.52%	16.67%	50.00%	0.00%	26.09%	0.00%
9. Service Workers	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.11%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%

FY2015

Table B3-2 (Temporary) : Occupational Categories

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
1a. Official & Managers Exec/Senior Level (Grade 15 & Above)	#	40	38	0	2	1	0	1	0	0	0	0	0	0	0
	%	27.59%	28.36%	0.00%	25.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1b. MID-LEVEL (GRADES 13-14)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.38%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1d. Other	#	47	45	1	1	0	0	0	0	0	0	0	0	0	0
	%	32.41%	33.58%	33.33%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1. Officials and Managers Total	#	89	85	1	3	1	0	1	0	0	0	0	0	0	0
	%	61.38%	63.43%	33.33%	37.50%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2. Professionals	#	27	24	1	2	0	0	0	0	0	0	0	0	0	0
	%	18.62%	17.91%	33.33%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	29	25	1	3	1	0	0	0	0	0	0	1	0	0
	%	20.00%	18.66%	33.33%	37.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Grand Total	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%

FY2015

Table B4-2 (Permanent) : Participation Rates Across GS\ Equivalence

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

GS/GM, SES and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS-02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.07%	0.06%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.17%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	24	18	1	5	2	0	0	0	0	0	0	0	2	0
	%	0.32%	0.27%	0.50%	0.69%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.70%	0.00%
GS-06	#	25	20	2	3	0	0	0	0	0	0	0	0	0	0
	%	0.33%	0.31%	1.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	336	269	8	59	10	0	2	1	2	1	2	0	2	0
	%	4.50%	4.11%	3.98%	8.15%	11.36%	0.00%	13.33%	33.33%	9.52%	16.67%	25.00%	0.00%	8.70%	0.00%
GS-08	#	31	27	0	4	1	0	0	0	0	0	0	0	1	0
	%	0.41%	0.41%	0.00%	0.55%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
GS-09	#	177	153	7	17	3	0	1	0	2	0	0	0	0	0
	%	2.37%	2.34%	3.48%	2.35%	3.41%	0.00%	6.67%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	24	19	2	3	2	0	0	0	0	0	1	0	1	0
	%	0.32%	0.29%	1.00%	0.41%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	4.35%	0.00%
GS-11	#	366	307	18	41	5	2	1	0	1	0	0	0	1	0
	%	4.90%	4.69%	8.96%	5.66%	5.68%	22.22%	6.67%	0.00%	4.76%	0.00%	0.00%	0.00%	4.35%	0.00%
GS-12	#	1644	1391	49	204	24	5	3	0	6	2	2	0	5	1
	%	22.01%	21.25%	24.38%	28.18%	27.27%	55.56%	20.00%	0.00%	28.57%	33.33%	25.00%	0.00%	21.74%	33.33%
GS-13	#	2481	2193	68	220	23	1	2	2	9	1	1	0	5	2
	%	33.21%	33.50%	33.83%	30.39%	26.14%	11.11%	13.33%	66.67%	42.86%	16.67%	12.50%	0.00%	21.74%	66.67%
GS-14	#	1369	1239	26	104	10	0	3	0	0	1	1	0	5	0
	%	18.32%	18.93%	12.94%	14.36%	11.36%	0.00%	20.00%	0.00%	0.00%	16.67%	12.50%	0.00%	21.74%	0.00%
GS-15	#	880	806	16	58	6	1	1	0	1	1	1	0	1	0
	%	11.78%	12.31%	7.96%	8.01%	6.82%	11.11%	6.67%	0.00%	4.76%	16.67%	12.50%	0.00%	4.35%	0.00%

FY2015

Table B4-2 (Permanent) : Participation Rates Across GS\ Equivalence

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Executive (EX)	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.09%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	87	78	4	5	2	0	2	0	0	0	0	0	0	0
	%	1.16%	1.19%	1.99%	0.69%	2.27%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Permanent Workforce	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%
TotalPermanent Workforce	#	7471	6546	201	724	88	9	15	3	21	6	8	0	23	3
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%

FY2015

Table B4-2 (Temporary) : Participation Rates Across GS\ Equivalence

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

GS/GM, SES and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS-02	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.07%	2.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.76%	2.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.52%	5.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0
	%	6.90%	6.72%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	2.76%	1.49%	33.33%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	0.69%	0.00%	0.00%	12.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
GS-09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.38%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	25	23	1	1	0	0	0	0	0	0	0	0	0	0
	%	17.24%	17.16%	33.33%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	5.52%	5.22%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	11.03%	11.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.52%	5.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0
	%	13.10%	14.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level Position	#	37	33	1	3	1	0	1	0	0	0	0	0	0	0
	%	25.52%	24.63%	33.33%	37.50%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Temporary Workforce	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0

FY2015

Table B4-2 (Temporary) : Participation Rates Across GS\ Equivalence

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
TotalTemporary Workforce	#	145	134	3	8	2	0	1	0	0	0	0	1	0	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%

FY2015

Table B6 (Permanent) : Participation Rates For Major Occupations

HUD

Occupations by disability

Data as of: 9/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Job Title/Series Agency Rate		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism
0110	#	58	53	1	4	1	0	0	0	0	0	1	0	0	0
	%	100.00%	91.38%	1.72%	6.90%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
0201	#	93	87	0	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.55%	0.00%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301	#	1123	994	36	93	9	1	0	0	5	2	1	0	0	0
	%	100.00%	88.51%	3.21%	8.28%	0.80%	11.11%	0.00%	0.00%	55.56%	22.22%	11.11%	0.00%	0.00%	0.00%
0360	#	324	258	15	51	4	0	0	0	0	0	1	0	3	0
	%	100.00%	79.63%	4.63%	15.74%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	75.00%	0.00%
0511	#	55	51	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.73%	1.82%	5.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101	#	2541	2237	71	233	29	4	4	2	7	1	1	0	10	0
	%	100.00%	88.04%	2.79%	9.17%	1.14%	13.79%	13.79%	6.90%	24.14%	3.45%	3.45%	0.00%	34.48%	0.00%
1102	#	81	73	1	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.12%	1.23%	8.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210	#	204	183	3	18	3	0	0	0	1	1	0	0	0	1
	%	100.00%	89.71%	1.47%	8.82%	1.47%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%

FY2015

Table B6 (Temporary) : Participation Rates For Major Occupations

HUD

Occupations by disability

Data as of: 9/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/30/2015

Job Title/Series Agency Rate		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism
0201	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301	#	80	77	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.25%	1.25%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table B7: APPLICATIONS AND HIRES by Disability

		Total	Total by Disability Status				Detail for Targeted Disabilities									
			No Disability [05]	Not Identified [01]	Disability [06 - 94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32 - 38 or 30]	Partial Paralysis [64 - 68 or 69]	Complete Paralysis [71 - 78 or 79]	Total Paralysis [64 - 68 & 71-78 or 69/79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Schedule A																
Applications	#	155	1	147	7	6	0	0	0			0	3	3	0	0
	%	100.00%	0.65%	94.84%	4.52%	3.87%	0.00%	0.00%	0.00%			0.00%	1.94%	1.94%	0.00%	0.00%
Hires	#	0	0	0	0	0	0	0	0			0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Voluntarily Identified (Outside of Schedule A Applicants)																
Applications	#	100368	32466	64816	3086	1198	155	195	23			94	111	11	637	4
	%	100.00%	32.35%	64.58%	3.07%	1.19%	0.15%	0.19%	0.02%			0.09%	0.11%	0.01%	0.63%	0.00%
Hires	#	750	261	478	11	8	0	2	0			1	2	1	2	0
	%	100.00%	34.80%	63.73%	1.47%	1.07%	0.00%	0.27%	0.00%			0.13%	0.27%	0.13%	0.27%	0.00%

FY2015

Table B8 (All) : New hires by Type of Appointment B

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Permanent	#	362	303	15	44	5	0	1	0	3	0	1	0	0	0
	%	100.00%	83.70%	4.14%	12.15%	1.38%	0.00%	20.00%	0.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Temporary	#	68	60	3	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.24%	4.41%	7.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	430	363	18	49	5	0	1	0	3	0	1	0	0	0
	%	100.00%	84.42%	4.19%	11.40%	1.16%	0.00%	20.00%	0.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Prior FY	#	573	481	18	74	4	0	3	0	0	0	0	1	0	0
	%	100.00%	83.94%	3.14%	12.91%	0.70%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%

FY2015

Table B8S (All) : New hires by Occupational Series

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
0101 SOCIAL SCIENCE	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 ECONOMIST	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0199 SOC SCIENCE STUD TR	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 PERSONNEL MANAGEMENT	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 MISCELLANEOUS ADMINISTRATION & PROGRAM	#	65	52	4	9	2	0	0	0	2	0	0	0	0	0
	%	100.00%	80.00%	6.15%	13.85%	3.08%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0303 MISCELLANEOUS CLERK & ASSISTANT	#	31	22	0	9	2	0	1	0	1	0	0	0	0	0
	%	100.00%	70.97%	0.00%	29.03%	6.45%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0318 SECRETARY	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0340 PROGRAM MANAGEMENT	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 ADMV OFFICER	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 SUPPORT SRVCS ADMINISTRATION	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 MANAGEMENT & PROGRAM ANALYSIS	#	24	18	1	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	4.17%	20.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0360 EQUAL OPPORTUNITY COMPLIANCE	#	10	6	2	2	1	0	0	0	0	0	1	0	0	0

FY2015

Table B8S (All) : New hires by Occupational Series

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	60.00%	20.00%	20.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
0361 EQUAL OPPORTUNITY ASSISTANCE	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399 ADMIN & OFC SUPPORT STUDENT TRAINEE	#	23	21	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.30%	4.35%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 FINANCIAL ADMINISTRATION & PROGRAM	#	9	7	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 FINANCIAL MANAGEMENT	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 ACCOUNTING	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511 AUDITING	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0560 BUDGET ANALYSIS	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801 GENERAL ENGINEERING	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 ARCHITECTURE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828 CONSTRUCTION ANALYST	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0904 LAW CLERK	#	17	15	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.24%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 GENERAL ATTORNEY	#	8	6	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0999 LEGAL OCCUPATIONS STUDENT TRAINEE	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 PUBLIC AFFAIRS	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

FY2015

Table B8S (All) : New hires by Occupational Series

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 GENERAL BUSINESS AND INDUSTRY	#	137	123	3	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.78%	2.19%	8.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1102 CONTRACTING	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1160 FINANCIAL ANALYSIS	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1171 APPRAISAL	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1510 ACTUARY	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1530 STATISTICIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2010 INVENTORY MGMT	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 INFORMATION TECHNOLOGY MANAGEMENT	#	20	16	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	430	363	18	49	5	0	1	0	3	0	1	0	0	0
	%	100.00%	84.42%	4.19%	11.40%	1.16%	0.00%	20.00%	0.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Prior FY	#	573	481	18	74	4	0	3	0	0	0	0	1	0	0
	%	100.00%	83.94%	3.14%	12.91%	0.70%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability

		Total	Total by Disability Status				Detail for Targeted Disabilities									
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32 - 38 or 30]	Partial Paralysis [64 - 68 or 69]	Complete Paralysis [71 - 78 or 79]	Total Paralysis [64 - 68 & 71-78 or 69/79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Series: 0110 Economist																
Total Applications Received	#	23	7	16	0	0	0	0	0			0	0	0	0	0
	%	100.00%	30.43%	69.57%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	19	5	14	0	0	0	0	0			0	0	0	0	0
	%	100.00%	26.32%	73.68%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	7	2	5	0	0	0	0	0			0	0	0	0	0
	%	100.00%	28.57%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%															
Series: 0301 Miscellaneous Administration and Program																
Total Applications Received	#	374	90	277	7	2	0	0	0			0	0	0	2	0
	%	100.00%	24.06%	74.06%	1.87%	0.53%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.53%	0.00%
Qualified	#	208	53	151	4	1	0	0	0			0	0	0	1	0
	%	100.00%	25.48%	72.60%	1.92%	0.48%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.48%	0.00%
Selected	#	31	12	19	0	0	0	0	0			0	0	0	0	0
	%	100.00%	38.71%	61.29%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%															
Series: 0360 Equal Opportunity Specialist																
Total Applications Received	#	4	2	2	0	0	0	0	0			0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	3	2	1	0	0	0	0	0			0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0			0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%															
Series: 1101 General Business and Industry																
Total Applications Received	#	306	79	225	2	1	0	0	0			0	0	0	1	0

Received	%	100.00%	25.82%	73.53%	0.65%	0.33%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.33%	0.00%
Qualified	#	176	53	123	0	0	0	0	0			0	0	0	0	0
	%	100.00%	30.11%	69.89%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	26	6	20	0	0	0	0	0			0	0	0	0	0
	%	100.00%	23.08%	76.92%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant	%															

Series: 2210 Information Technology Specialist

Total Applications Received	#	3	0	2	1	0	0	0	0			0	0	0	0	0
	%	100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	3	0	2	1	0	0	0	0			0	0	0	0	0
	%	100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0			0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant	%															

FY2015

Table B10: Non-Competitive Promotions - Time in Grade

Data as of: 9/30/2015

Distribution by Disability Groups

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Employees Eligible for Career Ladder Promotions	#	753	651	24	78	7	3	2	0	2	0	0	0	0	0
	%	100.00%	86.45%	3.19%	10.36%	0.93%	42.86%	28.57%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%
Time in grade in excess of minimum															
1-12 Months	#	671	587	17	67	5	2	2	0	1	0	0	0	0	0
	%	100.00%	87.48%	2.53%	9.99%	0.75%	40.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 Months	#	9	7	1	1	1	1	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	11.11%	11.11%	11.11%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25+ Months	#	23	19	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.61%	13.04%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Did not receive career ladder promotion	#	50	38	3	9	1	0	0	0	1	0	0	0	0	0
	%	100.00%	76.00%	6.00%	18.00%	2.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, and SES) POSITIONS by Disability

		Total	Total by Disability Status				Detail for Targeted Disabilities									
			No Disability [05]	Not Identified [01]	Disability [06 - 94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32 - 38 or 30]	Partial Paralysis [64 - 68 or 69]	Complete Paralysis [71 - 78 or 79]	Total Paralysis [64 - 68 & 71-78 or 69/79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Grade: 13																
Relevant Applicant Pool %	%															
Total Applications Received	#	361	95	260	6	1	1	0	0			0	0	0	0	0
	%	100.00%	26.32%	72.02%	1.66%	0.28%	0.28%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	226	64	157	5	1	1	0	0			0	0	0	0	0
	%	100.00%	28.32%	69.47%	2.21%	0.44%	0.44%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	43	16	27	0	0	0	0	0			0	0	0	0	0
	%	100.00%	37.21%	62.79%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Grade: 14																
Relevant Applicant Pool %	%															
Total Applications Received	#	902	242	651	9	4	0	0	0			0	0	0	4	0
	%	100.00%	26.83%	72.17%	1.00%	0.44%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.44%	0.00%
Qualified	#	471	125	344	2	1	0	0	0			0	0	0	1	0
	%	100.00%	26.54%	73.04%	0.42%	0.21%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.21%	0.00%
Selected	#	48	10	38	0	0	0	0	0			0	0	0	0	0
	%	100.00%	20.83%	79.17%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Grade: 15																
Relevant Applicant Pool %	%															
Total Applications Received	#	68	9	56	3	1	0	0	0			0	0	0	1	0
	%	100.00%	13.24%	82.35%	4.41%	1.47%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	1.47%	0.00%
Qualified	#	34	2	31	1	0	0	0	0			0	0	0	0	0
	%	100.00%	5.88%	91.18%	2.94%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	5	1	4	0	0	0	0	0			0	0	0	0	0
	%	100.00%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%	0.00%	0.00%	0.00%	0.00%

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Table B12: Participation in Career Development - Distribution by Disability

Year = FY 2015

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Career Development Programs for GS 5-12:															
Slots	#														
Relevant Pool															
Applied	#	**121**	**107**	**5**	**9**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	**100**	**88.4**	**4.1**	**7.4**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Participants	#	**22**	**20**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	**100**	**90.9**	**4.5**	**4.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**4.5**	**0.0**	**0.0**	**0.0**
Career Development Programs for GS 13 - 14:															
Slots	#														
Relevant Pool															
Applied	#	**110**	**100**	**3**	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	**100**	**90.9**	**2.7**	**6.4**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Participants	#	**39**	**38**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	**100.0**	**97.4**	**2.6**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Career Development Programs for GS 15 and SES:															
Slots	#														
Relevant Pool															
Applied	#	**33**	**32**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	**100**	**97.0**	**3.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Participants	#	**33**	**32**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	**100**	**97.0**	**3.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

FY2015

Table B13 (All) : Employee Recognition and Awards

Data as of: 9/30/2015

Distribution by Disability Groups

Report Executed: 11/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Recognition or Award Program # Awards Given Total Cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Cash Awards $500 and Under	#	2,806	2439	87	280	45	5	6	2	10	1	5	1	13	2
	%	100.00%	86.92%	3.10%	9.98%	1.60%	11.11%	13.33%	4.44%	22.22%	2.22%	11.11%	2.22%	28.89%	4.44%
Total		1,018,526	890,602	31,042	96,882	15,239	1,682	2,399	675	3,049	153	1,998	200	4,253	829
Average		362.98	365.15	356.81	346.01	338.64	336.49	399.89	337.50	304.92	153.02	399.62	200.00	327.12	414.53
Total Cash Awards between $501 and $1500	#	5,929	5305	126	498	50	7	6	2	11	3	5	0	13	3
	%	100.00%	89.48%	2.13%	8.40%	0.84%	14.00%	12.00%	4.00%	22.00%	6.00%	10.00%	0.00%	26.00%	6.00%
Total		5,479,163	4,933,368	114,321	431,474	41,420	5,530	5,425	1,835	9,900	2,060	3,960	0	10,260	2,450
Average		924.13	929.95	907.31	866.41	828.40	790.00	904.17	917.50	900.00	686.67	792.02	0.00	789.23	816.67
Total Cash Awards greater than $1500	#	704	654	10	40	5	0	2	0	0	1	1	0	1	0
	%	100.00%	92.90%	1.42%	5.68%	0.71%	0.00%	40.00%	0.00%	0.00%	20.00%	20.00%	0.00%	20.00%	0.00%
Total		1,201,060	1,113,390	16,760	70,910	8,115	0	3,295	0	0	1,515	1,780	0	1,525	0
Average		1,706.05	1,702.43	1,676.00	1,772.75	1,623.00	0.00	1,647.50	0.00	0.00	1,515.00	1,780.00	0.00	1,525.00	0.00
Total Time-Off Awards 1-9 Hours	#	2,439	2166	59	214	34	0	5	1	8	5	2	0	11	2
	%	100.00%	88.81%	2.42%	8.77%	1.39%	0.00%	14.71%	2.94%	23.53%	14.71%	5.88%	0.00%	32.35%	5.88%
Total		19,623	17,449	477	1,697	273	0	40	8	64	40	16	0	89	16
Average		8.05	8.06	8.08	7.93	8.03	0.00	8.00	8.00	8.00	8.00	8.00	0.00	8.09	8.00
Total Time-Off Awards Over 9 Hours	#	2,321	2104	63	154	10	1	1	0	2	2	0	1	3	0
	%	100.00%	90.65%	2.71%	6.64%	0.43%	10.00%	10.00%	0.00%	20.00%	20.00%	0.00%	10.00%	30.00%	0.00%
Total		47,306	43,090	1,159	3,057	205	24	40	0	34	32	0	16	59	0
Average		20.38	20.48	18.40	19.85	20.50	24.00	40.00	0.00	17.00	16.00	0.00	16.00	19.67	0.00

FY2015

Table B13 (All) : Employee Recognition and Awards

Data as of: 9/30/2015

Distribution by Disability Groups

Report Executed: 11/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Recognition or Award Program # Awards Given Total Cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism
Total Cash Awards between $501 and $1500	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		16,460	16,460	0	0	0	0	0	0	0	0	0	0	0	0
Average		1,175.71	1,175.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Cash Awards greater than $1500	#	60	51	4	5	3	0	3	0	0	0	0	0	0	0
	%	100.00%	85.00%	6.67%	8.33%	5.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		598,337	504,599	41,488	52,250	34,262	0	34,262	0	0	0	0	0	0	0
Average		9,972.28	9,894.10	10,372.00	10,450.00	11,420.67	0.00	11,420.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time-Off Awards 1-9 Hours	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		50	50	0	0	0	0	0	0	0	0	0	0	0	0
Average		8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Time-Off Awards Over 9 Hours	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total SES		360	360	0	0	0	0	0	0	0	0	0	0	0	0
Average		30.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

FY2015 Table B13 (All) : Employee Recognition and Awards Data as of: 9/30/2015

Distribution by Disability Groups

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Recognition or Award Program # Awards Given Total Cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Illness	[92] Dwarfism
Total QSI Awarded	#	41	37	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.24%	7.32%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		117,139	109,772	5,317	2,050	0	0	0	0	0	0	0	0	0	0
Average		2,857.05	2,966.81	1,772.33	2,050.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

FY2015

Table B13S (Permanent) : Awards by Grades Categories

Data as of: 9/30/2015

Distribution by Disability Groups

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: EF,ES,GM,GS,SL

Grades/EQ Groups		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS 01-08	#	534	437	23	74	15	1	1	2	2	1	2	1	5	0
	%	100.00%	81.84%	4.31%	13.86%	2.81%	6.67%	6.67%	13.33%	13.33%	6.67%	13.33%	6.67%	33.33%	33.33%
Total Amount	$	419,015	361,032	31,795	26,188	4,399	175	350	675	350	520	695	200	1,434	0
Average	$	785	826	1382	354	293	175	350	338	175	520	348	200	287	0
GS 09-12	#	2721	2351	79	291	35	9	4	0	8	2	2	0	9	1
	%	100.00%	86.40%	2.90%	10.69%	1.29%	25.71%	11.43%	0.00%	22.86%	5.71%	5.71%	0.00%	25.71%	25.71%
Total Amount	$	3,068,900	2,517,139	91,945	459,816	68,754	4,917	2,171	0	4,146	1,540	1,395	0	53,970	615
Average	$	1128	1071	1164	1580	1964	546	543	0	518	770	698	0	5997	615
GS 13-15	#	6390	5784	129	477	52	2	9	2	11	2	7	0	15	4
	%	100.00%	90.52%	2.02%	7.46%	0.81%	3.85%	17.31%	3.85%	21.15%	3.85%	13.46%	0.00%	28.85%	28.85%
Total Amount	$	7,361,091	6,584,445	138,383	638,262	41,620	2,120	8,598	1,835	8,453	1,668	5,648	0	10,634	2,664
Average	$	1152	1138	1073	1338	800	1060	955	918	768	834	807	0	709	666
SES	#	78	69	4	5	3	0	3	0	0	0	0	0	0	0
	%	100.00%	88.46%	5.13%	6.41%	3.85%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount	$	602,907	509,169	41,488	52,250	34,262	0	34,262	0	0	0	0	0	0	0
Average	$	7730	7379	10372	10450	11421	0	11421	0	0	0	0	0	0	0
Grand Total	#	9723	8641	235	847	105	12	17	4	21	5	11	1	29	5
	%	100.00%	88.87%	2.42%	8.71%	1.08%	11.43%	16.19%	3.81%	20.00%	4.76%	10.48%	0.95%	27.62%	100.00%
Total Amount	$	11,451,913	9,971,785	303,611	1,176,516	149,036	7,212	45,381	2,510	12,949	3,728	7,738	200	66,038	3,279
Average	$	1178	1154	1292	1389	1419	601	2669	628	617	746	703	200	2277	656

The above table includes Awards with NOA Codes : 815,816,817,825,827,840,849,879,885,886,887

GS 01-08	#	281	238	7	36	6	0	0	0	1	0	1	1	3	0
	%	100.00%	84.70%	2.49%	12.81%	2.14%	0.00%	0.00%	0.00%	16.67%	0.00%	16.67%	16.67%	50.00%	50.00%
Total Time Awards (Hours)	#	3,157	2,732	74	351	56	0	0	0	8	0	8	16	24	0
Average Time off Award (Hours)	#	11	11	11	10	9	0	0	0	8	0	8	16	8	0

FY2015

Table B13S (Permanent) : Awards by Grades Categories

Data as of: 9/30/2015

Distribution by Disability Groups

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: EF,ES,GM,GS,SL

GS 09-12	#	1505	1297	47	161	22	1	3	0	6	5	1	0	5	1
	%	100.00%	86.18%	3.12%	10.70%	1.46%	4.55%	13.64%	0.00%	27.27%	22.73%	4.55%	0.00%	22.73%	22.73%
Total Time Awards (Hours)	#	17,494	15,018	618	1,858	209	24	24	0	56	48	8	0	41	8
Average Time off Award (Hours)	#	12	12	13	12	10	24	8	0	9	10	8	0	8	8
GS 13-15	#	3005	2761	70	174	16	0	3	1	3	2	0	0	6	1
	%	100.00%	91.88%	2.33%	5.79%	0.53%	0.00%	18.75%	6.25%	18.75%	12.50%	0.00%	0.00%	37.50%	37.50%
Total Time Awards (Hours)	#	45,607	42,118	944	2,545	213	0	56	8	34	24	0	0	83	8
Average Time off Award (Hours)	#	15	15	13	15	13	0	19	8	11	12	0	0	14	8
SES	#	18	18	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Time Awards (Hours)	#	410	410	0	0	0	0	0	0	0	0	0	0	0	0
Average Time off Award (Hours)	#	23	23	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total	#	4809	4314	124	371	44	1	6	1	10	7	2	1	14	2
	%	100.00%	89.71%	2.58%	7.71%	0.91%	2.27%	13.64%	2.27%	22.73%	15.91%	4.55%	2.27%	31.82%	100.00%
Total Time Awards (Hours)	#	66,668	60,278	1,636	4,754	478	24	80	8	98	72	16	16	148	16
Average Time off Award (Hours)	#	14	14	13	13	11	24	13	8	10	10	8	16	11	8

FY2015

HUD

Table B14 (All) : Separations by Type of Separation

Distribution by Disability

Data as of: 9/30/2015

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
IVOL	#	14	10	1	3	1	0	0	0	0	0	0	1	0	0
	%	100.00%	71.43%	7.14%	21.43%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
VOL	#	696	575	22	99	7	1	0	0	2	0	0	0	3	1
	%	100.00%	82.61%	3.16%	14.22%	1.01%	14.29%	0.00%	0.00%	28.57%	0.00%	0.00%	0.00%	42.86%	14.29%
Total Separatons	#	710	585	23	102	8	1	0	0	2	0	0	1	3	1
	%	100.00%	82.39%	3.24%	14.37%	1.13%	12.50%	0.00%	0.00%	25.00%	0.00%	0.00%	12.50%	37.50%	12.50%
Total Workforce	#	7616	6680	204	732	90	9	16	3	21	6	8	1	23	3
	%	100.00%	87.71%	2.68%	9.61%	1.18%	10.00%	17.78%	3.33%	23.33%	6.67%	8.89%	1.11%	25.56%	3.33%

FY2015

Table B14S(All) : Separations by Type of Separation

Data as of: 9/30/2015

Distribution by Disability

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA TYPE		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Death	#	10	8	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharge	#	4	2	0	2	1	0	0	0	0	0	0	1	0	0
	%	100.00%	50.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Removal	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Resignation	#	122	105	3	14	2	1	0	0	0	0	0	0	1	0
	%	100.00%	86.07%	2.46%	11.48%	1.64%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Retirement	#	442	359	13	70	5	0	0	0	2	0	0	0	2	1
	%	100.00%	81.22%	2.94%	15.84%	1.13%	0.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	40.00%	20.00%
Termination	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transfer	#	122	103	6	13	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.43%	4.92%	10.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Separations	#	710	585	23	102	8	1	0	0	2	0	0	1	3	1
	%	100.00%	82.39%	3.24%	14.37%	1.13%	12.50%	0.00%	0.00%	25.00%	0.00%	0.00%	12.50%	37.50%	12.50%

FY2015

Table B14S-2 (All) : Separations by Occupational Series & GradeEQ

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
0028 ENVIROMENTAL PROTECTION SPECIALIST	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0080 SECUR ADM	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0101 SOCIAL SCIENCE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 ECONOMIST	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0199 SOC SCIENCE STUD TR	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 PERSONNEL MANAGEMENT	#	20	18	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0203 PERSONNEL CLERICAL & ASSISTANCE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 EQUAL EMPLOYMENT OPPORTUNITY	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 MISCELLANEOUS ADMINISTRATION & PROGRAM	#	107	94	2	11	1	0	0	0	0	0	0	0	1	0
	%	100.00%	87.85%	1.87%	10.28%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
0303 MISCELLANEOUS CLERK & ASSISTANT	#	48	34	3	11	1	1	0	0	0	0	0	0	0	0
	%	100.00%	70.83%	6.25%	22.92%	2.08%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0318 SECRETARY	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

Table B14S-2 (All) : Separations by Occupational Series & GradeEQ

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

0340 PROGRAM MANAGEMENT	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 ADMV OFFICER	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 SUPPORT SRVCS ADMINISTRATION	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 MANAGEMENT & PROGRAM ANALYSIS	#	63	50	4	9	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.37%	6.35%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0344 MANAGEMENT CLERICAL & ASSISTANCE	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0360 EQUAL OPPORTUNITY COMPLIANCE	#	35	31	0	4	1	0	0	0	0	0	0	0	0	1
	%	100.00%	88.57%	0.00%	11.43%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
0361 EQUAL OPPORTUNITY ASSISTANCE	#	4	3	0	1	1	0	0	0	1	0	0	0	0	0
	%	100.00%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0391 TELECOMMUNICATIONS	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399 ADMIN & OFC SUPPORT STUDENT TRAINEE	#	10	8	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 FINANCIAL ADMINISTRATION & PROGRAM	#	10	8	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 FINANCIAL MANAGEMENT	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
0510 ACCOUNTING	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511 AUDITING	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

FY2015

Table B14S-2 (All) : Separations by Occupational Series & GradeEQ

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

0560 BUDGET ANALYSIS	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801 GENERAL ENGINEERING	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 ARCHITECTURE	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828 CONSTRUCTION ANALYST	#	18	16	0	2	1	0	0	0	0	0	0	0	1	0
	%	100.00%	88.89%	0.00%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
0905 GENERAL ATTORNEY	#	28	27	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.43%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0986 LEGAL CLERK TECH	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0999 LEGAL OCCUPATIONS STUDENT TRAINEE	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 PUBLIC AFFAIRS	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 GENERAL BUSINESS AND INDUSTRY	#	230	187	9	34	2	0	0	0	1	0	0	0	1	0
	%	100.00%	81.30%	3.91%	14.78%	0.87%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%
1102 CONTRACTING	#	11	7	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	18.18%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1160 FINANCIAL ANALYSIS	#	19	14	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	73.68%	5.26%	21.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1165 LOAN SPECIALIST	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1170 REALTY	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1171 APPRAISAL	#	16	10	0	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	62.50%	0.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1515 OPERATIONS RESEARCH	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0

FY2015

Table B14S-2 (All) : Separations by Occupational Series & GradeEQ

Distribution by Disability

Data as of: 9/30/2015

HUD

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1654 PRINTING MANAGEMENT	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 INFORMATION TECHNOLOGY MANAGEMENT	#	18	14	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	710	585	23	102	8	1	0	0	2	0	0	1	3	1
	%	100.00%	82.39%	3.24%	14.37%	1.13%	12.50%	0.00%	0.00%	25.00%	0.00%	0.00%	12.50%	37.50%	12.50%

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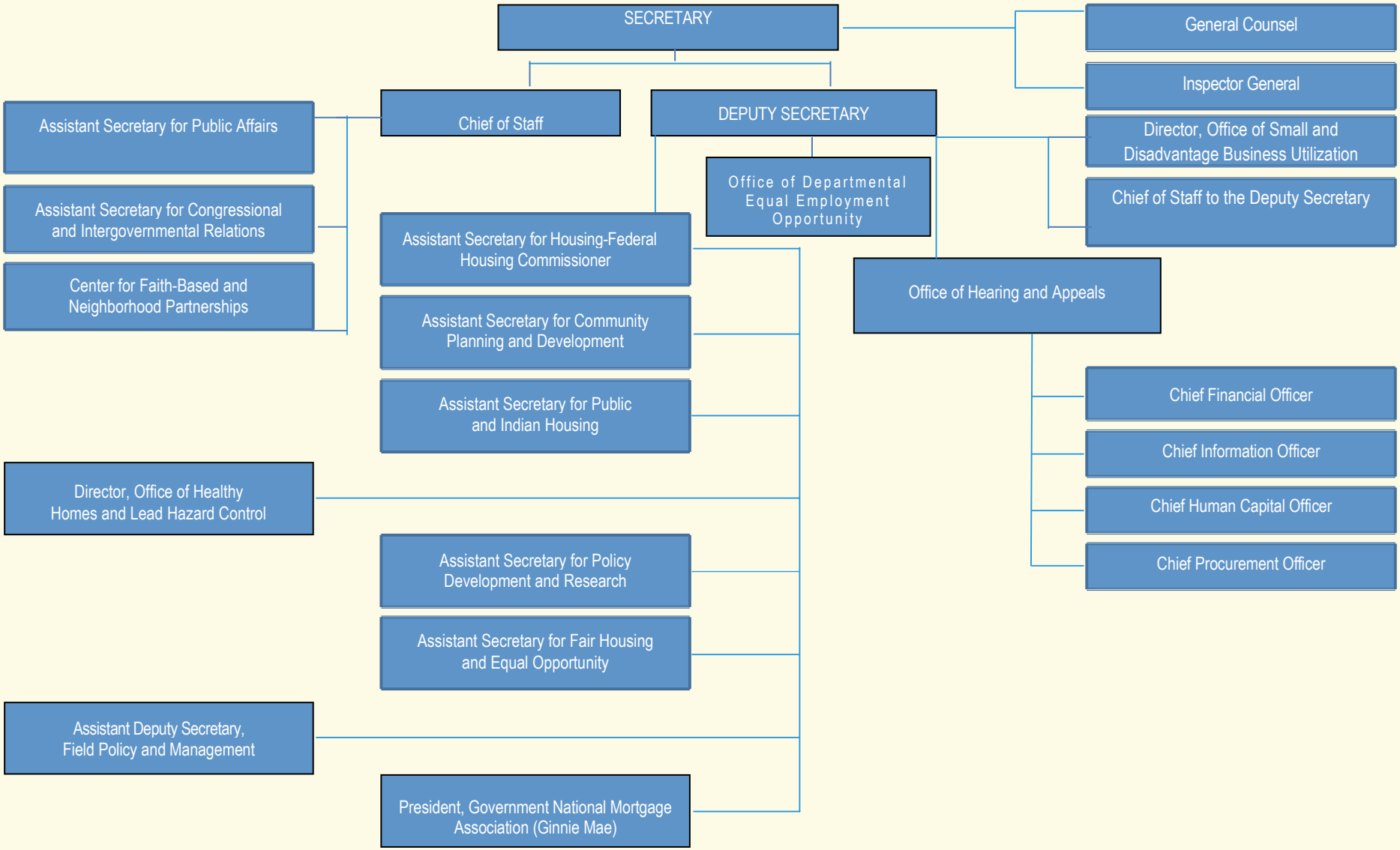
Appendix C……HUD’s Organizational Chart

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

ORGANIZATIONAL AND REPORTING STRUCTURE



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Appendix D……ODEEO’s Organizational Chart

Office of Departmental Equal Employment Opportunity (ODEEO) Organizational Structure

John P. Benison
Director

Vacant
Staff Assistant

Aïsa K. McCullough
Deputy Director

Equal Employment Opportunity Division
Stephen D. Smith
Manager

- EEO Counseling
- Early Resolution Program
- Departmentwide EEO Discrimination Complaint Processing
- Liaison w/EEOC regarding Federal Sector Programs

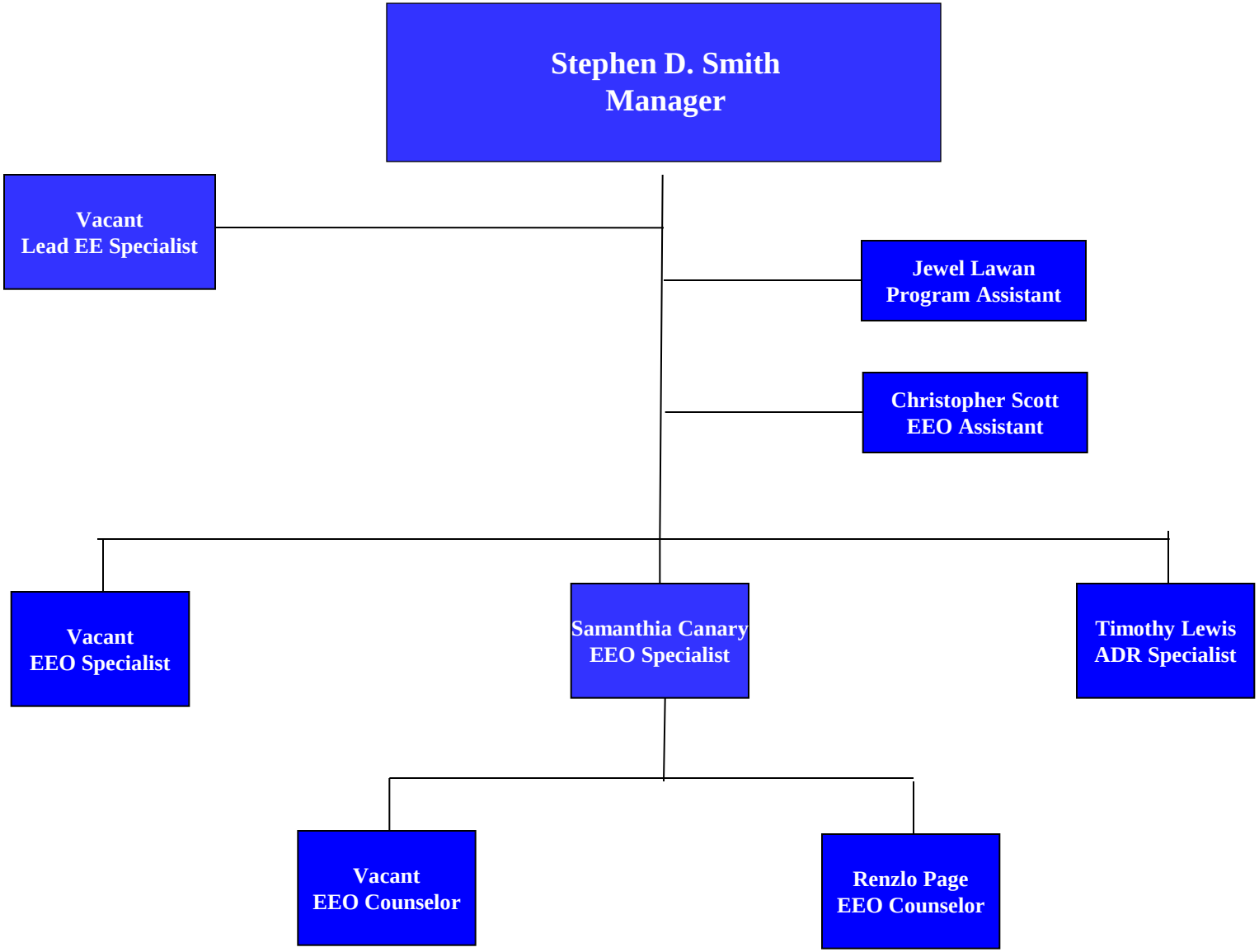
Affirmative Employment Division
Michelle A. Cottom
Manager

- EEO/AE Policy Development, Guidance, and Technical Assistance
- AE Planning, Development, Evaluation, and Reporting
- Special Emphasis Programs Oversight, Coordination, and Funding
- Workforce Analysis

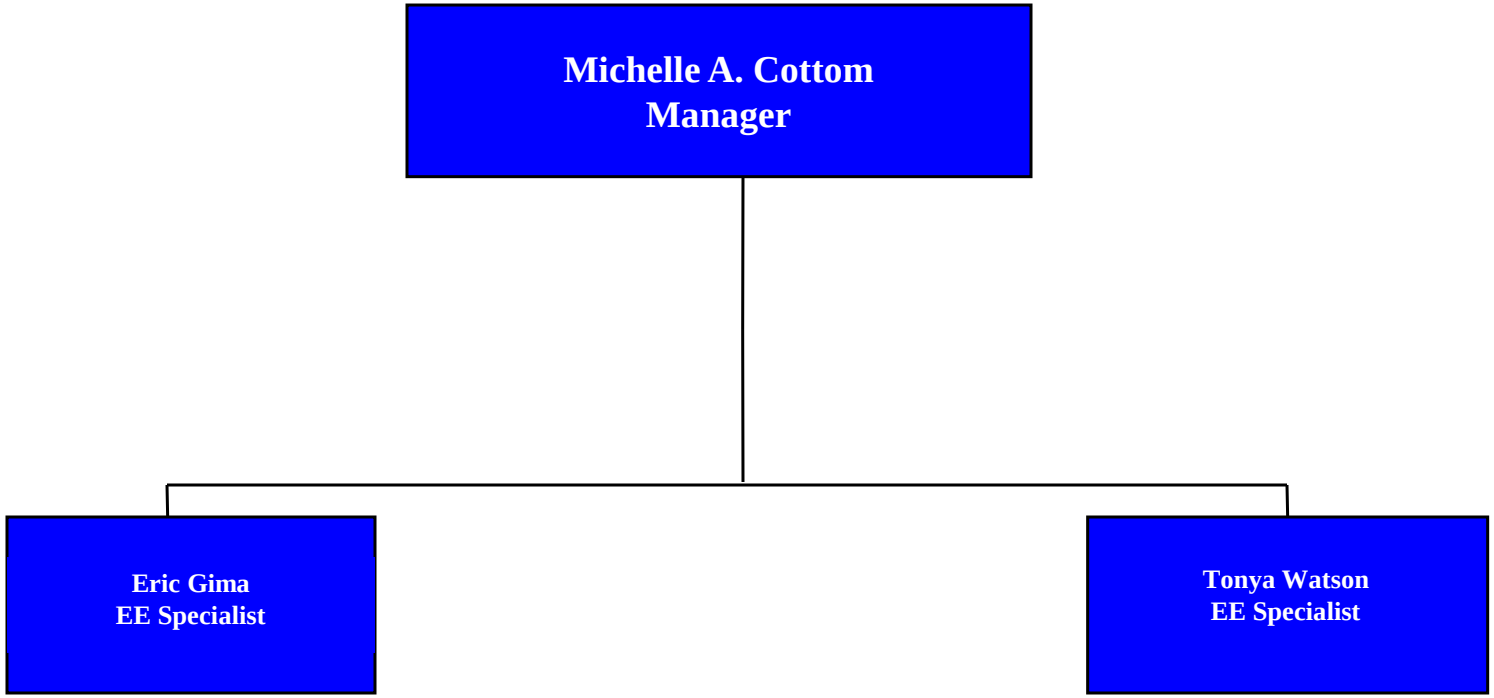
Administration
Jerry L. Holloway
Manager

- All Administrative Functions in support of the Office
- Budget development and Execution
- Information and Technology
- Human Resource Management
- Training and Development
- EEO/AE/ADR Management Information Systems (IComplaints)

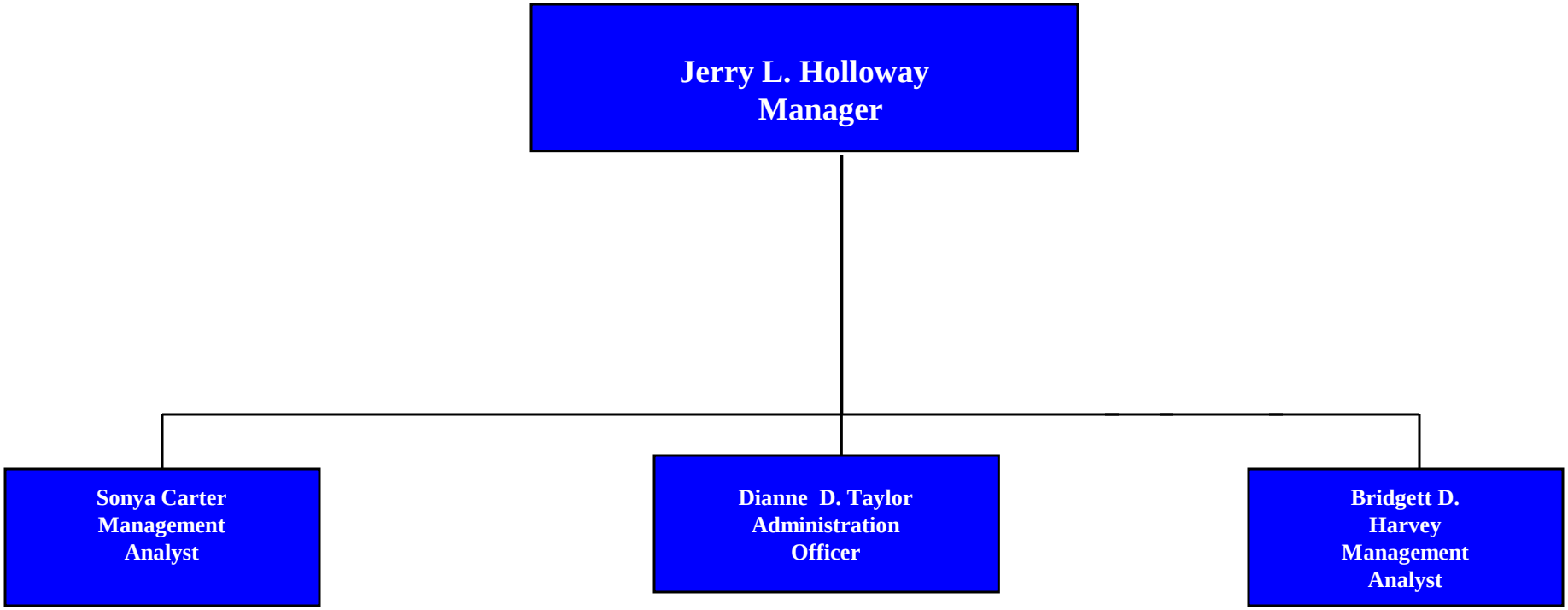
Office of Departmental Equal Employment Opportunity
Equal Employment Opportunity (EEO) Division



Office of Departmental Equal Employment Opportunity
Affirmative Employment Program (AEP) Division



Office of Departmental Equal Employment Opportunity Administration Staff



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Appendix E……HUD’s 462 Report

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development | REPORTING PERIOD: FY 2015

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING

	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	112	112
C.1. COUNSELED WITHIN 30 DAYS	55	55
C.2. COUNSELED WITHIN 31 TO 90 DAYS	56	56
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	6	6
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	45	45
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	5	5
C.3. COUNSELED BEYOND 90 DAYS	1	1
C.4. COUNSELED DUE TO REMANDS	0	0

	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	33	33
D.2. INITIATED DURING THE REPORTING PERIOD	92	92
D.3. COMPLETED/ENDED COUNSELINGS	112	112
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	9	9
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	27	27
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	74	74
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	13	13

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	$0.00
E.1. COMPENSATORY DAMAGES	0	0	$0.00
E.2. BACKPAY/FRONTPAY	0	0	$0.00
E.3. LUMP SUM PAYMENT	0	0	$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	$0.00
E.5.	0	0	$0.00
E.6.	0	0	$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	1	1
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	1	1
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	1	1
F.12. NEUTRAL REFERENCE	0	0
F.13. TELEWORK	0	0
F.14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	$4,000.00
G.1. COMPENSATORY DAMAGES	0	0	$0.00
G.2. BACKPAY/FRONTPAY	0	0	$0.00
G.3. LUMP SUM PAYMENT	0	0	$0.00
G.4. ATTORNEY FEES AND COSTS	1	1	$4,000.00
G.5.	0	0	$0.00
G.6.	0	0	$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	8	8
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	1	1
H.4. REASSIGNMENTS	3	3
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	1	1
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	3	3
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	1	1
H.12. NEUTRAL REFERENCE	0	0
H.13. TELEWORK	1	1
H.14	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	1	1

PART II - FORMAL COMPLAINT ACTIVITIES

182	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
80	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
262	D. TOTAL COMPLAINTS
262	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
54	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
208	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
80	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	7,636			
A.1.b. PERMANENT EMPLOYEES	7,491			
A.2. COUNSELOR	5		0	
A.2.a. FULL-TIME	1	20	0	0
A.2.b. PART-TIME	4	80	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
A.3. INVESTIGATOR	0		104	
A.3.a. FULL-TIME	0	0	54	51.92
A.3.b. PART-TIME	0	0	20	19.23
A.3.c. COLLATERAL DUTY	0	0	30	28.85
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	3	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	3	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	2	0	0	104	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	2	0	0	104	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: John Benison

1a. DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: Nani A. Coloretti
TITLE: Deputy Secretary

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: Stephen D. Smith
TITLE: EEO Manager

4. WHO DOES THAT PERSON REPORT TO?
PERSON: Asia K. McCullough
TITLE: Deputy Director

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE											
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
A. APPOINTMENT/HIRE	0	1	0	4	0	0	2	0	1	18	6	6
B. ASSIGNMENT OF DUTIES	0	1	0	3	0	0	1	0	3	18	6	6
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	2	0	2	1	0	2	0	3	23	7	7
E.1. DEMOTION	0	0	0	0	1	0	0	0	0	3	1	1
E.2. REPRIMAND	0	1	0	2	0	0	2	0	2	15	4	4
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	2	1	1
E.4. REMOVAL	0	1	0	0	0	0	0	0	1	3	1	1
E.5 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	1	0	3	1	0	1	0	5	20	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	3	0	13	2	2	6	0	15	97	36	36
I.1. NON-SEXUAL	0	3	0	13	2	2	6	0	15	96	35	35
I.2. SEXUAL									0	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	1	1	1
L. PROMOTION/NON-SELECTION	0	5	0	11	3	0	3	0	9	71	27	27
M. REASSIGNMENT	0	0	0	3	0	0	0	0	5	16	5	5
M.1. DENIED	0	0	0	0	0	0	0	0	2	5	2	2
M.2. DIRECTED	0	0	0	3	0	0	0	0	3	11	3	3
N. REASONABLE ACCOMMODATION									3	15	10	10
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	1	1	1	1
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	3	6	4	4
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	3	1	0	5	0	4	23	8	8
V. TIME AND ATTENDANCE	0	2	0	0	0	0	1	1	5	18	7	7
W. TRAINING	0	0	0	1	1	0	1	0	2	8	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	16	0	43	9	2	22	1	59			
TOTAL ALL COMPLAINTS FILED BY BASES	0	9	0	30	6	2	16	1	38			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE											
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
TOTAL ALL COMPLAINANTS BY BASES	0	9	0	30	6	2	16	1	38			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2015

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	2	0	0	0	2			4	0	2	0	18	6	6
B. ASSIGNMENT OF DUTIES	0	5	0	0	0	1			2	0	2	0	18	6	6
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	3	0	0	1	1			3	0	4	0	23	7	7
E.1. DEMOTION	0	0	0	0	1	0			0	0	1	0	3	1	1
E.2. REPRIMAND	1	2	0	0	0	1			2	0	2	0	15	4	4
E.3. SUSPENSION	0	1	0	0	0	0			1	0	0	0	2	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	1	0	3	1	1
E.5.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRAISAL	1	1	0	0	1	2			2	1	1	0	20	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	2	14	0	0	4	4			14	7	11	0	97	36	36
I.1. NON-SEXUAL	2	13	0	0	4	4			14	7	11	0	96	35	35
I.2. SEXUAL	0	1	0	0									1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1
L. PROMOTION/NON-SELECTION	5	5	0	0	0	4			20	2	4	0	71	27	27
M. REASSIGNMENT	1	2	0	0	0	0			3	1	1	0	16	5	5
M.1. DENIED	0	0	0	0	0	0			1	1	1	0	5	2	2
M.2. DIRECTED	1	2	0	0	0	0			2	0	0	0	11	3	3
N. REASONABLE ACCOMMODATION DISABILI				0						3	9	0	15	10	10
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	1	1	1
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			1	1	1	0	6	4	4
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	4	0	0	0	1			4	0	0	0	23	8	8
V. TIME AND ATTENDANCE	1	1	0	0	0	3			3	0	1	0	18	7	7
W. TRAINING	0	1	0	0	0	1			0	0	1	0	8	2	2
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	11	38	0	0	6	19	0	0	57	15	37	0			
TOTAL ALL COMPLAINTS FILED BY BASES	8	24	0	0	4	11	0	0	35	11	22	0			

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	8	24	0	0	4	11	0	0	35	11	22	0			

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STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	RACE						BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS								
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	0	1	0	1	0	0	1	0	2	0	0	0	8	3	3
B. ASSIGNMENT OF DUTIES	0	1	0	1	0	0	2	0	2	2	1	1	9	3	3
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	2	1	0	0	0	1	6	2	2	8	3	3
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	1	1	0	0	0	0	3	1	1	3	3	3
E.3. SUSPENSION	0	0	0	1	0	0	0	0	1	3	1	1	5	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	1	0	4	0	0	0	9	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	3	1	1	2	0	8	3	2	2	43	14	13
I.1. NON-SEXUAL	0	2	0	3	1	1	2	0	8	3	2	2	43	14	13
I.2. SEXUAL									0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	2	0	0	2	0	4	1	1	1	11	4	4
M. REASSIGNMENT	0	0	0	1	0	0	1	0	1	0	0	0	5	2	2
M.1. DENIED	0	0	0	1	0	0	1	0	1	0	0	0	5	2	2
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									3	2	1	1	10	5	5
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
T. TERMINATION	0	0	0	1	0	0	0	0	0	1	1	1	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	1	0	0	0	4	3	1	1	7	4	4
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	3	1	0	0	0	4						
I.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	3	1	0	0	0	4						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

	BASES OF ALLEGED DISCRIMINATION IN SETELEMENTS														
	RACE														
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	3	1	0	0	0	4						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	4	0	10	2	1	9	0	27						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	3	0	7	1	1	5	0	17						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	3	0	7	1	1	5	0	16						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	BASES OF ALLEGED DESCRIMINATION IN SETTLEMENTS																	
	SEX				NATIONAL ORIGIN		EQUAL PAY ACT			DISABILITY								
	MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	0	1	0	0	0	1			1	0	0	0	0	0	0	8	3	3
B. ASSIGNMENT OF DUTIES	0	1	0	0	1	1			2	0	0	0	2	1	1	9	3	3
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	3	1	0	0	1	0			4	0	2	0	6	2	2	8	3	3
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	2	0	0	0	0	0			2	0	1	0	3	1	1	3	3	3
E.3. SUSPENSION	1	1	0	0	1	0			2	0	1	0	3	1	1	5	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRAISAL	0	0	0	0	1	0			1	1	1	0	0	0	0	9	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	7	0	0	2	2			6	5	5	0	3	2	2	43	14	13
I.1. NON-SEXUAL	2	7	0	0	2	2			6	5	5	0	3	2	2	43	14	13
I.2. SEXUAL	0	0	0	0									0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	1	0			2	0	1	0	1	1	1	11	4	4
M. REASSIGNMENT	0	0	0	0	1	0			1	0	0	0	0	0	0	5	2	2
M.1. DENIED	0	0	0	0	1	0			1	0	0	0	0	0	0	5	2	2
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						1	6	0	2	1	1	10	5	5
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	1	0	0	0	0	0			0	0	0	0	0	0	0	2	1	1
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	2	0	0	0	0	0			1	0	1	0	3	1	1	7	4	4
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	3	1	0	0	0	0	0	0	4	1	2	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	3	1	0	0	0	0	0	0	4	1	2	0						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DESCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	1	0	0	0	0	0	0	4	1	2	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	5	9	0	0	7	4	0	0	14	6	15	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	3	8	0	0	3	3	0	0	9	5	8	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	7	0	0	3	3	0	0	8	5	8	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																
	RACE																
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINENS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																
	RACE																
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	1								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	1								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	1								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	1								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	1								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX				NATIONAL ORIGIN		EQUAL PAY ACT			DISABILITY										
	MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRAISAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0									0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX				NATIONAL ORIGIN		EQUAL PAY ACT			DISABILITY										
	MALE	FEMALE	LGBT	PDA	HISPANIC LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

PART V - SUMMARY OF CLOSURES BY STATUTE

44	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
20	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
19	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
83	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	54	30450	563.89
A.1. WITHDRAWALS	1	632	632.00
A.1.a. NON-ADR WITHDRAWALS	1	632	632.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	30	13292	443.07
A.2.a. NON-ADR SETTLEMENTS	23	12083	525.35
A.2.b. ADR SETTLEMENTS	7	1209	172.71
A.3. FINAL AGENCY ACTIONS	23	16526	718.52
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	15	6458	430.53
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	9	5847	649.67
B.3. DISMISSAL OF COMPLAINTS	6	611	101.83
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	8	10068	1,258.50
C.1. AJ DECISION FULLY IMPLEMENTED	8	10068	1,258.50
C.1.a FINDING DISCRIMINATION	1	1105	1,105.00
C.1.b FINDING NO DISCRIMINATION	7	8963	1,280.43
C.1.c DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b FINDING NO DISCRIMINATION	0	0	0.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	9	2384	264.89
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	1	259	259.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1	259	259.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	5	1125	225.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	5	1125	225.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	1	578	578.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	578	578.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	2	422	211.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	2	422	211.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	31	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	15	$758,357.75
B.1. BACK PAY/FRONT PAY	0	$0.00
B.2. LUMP SUM PAYMENT	12	$685,410.00
B.3. COMPENSATORY DAMAGES	2	$7,000.00
B.4. ATTORNEY FEES AND COSTS	7	$65,947.75
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	$0.00
B.6. 6.	0	$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	25	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	2	1
F.4. REASSIGNMENTS	4	2
F.5. REMOVALS RESCINDED	1	2
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	0	2
F.6. ACCOMMODATIONS	1	2
F.7. TRAINING	3	4
F.8. APOLOGY	9	0
F.9. DISCIPLINARY ACTIONS	4	4
F.9.a. RESCINDED	4	4
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	5
F.11. LEAVE RESTORED	5	1
F.12. NEUTRAL REFERENCE	1	0
F.13. 13. TELEWORK	0	1
F.14. 14.	0	0

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	208	146869			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	641	641	641	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	3	403	134.33	228	
A.2. COMPLAINTS PENDING IN INVESTIGATION	61	20132	330.03	825	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	109	108444	994.9	2773	490201000055X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	34	17249	507.32	2023	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	65	19589	301.37
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	$0.00		$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	65	19589	301.37
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	8	1200	150.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	42	11028	262.57
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	10	2778	277.80
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	32	8250	257.81
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	15	7361	490.73
A.4. CONTRACTOR INVESTIGATION COSTS	$215,662.57		$3,317.89

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE PRE-COMPLAINT

	COUNSELING	INDIVIDUALS
A. INTENIONALLY LEFT BLANK		
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		
B.1. ADR OFFERED BY AGENCY	70	70
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	23	23
B.3. INTENIONALLY LEFT BLANK		
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	47	47
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	33	33
C.1. INHOUSE	0	0
C.2. ANOTHER FEDERAL AGENCY	33	33
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0
C.5. FEDERAL EXECUTIVE BOARD	0	0
C.6.Mediator	0	0
C.7.	0	0

	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	33	33	1931	58.52
D.1. MEDIATION	33	33	1931	58.52
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E.1. TOTAL CLOSED	47	47	2666	56.72
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	8	8	515	64.38
E.1.b. NO FORMAL COMPLAINT FILED	8	8	473	59.13
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	20	20	1042	52.10
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	10	10	585	58.50
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	51	51.00

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

	COMPLAINTS	COMPLAINANTS
B. ADR ACTIONS IN COMPLAINT CLOSURES		
B.1. ADR OFFERED BY AGENCY	9	9
B.2. REJECTED BY COMPLAINANT	0	0
B.3. INTENTIONALLY LEFT BLANK		
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	9	9
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	8	8
C.1. INHOUSE	0	0
C.2. ANOTHER FEDERAL AGENCY	8	8
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSIT	0	0
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0
C.5. FEDERAL EXECUTIVE BOARD	0	0
C.6.Mediator	0	0
C.7.	0	0

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	8	8	504	63.00
D.1. MEDIATION	7	7	478	68.29
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	1	1	26	26.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E. STATUS OF CASES IN COMPLAINT CLOSURES				
E.1. TOTAL CLOSED	9	9	552	61.33
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	7	7	419	59.86
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	1	1	85	85.00
E.1.d. NO ADR ATTEMPT	1	1	48	48.00
2. INTENTIONALLY LEFT BLANK				

	COMPLAINTS	COMPLAINANTS	AMOUNT
F. BENEFITS RECEIVED			
F.1. MONETARY (INSERT TOTALS)	3	3	$33,000.00
F.1.a. COMPENSATORY DAMAGES	0	0	$0.00
F.1.b. BACKPAY/FRONTPAY	0	0	$0.00
F.1.c. LUMP SUM	2	2	$29,000.00
F.1.d. ATTORNEY FEES AND COSTS	1	1	$4,000.00
F.1.e.	0	0	$0.00
F.2. NON-MONETARY (INSERT TOTALS)	7	7	
F.2.a. HIRES	0	0	
F.2.a.i. RETROACTIVE	0	0	
F.2.a.ii. NON-RETROACTIVE	0	0	
F.2.b. PROMOTIONS	1	1	
F.2.b.i. RETROACTIVE	0	0	
F.2.b.ii. NON-RETROACTIVE	1	1	
F.2.c. EXPUNGEMENTS	0	0	
F.2.d. REASSIGNMENTS	1	1	
F.2.e. REMOVALS RESCINDED	0	0	
F.2.e.i. REINSTATEMENT	0	0	
F.2.e.ii. VOLUNTARY RESIGNATION	0	0	
F.2.f. ACCOMMODATIONS	1	1	
F.2.g. TRAINING	1	1	
F.2.h. APOLOGY	1	1	
F.2.i. DISCIPLINARY ACTIONS	2	2	
F.2.i.i. RESCINDED	2	2	
F.2.i.ii. MODIFIED	0	0	
F.2.j. PERFORMANCE EVALUATION MODIFIED	3	3	
F.2.k. LEAVE RESTORED	2	2	
F.2.l. NEUTRAL REFERENCE	0	0	
F.2.m.TELEWORK	0	0	

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	7636
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	$16,943.64

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Stephen D. Smith
E.2. TITLE	EEO Manager
E.3. TELEPHONE NUMBER	202-402-2734
E.4. EMAIL	Stephen.D.Smith@Hud.gov

F. EEO ADR PROGRAM INFORMATION

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	John Benison
TITLE OF CERTIFYING OFFICIAL:	Director
TELEPHONE NUMBER:	(202) 708-3362
E-MAIL:	john.p.benison@hud.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	04-11-2015

NAME OF PREPARER:	Samanthia Canary
TITLE OF PREPARER:	EEO Specialist
TELEPHONE NUMBER:	(202) 402-2044
E-MAIL:	samanthia.canary@hud.gov
DATE:	04-11-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

Form 462 Comments

Part Name	COMMENT(expression left | evaluation symbol | expression right | value1 | value2 | comment)
PART I	
	H -- Total ADR Settlements With Non-Monetary Benefits, Counselings | <= | Part X. E1a | 8 | 8 | Case was settled as part of a global settlement with formal complaint
	H -- Total ADR Settlements With Non-Monetary Benefits, Individuals | <= | Part X. E1a | 8 | 8 | Case was settled as part of a global settlement with formal complaint
Part I	
	D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 33 | 30 | Entries occurred in Icomplaints and case data was changed.
	D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 33 | 30 | Entries occurred in Icomplaints and case data was changed.
	D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 74 | 80 | Counseling completed end of FY2014. Formal filed during reporting period
	D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 74 | 80 | Counseling completed end of FY2014. Formal filed during reporting period
Part II	
	A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 182 | 164 | Entries occurred in Icomplaints and case data was changed.
PART III	
	If Part I.C>0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract) | > | 0 | 5 | 0 | N/A
	If Part IX.A1> 0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) | > | 0 | 0 | 0 | N/A
	If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 104 | 0 | N/A
Part III	
	B.1.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | N/A
	B.1.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | N/A
	B.1.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | N/A
	B.1.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | N/A
	B.1.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | N/A
	B.1.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (couns/investig Agency) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (couns/investig Contract) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (counselors Contract) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 0 | 0 | N/A
	B.2.c. Staff Receiving No Training At All (investigators Contract) | > | 0 | 0 | 0 | N/A
	B1+B2 -- Total Staff (Counselor/Investigator Agency) | = | A4a (Agency) + A4b (Agency) + A4c (Agency) | 0 | 0 | N/A
	B1+B2 -- Total Staff (Counselor/Investigator Contractor) | = | A4a (Contract) + A4b (Contract) + A4c (Contract) | 0 | 0 | N/A
Part VIII	
	A3 -- Complaints In Hearing - Average Days | >= | 180 | 994.899082568807 | 180 | N/A
	A -- Total | = | Part II. I | 208 | 208 | N/A
Part IX	
	A1c -- Investigations Completed in 361 or More Days (Average days) | > | 360 | 0 | 360 | N/A
	A2 -- Cost of Agency Investigations Average | between | 0 and 10000 | 0 | 10000 | N/A
	A4 -- Cost of Contractor Investigations Average | between | 0 and 10000 | 3317.88569230769 | 10000 | N/A
PART X	
	D1 -- Mediation - Average Days | between | 0 and 100 | 58.5151515151515 | 100 | N/A
	D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D5 -- Facilitation - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | N/A
	E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 64.375 | 100 | N/A
	E1b -- No Formal Complaint Filed - Average Days | between | 0 and 100 | 59.125 | 100 | N/A
	E1cii -- No ADR Attempt - Average Days | between | 0 and 100 | 58.5 | 100 | N/A

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

Form 462 Comments

Part Name	COMMENT(expression left | evaluation symbol | expression right | value1 | value2 | comment)
PART X	
	E1ci -- No Resolution - Average Days | between | 0 and 100 | 52.1 | 100 | N/A
	E1e -- Decision to File a complaint pending at the end of the reporting period - Average Days | between | 0 and 100 | 51 | 100 | N/A
Part X	
	If C.4>0, then comment required | N/A | N/A | 0 | 0 | N/A
	If D.8>0, then comment required | N/A | N/A | 0 | 0 | N/A
PART XI	
	D10 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D11 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D1 -- Mediation - Average Days | between | 0 and 100 | 68.2857142857143 | 100 | N/A
	D2 -- Settlement Conferences - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D3 -- Early Neutral Evaluations - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D4 -- Fact Finding - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D5 -- Facilitation - Average Days | between | 0 and 100 | 26 | 100 | N/A
	D6 -- Ombudsman - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D7 -- Peer Review - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D8 -- Mini Trial - Average Days | between | 0 and 100 | 0 | 100 | N/A
	D9 -- Multiple Techniques - Average Days | between | 0 and 100 | 0 | 100 | N/A
	E1a -- Settlements with Benefits (Monetary & Non-monetary) - Average Days | between | 0 and 100 | 59.8571428571429 | 100 | N/A
	E1b -- Withdrawn from EEO Process - Average Days | between | 0 and 100 | 0 | 100 | N/A
	E1c -- No Resolution - Average Days | between | 0 and 100 | 85 | 100 | N/A
Part XI	
	E1d -- No ADR Attempt - Average Days | between | 0 and 100 | 48 | 100 | N/A
	If C.4>0, then comment required | N/A | N/A | 0 | 0 | N/A
	If D.9>0, then comment required | N/A | N/A | 0 | 0 | N/A
PART XII	
	C1 -- In House Staff Resources Available for ADR (Full Time) | <= | 10 | 1 | 10 | N/A
	C2 -- In House Staff Resources Available for ADR (Part Time) | <= | 5 | 0 | 5 | N/A
Part XII	
	B. -- Employees That Can Participate In Eeo Adr | <= | Part III.A.1.a | 7636 | 7636 | N/A
	C -- In House Staff Resources Available for ADR (Total) | > | 0 | 1 | 0 | N/A

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Appendix F……FEORP Report

ANNUAL FEORP PLAN CERTIFICATION
FOR THE FISCAL YEAR 2015

A. Name and Address of Agency:

Department of Housing and Urban Development
451 7th Street, SW
Washington, DC 20410

B. Name and Title of Designated FEORP Official *(if address is different from Section A, include e-mail address and telephone and fax numbers)*:

Towanda A. Brooks
Chief Human Capital Officer
202-402-6955
Towanda.A.Brooks@hud.gov

C. Name and Title of Contact Person *(if address is different from Section A, include e-mail address and telephone and fax numbers)*:

Michelle A. Cottom
Director, Diversity and Inclusion and Special Employment Programs
202-402-5627
Michelle.A.Cottom@hud.gov

CERTIFICATION

I certify the above agency: 1) Has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; 2) All field offices or installations with fewer than 500 employees are covered by a FEORP plan; 3) All field offices or installations with 500 or more employees are covered either by this plan or by a local plan; and 4) Such plans are available on request from field offices or installations.

SIGNATURE Towanda A. Brooks DATE 3/4/2016
Chief Human Capital Officer

SIGNATURE John P. Bent DATE 3/24/16
Director, Equal Employment Opportunity

SIGNATURE Michelle A. Cottom DATE 3/15/16
Director, Diversity and Inclusion & Special Employment

Note If you are unable to use the digital signature function, please sign the Annual FEORP Plan Certification and send it electronically with your submission.

Attachment 2

Annual Federal Equal Opportunity Recruitment Program (FEORP)

Department of Housing Urban Development (HUD) FY2015

Guidance: Utilizing your FEORP plan from Fiscal Year 2015 indicate the goals that were set in each area based on the 3 goals of Diversity, Inclusion, Sustainability) and indicate the agency current outcomes using the benchmarks previously established. Below you will find an example that lists 2-3 strategies for each of the goal areas, which are broken out into Agency Objective, Strategic Activity, Benchmarks, and Outcomes.

Goal Area	FY 2015 Agency Objective	FY 2015 Strategic Activity	FY 2015 Benchmarks	FY 2015 Outcomes
Diversity	Increase use of strategic hiring initiatives for people with disabilities and for veterans within all program areas.	Provide mini workshops to all program offices with the hiring flexibilities /resources available for hiring under Schedule A and other special hiring authorities. Establish a mid- year training session for all hiring managers to attend as a mandatory supervisory training requirement.	Maintain data of managers utilizing Schedule A and other special hiring authorities (i.e. Peace Corps) for recruits identifiable on fiscal year hiring plan.	Various workshops and training venues were held for hiring manager's (i.e. USERRA Training, etc.) on all hiring flexibilities available to program offices. Diversity job fairs/events were attended. Managers were educated on and invited to attend Wounded Warrior Regiment Job Fairs and Operation Warfighter Hiring events, in order to increase hiring of people with disabilities and veterans. Also, Bender Consulting Services information was provided to hiring managers as a additional resource to identify potential candidates for HUD vacancies.

Annual Federal Equal Opportunity Recruitment Program (FEORP)

Department of Housing Urban Development (HUD) FY2015

Diversity	OCHCO will provide support to Special Emphasis Programs in ODEEO to collaborate on efforts in promoting diversity within HUD's workforce.	Support and collaborate with Special Emphasis Programs Managers (SEPMs) who will act as advisors on hiring, retaining and promoting a diverse workforce.	Involvement of SEPM to promote Human Capital Management initiatives.	90% of HUD managers completed USERRA training.
Inclusion	Promote diversity and inclusion in leadership development programs.	Increase participation in the agency's developmental programs to include: mentoring, coaching, rotational assignments, leadership and executive development, and networking initiatives.	Participation rates in the mentoring, coaching, rotational assignments, leadership and executive development, and networking initiative programs as indicated by race, gender, veterans status, and disability.	HUD provided coaches and mentors to its employees. Specifically, the Emerging Leaders Program had 48 participants and each one was provided a mentor. HUD continues to utilize a software platform to match employees with coaches. By the end of FY 2015, 24 coaches were made available.
Inclusion	Cultivate a supportive, welcoming, inclusive and fair work environment.	a. Support participation in employee affinity and resource groups and provide such groups with access to agency senior leadership.	a. Establish a platform for affinity groups and unions to discuss agency goals to have a more diverse and inclusive environment with senior leadership buy-in and support.	HUD's Deputy Secretary, CHCO, and ODEEO actively engaged affinity group leaders during monthly Diversity Council meetings and led discussions regarding agency goals and how best to partner.

Annual Federal Equal Opportunity Recruitment Program (FEORP)
Department of Housing Urban Development (HUD) FY2015

		b. Identify and implement enhancements to employee onboarding process to ensure new employees feel welcomed and acclimated to the agency.	b. Establish a new employee orientation survey to measure new employee satisfaction. The survey will be completed within 30 days of EOD.	As a process of continual improvement, the new employee orientation brochure was revised and made available to all new hires. Additionally, onsite visits were made to each Regional Office to highlight various HR programs.
Sustainability	Demonstrate leadership accountability, commitment, and involvement regarding diversity and inclusion in the workplace.	Create and release Diversity and Inclusion Performance Objectives that detail the responsibilities of the agency leaders, managers, and employees in supporting diversity and inclusion programs, policies, and systems.	D&I Performance Objectives released and rollout strategy executed.	HUD selected a dedicated Director for Diversity and Inclusion to provide leadership, accountability, and to foster a greater commitment in maintaining a diverse and inclusive workforce. The FY2016 FEORP will include accomplishments.

Annual Federal Equal Opportunity Recruitment Program (FEORP)

Attachment 3

Department of Housing Urban Development (HUD)FY 2016 Plan

Guidance: *Identify at least one strategy for each goal area from your Diversity & Inclusion Strategic Plan (based on the 3 goals of Diversity, Inclusion, Sustainability) that your agency will work on in Fiscal Year 2016. Below you will find an example that lists 2 - 3 Strategies for each of the goal areas, which are broken out into Agency Objective, Strategic Activity, Benchmarks, and Driver.*

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Diversity	Build a diverse, inclusive, and high performing workforce that reflects the people we service.	Eliminate barriers to equal employment opportunity at all levels and in all occupations.	Report progress through quarterly diversity workforce reports to HUD leadership and annually through the Barrier Analysis Report which is generated from the Department's Management Directive (MD) 715 Report.

Annual Federal Equal Opportunity Recruitment Program (FEORP)

Department of Housing Urban Development (HUD)FY 2016 Plan

Inclusion	Achieve diversity in the broadest context throughout the workforce.	Increase participation in all special employment and developmental programs including; but not limited to, veterans, persons with disabilities, recent graduates, presidential management feilows and interns.	Increase in the participation rates of underrepresented groups as identified in HUDs Management Directive (MD) 715 Report.
Sustainability	Facilitate outstanding culturally competent public service and stakeholder relations through effective leadership and accountability.	Train HUD employees in the strategies designed to create and strengthen their workplace teams to their fullest potential.	Establish baseline of employees completing cultural competencies by the end of FY 2016.

Attachment 4

#2) SHORT NARRATIVE ABOUT PROMISING PRACTICES

Identify a policy, practice or procedure (do not list a set of completed tasks) where your agency has been successful in the implementation of actions outlined in its Diversity and inclusion Strategic Plan.

As a promising practice, HUD OCHCO, in collaboration with Senior Leadership, OCFO, Program Offices, our Shared Service Provider, and employees, devised a hiring strategy that would help the agency achieve its hiring goals effectively, efficiently and in a manner that accomplishes the agency mission as described in the HUD's Strategic Plan, Human Capital Strategic Plan, and Workforce Plan. As a part of this practice, the development of how hiring plans are developed was reviewed, promoted awareness at the highest level and streamlined the number of approvals in the process of an end result of filling vacant positions much more quickly. HUD developed tools for managers, supervisors and new employees to assist them with understanding the hiring and on-boarding process. The onboarding process complemented some of the changes executed in FY 2015 to include participating representatives from the Veterans and Disability Affinity Groups on the New Employee Orientation (NEO) agenda. Their participation has increased awareness of HUDs affinity groups and its purpose. A union representative is also in attendance and briefs new employees regarding the role they play, solicit membership and provide information for awareness. In addition, new employees are provided information on the following topics: Agency Selective Placement, Reasonable Accommodations, Veteran Employment, and other Departmental initiatives. This practice has proven to be very informative to new hires.

The Department partners with the Partnership for Public Service Corporation and participates in the Student Ambassador program. This program enables HUD to have an outreach mechanism with Universities to create a pipeline of diverse applicants for future HUD vacancies. Through marketing and research; over the span of four years, the Ambassador reached more than 400 students. The focus is to attract students majoring in HUD mission-critical occupations. These established efforts promote the cornerstone for a strong sustainable and collaborative relationship with the faculty and staff members; which in turn, fosters awareness of HUD vacancies and ultimately sets the stage to attract diverse candidates.

Attachment 5

STRATEGIC ACTIVITIES OR ACTIONS RELATED TO HISPANIC EMPLOYMENT

Outreach

- HUD's Office of Departmental Equal Employment Opportunity (ODEEO) sponsored a Equal Employment Opportunity (EEO)/Diversity Conference, which was attended by Departmental senior management, the HUD workforce and multiple representatives from other federal agencies. During breakout sessions, participants formulated strategies to address underrepresentation including those facing the Hispanic community.

- HUD's ODEEO also approached three national Hispanic organizations, the League of United Latin American Citizens (LULAC), the National Organization for Mexican American Rights (NOMAR) and National IMAGE to develop partnerships designed to maximize outreach efforts to the Hispanic community. As a result, HUD primarily expects to realize a net increase in its recruitment of qualified candidates in Fiscal Year (FY) 2016. As another benefit, HUD anticipates a wider distribution of its opportunities concerning mentorship, training and sharing information about its programs. A draft Memorandum of Understanding (MOU) between HUD and each organization was developed and is currently in the Departmental clearance process. The MOU's are expected to be executed in FY 2016. In the future, HUD endeavors to pursue MOU's with additional Hispanic serving institutions of higher learning and with other organizations which serve the Hispanic population.

- One of HUD's Hispanic Affinity groups, the Latino Network, distributed quarterly emails on job opportunities, free training sessions and leadership articles and through its bi-lingual members served as translators and orators during some of HUD's Spanish conference calls to their community partners across the country.

- The Latino Network also facilitated an observance for the 2015 Hispanic Heritage Month (September 15 – October 15). The theme was "Hispanic Americans: Energizing Our Nation's Diversity." The event featured a panel discussion on Leadership, Housing and Hispanics. Several of HUD's senior leadership participated in the discussion.

- HUD employees participated at LULAC's 2015 Federal Training Institute Partnership and the 2015 National IMAGE Training Conference as a panelist and/or presenter on effective communication and/or emotional intelligence.

Recruitment

- No strategic activities to report.

Hiring

- In FY 2015 HUD hired 22 permanent Hispanic employees; 12 males and 10 females. Also, two temporary Hispanic employees were hired; 1 male and 1 female.

Career Development

- The Latino Network maintained a quarterly newsletter, titled "Conexíon", which seeks to transform high-potential, mid-career Latino professionals into innovative executives by sharing developmental information, training opportunities and job/vacancy announcements.

- The Latino Network also facilitated monthly leadership conference calls entitled "Conversaciones" which translates to conversations. The purpose of the leadership calls is to identify leaders in the public and private sector who are willing to share their story with the members. The calls serve as an opportunity to provide the members with leadership pointers, motivation, and guidance for their own self development. During this reporting period three calls were held with 70 participants in attendance.

- The Director of ODEEO established partnerships with 3 national organizations (LULAC, NOMAR, and National IMAGE) and spoke about the road to SES, as well as the Department's efforts to increase Hispanic employment at each of their conferences. In addition, he served as a mentor to members of their organizations who are aspiring to become a SES.

Retention

- No strategic activities to report.

HUD's Office of Departmental Equal Employment Opportunity analyzed its workforce to identify any triggers that may require further inquiry as to the existence of any barriers to equal employment opportunities for any employee group based on race, ethnicity, sex or disability. The workforce data is compared to the general Civilian Labor Force (CLF) based on the 2010 National Census Data. Where potential triggers or deficiencies were identified, the Department developed an action plan through Part I of the Management Directive (MD) 715 Report.

Workforce Data Table A1: As of September 30, 2015, the Department's total workforce was 7,616 employees, of which 7,471 were permanent and 145 employees were temporary. Of the 7,471 permanent employees, there were 2,937 (39.31%) males and 4,534 (60.69%) females; 223 (2.98%) Hispanic/Latino males and 364 (4.87%) Hispanic/Latino females, for a total of 587 (7.85%) Hispanic/Latino employees; 1,688 (22.59%) White males and 1,691 (22.63%) White females, for a total of 3,379 (45.22%) White employees; 795 (10.64%) Black males and 2,162 (28.94%) Black females, for a total of 2,957 (39.58%) Black employees; 178 (2.38%) Asian males and 224 (3.00%) Asian females, for a total of 402 (5.38%) Asian employees; 6 (0.08%) Native Hawaiian/Other Pacific Islander males and 8 (0.11%) Native Hawaiian/Other Pacific Islander females, for a total of 14 (0.19%) Native Hawaiian/Other Pacific Islander employees; 34 (0.46%) American Indian/Alaska Native males and 60 (0.80%) American Indian/Alaska Native females, for a total of 94 (1.26%) American Indian/Alaska Native employees; and 13 (0.17%) *Two or More Races* males and 25 (0.33%) *Two or More Races* females, for a total of 38 (0.50%) *Two or More Races* employees.

Workforce Data Table B1: Employees with disabilities accounted for 724 (9.69%) of HUD's permanent workforce (7,471 employees). Of the Department's 724 employees with disabilities, 88 (1.18%) permanent employees identified as having targeted disabilities. Therefore, HUD is 0.83% away from reaching EEOC federal goal of 2% employees with targeted disabilities.

Workforce Data Tables A2 and B2: HUD operates as a single component. Therefore, analyses of these workforce data tables are not applicable.

Workforce Data Tables A3 and A4: The number of senior level officials and managers (Grade 15 or equivalent, and above combined) in the Department increased by 18, from 756 in Fiscal Year (FY) 2014 to 774 in FY 2015. Hispanic males decreased from 24 to 20 and Hispanic females increased from 28 to 31; White males increased from 235 to 245 and White females decreased from 170 to 166; Black males increased from 99 to 100 and Black females increased from 159 to 173; Asian males decreased from 15 to 13 and Asian females increased from 11 to 14; Native Hawaiian/Other Pacific Islander males decreased from 1 to 0; American Indian/Alaska Native males decreased from 11 to 9 and American Indian/Alaska Native females remain at the same level (2) from FY 2014 to FY 2015; as well as, *Two or More Races* females, which remained the same (1) from one fiscal year to the next. Females classified as Native Hawaiian/Other Pacific Islander and males classified as *Two or More Races* were not employed at the senior levels within the Department in FY 2014 and FY 2015.

Senior Executive Service (SES): The number of SES employees increased from 78 in FY 2014 to 87 employees in FY 2015. The 87 permanent Senior Level employees include 3

Hispanic/Latino males (3.45%), 2 Hispanic/Latino females (2.30%), 34 White males (39.08%), 17 White females (19.54%), 11 Black males (12.64%), 18 Black females (20.69%), 1 Asian female (1.15%), and 1 American India/Alaska Native (1.15%). There were no Asian males or American Indian/Alaska Native females, or employees that were classified as Native Hawaiian/Other Pacific Islander or *Two or More Races* in the SES during the FY.

Workforce Data Tables B3 and B4: The number of SES employees who self-identified as having a targeted disability decreased from 6 in FY 2014 to 5 employees in FY 2015; (3) vision, (1) Partial Paralysis and (1) Epilepsy.

Workforce Data Tables A5 and B5: HUD currently does not employ wage grade employees. Therefore, these workforce data tables are not applicable.

Workforce Data Tables A6 and B6: During FY 2015, HUD was unable to validate workforce data for major occupations. The Department expanded its application of Workforce Analytics to include Career Connector. The expectation of this expansion was that through Career Connector, HUD would possess the ability to collect and report on applicant flow data, which assists in conducting a more detailed barrier analysis and the development of workforce trends. However, by the end of FY 2015, the workforce data system still did not have the ability to collect and accurately report on applicant flow data and Mission Critical Occupations. The HUD data team is aware of this deficiency and has developed a plan to eliminate this barrier.

Workforce Data Tables A7 and B7: HUD started reporting applicant flow data in FY 2014. By the end of FY 2015, the Department was still perfecting the accuracy of this data. As a result, the Department was not able to validate applicant flow data for its five major occupations: CPD Representatives (0301), Equal Opportunity Specialists (0360), Multi-Family Housing Project Manager (1101), Single Family Housing Specialists (1101) and Public Housing Revitalization Specialist/Portfolio Manager (1101). For example, HUD's current classification system lists multiple job titles under series 1101 including three of its Mission Critical Occupations (MCO). Subsequently, when the series was extracted to populate the A-7 and B-7 tables, it appeared under the job title "Underwriter" which is not a HUD MCO.

Workforce Data Tables A8 and B8: HUD hired 362 permanent new hires, there were 177 (48.90%) males and 185 (51.10%) females; 12 (3.31%) Hispanic/Latino males and 10 (2.76%) Hispanic/Latino females, for a total of 22 (6.07%) Hispanic/Latino employees; 114 (31.49%) White males and 108 (29.83%) White females, for a total of 222 (61.32%) White employees; 35 (9.67%) Black males and 56 (15.47%) Black females, for a total of 91 (25.14%) Black employees; 12 (3.31%) Asian males and 6 (1.66%) Asian females, for a total of 18 (4.97%) Asian employees; 3 (0.83%) American Indian/Alaska Native males and 2 (0.55%) American Indian/Alaska Native females, for a total of 5 (1.38%) American Indian/Alaska Native employees; and 1 (0.28%) *Two or More Races* males and 3 (0.83%) *Two or More Races* females, for a total of 4 (1.11%) *Two or More Races* employees. There were no Native Hawaiian/Other Pacific Islander new hires during FY 2015.

HUD established its Disability Employment Plan with a hiring goal consistent with Executive Order 13548. The goal is to employ 2% of the Department's workforce with employees with

targeted disabilities. Of HUD's hired 362 permanent employees, 44 (8.28%) reported having a disability. Of the 44 disabled new hires, 5 (1.38%) were employees with targeted disabilities.

Workforce Data Tables A9 and B9: During FY 2015, HUD was unable to validate workforce data for Internal Competitive Promotions for Major Occupations.

Workforce Data Tables A10 and B10: A review of HUD's non-competitive promotions reflects that of the 752 individuals eligible for career ladder promotions, 342 (45.48%) were male and 410 (54.52%) female. Twenty-three individuals exceeded their time-in-grade by more than 25 months (5 White males and 1 African American male; 3 White females, 11 African American females, 2 Asian females and 1 American Indian and Alaskan Native). Fifty individuals did not receive career ladder promotion (2 Hispanic males, 15 White males, 9 African American males and 2 Asian males; 12 White females, 9 African American females and 1 Asian female).

The Department did not have any individuals in career ladders with targeted disabilities which exceeded time-in-grade by more than 25 months. Only one person with a targeted disability did not receive career ladder promotion.

Workforce Data Tables A11 and B11: During FY 2015, HUD was unable to validate workforce data for internal selections for Senior Level Positions because the current workforce data system was unable to produce consistent data (e.g. 'Total Applications Received' data should be the same figure for the same grade level on both the A11 and B11 workforce data tables). The current data collection system needs to have the ability to collect and accurately report the workforce data necessary for the successful completion of the Department's annual MD-715 report.

Workforce Data Tables A12 and B12: In FY 2015, for the first time since 2006, HUD was able to select 4 employees for the Senior Executive Service (SES) Candidate Development Program (CDP). Of the 4 HUD employees selected to participate in the SES CDP, 3 were White females and 1 was a Black male. Also, during FY 2015, HUD invested in the career development of 2 employees for the successful completion of OPM's Federal Executive Institute program. Of the 2 participants, 1 was a Hispanic male and 1 was a Black female.

This workforce data was manually obtained by the OCHCO HUD LEARN Division, as the Department is currently unable to collect and accurately report certain workforce data necessary for the successful completion of the Department's annual Management Directive 715 report.

Workforce Data Tables A13 and B13: A review of Table A13 revealed females at HUD were given a greater percentage of time-off awards than males. However, of the 4,778 time-off awards, females received approximately 64% (3,078) of all time-off awards as compared to 36% (1,700) of all time-off awards given to males. With respect to HUD's overall cash awards, females also received a higher percentage than males. For cash awards in any amount category; with one exception (Total Cash Awards greater than $1,500 for SES's), females received 62% (5,829 of 9,453) of these awards. HUD's females also received a greater

percentage of Quality Step Increase Awards (QSI's) garnering 24 (59%) of the total 41 QSI's given.

A subsequent review of Table B13 also reveals that HUD's employees with targeted disabilities at GS grade level 15 and below received a lower than average cash award in any category when compared to employees without disabilities. Conversely, at the SES level, employees with targeted disabilities at $11,420.67 exceeded the average cash award greater than $1,500 when compared to their non-disabled counterpart's at $9,972.28. Overall only one person with a disability and none with a targeted disability were awarded a QSI.

Workforce Data Tables A14 and B14: In FY 2015, HUD had a separation rate of less than 10% of its total workforce. Of the 710 separations, 696 (98.03%) were voluntary and 14 were involuntary (1.97%). Of the 696 voluntary separations, 47 were Hispanic, 368 were White, 246 were African American, 22 were Asian, 1 Native Hawaiian or Other Pacific Islander, 11 were American Indian or Alaska Natives and 1 was Two or More Races.

In FY 2015, 102 employees who self-identified as having disabilities separated from HUD, including eight (8) employees with targeted disabilities: one individual with a hearing disability, two (2) individuals with partial paralysis disabilities, one (1) individual with a severe intellectual disability, three (3) individuals with psychiatric disabilities and one (1) individual with dwarfism as a disability.

Our point of contact for applicant flow data is:

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FEORP Progress Tracker

PROGRESS TRACKER AND DEMOGRAPHIC DATA
EXPLANATORY NOTES FOR PROGRESS TABLES

Formal mentoring or other programs typically will have some of the following characteristics:

Announcement	Organization announces program to all qualified groups and individuals.
Recruitment	Candidates are identified through a request for nominations or for applications to the program.
Competitive Selection	Organization screens and selects candidates based on merit system principles using predetermined criteria for program.
Training	Training program is finalized for selected participants which includes a formal training experience that may involve developmental assignments (continued service agreements usually required).
Monitoring	Organization monitors participants' training activities and progress in program against pre-established objectives.
Evaluation	Organization evaluates effectiveness of the formal training provided to individual participants and the effectiveness of the formal development itself in meeting organizational goals.

In order to complete FEORP report please email an electronic copy of this progress tracker to diversityandinclusion@opm.gov printed copies will not be accepted.

If your agency has subcomponents that are not separately required to submit a FEORP report pursuant to 5 U.S.C. 7201, you may select to prepare a separate Progress Tracker for each subcomponent as appropriate.

FEORP Progress Tracker

Mentoring - Qualitative Questions (Yes or No)	
Agency has A Formal Mentoring Program	Response Yes
Mentoring Training provided	Response Yes
Program is evaluated	Response Yes
Feedback is provided	Response Yes
Program is announced to all qualified individuals	Response Yes
All employees briefed on agency's Diversity and Inclusion Policies	Response Yes
Diversity and Inclusion Training - Qualitative Questions (Yes or No)	
Formal Diversity and Inclusion Training provided	Response Yes
Training on unconscious bias provided	Response Yes
All employees briefed on agency's Diversity and Inclusion Policies	Response No
Diversity and Inclusion Council - Qualitative Questions (Yes or No)	
Agency has a Diversity and Inclusion Council	Response Yes
Diversity and Inclusion Council has a charter	Response Yes
Members have received training	Response Yes
Council's mission is in alignment with agency	Response Yes

FEORP Progress Tracker

Development Program - Qualitative Questions (Yes or No)	Response
Agency has a Career Development Program	Yes
Program is evaluated	Yes
Program is announced to all qualified individuals	Yes

Mentoring - Quantitative Questions (# or %)	Response
Frequency of Program Evaluation (e.g., annually, quarterly etc.)	Annually
Percent of employees involved with mentoring	0.15%
Percent of SES involved with mentoring	0.01%
Percent of managers involved with mentoring	0.02%
Percent of supervisors involved with mentoring	0.02%
Count of employees involved with mentoring	211
Count of SES involved with mentoring	12
Count of managers involved with mentoring	26
Count of supervisors involved with mentoring	28
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)	1417

FEORP Progress Tracker

Diversity and Inclusion Training- Quantitative Questions (# or %)	
Frequency of Diversity and Inclusion Training per year (e.g., annually, quarterly etc.)	Response Annually
Percent of employees who have participated this year in formal Diversity and Inclusion Training	Response 4.00%
Percent of Senior Leadership that have participated in formal Diversity and Inclusion Training	Response 2.00%
Count of employees who have participated in formal Diversity and Inclusion Training	Response 305
Count of Senior Leadership that have participated in formal Diversity and Inclusion Training	Response 3
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)	Response 7616
Diversity and Inclusion Council- Quantitative Questions (# or %)	
Frequency of council meetings in FY2015 (e.g., annually, quarterly etc.)	Response Quarterly
Frequency of council events (e.g., annually, quarterly etc.)	Response Quarterly
Percent of Senior Leadership on council	Response 60.00%
Percent of employees on council	Response 40.00%
Count of Senior Leadership on council	Response 21
Count of employees on council	Response 14
Total number of people on council	Response 35

FEORP Progress Tracker

Development Program-	Quantitative Questions (# or %)
Percent of GS1-4 who participated	Response 0.00%
Percent of GS 5-8 who participated	Response 0.00%
Percent of GS 9-12 who participated	Response 0.06%
Percent of GS 13-15 who participated	Response 0.03%
Percent of SES who have participated	Response 0.09%
Count of GS1-4 who have participated	Response 0
Count of GS 5-8 who participated	Response 0
Count of GS 9-12 who participated	Response 96
Count of GS 13-15 who participated	Response 127
Count of SES who participated	Response 11
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)	Response 6483

FEORP Progress Tracker

Does your agency have a Diversity and Inclusion element in the following groups' performance plans (this may also be incorporated in

1. D&I Element in SES performance plans

Yes or No	Percentage
No	0.00%

2. D&I Element in Mangement/Supervisor performance plans

Yes or No	Percentage
No	0.00%

3. D&I Element in employee performance plans

Yes or No	Percentage
No	0.00%

Demographic Information

Mentoring- (Mentee data)	Demographic Data
Percent of Asian American Mentees	Response 0.50%
Percent of Black Mentees	Response 0.32%
Percent of Hispanic Mentees	Response 0.09%
Percent of Native American Mentees	Response 0.01%
Percent of Native Hawaiian/ Pacific Islander Mentees	Response 0.00%
Percent of Mentees Two or More Races	Response 0.00%
Percent of White Mentees	Response 0.43%
Percent of Female Mentees	Response 0.53%
Percent of Male Mentees	Response 0.46%
Percent of Veteran Mentees	Response 0.18%
Percent of Mentees that are People with Disabilities	Response 0.12%
Total number of participants (The count used to calculate the Mentee percentages)	Response 186

Demographic Information

Mentoring- (Mentor data)	Demographic Data
Percent of Asian American Mentors	Response 0.03%
Percent of Black Mentors	Response 0.50%
Percent of Hispanic Mentors	Response 0.00%
Percent of Native American Mentors	Response 0.00%
Percent of Native Hawaiian/ Pacific Islander Mentors	Response 0.00%
Percent of Mentors Two or More Races	Response 0.03%
Percent of White Mentors	Response 0.41%
Percent of Female Mentors	Response 0.59%
Percent of Male Mentors	Response 0.38%
Percent of Veteran Mentors	Response 0.18%
Percent of Mentors that are People with Disabilities	Response 0.15%
Total number of Mentors (The count used to calculate the Mentor percentages)	Response 34

Demographic Information

Development Programs -	Demographic Data
Percent of Asian American taking part in Development Programs	Response 0.08%
Percent of Blacks taking part in Development Programs	Response 0.43%
Percent of Hispanics taking part in Development Programs	Response 0.11%
Percent of Native Americans taking part in Development Programs	Response 0.00%
Percent of Native Hawaiian/ Pacific Islanders taking part in Development Programs	Response 0.00%
Percent of persons Two More or Races taking part in Development Programs	Response 0.01%
Percent of Whites taking part in Development Programs	Response 0.67%
Percent of Females taking part in Development Programs	Response 0.75%
Percent of Males taking part in Development Programs	Response 0.54%
Percent of Veterans taking part in Development Programs	Response 0.26%
Percent of People with Disabilities taking part in Development Programs	Response 0.15%
Total number of participants (The count used to calculate the Development Program participation percentages)	Response 138

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Appendix G……HUD’s Strategic Plan

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

STRATEGIC PLAN 2014–2018

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

STRATEGIC PLAN 2014–2018

APRIL 2014

MESSAGE FROM THE SECRETARY

I am proud to present the U.S. Department of Housing and Urban Development's (HUD's) *Strategic Plan 2014–2018*. The goals outlined in this document are designed to achieve a central goal: expanding opportunity for all Americans.

This work has arguably never been more important. When President Obama took office in 2009, the Great Recession had already devastated communities across the country. Millions of Americans had their lives turned upside down, losing jobs, savings, and homes. Optimism for the future had dimmed and dreams had been deferred.

Over the past 5 years, the Obama Administration has worked tirelessly to address these challenges by building ladders of opportunity that give families a fair chance to lift themselves up, rebuild after the crisis, and better their lives. HUD has been committed to doing its part, whether it is assisting homeowners in fighting off foreclosure, enhancing access to affordable housing, or revitalizing distressed communities. In total, these and other measures have worked, helping to turn around the housing market and fuel the overall U.S. economic recovery.

To build on this progress, HUD's *Strategic Plan 2014–2018* lays out priorities and goals to accelerate the gains already made and ensure a crisis of this magnitude never occurs again. The first component is strengthening the nation's housing market to

spur economic growth and protect consumers. We will continue to bolster the Federal Housing Administration's mission of ensuring that qualified homebuyers have access to credit and push for a housing finance system that maintains the careful balance between responsibility and opportunity.

Another priority is meeting the great need for quality, affordable rental housing. According to the latest HUD "Worst Case Housing Needs" study, nearly 8.5 million families with very low incomes pay more than half their monthly income for rent, live in substandard housing, or both. The demand for action is growing, which is why we will continue to look for innovative ways, working with partners, to both preserve and produce affordable rental housing for families. In addition, we will continue to help the most vulnerable communities, including those experiencing homelessness and trapped in poverty. Stable housing is an important tool in helping households achieve other life outcomes, and we are working every day to give families access to these opportunities.

Finally, through efforts like Choice Neighborhoods and Promise Zones, working with partners at the federal and local levels, we strive to build strong and inclusive communities that connect housing with other important community assets: good jobs, quality schools, and safe streets. With this comprehensive approach, we will turn neighborhoods with problems into neighborhoods with promise, giving more families a chance to thrive and succeed.

In total, HUD's *Strategic Plan 2014–2018* represents an opportunity agenda. By giving more families a fair shot at fulfilling their promise, we strengthen communities and our nation as a whole. HUD looks forward to working with a wide variety of partners to achieve the goals outlined in this document. Working together, we can help secure opportunities for all Americans.

Shaun Donovan

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SECTION 1

AGENCY AND MISSION

INTRODUCTION

This document presents the U.S. Department of Housing and Urban Development's (HUD's) Strategic Plan for fiscal years (FY) 2014 through 2018. HUD was created as a cabinet-level agency in 1965. Its mission is to create strong, sustainable, inclusive communities and quality, affordable homes for all. To provide a framework for the delivery of HUD's mission and vision, the Strategic Plan outlines a set of strategic goals, objectives, and performance measures. Simply put, this plan serves as a guide for what the Department will achieve, how we will achieve it, and how we will measure our success.

Over the past 4 years, HUD has aimed to engage new local and federal partners, adjust our policies and programs to better serve the American people, address common problems across a broader metropolitan geography, and transform the way we do business. HUD has been committed to doing its part in preventing foreclosures, enhancing access to affordable housing, and revitalizing distressed communities. To build on this progress, this *Strategic Plan 2014–2018* lays out priorities and goals to accelerate the gains already made.

From strengthening the nation's housing market to using housing as a platform for improving quality of life, this Strategic Plan is designed to achieve the central goal of expanding opportunity for all Americans. Each of these strategic goals requires HUD to scale up local innovations, lead the charge, and set the pace for change. The *Strategic Plan 2014–2018* will guide the agency in meeting the urgent housing and development needs of communities for the years to come.

- **Learn more about HUD's major organizational units and program offices.**
- **Learn more about HUD's regions and field offices.**

In carrying out its work on each of its strategic goals, HUD is committed to the following **core values:**

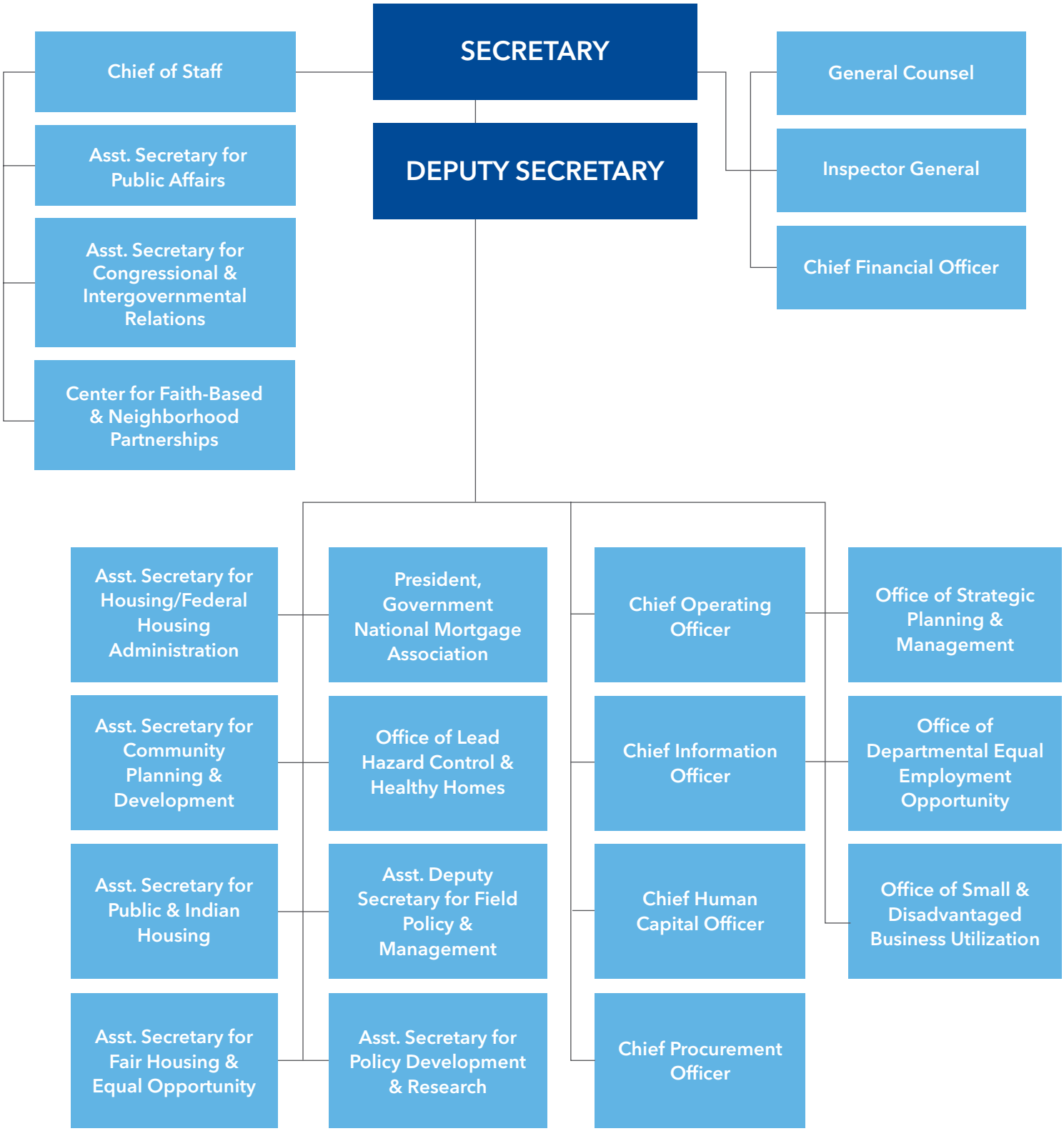
- **Accountability:** We individually and collectively take responsibility for our performance and conduct.
- **Efficiency and Effectiveness:** We will maximize our resources and efforts to continually improve the efficiency and effectiveness of our individual and collective performance. We strive for simplicity in our lines of authority and clarity in our lines of communication and strive to eliminate the red tape of bureaucracy. We support a productive work environment that balances high performance with the need for healthy personal and community life.
- **Fairness and Respect:** We value each other, demonstrate compassion for those we serve, and treat others the way we would like to be treated. In respecting others, we conduct our work and administer our programs with fairness and justice and with a commitment to civil rights, inclusion, and diversity.
- **Integrity:** We approach each other, our stakeholders, and our work with honesty and the highest ethical standards.
- **Teamwork:** We work together in a spirit of camaraderie, trust, and collaboration. We believe that by contributing our individual strengths we can accomplish more together than separately. We are open minded, ready to adapt, and willing to embrace innovation and creativity when confronting challenges in our workplace.

HUD'S MISSION IS TO CREATE STRONG, SUSTAINABLE, INCLUSIVE COMMUNITIES AND QUALITY, AFFORDABLE HOMES FOR ALL.

Our vision is to improve lives and strengthen communities to deliver on America's dreams. Therefore, we pledge–

- **For our residents:** We will improve lives by creating affordable homes in safe, healthy communities of opportunity and by protecting the rights and affirming the values of a diverse society.
- **For our partners:** We will be a flexible, reliable problem solver and source of innovation.
- **For our employees:** We will be a great place to work, where employees are valued, mission driven, results oriented, innovative, and collaborative.
- **For the public:** We will be a good neighbor, building inclusive and sustainable communities that create value and investing public money responsibly to deliver results that matter.

HUD ORGANIZATION AND REPORTING STRUCTURE



SECTION 2

STRATEGIC GOALS AND STRATEGIC OBJECTIVES

HUD'S FY 2014–2018 STRATEGIC FRAMEWORK

Mission: Create strong, sustainable, inclusive communities and quality, affordable homes for all.

Strategic Goal 1 Strengthen the Nation's Housing Market To Bolster the Economy and Protect Consumers	**Strategic Goal 2** Meet the Need for Quality, Affordable Rental Homes	**Strategic Goal 3** Use Housing As a Platform To Improve Quality of Life	**Strategic Goal 4** Build Strong, Resilient, and Inclusive Communities
STRATEGIC OBJECTIVES			
Strategic Objective 1A Establish a sustainable housing finance system that provides support during market disruptions, with a properly defined role for the U.S. government.	**Strategic Objective 2A** Ensure sustainable investments in affordable rental housing.	**Strategic Objective 3A** End homelessness for veterans, people experiencing chronic homelessness, families, youth, and children.	**Strategic Objective 4A** Reduce housing discrimination, affirmatively further fair housing through HUD programs, and promote diverse, inclusive communities.
Strategic Objective 1B Ensure equal access to sustainable housing financing and achieve a more balanced housing market, particularly in underserved communities.	**Strategic Objective 2B** Preserve quality, affordable rental housing where it is needed most by simplifying and aligning the delivery of rental housing programs.	**Strategic Objective 3B** Promote advancements in economic prosperity for residents of HUD-assisted housing.	**Strategic Objective 4B** Increase the health and safety of homes and embed comprehensive energy efficiency and healthy housing criteria across HUD programs.
Strategic Objective 1C Restore the Federal Housing Administration's financial health, while supporting the housing market recovery and access to mortgage financing.		**Strategic Objective 3C** Promote the health and housing stability of vulnerable populations.	**Strategic Objective 4C** Support the recovery of communities from disasters by promoting community resilience, developing state and local capacity, and ensuring a coordinated federal response that reduces risk and produces a more resilient built environment.
			Strategic Objective 4D Strengthen communities' economic health, resilience, and access to opportunity.

MANAGEMENT OBJECTIVES
1. Improve HUD's acquisitions performance through early collaborative planning and enhanced utilization of acquisition tools.
2. Reduce the time and complexity of the clearance process by establishing and enforcing clear protocols for drafting and reviewing documents placed in departmental clearance.
3. Promote a diverse and inclusive work environment that is free of discrimination and harassment by educating the workforce on the overall Equal Employment Opportunity (EEO) process and their EEO responsibilities as managers and employees of HUD.
4. Increase accuracy, speed, transparency, and accountability in financial management and budgeting for the agency.
5. Make the grants management process more efficient and effective by automating and streamlining processes, improving timeliness, and tracking performance.
6. Employ, develop, and foster a collaborative, high-performing workforce that is capable of continuing to deliver HUD's mission in a changing and uncertain future.
7. Make high-quality data available to those who need it, when they need it, where they need it, to support decisionmaking in furtherance of HUD's mission.
8. Reduce the cost of leased space, utilities, travel, and other related costs by adapting our business processes.

STRATEGIC GOAL 1: STRENGTHEN THE NATION'S HOUSING MARKET TO BOLSTER THE ECONOMY AND PROTECT CONSUMERS

The state of the housing market plays a large role in stabilizing our neighborhoods and strengthening our national economy. That is why the downturn of the housing market—with high rates of foreclosure, increases in vacant properties, and plummeting home values—was so devastating for families and communities alike. Although the largest factors contributing to this crisis were market driven—including a slowdown in the growth of home prices, increased high-risk subprime and predatory lending, and lax underwriting standards—the American people turned to Congress and the Administration for leadership and action in righting our nation's housing market. Since the crisis, HUD has played a critical role in this federal recovery strategy—helping American families keep their homes and stabilizing neighborhoods hard hit by foreclosure. HUD seeks to continue to build upon this federal leadership and take a comprehensive approach to tackle the housing crisis by supporting mortgage finance reform legislation. As the housing market continues to recover, HUD will focus on ensuring underserved communities have access to credit while managing risk to the Federal Housing Administration (FHA) portfolio and doing so in a way that encourages more private investment in the housing market. This work will put HUD in a strong position to minimize the negative impact of any future market disruptions.

- **Strategic Objective 1A:** Establish a sustainable housing finance system that provides support during market disruptions, with a properly defined role for the U.S. government.
- **Strategic Objective 1B:** Ensure equal access to sustainable housing financing and achieve a more balanced housing market, particularly in underserved communities.
- **Strategic Objective 1C:** Restore the Federal Housing Administration's financial health, while supporting the housing market recovery and access to mortgage financing.

STRATEGIC OBJECTIVE 1A: HOUSING MARKET

Establish a sustainable housing finance system that provides support during market disruptions, with a properly defined role for the U.S. government.

OVERVIEW

HUD will work with other agencies, Congress, and stakeholder groups to create a sustainable housing system. In doing so, HUD aims to minimize taxpayer risk by fostering private capital as a primary source of liquidity and to focus governmental participation to a more targeted market of underserved borrowers while still allowing it to maintain its countercyclical role. The right solution will ensure continued access to homeownership and multifamily investment opportunities for creditworthy borrowers while avoiding the problem of private gains and public losses.

STRATEGIES

- **Create a legislative framework to wind down the government-sponsored enterprises (GSE)** in a measured and careful manner. Through this strategy, HUD intends to foster the increased participation of private capital and to insulate taxpayers from losses. At the same time, access to credit must be maintained. In order to accomplish this, HUD will work with Administration partners to lend its expertise in shaping legislative reform.
- **Develop the necessary reforms to focus the FHA on maintaining access to capital** for homeowners and multifamily project owners through all economic cycles. HUD will work to update regulations to allow for access to financing for creditworthy borrowers even during economic downturns.
- **Shape the regulatory landscape through rulemakings.** New rules will enhance access to financing for creditworthy borrowers and promote the revival of the private-label mortgage sector. This new landscape will also include enhanced safety mechanisms for both consumers and investors.

LEADING THIS OBJECTIVE

Edward Golding
Senior Advisor on Housing Finance
Office of the Secretary

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will track the following performance indicator.

- **Overall market share of private capital, GSEs, and FHA**
  This measure will track the share of the mortgage market for private lenders, GSEs (Fannie Mae and Freddie Mac), and FHA in order to observe FHA's role in the housing market and the balance of the housing market.

STRATEGIC OBJECTIVE 1B: CREDIT ACCESS

Ensure equal access to sustainable housing financing and achieve a more balanced housing market, particularly in underserved communities.

OVERVIEW

As we recover from the recent downturn in the housing market, equal access to housing financing for creditworthy borrowers in underserved communities continues to be difficult to obtain. For existing homeowners, seriously delinquent loans and underwater loans make it difficult to sell or refinance their home.

For homebuyers, tighter underwriting standards related to additional lender requirements for FHA loans and increased downpayment requirements make it harder to obtain a loan. These challenges have disproportionately affected first-time, minority, and low-to-moderate income homebuyers and homeowners. HUD will work to ensure that these underserved groups have the ability to get financing.

STRATEGIES

- **Clarify underwriting standards in order to minimize uncertainty in marketplace.** Increased clarity will encourage access to credit and inhibit risky lender activity. HUD will improve current policies and communicate transparent enforcement and performance standards to industry and stakeholders.
- **Evaluate and align program policies with risk tolerance and mission** to ensure we can help fulfill HUD's mission of providing quality, affordable housing. This will be achieved by balancing access/affordability, market factors, and the Mutual Mortgage Insurance (MMI) Fund in setting price and credit policy.
- **Ensure HUD's Housing Counseling Program reaches as many households as possible, particularly in underserved areas,** so that more households receive information regarding fair housing and fair lending. HUD will do this by making housing counseling grants available to housing counseling agencies as soon after appropriation as possible and tracking how many housing counseling clients gain access to resources to help them improve their housing situation due to counseling services.
- **Finalize prospective quality assurance framework and retrospective lender quality assurance enforcement actions** to reduce market uncertainty and improve access to credit.

LEADING THIS OBJECTIVE

Kathleen Zadareky
Acting Deputy Assistant Secretary for Single Family Housing
Office of Housing

Sarah Gerecke
Deputy Assistant Secretary for Housing Counseling
Office of Housing

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor completion of the following performance indicators.

- **FHA share of originations**
  This measure will show the percentage of mortgage originations in the housing market that were made by FHA.
- **Percentage of loans endorsed with credit score < 680**
  This measure will track the percentage of FHA loans endorsed that have borrowers with a credit score under 680.
- **Percentage of loans endorsed with credit score < 680 that evidence successful homeownership over the first 5 years**

- **HUD's Housing Counseling Program clients served**
  This measure will track the number of clients counseled through the HUD Housing Counseling Program.

- **Percentage of housing counseling clients who gain access to resources to improve their housing situation**
  This measure will track the percentage of housing counseling clients who gain access to resources to help them improve their housing situation (for example, downpayment assistance, rental assistance) as a direct result of receiving housing counseling services.

STRATEGIC OBJECTIVE 1C: FHA'S FINANCIAL HEALTH

Restore the Federal Housing Administration's financial health, while supporting the housing market recovery and access to mortgage financing.

OVERVIEW

A strong FHA is critical to the recovery of the housing market and our economy at large. The mortgage insurance provided by FHA has made financing available to individuals and families not adequately served by the conventional private mortgage market. The MMI Fund is the largest fund covering activities of FHA. The recession put substantial strain on the MMI Fund as private capital retreated and FHA played a countercyclical role to support the broader housing market. Over time, FHA has experienced significant swings in its market share as it has stepped in to provide capital for qualified borrowers who would otherwise be shut out of the mortgage market.

In addition, the severe decline in house prices, the sluggish performance of the economy, and the behavior of some lending partners resulted in increased FHA losses that drove its excess capital reserve ratio[1] below the congressionally mandated 2-percent level.

STRATEGIES

- **Restore FHA's excess capital reserve ratio** to the congressionally mandated 2-percent level by 2016. Strengthen FHA's book of business through policy reforms and minimize losses on existing books.
- **Continue loss mitigation efforts in order to prevent foreclosures.** Focus on effective and proactive loss mitigation. HUD will track the effectiveness of these efforts by measuring the number of homeowners who redefault after receiving assistance.
- **Maximize Real Estate Owned (REO) recovery rate** by enhancing contractor performance through use of a scorecard and implementing a best execution model across all asset disposition options.
- **Increase the number of FHA-insured mortgages for which the borrower received either prepurchase or postpurchase housing counseling** in order to improve outcomes for FHA-insured borrowers and strengthen the health of the MMI Fund.

LEADING THIS OBJECTIVE

Kathleen Zadareky
Acting Deputy Assistant Secretary for Single Family Housing
Office of Housing

Sarah Gerecke
Deputy Assistant Secretary for Housing Counseling
Office of Housing

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicators.

- **Asset disposition recovery rate**
  This is the net recovery rate that FHA realizes on the sale of assets as a percentage of claim payment.
- **Percentage of modifications resulting in redefaults within 6 months of closing**
  This measure will track the percentage of borrowers that become 90 days or more delinquent on their loans within 6 months of receiving a loan modification/FHA Home Affordable Modification Program (HAMP) modification.

[1] The capital ratio compares the "economic net worth" of the MMI Fund to the dollar balance of active, insured loans, at a point in time. Economic net worth is defined as a net asset position, where the present value of expected future revenues and net claim expenses is added to current balance sheet positions. The capital ratio computation is part of an annual valuation of the outstanding portfolio of insured loans at the end of each fiscal year.

- **Loss mitigation uptake**
  This is the percentage of loss mitigation actions taken as a percentage of serious delinquencies.

- **Number of FHA-insured mortgages benefiting from housing counseling**
  This is the number of FHA borrowers that receive prepurchase or postpurchase counseling.

- **Capital Reserve Ratio**
  The capital reserve ratio compares the "economic net worth" of the MMI Fund to the dollar balance of active, insured loans, at a point in time. Economic net worth is defined as a net asset position, where the present value of expected future revenues and net claim expenses is added to current balance sheet positions. The capital reserve ratio computation is part of an annual valuation of the outstanding portfolio of insured loans at the end of each fiscal year.

STRATEGIC GOAL 2: MEET THE NEED FOR QUALITY, AFFORDABLE RENTAL HOMES

Renters in America face serious difficulty finding affordable housing in a broad range of communities because of the dual problems of a shortage of units in some areas and a lack of income to afford units in the existing market. Despite the units of housing provided through HUD's programs, the supply of affordable and available rental housing in America is insufficient. Moreover, the number of families struggling to make ends meet in the face of severe rent burdens continues to increase. HUD remains committed to providing rental assistance to poor households within this challenging environment.

- **Strategic Objective 2A:** Ensure sustainable investments in affordable rental housing.
- **Strategic Objective 2B:** Preserve quality, affordable rental housing where it is needed most by simplifying and aligning the delivery of rental housing programs.

STRATEGIC OBJECTIVE 2A: RENTAL INVESTMENT

Ensure sustainable investments in affordable rental housing.

OVERVIEW

According to the latest American Community Survey (ACS), the number of households earning under $15,000 a year and paying more than one-half their incomes for housing increased by 1.5 million from 2007 to 2010, nearly doubling the increase from 2001 to 2007. The scale of this problem, and others presented in the *Worst Case Housing Needs 2011*[2] study, requires major strategic decisions. As worst case housing needs continue to increase and the level of housing assistance remains relatively flat, the gap between the number of assisted units and the number of households with severe housing needs has never been wider and will continue to grow unless the level of private investment into affordable housing grows. Currently, for every very low-income household that receives rental assistance, there are nearly two very low-income households with worst case housing needs. Individuals and families are considered to have "worst case housing needs" when they have incomes below 50 percent of the Area Median Income (AMI), do not receive government assistance, and pay more than one-half their income on rent, live in severely inadequate conditions, or face both of these challenges.

STRATEGIES

- **Pursue housing finance reform legislation.** HUD will continue working with Administration partners and Congress to support housing finance reform legislation that provides liquidity and capital to support affordable rental financing and that creates a dedicated, budget-neutral financing mechanism to support affordable rental housing and access to homeownership for low-income families.
- **Implement the Housing Trust Fund and support the Capital Magnet Fund.** The Housing and Economic Recovery Act of 2008 (HERA) required the establishment and management of a Capital Magnet Fund and a Housing Trust Fund, the latter to be directed by the Secretary of Housing and Urban Development. The Housing Trust Fund is to be supported by amounts that may be appropriated, transferred, or credited to such fund under any other provision of law. HERA specified that the funds would come from Fannie Mae and the Freddie Mac. That plan, however, was delayed as a result of the financial challenges of those agencies. As these entities restore their fiscal health and as the Administration works with Congress on enacting comprehensive housing finance reform legislation, or capitalizing the Housing Trust Fund with direct appropriations, this strategic objective will assist in moving both initiatives forward.

LEADING THIS OBJECTIVE

Benjamin Metcalf
Deputy Assistant Secretary for Multifamily Housing
Office of Housing

Yolanda Chavez
Deputy Assistant Secretary for Grant Programs
Office of Community Planning and Development

MEASURING OUR PROGRESS

HUD will track performance on the following performance indicators.

- **Number of households experiencing "worst case housing needs,"** prepared using American Housing Survey (AHS) data and defined by a long-term series of reports designed to measure the scale of critical housing problems facing very low-income, unassisted renters. **(key measure)**
- **Proportion of very low-income renters facing severe rent burdens,** prepared using ACS data. **(contextual indicator)**
- **Percentage of rental units built in the preceding 4 years that had rents below $800,** which are affordable for the median renter, prepared using AHS data. **(contextual indicator)**

[2] U.S. Department of Housing and Urban Development, 2013 (August); *Worst Case Housing Needs 2011: Report to Congress.*

STRATEGIC OBJECTIVE 2B:
RENTAL ALIGNMENT

Preserve quality, affordable rental housing where it is needed most by simplifying and aligning the delivery of rental housing programs.

OVERVIEW

During the past 75 years, the federal government has invested billions of dollars in the development and maintenance of affordable public and multifamily housing. Despite the sizable investment and the great demand for affordable rental housing, units continue to be lost. While some units have been lost because of their deteriorated physical condition, others, both publically and privately owned, have been removed from the affordable inventory because of owners' decisions or because periods of affordability have expired. Some multifamily housing programs either have no option for owners to renew their subsidy contracts with HUD or cannot renew on terms that attract sufficient capital to preserve long-term affordability. Moreover, the public housing stock faces an estimated $26 billion capital needs backlog that will be difficult to meet given federal fiscal constraints.

HUD's Rental Assistance Demonstration (RAD) makes it possible for public housing agencies (PHAs) to address the immediate and longer term capital repair and replacement needs of their properties, preserving these deeply affordable rental homes. RAD allows access to private funding sources by allowing PHAs and owners of moderate rehabilitation, rent supplement, and rental assistance payment developments to convert to long-term Section 8 rental assistance contracts.

The preservation of an even broader range of HUD-assisted properties will be facilitated by the establishment of a Recapitalization Office that will handle a variety of complicated preservation transactions, providing a "one stop shop" for owners in order to minimize program complexity, from their perspective. Moreover, HUD's participation in the White House Rental Policy Working Group has spurred improvements in rental housing across agencies, particularly in the area of unit physical inspections and HUD's Real Estate Assessment Center's role.

STRATEGIES

- **Establish the Recapitalization Office** to reposition HUD-assisted multifamily and public housing assets to revitalize neighborhoods and preserve affordable housing to improve opportunities for residents. The office will bring staff and programs used by common partners together to support affordable housing and improve neighborhoods, including RAD, Choice Neighborhoods, HOPE VI, mixed-finance public housing, demolition/disposition, Promise Zones, Mark-to-Market, Section 202 and 236 transactions, and other recapitalization activities. This office will better integrate place-based initiatives and provide more useful interactions with our external partners who are using programs throughout HUD to develop and reposition their assets.
- **Develop and adopt a uniform asset management model across program platforms and divisions,** considering existing legislative and regulatory requirements. By using both property-level oversight and counterparty entity oversight, a uniform asset risk assessment management model will help to ensure consistent timely interventions and minimize risk.
- **Revise the Real Estate Assessment Center's** scoring system, timeframes, and operation of physical and financial assessments of HUD-assisted properties.
- **Support the development and preservation of affordable housing through FHA Multifamily Mortgage Insurance,** in conjunction with other funding or financial resources, such as through the FHA Low-Income Housing Tax Credit (LIHTC) pilot.

- **Ensure that the households currently being served by HUD rental assistance programs are able to remain housed.**
  - Create a proactive asset management approach to work with owners prior to contract expiration/mortgage maturity to develop a preservation strategy for the property.
  - Preserve units, maintain high occupancy and utilization rates, and reduce the number of units converted to market-rate housing.
- **Implement and expand RAD** to preserve and transition existing affordable HUD-assisted rental units to the Section 8 platform.

LEADING THIS OBJECTIVE

Benjamin Metcalf
Deputy Assistant Secretary
Office of Multifamily Housing

Ophelia Basgal
Region IX Administrator
(California/Pacific/Hawaii)

Lindsey Reames
Acting Deputy Assistant Secretary for Field Operations
Office of Public and Indian Housing

MEASURING OUR PROGRESS

HUD will monitor performance of the following performance indicators.

➢ **Fiscal Year 2014–2015 Agency Priority Goal: Between October 1, 2013, and September 30, 2015, HUD aims to preserve and expand affordable rental housing through its rental housing programs.**

- **Number of families served through HUD rental assistance** (key indicator)
- **Number of units converted using RAD** (supporting indicator)
- **Housing choice voucher utilization rate** (supporting indicator)

Other Measures:

- **Number of units managed under the uniform asset management mode**
- **Number of inspections saved through inspection sharing**
- **Public Housing occupancy rate**
- **Project-Based Rental Assistance (PBRA) occupancy rate**

STRATEGIC GOAL 3: USE HOUSING AS A PLATFORM TO IMPROVE QUALITY OF LIFE

Stable housing, made possible with HUD support, provides an ideal platform for delivering a wide variety of health and social services. Through interagency partnerships at the federal, state, and local levels, HUD will use housing as a platform for coordinating access to a wide variety of services to lower healthcare costs, end homelessness, and support community living. In addition to the moral imperative to end human suffering caused by homelessness, there are compelling economic reasons for investing in efforts to eradicate this complex social problem. To achieve this goal, HUD will continue to partner with local, state, and federal organizations, including the U.S. Interagency Council on Homelessness (USICH), to deploy evidence-based interventions, such as supportive housing, housing first, and rapid rehousing, to more effectively and efficiently use the nation's limited resources to bring an end to homelessness.

- **Strategic Objective 3A:** End homelessness for veterans, people experiencing chronic homelessness, families, youth, and children.
- **Strategic Objective 3B:** Promote advancements in economic prosperity for residents of HUD-assisted housing.
- **Strategic Objective 3C:** Promote the health and housing stability of vulnerable populations.

STRATEGIC OBJECTIVE 3A: END HOMELESSNESS

End homelessness for veterans, people experiencing chronic homelessness, families, youth, and children.

OVERVIEW

HUD's annual "Point-in-Time" estimates measure the scope of homelessness on a single night in January of each year. Based on data reported by more than 3,000 cities and counties, the January 2013 one-night estimate reveals a 24-percent drop in homelessness among veterans and a 16-percent reduction among individuals experiencing long-term or chronic homelessness since 2010. HUD's estimate also found the largest decline in the number of persons in families experiencing homelessness since the Department began measuring homelessness in a standard manner in 2005. Overall, a total of 610,042 people experienced homelessness in the United States on a single night in January 2013.

Homelessness among unaccompanied youth is a hidden problem, which HUD and its partners are taking steps to solve. Some subpopulations of youth are at particularly high risk for homelessness, including youth aging out of foster care and lesbian, gay, bisexual, transgender, queer, and questioning youth.

In 2010, the Obama Administration released *Opening Doors*,[3] the first ever comprehensive federal strategic plan to prevent and end homelessness. The goals of the plan are to prevent and end veterans' and chronic homelessness by 2015, to prevent and end homelessness for families, youth, and children by 2020, and to set a path to ending all types of homelessness. HUD remains committed to the goals of *Opening Doors*, but to reach them the pace of current efforts must accelerate. Over the next 5 years, HUD will work with its partners to deploy the solutions that we know are effective for the right persons, such as rapid rehousing and permanent supportive housing. These tools must be informed by a Housing First approach, whereby preconditions and barriers to housing entry are removed and people move into housing as quickly as possible.

STRATEGIES

- **Implement the Homeless Emergency Assistance and Rapid Transition to Housing (HEARTH) Act** with a focus on technical assistance for prioritized access to housing and use of community data to manage performance. This includes reallocation of transitional housing to permanent supportive housing, prioritizing people experiencing chronic homelessness for permanent supportive housing units made vacant through turnover, and increasing the number of rapid rehousing opportunities for families.
- **Fully engage and leverage mainstream housing assistance,** including housing choice vouchers, public housing, HOME Investment Partnerships and Community Development Block Grants (CDBG), and multifamily housing. We will build capacity among PHAs and multifamily owners to admit homeless households into their units and provide them with vouchers.
- **Improve data and performance management** through strategies to share data across systems, adoption of a common data standard for housing stability, and use of Homeless Management Information Systems (HMIS) by homeless programs funded by the U.S. Department of Veterans Affairs (VA) and the U.S. Department of Health and Human Services (HHS).
- **Continue to strengthen collaborations** at all levels of government and with the private sector, including within HUD and with USICH, the VA, HHS, the U.S. Department of Labor, the U.S. Department of Education, the U.S. Department of Agriculture (USDA), and others.

[3] United States Interagency Council on Homelessness, *Opening Doors: Federal Strategic Plan to Prevent and End Homelessness* (June 2010).

- **Implement USICH Framework to End Youth Homelessness,** including integrating HMIS and Runaway and Homeless Youth Management Information systems, leveraging HUD's **Point-in-Time count** to improve strategies for counting youth, and developing a national study that builds on program data and the HUD count that includes household surveys to get to a confident national estimate of youth homelessness.
- **Promote implementation of coordinated assessment systems for Continuums of Care** through training, technical assistance, and guidance by the Office of Special Needs Assistance Programs to better target resources.

LEADING THIS OBJECTIVE

Jennifer Ho
Senior Advisor on Housing and Services
Office of the Secretary

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor completion of the following performance indicators.

➢ **Fiscal Year 2014–2015 Agency Priority Goal: In partnership, the U.S. Department of Housing and Urban Development and the Department of Veterans Affairs aim to reduce the number of veterans living on the streets, experiencing homelessness to zero (as measured by the 2016 Point-in-Time count).**

- **Total homeless veterans temporarily living in shelters or transitional housing (key measure)**
  This metric will be measured by the annual **Point-in-Time count**, a count of homeless persons on a single night in January each year.
- **Total veterans living on the streets, experiencing homelessness (key measure)**
  This metric will be measured by the annual **Point-in-Time count**, a count of homeless persons on a single night in January each year.
- **Veterans placed in permanent housing (supporting measure shared by VA and HUD)**
  This includes moves into the HUD-Veterans Affairs Supportive Housing (HUD-VASH) Program, rapid rehousing placements through the Supportive Services for Veteran Families (SSVF) program, and moves from VA residential treatment programs into permanent housing.
- **Homeless veterans served with transitional housing through Continuum of Care resources (supporting measure; HUD only)**
- **Homeless veterans served with permanent supportive housing through Continuum of Care resources (supporting measure; HUD only)**

Other Measures:

- **Individuals experiencing chronic homelessness**
- **Number and percentage of permanent supportive housing units targeted to individuals experiencing chronic homelessness**
- **Families experiencing homelessness**
- **Admissions of new homeless families into HUD-assisted housing**
- **Percentage of Emergency Solutions Grant dollars dedicated to rapid rehousing for homeless families**

STRATEGIC OBJECTIVE 3B: ECONOMIC PROSPERITY

Promote advancements in economic prosperity for residents of HUD-assisted housing.

OVERVIEW

Residents of HUD-assisted housing often face challenges such as lack of employable skills and low educational attainment levels that limit their ability to become economically self-sufficient and rise out of poverty. The Department recognizes that, while some families and individuals will need assistance for longer periods, others are capable, with assistance, of rising out of poverty. A majority of adults receiving rental assistance who are able to work have some income from wages; however, they are most often in the lowest paying jobs. Further, increasing workplace demands for technical expertise require attention to education and training for both adults and youth, including digital literacy. HUD will utilize its housing platform to expand access to employment and educational services. HUD seeks to significantly increase the economic opportunities available to low-income residents in neighborhoods where it invests, particularly through the Family Self-Sufficiency (FSS) program and Section 3.[4]

STRATEGIES

- **Build evidence on effectiveness of programs that promote economic self-sufficiency** by evaluating the FSS program through a randomized controlled trial by 2018.
- **Implement an evidence-based evaluation to improve reentry outcomes for formerly incarcerated individuals and their communities.** HUD will assess models that deliver permanent supportive housing linked with employment, behavioral health services, and family unification. HUD is considering options ranging from an evaluation of existing PHA reentry programs to an interagency effort that would involve leveraging private/philanthropic investments to support permanent supportive housing plus services within a pay-for-success framework.
- **Expand the Section 3 Business Registry system nationwide.** A five-city pilot, started in FY 2012 in Detroit, Miami, New Orleans, Los Angeles, and Washington, D.C., provides HUD funding recipients with access to a registry of self-certified local Section 3 businesses and has demonstrated promising results in increasing contracts awarded to Section 3 businesses. Expanding the registry nationwide will be supported with training, HUD guidance, and marketing to increase awareness of this resource.
- **Strengthen collaboration between HUD programs to ensure recipients have adequate guidance and technical assistance and that HUD has a coordinated approach to compliance.** Section 3 compliance is overseen by HUD's Office of Fair Housing and Equal Opportunity (FHEO), but funding is distributed to recipients through other program offices, including the Office of Public and Indian Housing (PIH), the Office of Community Planning and Development (CPD), and the Office of Lead Hazard Control and Healthy Homes. Increased coordination, with both providing technical assistance and resolving compliance issues, will increase the impact that Section 3 has on communities and be responsive to the Office of Inspector General (OIG) audit findings.

LEADING THIS OBJECTIVE

Janet Hostetler
Senior Advisor
Office of Fair Housing and Equal Opportunity

Dominique Blom
Deputy Assistant Secretary for Public Housing Investments
Office of Public and Indian Housing

[4] The **Section 3 program** requires that recipients of certain HUD financial assistance, to the greatest extent possible, provide job training, employment, and contract opportunities for low- or very low-income residents in connection with projects and activities in their neighborhoods.

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicators.

- **Percentage of participants enrolled in the FSS program who have increased wages.**

The **Section 3 program** requires that recipients of certain HUD financial assistance, to the greatest extent possible, provide job training, employment, and contract opportunities for low- or very-low income residents in connection with projects and activities in their neighborhoods. The following metrics are related to Section 3.

- **Percentage of Section 3 residents hired, of total hiring that occurs as a result of Section 3-covered HUD funding**
- **Percentage of total dollar amount of (construction and nonconstruction) contracts awarded to Section 3 businesses by covered HUD funding**
- **Percentage of Section 3-covered funding recipients who timely meet reporting, hiring, and contracting requirements**
- **Number of self-certified Section 3 businesses in HUD's registry nationwide**

STRATEGIC OBJECTIVE 3C: HEALTH AND HOUSING STABILITY

Promote the health and housing stability of vulnerable populations.

OVERVIEW

Many residents of HUD-assisted housing face health-related challenges, especially elderly people, people with disabilities, homeless people, and those individuals and families at risk of becoming homeless. New studies of the health status of HUD residents show that they have higher rates of chronic health conditions and higher utilization of hospitals and emergency rooms than peer comparison groups. Some may have a criminal record, a history of homelessness, be making the transition out of military service back into civilian life, or be transitioning out of healthcare treatment settings.

In 2013, one out of every six Americans did not have health insurance. Hardworking families in HUD housing may not get insurance from their employers, and they may not make enough money to afford a plan for their family. Without health insurance, families risk forgoing necessary preventive care or facing economic catastrophe from a major illness.

In January 2014, many more affordable insurance options became available through the new health insurance marketplaces, including, in those states that have opted in, an expansion of Medicaid. When residents of HUD-assisted housing also have health insurance, they gain an additional stepping stone to better health and financial security. This makes for healthier, stronger households and communities.

The Affordable Care Act can help as many as 40 million currently uninsured Americans find greater peace of mind and financial stability that will help them work toward their own goals and dreams. Access to health insurance is important, but so too is access to health care. As the healthcare system develops new tools to provide better care at a lower cost, new partnerships are needed between housing and the healthcare system.

Additionally, work led by the United States Department of Justice (DOJ) and HHS related to enforcement of and compliance with the Supreme Court's *Olmstead* decision[5] reinforces the rights of individuals with disabilities to live, work, and receive services in the greater community in the most integrated setting appropriate to their needs. As a result of Olmstead, there is a significant need for affordable, integrated housing opportunities where individuals with disabilities are able to live and interact with individuals without disabilities. Achieving this goal requires an increase in the supply of integrated housing options so that individuals have meaningful choice in where they live, including housing without services and supportive housing with access to voluntary services.

HUD also helps protect the health of residents of assisted multifamily and public housing from both direct and environmental (that is, second- and third-hand) tobacco smoke exposure by encouraging owners of assisted housing and PHAs to issue and implement smoke-free policies and by providing outreach and technical support. The Department will enhance those efforts to help reduce the extent of this public health problem among residents of its housing portfolio.

STRATEGIES

- **Promote health and financial stability of vulnerable populations by identifying opportunities to determine eligibility for Medicaid automatically or routinely.** HUD will use income information collected in HUD-funded programs and partner with state Medicaid programs and health insurance navigators.
- **Build evidence on effective models for coupling services with housing** and modify existing and future programs to reflect best practices.
- **Improve performance management by enhancing HUD's collection and analysis of**

[5] Olmstead v. L.C., 57 U.S. 581 (1999)

data pertaining to health-related outcomes across HUD-assisted housing programs. Also improve HUD's ability to integrate and/or conduct administrative data matches with other partner federal programs.

- **Assist with enforcement and implementation of the Supreme Court's Olmstead decision,** in collaboration with HHS, DOJ, and state agencies, through facilitating expansion of integrated housing opportunities for people with disabilities transitioning out of institutions/ at risk of institutionalization, including people experiencing homelessness.
- **Increase the number of PHAs that have issued smoke-free policies.** In accordance with recommendations by the Surgeon General,[6,7] and the systematic review by the HHS-chartered Task Force on Community Preventive Services on the effectiveness of smoke-free policies,[8] the public health of residents of public housing, both smokers and nonsmokers, is improved when the management issues and implements a smoke-free policy. Research by the Centers for Disease Control and Prevention indicates that such policies in assisted housing are associated with cost savings.[9] HUD will expand its encouragement of such policies through notices, guidance, outreach, and technical support and will track the issuance and implementation of smoke-free policies by PHAs.

[6] The Health Consequences of Smoking—50 Years of Progress: A Report of the Surgeon General, 2014; www.surgeongeneral.gov/library/reports/50-years-of-progress/index.html

[7] Reducing Tobacco Use. A Report of the Surgeon General, 2000; www.cdc.gov/tobacco/data_statistics/sgr/2000/index.htm

[8] Task Force on Community Preventive Services. The Guide to Community Preventive Services: What Works to Promote Health?, 2005; www.thecommunityguide.org/tobacco/Tobacco.pdf

[9] King BA, Peck RM, Babb SD. Cost Savings Associated with Prohibiting Smoking in U.S. Subsidized Housing. Am J Prev Med. 2013 Jun;44(6):631-4; www.ncbi.nlm.nih.gov/pubmed/23683981

LEADING THIS OBJECTIVE

Jennifer Ho
Senior Advisor on Housing and Services
Office of the Secretary

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicators.

- **Number of successful transitions from institutions through Section 811 Project Rental Assistance Program**
- **Percentage of HUD-assisted residents with public or private health coverage** (source: National Health Interview Survey)
- **Number of PHAs with smoke-free housing policies**

STRATEGIC GOAL 4: BUILD STRONG, RESILIENT, AND INCLUSIVE COMMUNITIES

Housing and community development efforts must address a complex network of individual, social, economic, and environmental factors in order to promote more diverse, inclusive communities and improve the sustainability of neighborhoods, communities, and regions. Many of the neighborhoods hit hardest by the housing and economic crisis—those with the highest rates of foreclosure and job loss—have been racially isolated and among the least sustainable, with limited access to economic opportunity, the longest commuting times to jobs, the most homes that pose health risks, and the poorest quality schools.

It is crucial that the federal government and its local partners effectively coordinate policies related to community development, climate change, energy efficiency, transportation, and disaster preparedness. Today we know that "place" influences outcomes—the place where a person lives is a reliable predictor of his or her long-term health, education, and employment outcomes. Families and individuals living in concentrated poverty experience greater inequity and often, as a result, more dismal outcomes.

Residents of these neighborhoods have limited access to transportation, face health hazards in their homes and communities, suffer from the poorest schools, and have the fewest economic opportunities. In many areas, the spatial mismatch between housing and transportation investments limits access to decent employment and education opportunities for entire neighborhoods. This not only

impacts the lives of residents in those communities, but the resulting need to travel greater distances to connect to these resources has a clear impact on the environment as well—from wetland and open space lost to sprawling development patterns to ever increasing greenhouse gas emissions.

To address these problems, Goal 4 focuses explicitly on "place;" on preparing communities for the future of their economy, environment, and community development, through enhanced planning, enforcement, and capacity building—so that all communities are livable for residents and viable in the long term.

The following strategic objectives provide a roadmap for accomplishing this goal:

- **Strategic Objective 4A:** Reduce housing discrimination, affirmatively further fair housing through HUD programs, and promote diverse, inclusive communities.
- **Strategic Objective 4B:** Increase the health and safety of homes and embed comprehensive energy efficiency and healthy housing criteria across HUD programs.
- **Strategic Objective 4C:** Support the recovery of communities from disasters by promoting community resilience, developing state and local capacity, and ensuring a coordinated federal response that reduces risk and produces a more resilient built environment.
- **Strategic Objective 4D:** Strengthen communities' economic health, resilience, and access to opportunity.

STRATEGIC OBJECTIVE 4A: FAIR HOUSING

Reduce housing discrimination, affirmatively further fair housing through HUD programs, and promote diverse, inclusive communities.

OVERVIEW

HUD seeks to significantly increase the number of housing providers, lenders, members of the real estate community, and others that fully comply with the Fair Housing Act and other applicable fair housing and civil rights laws and do not discriminate on any basis prohibited by those laws and regulations. While housing discrimination still takes on blatant forms in some instances, it has become more subtle and sophisticated through the years, resulting in underreporting and complicating effective enforcement.

In addition to enforcement, HUD works proactively to make access to important neighborhood assets measurably fairer, to significantly increase the economic opportunities available to low-income residents in neighborhoods where HUD invests, and to ensure that policies and practices are in place to provide equal access to persons with disabilities.

STRATEGIES

- **Ensure compliance with civil rights and economic opportunity requirements by providing high-quality technical assistance and training to stakeholders.** Over the coming 4 years, HUD will provide technical assistance on fair housing and civil rights laws and program requirements, such as the obligation to affirmatively further fair housing, Section 3, Title VI, Section 504, and other areas of civil rights compliance so that HUD grantees have enough information and guidance to comply with civil rights requirements. This will include increasing technical assistance on fair housing issues and more effectively embedding civil rights requirements into other technical assistance offered by HUD.
- **Reduce discrimination by educating housing providers and by publicizing the consequences of violating the law.** In the coming 4 years, HUD will target housing providers, lenders, real estate agents, apartment managers, and others who work in the housing industry for training and outreach to educate them on their responsibilities under the Fair Housing Act and other applicable fair housing and civil rights laws, in order to improve compliance with those laws. HUD will expand availability of fair housing educational material for industry representatives and consumers through website offerings. HUD will also strategically use press, public engagement, and other education and outreach techniques to deter discrimination.
- **Stop discrimination through strong enforcement of the law against violators,** with a particular focus on systemic cases (those matters involving widespread discrimination affecting multiple people), more meaningful case outcomes, and enforcement strategies that identify and change widespread policies and practices.

LEADING THIS OBJECTIVE

Bryan Greene
Acting Assistant Secretary
Office of Fair Housing and Equal Opportunity

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor progress on the following performance indicators.

- **Number of people receiving remedies through Fair Housing Act enforcement work and number of people per case**
- **Monetary relief per case received through Fair Housing Act enforcement work** (for cases with relief less than $100,000)

STRATEGIC OBJECTIVE 4B: GREEN AND HEALTHY HOMES

Increase the health and safety of homes and embed comprehensive energy efficiency and healthy housing criteria across HUD programs.

OVERVIEW

HUD has committed to creating energy-efficient, green, and healthy housing as part of a broader effort to foster the development of inclusive, sustainable communities. The residential sector is responsible for fully 21 percent of the nation's greenhouse gas emissions. HUD itself spends an estimated $6.4 billion annually on utilities (both water and energy) in the form of allowances for tenant-paid utilities, direct operating grants for public housing, and housing assistance payments for privately owned assisted housing. Utility costs account for around 22 percent of public housing operating budgets and a similar share in the assisted housing sector.

Reducing these rising costs—generating savings for residents and owners, as well as for taxpayers—is a key HUD priority. Housing is also an important determinant of health, and poor housing conditions are associated with a wide range of health conditions, including respiratory infections, asthma, lead poisoning, injuries, and other housing-related health hazards. Significant progress has been made over the past 4 years with completed energy retrofits, healthy housing interventions, or new energy projects in more than 360,000 housing units.

From 2014–2018, HUD aims to continue to focus on energy and health investments in HUD-assisted housing, as well as in market-rate housing, to support the goals of President Obama's Climate Action Plan to cut energy waste in half by 2030 and accelerate clean energy leadership. We will reduce barriers to financing energy efficiency as well as onsite renewable energy, help unlock innovative and traditional sources of capital, and raise the bar on codes and standards that promote energy efficiency and healthy housing.

STRATEGIES

HUD's strategies to address this goal fall into three distinct related areas: strengthening energy efficiency and renewable energy, enhancing safe and healthy housing, and strengthening environmental reviews.

Boost Energy Efficiency and Renewable Energy

- **Strengthen HUD's programs and policies to meet the President's goal of cutting energy waste in half by 2030 in new and existing HUD-assisted housing.** This includes continuing to update energy codes and standards; implementing a green Physical Needs Assessment (PNA) in public housing and an analogous Capital Needs Assessment e-tool in multifamily housing; and supporting the adoption of comprehensive utility benchmarking protocols across HUD's portfolio. This strategy will help HUD stakeholders reduce energy consumption and improve building performance. This will be accomplished through voluntary efforts such as the Better Buildings Challenge, partnerships with the U.S. Department of Energy, the Environmental Protection Agency, USDA, and other federal agencies, and leveraging HUD's technical assistance resources.
- **Implement national partnerships to triple the amount of onsite renewable energy across the federally assisted housing stock by 2020.** This joint effort of HUD, USDA, and the Department of the Treasury will for the first time focus on solar and renewable energy in federally assisted housing, by implementing a key goal of the President's Climate Action Plan, to reach 100 megawatts—equivalent to the energy used by over 30,000 homes[10]—of on-site renewable energy in federally assisted housing.

[10] http://www.eia.gov/consumption/residential/reports/2009/consumption-down.cfm?src=‹%20Consumption-f3

- **Overcome barriers to leveraging private sector and other innovative sources of capital for energy efficiency and renewable energy investments.** HUD, in concert with federal and state partners, will help expand the pool of private and public capital investment for energy efficiency and renewable energy programs across the residential spectrum.

Enhance Safe and Healthy Housing

- **Expand housing management practices that protect the health of residents.**
- **Investigate HUD's existing methods to assess the physical condition of assisted housing for potential improvements in identifying defects shown to adversely impact health.** HUD's existing physical condition assessment methods focus on traditional physical safety hazards, which may miss certain recognized conditions that can result in health hazards. Consistent with the *Surgeon General's Call to Action to Promote Healthy Homes,*[11] HUD's *Leading Our Nation to Healthier Homes: The Healthy Homes Strategic Plan*,[12] and the federal *Advancing Healthy Housing: A Strategy for Action,*[13] HUD will conduct a review of existing physical condition assessment methods for potential improvements in identifying health hazards. This review will include HUD's physical condition assessment protocols, such as the Uniform Physical Condition Standards for Voucher Programs (UPCS-V).

Strengthen Environmental Reviews

- **Strengthen the environmental review process.** HUD will strengthen the environmental review process to require resilient projects by pursuing rulemaking to require flood mitigation in special flood hazard areas. Furthermore, HUD will ensure that building occupants are safe from hazards, such as radon, through clarification and enforcement of HUD's regulatory requirement that all projects are free of contaminants and hazards that could affect the health and safety of occupants. Finally, through continued support of and emphasis on a thorough and complete environmental review, HUD will be supporting safe, sustainable projects that have a minimal negative impact on the environment.

LEADING THIS OBJECTIVE

Trisha Miller
Senior Advisor, Office of Economic Resilience
Office of Community Planning and Development

Matthew Ammon
Acting Director
Office of Healthy Homes and Lead Hazard Control

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicator.

➢ **Fiscal Year 2014–2015 Agency Priority Goal:**

- **Number of HUD-assisted or HUD-associated units completing energy-efficient and healthy retrofits or new construction**
  To assess our progress toward increasing the energy efficiency and health of the nation's housing stock, HUD tracks the number of new or retrofitted housing units that are healthy, are energy efficient, or meet green building standards. This measure tracks the number of retrofits and units of new construction meeting energy efficiency and/or healthy home standards.

[11] http://www.surgeongeneral.gov/library/calls/healthyhomes/index.html

[12] http://www.hud.gov/offices/lead/library/hhi/hh_strategic_plan.pdf

[13] http://portal.hud.gov/hudportal/HUD?src=/program_offices/healthy_homes/advhh

STRATEGIC OBJECTIVE 4C: DISASTER RESILIENCE

Support the recovery of communities from disasters by promoting community resilience, developing state and local capacity, and ensuring a coordinated federal response that reduces risk and produces a more resilient built environment.

OVERVIEW

Helping to increase communities' resilience is integral to national preparedness and the mission of HUD. This effort is consistent with the goals and objectives of Presidential Policy Directive PPD-8 (National Preparedness) and Executive Order 13653 (Preparing the United States for the Impacts of Climate Change). Over the next 5 years, HUD will continue to support and expand programs and initiatives designed to increase and enhance preplanning, research, infrastructure investment, partnerships, and crosscutting coordination related to disaster response, recovery, and resilience. This work will involve the combined efforts of HUD's program offices and federal, state, local, and private-sector partners and will incorporate HUD's civil rights, energy, environment, and diversity goals and responsibilities.

STRATEGIES

- **Build resilience strategies into HUD programs,** promoting the use of resilient housing, community development, land use planning, and infrastructure investment patterns, and foster innovations in resilient rebuilding based on the latest data on current and future risk to ensure the most effective use of federal resources and reduce risks to all communities.
- **Increase capacity of state and local governments to plan for and implement long-term recovery and rebuilding** and encourage increased private and community investment and research in disaster recovery capabilities.
- **Facilitate the effective use of postdisaster housing resources, while ensuring full compliance with applicable fair housing and civil rights laws,** to restore and strengthen homes and provide families with safe, affordable housing options and to reduce the impacts of future disasters.
- **Promote regional coordination to ensure that community infrastructure investments are resilient, environmentally and fiscally sustainable, and delivered without delay.**
- **Improve data collection and information sharing across and by federal, state, and local entities** to bolster disaster preparedness and response and recovery efforts.
- **In partnership with other federal agencies, lead and advance the National Disaster Recovery Framework** to ensure that interagency federal disaster recovery efforts are effectively coordinated and that the recommendations in the Hurricane Sandy Rebuilding Task Force's Rebuilding Strategy are fully implemented for the Sandy recovery and, where applicable, for national programs and efforts.

LEADING THIS OBJECTIVE

Harriet Tregoning
Director, Office of Economic Resilience
Office of Community Planning and Development

Yolanda Chavez
Deputy Assistant Secretary for Grant Programs
Office of Community Planning and Development

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will track the following performance indicator. Further metrics are under development.

- **Percentage of Hurricane Sandy Rebuilding Task Force recommendations related to disaster recovery and resilience that have been implemented**

STRATEGIC OBJECTIVE 4D:
COMMUNITY DEVELOPMENT

Strengthen communities' economic health, resilience, and access to opportunity.

OVERVIEW

If hard-working people who play by the rules are to get ahead, they need to be able to access quality education and decent jobs, from a foundation of security in basic needs like personal safety, housing, and food. Creating such environments requires collaboration among organizations with different roles and specialties at the local level, and federal agencies that are able to provide cross-sector support. Neighborhood, municipal, and regional environments that can attract investment and also support children and families are the backbone of inclusive and resilient economic growth. Building on the community's institutional, financial, human, and physical capital is vital to economic growth and bolsters resiliency in times of disaster or downturn.

Local networks among the private sector, government, and community leaders can be particularly effective at creating lasting solutions. The federal role is to support and complement the private sector, civic institutions, states, and localities, not to supplant their efforts. An effective federal role is to catalyze private investment and market discipline by addressing market failures, frictions, and gaps. HOME and Community Development Block Grants, the two major formula grant programs that support housing, community, and economic development, provide a strong foundation for these place-based federal efforts.

HUD participates in several interagency place-based initiatives that focus existing funding more effectively and create incentives for collaboration across organizational, jurisdictional, and sectoral lines. Such initiatives support communities in improving their growth potential and the quality of life and opportunities for their residents.

STRATEGIES

- **Promise Zones** build on the Administration's neighborhood revitalization work by accelerating the progress of high-poverty communities whose stakeholders have joined in a collaborative strategy with a shared commitment to results. These communities will create jobs, increase economic activity, reduce serious and violent crime, and improve educational opportunities to develop communities that serve as launching pads for their residents, as opposed to traps where poor conditions and isolation undermine the potential for success.
- **Choice Neighborhoods** grants support locally driven strategies to address struggling neighborhoods with distressed public or HUD-assisted housing through a comprehensive approach to neighborhood transformation. Local leaders, residents, and stakeholders, such as PHAs, cities, schools, police, business owners, nonprofits, and private developers, come together to create and implement a plan that transforms distressed HUD housing and addresses the challenges in the surrounding neighborhood. The program is designed to catalyze critical improvements in neighborhood assets, including vacant property, housing, services, and schools.
- **Strong Cities, Strong Communities (SC2)** addresses the issue of reduced municipal capacity, which makes it more difficult for community leaders to use existing federal funds to their maximum potential in economic revitalization strategies. The capacity of cities and counties represents a crucial opportunity for federal intervention, because local governments receive direct allocations of formula grant funding and their elected leadership often exerts substantial influence on the governance of other local bodies receiving important grant allocations. Poor municipal capacity affects the quality and function of federally funded services in multiple activities

that contribute to—or harm—a community's ability to attract investment and create access to opportunity for its residents. SC2 supports local leaders in creating a solid foundation for growth.

- **The Partnership for Sustainable Communities** administers planning grants, technical assistance, and support for implementation projects to regional organizations and municipalities to plan infrastructure and housing investments in such a way that they channel growth, reduce transportation inefficiencies, and promote environmental quality. When implemented effectively, such plans make neighborhoods more prosperous, enhance economic competitiveness, and save households and businesses time and money on transportation, substantially improving the bottom line of business and the quality of life.

LEADING THIS OBJECTIVE

Valerie Piper
Deputy Assistant Secretary for Economic Development
Office of Community Planning and Development

Harriet Tregoning
Director, Office of Economic Resilience
Office of Community Planning and Development

Mark Linton
Executive Director
Strong Cities, Strong Communities

MEASURING OUR PROGRESS

HUD is developing metrics and milestones to track progress on this objective, and will publish these metrics and milestones in its annual amendment to this Strategic Plan.

ACHIEVING OPERATIONAL EXCELLENCE: MANAGEMENT CHALLENGES AND OBJECTIVES

In order for HUD to achieve its program goals, HUD's operations must be efficient, be effective, and serve customer needs. Therefore, HUD plans to achieve operational excellence by improving planning, processes, accountability, and transparency and also by developing and using customer feedback mechanisms.

In addition to the management objectives that follow, HUD is committed to contributing to achievement of performance goals that are major priorities for the federal government as a whole. Per the Government Performance and Results Act (GPRA) Modernization Act requirement to address Cross-Agency Priority (CAP) goals in the agency strategic plan, the annual performance plan, and the annual performance report, please refer to **www.performance.gov** for the agency's contributions to these goals and progress, where applicable.

Acquisitions: Improve HUD's acquisitions performance through early collaborative planning and enhanced utilization of acquisition tools.

Departmental Clearance: Reduce the time and complexity of the clearance process by establishing and enforcing clear protocols for drafting and reviewing documents placed in departmental clearance.

Equal Employment Opportunity: Promote a diverse and inclusive work environment that is free of discrimination and harassment by educating the workforce on the overall Equal Employment Opportunity (EEO) process and their EEO responsibilities as managers and employees of HUD.

Financial Management: Increase accuracy, speed, transparency, and accountability in financial management and budgeting for the agency.

Grants Management: Make the grants management process more efficient and effective by automating and streamlining processes, improving timeliness, and tracking performance.

Human Capital: Employ, develop, and foster a collaborative, high-performing workforce that is capable of continuing to deliver HUD's mission in a changing and uncertain future.

Information Management: Make high-quality data available to those who need it, when they need it, where they need it, to support decisionmaking in furtherance of HUD's mission.

Organizational Structure: Reduce the cost of leased space, utilities, travel, and other related costs by adapting our business processes.

ACQUISITIONS

Improve HUD's acquisitions performance through early collaborative planning and enhanced utilization of acquisition tools.

OVERVIEW

The Office of the Chief Procurement Officer (OCPO) is responsible for all HUD procurement and procurement-related activities. The acquisition process can be lengthy, partially due to necessary compliance with statutes, policies, and procedures. OCPO sees an opportunity to streamline the acquisition process and increase customer satisfaction by mapping out the process and identifying and removing non-value added steps.

In this challenging economic environment, OCPO also seeks to maximize the value of every taxpayer dollar and ensure opportunities for small businesses. To accomplish this, OCPO is committed to using internal and external acquisition vehicles specifically established to leverage HUD's and the government's buying power, maximize opportunities for small business, and increase the successful outcomes of acquisitions.

STRATEGIES

- **Streamline the acquisition process.** OCPO will work to reengineer HUD's Government Technical Representative program to comply with the Federal Acquisition Institute's Federal Acquisition Certification-Contracting Officer Representative (FAC-COR) model, professionalize the COR job series, and streamline preaward and postaward acquisition processes. As part of this effort, OCPO will lead a cross-functional team to map detailed acquisition processes, identify and eliminate non-value added steps, assess the risks associated with their removal, and increase customer satisfaction in the process. The cross-functional acquisition team will include representation from HUD program offices and support offices. OCPO will ensure compliance with the Federal Acquisition Regulation and the HUD Acquisition Regulations, Section 508 of the Rehabilitation Act of 1973, Office of Management and Budget (OMB) and Small Business Administration policies, and Government Accountability Office findings during the analysis process.
- **Increase opportunities for small business.** Improve HUD's small business opportunities through enhanced market research and early collaborative planning. OCPO and the Office of Small and Disadvantaged Business Utilization (OSDBU) will develop acquisition tools and procedures to enhance market research, fostering identification of a broader base of small businesses with core disciplines consistent with HUD's mission. These tools will be launched through a multieducational approach to the acquisition workforce, including instruction, simulation, case studies, and experiential sharing.
- **Optimize the use of acquisition strategies.** Utilize internal and external acquisition vehicles that leverage HUD's and the government's buying power in order to optimize successful contractual outcomes and reduce costs. These strategies include Lowest Price Technically Acceptable and Best Value evaluation methods, strategic sourcing, nonmonetary performance incentives, increased competition, shared savings, and the tactical use of fixed-price and performance-based strategies.

LEADING THIS OBJECTIVE

Keith Surber
Acting Chief Procurement Officer
Office of the Chief Procurement Officer

MEASURING OUR PROGRESS

Standardized monthly reports and data from HUD's Integrated Acquisition Management System (HIAMS) will support calculation of performance metrics to determine progress. HUD

will track the following performance indicators.

- **Percentage of requisitions released by the target requisition release date (by Program Office)**
  Improve customers' timely submission of acquisition requirements by the agreed-upon planned target requisition release date.

- **Percentage of awards meeting target award date (by OCPO)**
  This indicator will track the percentage of awards that are made by the agreed-upon target award date, for actions released by the target requisition release date.

- **Total number of days to contract award, by acquisition strategy**
  This indicator will track the total number of days to award a contract, categorized by each of the main acquisition strategies used to make the award.

DEPARTMENTAL CLEARANCE

Reduce the time and complexity of the clearance process by establishing and enforcing clear protocols for drafting and reviewing documents placed in departmental clearance.

OVERVIEW

For some significant policy documents, submission of the document for departmental clearance is the first time that key HUD policy and support offices and HUD's Office of General Counsel (OGC) review such documents. The absence of involvement of key HUD offices can result in a lengthy clearance process if major disagreements exist. There are also less significant policy documents that need only abbreviated review that go through the full clearance process unnecessarily.

To address these challenges, HUD will establish guidelines for development of significant policy documents that include a preclearance process and protocols for clearance of these documents. HUD will also establish guidelines that will institute a significant reduction of or no clearance of routine or less significant policy documents.

STRATEGIES

- **Establish guidelines for development of preclearance process.** Protocols will be issued to clarify that the preclearance process is for significant policy documents, such as documents that implement new law (for example, the Violence Against Women Reauthorization, 2013; defining Qualified Mortgages [QMs] for HUD; or new notices of funding availability) or changes to longstanding HUD policies and practices (for example, Affirmatively Furthering Fair Housing [AFFH]). With respect to the clearance process itself, the review time will be tailored dependent upon whether the clearance item presents new significant policy or legal mandates. Such items will go through full clearance, with a goal of completing review in 2 weeks. Clearance items not falling into this category will go through an abbreviated and limited review process.
- **Ensure transparency by utilizing a Departmentwide clearance calendar.** The clearance calendar allows everyone within HUD to see the current version of a document in clearance; all clearance comments and resolutions; and the context, major issues, and priorities for each document. By increasing use of the clearance calendar, the clearance process will be much more transparent. This will also provide an electronic record of the time it took a document to go through clearance.

LEADING THIS OBJECTIVE

Damon Smith
Acting General Counsel
Office of General Counsel

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following key performance indicator.

- **Percentage of documents that complete the clearance process by the deadline**
  HUD will monitor percentage of documents that complete the clearance process on time (that is, no nonconcurrences are submitted or remain unresolved).

EQUAL EMPLOYMENT OPPORTUNITY

Promote a diverse and inclusive work environment that is free of discrimination and harassment by educating the workforce on the overall Equal Employment Opportunity (EEO) process and their EEO responsibilities as managers and employees of HUD.

OVERVIEW

The Office of Departmental Equal Employment Opportunity (ODEEO) is responsible for ensuring the enforcement of federal laws relating to the elimination of all forms of discrimination in the Department's employment practices and to ensure EEO, promote inclusiveness, and foster a culture that values diversity and empowers the HUD workforce. Additionally, ODEEO is responsible for leading the Department's efforts to proactively prevent unlawful discrimination. ODEEO also seeks to foster an agency culture in which disputes are resolved at the lowest possible level and before a formal complaint is filed.

Currently, not all managers and employees have been trained on the overall EEO process and their EEO responsibilities. ODEEO seeks to offer training to the HUD workforce on the EEO process and the responsibilities of the workforce regarding EEO, as well as serving as a resource to the program office leadership by providing direction, guidance, and monitoring of key activities to ensure the successful implementation of the principles of EEO throughout the Department.

STRATEGIES

- **Maximize EEO training opportunities for all HUD employees.** Make quarterly training programs, workshops, and online training courses on the EEO process available to the entire HUD workforce and provide an overview of the EEO process to new employees during their orientation sessions. Incorporate mandatory EEO training for all employees, supervisors, managers, and executives on the fundamental competencies of effective leadership through our core values.
- **Establish HUD as a model EEO program.** Integrate EEO principles into all nonsupervisory employee performance standards and establish an EEO performance standard for all supervisory employees to demonstrate commitment from agency leadership. Promote the use of Alternative Dispute Resolution throughout the Department.
- **Proactively track EEO data in order to identify and address EEO issues.** Provide direction, guidance, and monitoring of key activities on a quarterly basis to ensure the successful implementation of the principles of EEO in the program areas. Conduct trend analysis to identify potential areas of concern throughout the Department and develop plans to address any identified concerns.

LEADING THIS OBJECTIVE

John Benison
Director
Office of Departmental Equal Employment Opportunity

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicators.

- **Number of precomplaint resolutions occurring through the Alternative Dispute Resolution process**
  HUD will seek to increase the number of precomplaint resolutions occurring through the Alternative Dispute Resolution process.
- **Number of complaint filings per fiscal year** HUD will seek to reduce the number of complaint filings per fiscal year on the basis of reprisal resulting in a hostile working environment.

FINANCIAL MANAGEMENT

Increase accuracy, speed, transparency, and accountability in financial management and budgeting for the agency.

OVERVIEW

HUD's current core accounting systems have been a source of audit findings for many years. The systems have limited functionality and are difficult to maintain properly, which increases the risk of failure. Moreover, the current budget process has limited transparency, and not all staff are trained on the appropriate budget formulation procedures. Further, HUD's internal control processes need to be improved by addressing these significant deficiencies and material weaknesses.

The Office of the Chief Financial Officer (OCFO) plans to improve internal controls on financial management by reducing significant deficiencies and eliminating material weaknesses across the Department. HUD will also improve the reliability of the financial accounting systems. HUD will also modify the budget formulation processes and procedures in order to increase transparency.

STRATEGIES

- **Improve internal controls.** Improve internal controls on financial management by leading cross-agency initiatives to resolve material weaknesses and significant deficiencies, and work with the Office of the Inspector General to agree on appropriate solutions. A strategic review of financial management and budget within the Department will be performed to tighten the connection between programs and OCFO to optimize its structure.
- **Improve the reliability of the financial accounting systems.** Replace the current financial accounting systems with a new shared services system to improve viability, reliability, and reporting. The new financial accounting system will:
  - Improve functionality by providing on-demand financial information and greater flexibility in creating customized reports for end users.
  - Provide financial information and analytical capability to complete analysis to measure the effectiveness and efficiency of program outputs and outcomes.
- **Improve the budget formulation process. OCFO will improve this process** by implementing necessary system improvements and establishing an annual budget calendar with timeliness targets to circulate to program offices, create a platform to initiate and respond to customer feedback, prepare clearer budget policies and procedures with program offices, and develop and provide budget formulation training to program office staff. This will allow leadership to make more informed budgetary decisions.

LEADING THIS OBJECTIVE

David Sidari
Acting Chief Financial Officer
Office of the Chief Financial Officer

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor completion of specific milestones set forth in the Department's Annual Performance Plan.

GRANTS MANAGEMENT

Make the grants management process more efficient and effective by automating and streamlining processes, improving timeliness, and tracking performance.

OVERVIEW

HUD's management and oversight of grants can be more effective and efficient at a number of points over the grant life cycle. This is the result of a number of conditions: decentralized responsibilities and unclear authorities, a lack of policy and process standardization across program offices, the existence of a multitude of grant-related information technology (IT) systems for identical or similar tasks, the lack of a centralized performance reporting system, and minimal centralized oversight of program operations.

To address these challenges, HUD will: develop a centralized, one-stop performance-reporting capability for agency grants; standardize and strengthen oversight of grant-related policies and processes; improve programmatic oversight of grant programs for compliance and performance; and align and optimize grant-related IT systems agency wide.

STRATEGIES

- **Streamline the grants management process.** Strengthen and align enterprisewide grants management responsibilities, policies, processes, and IT systems.
- **Reduce the amount of time it takes to get funds to grantees.** Assure the alignment of HUD's policies and processes and the optimization of IT systems results in decreasing the time it takes to get funds to grantees.
- **Develop comprehensive, standardized, and centralized performance reporting capability.** Evaluate, align, improve, and consolidate grantee performance information to inform agency decisionmaking and improve outcomes.

LEADING THIS OBJECTIVE

Anne Morillon
Director, Division of Grants Management and Oversight
Office of Strategic Planning and Management

Cliff Taffet
General Deputy Assistant Secretary
Office of Community Planning and Development

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor completion of specific milestones set forth in the Department's Annual Performance Plan.

HUMAN CAPITAL

Employ, develop, and foster a collaborative, high-performing workforce that is capable of continuing to deliver HUD's mission in a changing and uncertain future.

OVERVIEW

We will employ, develop, and foster a collaborative, values-driven, and capable workforce by focusing our efforts on (1) promoting greater leadership effectiveness, (2) enhancing employee engagement, and (3) addressing performance results.

The Department will face a number of challenges and changes in the years ahead, as we continue to address the housing recovery during a period of fiscal constraints. Changes in housing markets and communities around the nation are speeding up, just as natural disasters and the need for rebuilding communities across America is also increasing. Meanwhile, it is estimated that 57 percent of HUD's workforce will be eligible to retire by 2015. To accomplish our mission in the years ahead, we must capture the wisdom and knowledge of our current and departing technical experts and leaders and transmit it to their successors. In that regard, we must value and utilize more effectively the contributions of all our employees as vital members of our workforce and help them fulfill their professional development and career needs.

By improving leadership effectiveness, investing in employee engagement, and addressing performance challenges, we will build a more collaborative workforce, demonstrate our core values, and grow our capabilities. By fulfilling our roles as a trusted strategic partner, a human capital compliance expert, and a transactions facilitator for HUD's employees, we can ensure that HUD's workforce is ready to achieve its mission of creating sustainable, inclusive communities and quality, affordable homes for all.

STRATEGIES

- **Strengthening talent management.** HUD is vulnerable to losing a wealth of institutional knowledge, based on the anticipated rate of retirements and attrition in key positions over the next few years. HUD faces challenges integrating a new generation of employees into the workforce, while maximizing the talents of our existing workforce. To address these challenges, the Office of the Chief Human Capital Officer (OCHCO) will partner with our customers to deliver consultative and comprehensive talent management programs and services that put the right people in the right place doing the right things to achieve HUD's mission. We will continue to develop and deploy programs that focus on improving the performance, development, and fit of our leadership; fully engaging our employees; and addressing performance results.
- **Achieving performance results.** OCHCO will continue promoting our core values and performance feedback at every level of the Department and equip HUD's executives, managers, and employees with the tools they need to improve leader effectiveness, engage employees, identify and address performance deficiencies, and build upon existing strengths in their programs.

LEADING THIS OBJECTIVE

Michael Anderson
Chief Human Capital Officer
Office of the Chief Human Capital Officer

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following key indicators:

- **Talent management: HUD's score on the Employee Viewpoint Survey (EVS) Engagement Index**
  In order to measure the impact of activities to improve employee engagement and

capability, HUD will track progress on the EVS Engagement Index.

- **Talent management: percentage of succession program positions filled from a pool of well-qualified candidates**
  In order to improve leadership effectiveness, HUD will implement a robust succession plan. To ensure the quality of that plan and the associated development initiatives, HUD will track the number of succession plan vacancies filled from a pool of well-qualified candidates.

- **Human capital customer satisfaction scores**
  In order to measure and improve our own performance in serving HUD's program offices, OCHCO will track internal customer satisfaction.

INFORMATION MANAGEMENT

Make high-quality data available to those who need it, when they need it, where they need it, to support decisionmaking in furtherance of HUD's mission.

OVERVIEW

HUD data can be unreliable, inaccessible, and redundant, with new systems or datasets created to address faulty data rather than fixing the original data source. Moreover, HUD has historically had a fragmented approach to technology adoption, which leads to multiple platforms and multiple services competing for resources. Finally and similarly, HUD has not achieved the right balance of contracting support and in-house expertise to manage the agency's data and systems effectively and affordably.

Over the next 4 years, HUD aims to leverage these opportunities by enhancing the quality, availability, and delivery of HUD information to citizens, employees, business partners, and the government, while striving for excellence in IT management practices and governance to consolidate and streamline HUD's systems. In pairing enhanced technology and improved processes with a developing and strengthening workforce, the Department expects to vastly broaden its ability to achieve current and future departmental goals.

STRATEGIES

- **Manage and develop HUD's IT workforce.** HUD will develop an IT human capital plan to guide the recruitment, retention, and skill development of staff. We will identify the skills desired within our IT workforce and measure current gaps, then create development programs targeting those competencies.
- **Deploy new technologies, supported by a robust data governance structure.** We will use new technologies to more quickly and reliably gather and disseminate data and to provide better IT services to our staff and clients, including full compliance with Section 508 of the Rehabilitation Act of 1973 and the additional provision of reasonable accommodations as necessary. We will develop a data governance structure and data protocols that will ensure our data are accurate and authoritative and remove processes or data that are redundant or unnecessary.
- **Consolidate IT infrastructure.** HUD will establish a consolidated IT infrastructure in order to achieve interoperability, increase collaboration among operating divisions, improve customer service, and provide a secure and trusted IT environment ensuring confidentiality, integrity, and availability of IT resources.

LEADING THIS OBJECTIVE

Kevin Cooke
Acting Chief Information Officer
Office of the Chief Information Officer

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following key performance indicators:

- **Number of IT systems**
  Total number of HUD IT systems.
- **Cost of IT systems (in millions)**
  Total cost of operating and maintaining HUD IT systems.
- **IT customer service satisfaction scores**
  Conduct an annual survey of HUD staff on satisfaction with IT services provided.

ORGANIZATIONAL STRUCTURE

Reduce the cost of leased space, utilities, travel, and other related costs by adapting our business processes.

OVERVIEW

Despite recent advances in programs such as telework and alternative work schedules, HUD has historically operated with a traditional definition of the workplace. This objective intends to help HUD redefine the workplace as more than just an office, but rather as the combination of people and information brought together by technology that allows work to be done at any appropriate location.

In order to measure our success in this endeavor, HUD intends to reduce the amount of space per employee and contractor. Ultimately, this will reduce the total dollars that we spend on leased space, building maintenance, utilities, travel, and other related costs. In order to achieve these efficiencies, HUD will work with the General Services Administration (GSA) to identify opportunities to reduce space through better use of technology and expanded use of external resources and partnerships.

Additionally, HUD could better meet our customers' needs by more appropriately distributing our workload and personnel by organizational unit. HUD will assess its current staff allocation, workload distribution, and community needs in order to align resources to better serve our customers. In this effort, our goal is not to save money at the expense of our customers, but rather to replace outdated business practices with new business models, ultimately producing greater efficiencies, saving money, establishing sustainable business models, and most importantly better serving our customers.

STRATEGIES

- **Identify opportunities to reduce space through better use of technology.** GSA will lead an initiative to understand our work processes, ultimately resulting in a set of options to utilize technology and change our work processes to reduce space.
- **Get our work in the right organizational unit.** With the ultimate goal of producing greater efficiencies and better serving our customers, HUD will take advantage of new business models (for example, consolidating offices and leveraging external resources and partnerships).

LEADING THIS OBJECTIVE

Michael Anderson
Chief Human Capital Officer
Office the Chief Human Capital Officer

MEASURING OUR PROGRESS

To track our progress toward this objective, HUD will monitor the following performance indicators.

- **Amount of money spent on space and travel (in millions)**
  Total dollars spent on leased space, building maintenance, utilities, travel, and other related costs.
- **Space utilization (in square feet)**
  Average square footage of usable workspace per employee and contractor.

SECTION 3

ADDITIONAL INFORMATION

EVALUATING OUR STRATEGIES AND MEASURING OUR PROGRESS

The Government Performance and Results Act Modernization Act of 2010 calls upon agencies to use evaluation and research evidence to identify evidence-based strategies for reaching intended objectives. HUD continuously conducts research and evaluation to develop HUD's strategies for achieving its strategic goals and to inform budgetary allocations based on information about the cost-effectiveness of HUD's efforts. Ongoing and planned evaluations that are particularly informative for each of HUD's strategic goals are summarized below. The initiation and scope of these evaluations depends on sufficient funding. A number of these research efforts are proposed for funding in HUD's FY 2015 budget request for the Transformation Initiative Fund, and subsequent budget requests will identify new priorities. Additionally, readers may consult the continually updated research and evaluation resources available at **http://huduser.org**.

Additionally, HUD conducts regular data-driven performance reviews—"HUDStat" meetings—that focus on quarterly progress toward achieving each of HUD's priority goals. The Secretary and senior leadership from throughout the agency, and sometimes from partner agencies, attend these meetings to address challenges, review metrics, improve internal and external collaboration, and increase performance. For each objective in this Strategic Plan, the Department will link specific contributing programs through its participation in the **Federal Program Inventory**. The metrics outlined in this Strategic Plan will, where

appropriate and available, have associated annual targets and milestones in each of the Department's Annual Performance Plans over the next 4 years. Progress on achieving each of the strategic objectives will be assessed during data-driven review meetings, published in HUD's Annual Performance Report each year, and shared on **http://performance.gov**.

THE RESEARCH ROADMAP

HUD's *Research Roadmap FY 2014–FY 2018* identifies critical policy questions and will guide HUD's research investments over the next 4 years. The Research Roadmap, published in July 2013, is available at **http://www.huduser.org/portal/pdf/Research_Roadmap.pdf**. Formulated by HUD's Office of Policy Development and Research (PD&R), the Roadmap has been a highly collaborative, forward-looking effort to identify critical policy questions that should guide PD&R research investments over the next 5 years. The Roadmap team met with members of Congress and with officials from the Office of Management and Budget, the Government Accountability Office, federal sister agencies, and numerous research, practitioner, and advocacy organizations to gather relevant feedback, and over 950 comments were received from stakeholders during development.

To complement the Roadmap's structured evaluation agenda, HUD seeks to expand successful use of competitive research grants and noncompetitive research partnerships to better utilize external expertise in evaluating local innovations and program effectiveness. HUD's Research Partnerships program is already supporting a number of high-value research projects that align with HUD's mission but were proposed by outside researchers and are supported by a 50-percent match of funds from an external source.

RESEARCH AND EVALUATIONS INFORMING GOAL 1: STRENGTHEN THE NATION'S HOUSING MARKET TO BOLSTER THE ECONOMY AND PROTECT CONSUMERS

Currently Funded

Prepurchase Homeownership Counseling Demonstration. HUD is working with three national lenders to conduct a random-assignment experiment to test the impacts of prepurchase housing counseling for first-time homebuyers. HUD seeks supplemental funding for the 42-month followup survey (36 months after random assignment plus 6 months after counseling completion) and long-term impact analysis. An interim report on baseline characteristics is expected in 2016.

Not Currently Funded

Assessing the Effectiveness of Mortgage Modification Protocols. Three interrelated studies will evaluate the success of alternative policies used to preserve homeownership and support the national recovery from the foreclosure crisis, including an examination of the Department of Treasury's Home Affordable Modification Program (HAMP), FHA-HAMP, USDA-HAMP, the principal reduction alternative, the second lien modification, and proprietary protocols followed by servicers.

Impact of Real Estate Owned Properties on Neighborhoods. This project will integrate emerging research and collect outcome data about REO portfolios and their impacts, with special focus on the FHA portfolio. Results will be integrated into the Neighborhood Stabilization Program evaluation framework for tracking both past and future impacts.

Impact of the Foreclosure Crisis on HUD Programs and the Rental Market. This analysis of administrative and market data before and after the housing market crash will systematically map the long-term implications for HUD's affordable rental housing programs. A forecasting and scenario-planning component will enhance HUD's capacity to anticipate and mitigate the impact of future booms and busts on its programs.

Nonretention Alternatives to Foreclosure. This research will survey the practice of short sales of homes with delinquent loans and assess the net costs and benefits for borrowers, lenders, insurers, and neighborhoods.

Impact of Qualified Mortgage Rules. This study will assess the impact of QM rules on FHA, the government-sponsored enterprises, the housing finance market, and borrowers.

Reverse Mortgage Study. Substantial changes in the reverse mortgage sector, combined with house price declines, have resulted in increased Home Equity Conversion Mortgage (HECM) losses to FHA. Interrelated components of this effort include an evaluation of FHA's HECM program, a new integrated dataset, a survey and analysis of local property taxes and hazard insurance rates that affect HECM defaults, and a study of incentives for HECM loan originators.

What Do We Know About Vacancy? Review of Housing Inventory and Vacancy Statistics. This project will review literature and data methods to determine how vacancy data, both public and private, are obtained, reported, and interpreted. It also will analyze how existing data on the housing stock, and on vacant units in particular, could have improved understanding of the housing bubble.

Demonstration of Section 203(k) Rehabilitation Financing for Investors. This demonstration will test whether program enhancements and safeguards for FHA's Section 203(k) mortgage insurance program can make more financing available for rehabilitation, or purchase and rehabilitation, of single-family rental properties (one to four units).

Small Multifamily Mortgage Insurance Demonstration. HUD seeks to evaluate the FY 2014 initiative to use FHA's Risk-Sharing Program to facilitate the financing of small multifamily properties (5 to 49 units) by housing finance agencies, community-development financial institutions, and other mission-driven lenders.

RESEARCH AND EVALUATIONS INFORMING GOAL 2: MEET THE NEED FOR QUALITY, AFFORDABLE RENTAL HOMES

Currently Funded

Assessment of Native American, Alaska Native, and Native Hawaiian Housing Needs. At the request of Congress, HUD is assessing housing quality and affordability for Native Americans, Alaska Natives, and Native Hawaiians and evaluating how the Native American Housing Assistance and Self Determination Act (NAHASDA) has addressed those needs. An interim report is available and a report on housing needs based on in-depth surveys of properties in Indian Country and interviews with housing providers is expected to be available in 2015.

Housing Choice Voucher Program Administrative Fee Study. HUD is currently evaluating how much it costs for a public housing agency to run an efficient HCV program, with the objective of supporting development of a funding formula for allocating administrative fees.

Rent Reform Demonstration. In 2012, HUD initiated a randomized controlled trial to rigorously test alternatives to the current HUD assisted rent structure among PHAs designated as Moving To Work agencies. HUD will report on the impact of the demonstration on earnings, employment, hardship, and administrative cost.

Evaluation of Jobs Plus: Baseline Phase. This evaluation will include data collection, analysis, and a baseline survey at the public housing sites that are selected for participation in the first year of the Jobs Plus Initiative grant awards. The goal will be to provide evidence-based findings and lessons learned and to identify operational obstacles that a larger scale implementation of the Initiative would need to address.

Moving to Work Demonstration: Baseline Phase. Congress has funded one or more studies of the extent to which the demonstration meets its statutory goals of enhancing self-sufficiency, expanding choice, and reducing administrative cost.

Project-Based Rental Assistance Transfer Authority Evaluation. At various times, Congress has authorized the transfer of PBRA subsidies from one assisted multifamily property to another. The proposed evaluation would include a study of the impact on the cost-effectiveness of the subsidies provided and any improvements in the physical and financial condition of the subsidized housing stock.

Rental Assistance Demonstration Evaluation. This evaluation will examine RAD's success in the goal to convert public housing and other HUD-assisted properties to long-term project-based Section 8 rental assistance. Impact on families and on the physical and financial viability of the projects will be evaluated through a comparison group of projects that don't go through the conversion process.

Small Area Fair Market Rent (SAFMR) Demonstration. Preliminary evidence from the 2011 implementation of SAFMRs in the Dallas, Texas metropolitan area reveals slight increases in unit quality and neighborhood quality for tenants at no additional cost to the government. This demonstration is investigating the ramifications for the HCV program of implementing SAFMRs on a national scale.

Worst Case Housing Needs. PD&R uses inhouse staff resources and the American Housing Survey to report to Congress biennially on the causes and trends of worst case needs for affordable rental housing.[14] Worst case needs data are widely used in the Department's budget, policy, and strategic-planning decisions. The next report using the forthcoming 2013 AHS data is expected in early 2015.

Not Currently Funded

Assessing Housing Quality in the Housing Choice Voucher Program: Design Phase. This project will fund design and testing of an updated and revised survey instrument for a survey of a representative sample of Section 8 vouchers at all PHAs. The results of a fully implemented survey can be used by PHAs directly to improve their communication, oversight, training, and enforcement of their inspectors and by HUD to identify program improvements and to target technical assistance and oversight resources in a cost-effective manner.

[14] The most recent report is available at http://www.huduser.org/portal/publications/affhsg/wc_HsgNeeds11_report.html.

Assessment of Landlord Behavior in the Housing Choice Voucher Program. This study will explore how landlord behavior affects the effectiveness of the HCV program across a range of measures including voucher success rates and tenant mobility. The study will help inform decisions on possible streamlining and improvement of the Section 8 program.

Comparing Subsidy Costs of Federal Housing Assistance Programs. This project, which will be conducted only in house during FY 2014, will examine the cost-effectiveness of existing federal housing programs as they operate across different regions and metropolitan areas of the country, and across cities, suburbs, and rural areas.

Examining Small PHA Performance. This study will survey a sample of small PHAs to assess their performance levels and reasons for their performance, administrative costs, and challenges. This research is particularly relevant and timely because of the new proposed Small Housing Authority Reform Proposal (SHARP) legislation.

Improving HUD Measures of Housing Cost Inflation. This study will take advantage of improved data and recent program evaluations to analyze the comparative costs of providing a unit of housing with various housing subsidy programs. The evaluation also will examine the role of subsidy layering, the characteristics of cost-effective housing subsidy programs, and the benefits of various program approaches.

Leased Housing Tenant Payment Insurance Demonstration. HUD is seeking to design a demonstration of a new, shallow-subsidy leased housing insurance program that would cover a portion of a low-income household's rent in the event of acute income shocks resulting from unemployment or health problems. Such a shallow subsidy would complement existing deep rental assistance programs by providing a safety net to support tenants who move into market-rate housing.

Utility Cost Data System. This project will collect representative tenant utility expenditures and compare them with the allowances the same tenants actually received and those they would have received if the PHA or project owner had used the HUD Utility Schedule Model (HUSM).

RESEARCH AND EVALUATIONS INFORMING GOAL 3: USE HOUSING AS A PLATFORM FOR IMPROVING QUALITY OF LIFE

Currently Funded

Characteristics of HUD-Assisted Households. This project will expand and leverage the capabilities of matched data sources to provide detailed information about characteristics of typical HUD-assisted renter households, such as employment, work search, health, educational pursuits, seeking permanent residences, and decisions to move.

Impact of Housing and Services Interventions on Homeless Families (Family Options Study). This random-assignment trial was initiated at the request of Congress to assess the effectiveness of four interventions for helping homeless families with children: (1) project-based transitional housing, (2) community-based rapid rehousing; (3) housing choice voucher/public housing; or (4) usual care. An interim report about initial lease up is available, and a report on 18-month outcomes is due early in 2015.

Family Self-Sufficiency Demonstration. This random-assignment demonstration at a large number of PHAs will measure the extent to which the FSS program contributes to increases in tenant incomes and wealth.

Choice Neighborhoods Demonstration. HUD is assessing what happens to residents, assisted developments, and surrounding neighborhoods as result of the Choice Neighborhoods Demonstration. An interim report documenting baseline conditions at the five implementation sites is available, and a second interim report about the implementation of revitalization strategies in the funded neighborhoods is due in 2014.

Evaluation of Support and Services at Home (SASH). HUD is supporting this study through an interagency agreement with the U.S. Department of Health and Human Services. The research will link HUD administrative data with Medicare and Medicaid claims data to evaluate the impact of affordable housing with services on the well-being and healthcare utilization of low-income seniors.

Evaluation of the Section 202 Supportive Housing Program for Elderly Households. This experimental design evaluation will assess the extent to which supportive housing allows elderly persons to live independently and age in place, improves their general well-being and health, and creates costs savings in the healthcare system.

Evaluation of the Section 811 Project Rental Assistance Demonstration. As mandated by the Melville Act, this evaluation will analyze the implementation and results of the Section 811 Project Rental Assistance Demonstration, which focuses on integrating persons with disabilities into multifamily developments, and will analyze its effectiveness compared to the traditional Section 811 program and to alternative housing and institutional care options for people with disabilities.

Seniors and Services Demonstration: Launch Phase. This demonstration will build on the research design and evaluation work currently under way to launch a demonstration and evaluation of seniors aging in place with services.

Understanding Rapid Rehousing: Models and Outcomes for Homeless Households. This study will seek to identify the most common program models being implemented under the rubric of a rapid rehousing intervention and track the outcomes of households served through the various program models.

Not Currently Funded

Effect of Housing Assistance Over Time. This project will review and summarize existing evidence about the effect of housing assistance over time. It will attempt to estimate the cost structure and cost effectiveness of different HUD programs using results from these analyses.

Homelessness Prevention Demonstration. This project would make a timely investment to extend the knowledge gained from HUD's recent investments in homelessness research and local innovation.

State Olmstead Plans and Assessment of Demand, Available Resources, and Needs. This project will help the Department better align its programs and resources to meet the affordable housing needs for people with disabilities in integrated settings as required under the Supreme Court's Olmstead decision. It will include an estimate of housing needs for people with disabilities and a review of state enforcement and implementation of Olmstead.

Successful Exits From Targeted Housing Assistance Programs for Vulnerable Populations. This study would develop a series of case studies that explore successful local strategies to enable people residing in supportive housing or other housing designed for vulnerable populations to move on into "mainstream" housing. Such policies and programs that support "moving up" or graduation to mainstream housing programs help ensure that permanent supportive housing is available for the households most in need of such intensive assistance.

Evaluation of Supportive Housing for Prisoner Reentry. This evaluation will help build an evidence-based approach for improving reentry outcomes for formerly incarcerated individuals and their communities through permanent supportive housing linked with employment, behavioral health services, and family unification. HUD is considering options ranging from an evaluation of existing PHA reentry programs to an interagency effort that would involve leveraging private/philanthropic investments to support permanent supportive housing plus services within a pay-for-success framework.

RESEARCH AND EVALUATIONS INFORMING STRATEGIC GOAL 4: BUILD STRONG, RESILIENT, AND INCLUSIVE COMMUNITIES

Currently Funded

Housing Discrimination Studies (HDS). Over several decades, rigorous testing methods have proven to be the most reliable way to assess and measure the extent and limitations of compliance with the Fair Housing Act. Several ongoing or planned HDS focus on discrimination against groups that pose methodological challenges for established testing methods, including groups that are not covered by the Fair Housing Act but may be covered under state and local fair housing laws.

- **HDS—Families With Children.** This pilot study will test methods to measure the forms and prevalence of discrimination against families with children in rental housing, taking into account potentially interacting factors, such as age, gender, number of children, and race and ethnicity.
- **HDS—Source of Income.** This study will develop methods for measuring discrimination against voucher holders in U.S. rental housing markets.
- **HDS—Lesbian, Gay, Bisexual, and Transgender People.** This study pilots techniques to obtain a baseline in-person measure of housing discrimination faced by same-sex couples in at least two metropolitan rental markets. The study will also include a pilot test of discrimination against transgender people in a single metropolitan market.
- **HDS—on the Basis of Mental Disabilities.** The study will test methods to measure the degree to which people with mental disabilities experience discrimination in the search for rental housing, conduct pilot testing, analyze HUD's discrimination complaints and compliance tracking system, and produce papers to expand the field's understanding of housing discrimination against persons with mental disabilities.

- **HDS—Persons Who Are Deaf or Who Use a Wheelchair.** This study will obtain statistically valid national estimates of the incidence of housing discrimination in the rental market against two categories of people with disabilities: persons who are deaf and hard of hearing and persons with physical disabilities who use a wheelchair.

Housing Search for Racial and Ethnic Minorities. This study is examining the processes by which racial and ethnic minorities search for rental housing.

Not Currently Funded

Affirmatively Furthering Fair Housing Study. Contingent upon the publication of a Final Rule, this evaluation of HUD's AFFH policy will examine the implementation of the new AFFH rule, the extent and quality of compliance, and the extent to which it is working to reduce segregation and increase affordable-housing supply. This research addresses questions posed by Research Roadmap stakeholders.

Interaction of Anchor Institutions With Neighborhoods. This study would examine the incentives leading anchor institutions use to engage with their communities; the impact of anchor institutions (especially universities and hospitals) on neighborhood income mixing, transformation, and stabilization; and variation of neighborhood outcomes with respect to type of neighborhood interaction. This research addresses questions posed by Research Roadmap stakeholders.

Accelerating Postdisaster Community Recovery. In response to Hurricane Sandy, a number of new approaches toward long-term recovery are being tested, including more regional and holistic federal coordination, an emphasis on better planning, and increased access to and use of federal data for local program operations. This research will document those efforts and inform development of mechanisms that enable local governments to launch long-term recovery programs more quickly.

Community Development Block Grant-Funded Disaster Recovery: Retrospective Evaluation. In recent years, Congress has increasingly relied on special appropriations to HUD's CDBG program to provide flexible disaster recovery funds to stricken communities. This retrospective evaluation will review the characteristics and extent of disasters over the past decade, the federal response to those disasters using the CDBG-Disaster vehicle, the program's implementation, and the uses and effectiveness of those resources relative to needs.

DEVELOPING THE HUD *STRATEGIC PLAN 2014–2018*

In early 2013, HUD embarked on a strategic planning process, coordinated by the Office of Strategic Planning and Management, to set the course of the Department over the next 5 years. The Department employed a broad engagement strategy to collect input from many knowledgeable employees and partners—voices critical to HUD's transformation. As in the development of its last Strategic Plan, HUD once again welcomed suggestions and feedback from its staff, stakeholders, and the public through a variety of channels. Switchboard (**http://hud.gov/switchboard**), HUD's online ideation and engagement platform, allowed anyone interested in shaping the plan to post, vote, and comment on ideas, generating suggestions used to strengthen our goals and management objectives.

Meanwhile, HUD held live and virtual feedback sessions to foster collective discussion around the plan's framework, connecting employees at headquarters and in the field, and in certain cities inviting local partners to join the live conversation. Each strategic objective in the plan has one or more assigned leaders who helped to spearhead the conversation around that objective with both internal agency staff and external partners and thought leaders. HUD also held a managers' summit at headquarters to review the evolving framework. As each management objective was strengthened by this input over time, it was presented to HUD's Deputy Secretary for review, with invited input from union leadership as well. Additionally, HUD sought feedback on its draft plan from Congress to ensure that the goals and objectives articulated by the Department were reviewed by congressional partners as the plan evolved. The plan overall was enhanced by all of these inputs, together with feedback from OMB and White House advisors.

The strategic planning process generated valuable ideas, increased dialogue among parties invested in HUD's success, and laid the foundation for all stakeholders to support the accomplishment of HUD's goals.

U.S. Department of Housing and Urban Development
Office of Strategic Planning and Management
Washington, DC 20410-6000

April 2014

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Appendix H……HUD's Federal Viewpoint Survey Results

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Department of Housing and Urban Development

2015 Agency Management Report

United States Office of Personnel Management OPM.GOV/FEVS #FEVS

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About This Report

The 2015 Federal Employee Viewpoint Survey (FEVS) provides employees with the opportunity to influence change in their agencies by submitting feedback about their work environment, leadership and many other aspects of the organization. The FEVS also provides agency leaders with unique insight into workforce issues and trends, and helps them to identify problem areas as well as maintain positive aspects of the agency.

The 2015 Agency Management Report (AMR) was designed to help agency leaders identify these issues and take action to improve them, and it also highlights agency successes that should be acknowledged. Please feel free to share these successes and areas for improvement with your employees.

When reviewing your results, please keep the guidelines below in mind. These guidelines were created to organize your survey results in a way that is easier to digest and interpret.

Understanding Your Results

Percent Positive
The sum of two positive categories (e.g., Strongly Agree/Agree)

Percent Negative
The sum of two negative categories (e.g., Strongly Disagree/Disagree)

Percent Neutral
The neutral category (e.g., Neither Agree nor Disagree)

Identifying Strengths, Challenges and Neutral Findings

65 percent positive or higher is considered a strength

35 percent negative or higher is considered a challenge

30 percent neutral or higher suggests uncertainty, presenting an opportunity for communication between managers and staff

Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within the agency and should be examined. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to prevent further decline.

A Brief Guide to Using Your Agency Management Report

This section provides suggestions on how to use your FEVS results and includes examples for taking action to help your agency meet its strategic human capital management goals.

Getting Started

Agencies receive many FEVS reports each year, so it can be confusing to know where to start. One suggested starting point is to adopt a strategy based in an action planning framework. This means looking for improvements you have made in previous years while also examining areas of decline. To help you get started, several steps are outlined below, including references to sections of the Agency Management Report (AMR) that you may find useful in helping you to focus on the most critical issues.

Step 1: Use Your AMR to Identify Areas for Improvement

Your AMR provides the tools that can be useful in analyzing your results to find issues most critical to your agency. One way to identify issues is to compare your agency's 2015 results to last year. The Decision Aid - Decreases section provides a quick way to view all of your results that have decreased since 2014. There are many ways to look at your results, and the following sections of the AMR can be valuable resources in illustrating the state of your agency:

Respondent Overview

The Respondent Overview provides a quick snapshot of some interesting demographic results from the respondent population. It offers valuable insight into the makeup of who is responding in your agency and can help inform and guide your recruiting and retention efforts. For example, this section allows you to better understand the ratio of seasoned employees who may be preparing for retirement to newer employees. It is important to keep in mind that this is a survey respondent overview, and these percentages may not match up exactly to your agency's total population characteristics.

Top 10 Positive and Negative Items

Not only does this section display a brief overview of noteworthy results (for use in leadership briefings, agency communications, etc.), it also allows you to quickly determine if there are any underlying themes in the way employees responded to certain items. For example, your agency may want to prioritize issues around communication if multiple survey items related to this subject reside in the Top 10 Negative Items list.

Indices

The Engagement Index, Global Satisfaction Index, and New IQ provide agencies with consistent metrics for measuring progress toward objectives. Benchmarks are included to provide insight into how your agency compares to others, and to encourage information sharing between agencies. For example, some of the top ranking agencies in the Engagement Index may have suggestions on things that have and have not worked to engage their employees. This year, each index also includes a display of trends for each agency component, going as far back as 2012 when available.

Decision Aid

This section is useful in helping you easily identify the most critical issues in your agency as well as recognize where your agency has improved since 2014. The Decision Aid is divided into three sections to help you focus your attention on improvements and declines in your results since last year:

Increases: Contains all items that increased since 2014

Decreases: Contains all items that decreased since 2014

No Change: Contains all items that did not change since 2014

Appendix A and Appendix B

The appendices give you an opportunity to more thoroughly understand your workforce by displaying item-level results. Appendix A shows how well your agency scored relative to others in the government. Scanning the graphs can indicate how your agency is generally performing as well as help you identify particularly strong or weak areas. Appendix B shows a full breakdown of the Work/Life Program results as well as demographic items to provide a more in-depth summary than in the Respondent Overview and Work/Life sections.

Step 2: Develop Your Goals for Improvement

To develop your goals for improvement, you should consider issues that are most critical to your agency and how these issues relate to your strategic goals. It is also important to focus on issues that will provide both short-term, visible, measurable results, and those that will require long-term perspective.

Step 3: Identify Your FEVS Team

This is a crucial step, as your team can make or break your efforts to improve areas of concern and keep strengths strong. It is important that each member of your team is actively engaged in the process and supports its goals. Identifying your team is not just limited to personnel selection. It also includes identifying and pulling together your available resources while being aware of staff interests, capabilities, and agency budget and resources.

Step 4: Develop Your Plan for Action

Once your team has identified its goals, you should develop a list of actions that must be taken to reach these goals. You might also consider soliciting employee input on your plan. Assign staff responsibilities for each action and keep in mind timeframes. Tasks should include start dates, end dates, and measurable milestones. Make sure you get approval for the actions you must take to achieve your agency goals. Remember that leadership buy-in, engagement, and communication is critical to your success.

Step 5: Implement Your Plan

There are many ways to publicize and communicate your intentions to employees, such as all-hands meetings, announcements, intranet/web updates, and social media, to name a few. After your plan is communicated and you have leadership support, you are ready to launch the plan. Communicating early and often ensures staff and leadership are well-informed.

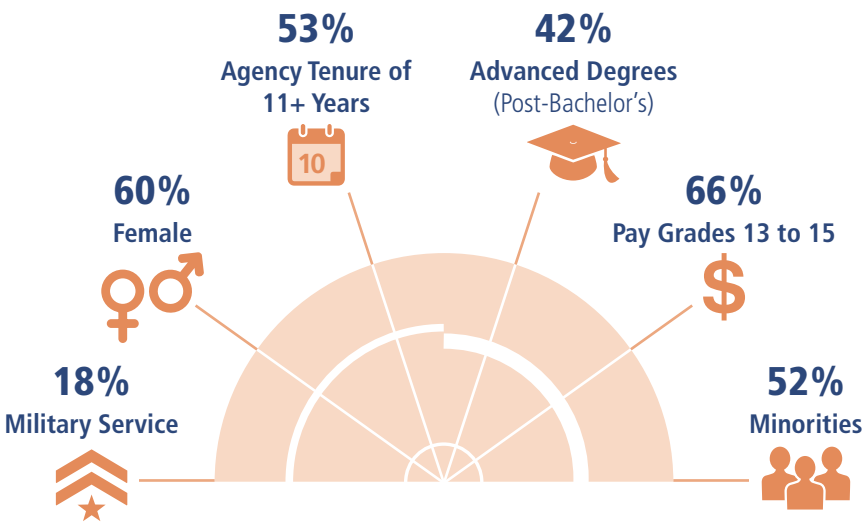
Step 6: Monitor and Evaluate the Results

In addition to measuring your progress along the way and evaluating the success of your plan, it is important that you communicate progress toward goals and final outcomes. Communicating during the entire process provides transparency which can add to staff engagement.

Respondent Overview

The Unique Characteristics of Department of Housing and Urban Development Respondents

The figures below provide a snapshot of your survey participants. Except for military status and race, the most frequently selected response choice for each demographic item is highlighted in the first figure. The second figure displays the total FEVS respondent breakdown by generation. Please be aware that these results are based on survey respondents, which may differ from the total employee population.



Generations

2%	Traditionalists	(born 1945 or earlier)
55%	Baby Boomers	(born 1946 – 1964)
32%	Generation X	(born 1965 – 1980)
10%	Generation Y	(born 1981 or later)

Note: The sum of percentages may not add to 100 due to rounding.

HUD Response Rate

74% (5,404 out of 7,348 employees responded)

Field Period: May 4, 2015 – June 12, 2015
Overall 2014 response rate: **51%**

Component Response Rates

97%	Office of Chief Procurement Officer
92%	Assistant Secretary for Policy, Development & Research
91%	Office of Lead Hazard Control and Healthy Homes
89%	Office of Departmental Equal Employment Opportunity
88%	Office of the President
87%	Office of Strategic Planning and Management
82%	Assistant Secretary for Public & Indian Housing
80%	Office of the General Counsel
79%	Assistant Secretary for Community Planning & Development
79%	Office of Field Policy and Management
79%	Office of the Secretary
78%	Office of the Chief Human Capital Officer
77%	Office of Chief Information Officer (Immediate Office)
76%	Office of the Chief Administrative Officer
70%	Assistant Secretary for Fair Housing & Equal Opportunity (A/S Office)
69%	Office of the Chief Financial Officer
63%	Assistant Secretary for Housing-Federal Housing Commissioner

Agency results have a margin of error of +/- 1%

Please refer to Appendix B for the full list of demographic item results.

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment. Use this snapshot as a quick reference or overview of your FEVS results. For more in-depth analysis, use this section in conjunction with the Decision Aid to help you narrow down the most important areas to work on improving and/or maintaining in the coming year. The text box at the bottom of this page also contains some tips for taking action to improve negative items.

Highest Percent Positive Items

96%	When needed I am willing to put in the extra effort to get a job done. (Q. 7)
88%	I am constantly looking for ways to do my job better. (Q. 8)
86%	The work I do is important. (Q. 13)
83%	How would you rate the overall quality of work done by your work unit? (Q. 28)
82%	I am held accountable for achieving results. (Q. 16)
81%	I know how my work relates to the agency's goals and priorities. (Q. 12)
80%	My supervisor treats me with respect. (Q. 49)
80%	My supervisor supports my need to balance work and other life issues. (Q. 42)
78%	I like the kind of work I do. (Q. 5)
75%	My supervisor listens to what I have to say. (Q. 48)

Highest Percent Negative Items

51%	Pay raises depend on how well employees perform their jobs. (Q. 33)
45%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)
43%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)
40%	Promotions in my work unit are based on merit. (Q. 22)
39%	My work unit is able to recruit people with the right skills. (Q. 21)
39%	How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)
39%	In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)
38%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)
38%	Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)
36%	Creativity and innovation are rewarded. (Q. 32)

Tips for Taking Action

It can be difficult to know where to start when looking at items with high percent negative ratings. A helpful suggestion is to group items together with common themes and determine if there is a larger category you can target for improvement. For example, if you notice there are several high percent negative items related to communication with supervisors, understanding of job expectations, and fairness of performance appraisals, then it may be a good idea to target the performance management process as an area for improvement in your agency.

Engagement Index

Because the FEVS is an assessment of organizational climate, the Engagement Index does not directly evaluate an employee's level of engagement. Therefore, instead of measuring "states" of engagement such as focused attention and dedication to completing assignments, this index concentrates on factors that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals).

Below, you can see where your agency's Engagement Index score ranks (out of 37 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense) and how it compares to the governmentwide average. The names of the highest-ranked agencies are listed to facilitate the sharing of information, such as best practices. The U.S. Office of Personnel Management (OPM) has also created the Unlock Talent website (https://www.unlocktalent.gov) to share resources and help with interagency communication.

Engagement Benchmarks

This table displays the Engagement Index score for each component in your agency as well as the scores for the three engagement factors, which can facilitate information-sharing within your agency.

Engagement Component Scores

	Leaders Lead	Supervisors	Intrinsic Work Experiences	2015 Engagement Index
Department of Housing and Urban Development	**49**	**71**	**66**	**62**
Office of Strategic Planning and Management	70	84	71	**75**
Office of the Secretary	63	70	75	**69**
Office of Lead Hazard Control and Healthy Homes	51	74	77	**67**
Office of Field Policy and Management	53	75	70	**66**
Asst Secretary for Policy, Development, & Research	54	76	66	**65**

Leaders Lead: Employees' perceptions of leadership's integrity as well as leadership behaviors such as communication and workforce motivation. (Q. 53, 54, 56, 60, and 61)
Supervisors: Interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 47, 48, 49, 51, and 52)
Intrinsic Work Experiences: Employees' feelings of motivation and competency relating to their role in the workplace. (Q. 3, 4, 6, 11, and 12)

Engagement Index (continued)

	Leaders Lead	Supervisors	Intrinsic Work Experiences	2015 Engagement Index
Department of Housing and Urban Development	**49**	**71**	**66**	**62**
Office of the Chief Administrative Officer	54	69	71	**65**
Office of the General Counsel	52	74	68	**64**
Ofc of Departmental Equal Employment Opportunity	49	75	65	**63**
Office of the Chief Human Capital Officer	49	70	69	**63**
Asst Sec for Community Planning and Development	51	71	66	**62**
Office of the Chief Financial Officer	50	70	67	**62**
Asst Sec for Housing-Federal Housing Commissioner	48	71	65	**61**
Ofc of Chief Information Officer (Immediate Ofc)	49	68	64	**60**
Assistant Secretary for Public & Indian Housing	47	69	64	**60**
Office of the President	38	70	70	**59**
Office of Chief Procurement Officer	47	66	64	**59**
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	43	66	64	**58**

To provide more information on employee engagement at lower levels, the table below includes engagement trends back to 2012 (if available) for your components, as well as the overall agency and governmentwide trends for comparison. Please note that depending on organizational structure in previous administrations not all components may trend back to 2012.

Engagement Trends

	Engagement Index			
	2012	2013	2014	2015
Governmentwide	65	64	63	64
Department of Housing and Urban Development	62	57	57	62

Engagement Component Trends

	Engagement Index			
	2012	2013	2014	2015
Office of Strategic Planning and Management			64	75
Office of the Secretary	53	56	69	69
Office of Lead Hazard Control and Healthy Homes	80	64	65	67
Office of Field Policy and Management	69	64	63	66
Asst Secretary for Policy, Development, & Research	69	59	60	65

	Engagement Index			
	2012	2013	2014	2015
Office of the Chief Administrative Officer			63	65
Office of the General Counsel	66	59	64	64
Ofc of Departmental Equal Employment Opportunity	43	38	49	63
Office of the Chief Human Capital Officer	61	56	57	63
Asst Sec for Community Planning and Development	59	60	56	62

Engagement Index (continued)

	Engagement Index			
	2012	2013	2014	2015
Office of the Chief Financial Officer	61	60	58	62
Asst Sec for Housing-Federal Housing Commissioner	63	56	55	61
Ofc of Chief Information Officer (Immediate Ofc)	56	56	59	60
Assistant Secretary for Public & Indian Housing	59	55	55	60
Office of the President	72	65	57	59
Office of Chief Procurement Officer	55	52	51	59
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	59	54	50	58

Global Satisfaction Index

The Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. The Global Satisfaction Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 37 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

Global Satisfaction Benchmarks

This table shows the Global Satisfaction Index score for each component in your agency as well as the scores for all four satisfaction factors.

Global Satisfaction Component Scores

	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization	2015 Global Satisfaction Index
Department of Housing and Urban Development	**62**	**65**	**51**	**50**	**57**
Office of Lead Hazard Control and Healthy Homes	70	68	64	59	**65**
Office of Strategic Planning and Management	68	73	68	51	**65**
Office of the Chief Administrative Officer	68	69	58	51	**61**
Office of the Secretary	75	55	68	47	**61**
Office of the Chief Financial Officer	71	71	56	44	**60**
Office of Field Policy and Management	66	71	53	52	**60**
Office of the General Counsel	65	64	57	54	**60**

Job Satisfaction: Considering everything, how satisfied are you with your job? (Q. 69)
Pay Satisfaction: Considering everything, how satisfied are you with your pay? (Q. 70)
Organization Satisfaction: Considering everything, how satisfied are you with your organization? (Q. 71)
Recommend Organization: I recommend my organization as a good place to work. (Q. 40)

Global Satisfaction Index (continued)

	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization	2015 Global Satisfaction Index
Department of Housing and Urban Development	**62**	**65**	**51**	**50**	**57**
Asst Sec for Community Planning and Development	63	68	53	49	**58**
Ofc of Chief Information Officer (Immediate Ofc)	63	64	57	49	**58**
Assistant Secretary for Public & Indian Housing	61	69	50	50	**58**
Asst Sec for Housing-Federal Housing Commissioner	60	64	50	52	**56**
Asst Secretary for Policy, Development, & Research	63	52	57	52	**56**
Office of the Chief Human Capital Officer	63	65	49	44	**55**
Ofc of Departmental Equal Employment Opportunity	57	64	54	38	**53**
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	55	58	44	44	**50**
Office of Chief Procurement Officer	51	61	40	40	**48**
Office of the President	62	40	41	44	**47**

To provide more information on global satisfaction at lower levels, the table below includes trends back to 2012 (if available) for your components, as well as the overall agency and governmentwide trends for comparison. Please note that depending on organizational structure in previous administrations not all components may trend back to 2012.

Global Satisfaction Trends

	Global Satisfaction Index			
	2012	2013	2014	2015
Governmentwide	63	59	59	60
Department of Housing and Urban Development	59	49	51	57

Global Satisfaction Component Trends

	Global Satisfaction Index			
	2012	2013	2014	2015
Office of Lead Hazard Control and Healthy Homes	77	65	66	65
Office of Strategic Planning and Management			52	65
Office of the Chief Administrative Officer			60	61
Office of the Secretary	51	45	53	61
Office of the Chief Financial Officer	60	58	53	60

	Global Satisfaction Index			
	2012	2013	2014	2015
Office of Field Policy and Management	64	56	57	60
Office of the General Counsel	61	49	55	60
Asst Sec for Community Planning and Development	55	51	49	58
Ofc of Chief Information Officer (Immediate Ofc)	52	48	62	58
Assistant Secretary for Public & Indian Housing	56	48	53	58

	Global Satisfaction Index			
	2012	2013	2014	2015
Asst Sec for Housing-Federal Housing Commissioner	62	49	48	56
Asst Secretary for Policy, Development, & Research	61	44	47	56
Office of the Chief Human Capital Officer	53	48	49	55
Ofc of Departmental Equal Employment Opportunity	32	21	48	53
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	56	48	43	50
Office of Chief Procurement Officer	41	47	48	48
Office of the President	69	58	47	47

The New IQ Index

The New IQ stands for the New Inclusion Quotient. The New IQ is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. It consists of 20 questions that relate to inclusive work environments. These 20 questions are grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. The New IQ Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 37 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

New IQ Benchmarks

This table shows the New IQ Index score for each component in your agency as well as the scores for all five habits of inclusion.

New IQ Component Scores

	Fair	Open	Cooperative	Supportive	Empowering	2015 New IQ Index
Department of Housing and Urban Development	**41**	**52**	**53**	**74**	**51**	**54**
Office of the Secretary	47	61	70	74	61	**63**
Asst Secretary for Policy, Development, & Research	54	59	56	81	54	**61**
Office of Strategic Planning and Management	51	60	55	82	55	**61**
Office of the General Counsel	51	58	57	78	53	**59**
Office of Field Policy and Management	48	57	55	77	57	**59**
Office of Lead Hazard Control and Healthy Homes	43	54	54	74	62	**57**

Fair: Are all employees treated equally? (Q. 23, 24, 25, 37, and 38)
Open: Does management support diversity in all ways? (Q. 32, 34, 45, and 55)
Cooperative: Does management encourage communication and collaboration? (Q. 58 and 59)
Supportive: Do supervisors value employees? (Q. 42, 46, 48, 49, and 50)
Empowering: Do employees have the resources and support needed to excel? (Q. 2, 3, 11, and 30)

	Fair	Open	Cooperative	Supportive	Empowering	2015 New IQ Index
Department of Housing and Urban Development	**41**	**52**	**53**	**74**	**51**	**54**
Office of the Chief Human Capital Officer	46	54	52	74	56	**56**
Office of the Chief Financial Officer	44	55	53	72	54	**56**
Office of the Chief Administrative Officer	42	51	52	73	58	**55**
Ofc of Departmental Equal Employment Opportunity	39	61	44	75	55	**55**
Asst Sec for Community Planning and Development	39	52	53	73	48	**53**
Asst Sec for Housing-Federal Housing Commissioner	38	50	53	74	51	**53**
Office of Chief Procurement Officer	45	50	48	72	48	**53**
Assistant Secretary for Public & Indian Housing	39	49	53	72	49	**52**
Office of the President	34	49	45	73	56	**51**
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	42	50	48	71	46	**51**
Ofc of Chief Information Officer (Immediate Ofc)	36	50	44	69	50	**50**

To provide more information on the New IQ at lower levels, the table below includes trends back to 2012 (if available) for your components, as well as the overall agency and governmentwide trends for comparison. Please note that depending on organizational structure in previous administrations not all components may trend back to 2012.

New IQ Trends

	New IQ Index			
	2012	2013	2014	2015
Governmentwide	57	56	56	57
Department of Housing and Urban Development	54	49	49	54

New IQ Component Trends

	New IQ Index			
	2012	2013	2014	2015
Office of the Secretary	47	47	65	63
Asst Secretary for Policy, Development, & Research	62	54	56	61
Office of Strategic Planning and Management			55	61
Office of the General Counsel	59	53	56	59
Office of Field Policy and Management	63	57	56	59

	New IQ Index			
	2012	2013	2014	2015
Office of Lead Hazard Control and Healthy Homes	68	55	53	57
Office of the Chief Human Capital Officer	54	46	50	56
Office of the Chief Financial Officer	55	53	52	56
Office of the Chief Administrative Officer			55	55
Ofc of Departmental Equal Employment Opportunity	38	29	44	55

	New IQ Index			
	2012	2013	2014	2015
Asst Sec for Community Planning and Development	50	51	48	53
Asst Sec for Housing-Federal Housing Commissioner	54	49	48	53
Office of Chief Procurement Officer	49	46	44	53
Assistant Secretary for Public & Indian Housing	53	47	47	52
Office of the President	65	56	48	51
Asst Sec for Fair Housing & Equal Opp (A/S Ofc)	53	46	44	51
Ofc of Chief Information Officer (Immediate Ofc)	48	48	52	50

Decision Aid: Increases

Identifying Increases Since 2014

The items in this section are sorted by greatest to smallest increase in percent positive ratings. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The legend icons help to highlight areas in need of continued focus and areas that have been successfully improved and should be celebrated.

69 Items Increased Since 2014

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

New Strength
These items became a new strength in 2015

	2014 Positive	2015 Positive	2015 Neutral	2015 Negative	Increase Since 2014
Considering everything, how satisfied are you with your organization? (Q. 71)	43	51	23	25	**+8**
My agency is successful at accomplishing its mission. (Q. 39)	57	65	24	11	**+8**
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	35	43	25	32	**+8**
I recommend my organization as a good place to work. (Q. 40)	42	50	24	26	**+8**
Awards in my work unit depend on how well employees perform their jobs. (Q. 25)	34	42	26	33	**+8**
I feel encouraged to come up with new and better ways of doing things. (Q. 3)	48	55	19	26	**+7**
I am given a real opportunity to improve my skills in my organization. (Q. 1)	51	58	18	24	**+7**
Employees are recognized for providing high quality products and services. (Q. 31)	37	44	24	32	**+7**
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34)	42	49	29	22	**+7**
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	26	33	28	39	**+7**

Decision Aid: Increases (continued)

	2014 Positive	**2015 Positive**	**2015 Neutral**	**2015 Negative**	Increase Since 2014
The skill level in my work unit has improved in the past year. (Q. 27)	45	52	30	18	**+7**
My work unit is able to recruit people with the right skills. (Q. 21)	28	34	26	39	**+6**
I have a high level of respect for my organization's senior leaders. (Q. 61)	42	48	26	25	**+6**
Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)	30	36	26	38	**+6**
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	30	36	26	38	**+6**
Considering everything, how satisfied are you with your job? (Q. 69)	56	62	19	20	**+6**
Managers communicate the goals and priorities of the organization. (Q. 56)	53	59	21	20	**+6**
Supervisors in my work unit support employee development. (Q. 47)	59	65	18	17	**+6**
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	26	32	29	39	**+6**
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 54)	38	44	29	27	**+6**
I know how my work relates to the agency's goals and priorities. (Q. 12)	75	81	11	8	**+6**
Discussions with my supervisor about my performance are worthwhile. (Q. 44)	55	61	19	20	**+6**
How satisfied are you with the recognition you receive for doing a good job? (Q. 65)	44	49	23	28	**+5**
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q. 57)	54	59	24	17	**+5**
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	60	65	23	12	**+5**
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64)	39	44	25	31	**+5**
How satisfied are you with the policies and practices of your senior leaders? (Q. 66)	32	37	31	31	**+5**
Creativity and innovation are rewarded. (Q. 32)	30	35	29	36	**+5**
My work gives me a feeling of personal accomplishment. (Q. 4)	63	68	15	16	**+5**
I have trust and confidence in my supervisor. (Q. 51)	59	64	17	19	**+5**
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 29)	54	59	21	20	**+5**
How satisfied are you with your involvement in decisions that affect your work? (Q. 63)	42	47	24	29	**+5**

Decision Aid: Increases (continued)

	2014 Positive	**2015 Positive**	**2015 Neutral**	**2015 Negative**	Increase Since 2014
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q. 37)	41	46	26	28	**+5**
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 46)	55	60	20	19	**+5**
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	45	50	23	26	**+5**
My talents are used well in the workplace. (Q. 11)	48	53	17	30	**+5**
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q. 43)	61	66	16	18	**+5**
How satisfied are you with the training you receive for your present job? (Q. 68)	40	45	26	29	**+5**
Promotions in my work unit are based on merit. (Q. 22)	26	31	29	40	**+5**
Senior leaders demonstrate support for Work/Life programs. (Q. 62)	49	54	26	20	**+5**
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	64	69	18	13	**+5**
My supervisor treats me with respect. (Q. 49)	75	80	10	11	**+5**
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 60)	52	57	24	19	**+5**
My supervisor supports my need to balance work and other life issues. (Q. 42)	75	80	10	10	**+5**
My training needs are assessed. (Q. 18)	41	45	24	31	**+4**
Prohibited Personnel Practices are not tolerated. (Q. 38)	53	57	23	20	**+4**
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	37	41	16	43	**+4**
My supervisor listens to what I have to say. (Q. 48)	71	75	12	13	**+4**
Supervisors work well with employees of different backgrounds. (Q. 55)	53	57	25	18	**+4**
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 17)	54	58	22	21	**+4**
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q. 19)	65	69	13	18	**+4**
Managers support collaboration across work units to accomplish work objectives. (Q. 59)	51	55	22	23	**+4**
My performance appraisal is a fair reflection of my performance. (Q. 15)	61	65	16	20	**+4**

Decision Aid: Increases (continued)

	2014 Positive	**2015 Positive**	**2015 Neutral**	**2015 Negative**	Increase Since 2014
My workload is reasonable. (Q. 10)	49	52	17	31	**+3**
Employees in my work unit share job knowledge with each other. (Q. 26)	69	72	13	14	**+3**
I have enough information to do my job well. (Q. 2)	58	61	17	22	**+3**
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	23	26	29	45	**+3**
The people I work with cooperate to get the job done. (Q. 20)	70	73	14	13	**+3**
Considering everything, how satisfied are you with your pay? (Q. 70)	62	65	16	20	**+3**
How would you rate the overall quality of work done by your work unit? (Q. 28)	80	83	14	3	**+3**
I am held accountable for achieving results. (Q. 16)	79	82	13	6	**+3**
Employees are protected from health and safety hazards on the job. (Q. 35)	67	70	17	13	**+3**
Pay raises depend on how well employees perform their jobs. (Q. 33)	18	20	28	51	**+2**
I know what is expected of me on the job. (Q. 6)	71	73	14	13	**+2**
I like the kind of work I do. (Q. 5)	76	78	13	9	**+2**
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	61	63	14	23	**+2**
The work I do is important. (Q. 13)	85	86	9	5	**+1**
I am constantly looking for ways to do my job better. (Q. 8)	87	88	9	2	**+1**
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	95	96	3	2	**+1**

Decision Aid: Decreases

Identifying Decreases Since 2014

The items in this section are sorted by greatest to smallest decrease in percent positive ratings. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold.

2 Items Decreased Since 2014

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

Past Strength
These items are no longer a strength in 2015

	2014 Positive	**2015 Positive**	**2015 Neutral**	**2015 Negative**	Decrease Since 2014
My organization has prepared employees for potential security threats. (Q. 36)	71	70	18	12	**-1**
In the last six months, my supervisor has talked with me about my performance. (Q. 50)	74	73	11	16	**-1**

Decision Aid: No Change

Identifying Items That Have Not Changed Since 2014

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive ratings is a finding that should be celebrated. Look at these items individually to determine whether there may be areas of concern for your agency.

Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral ratings.

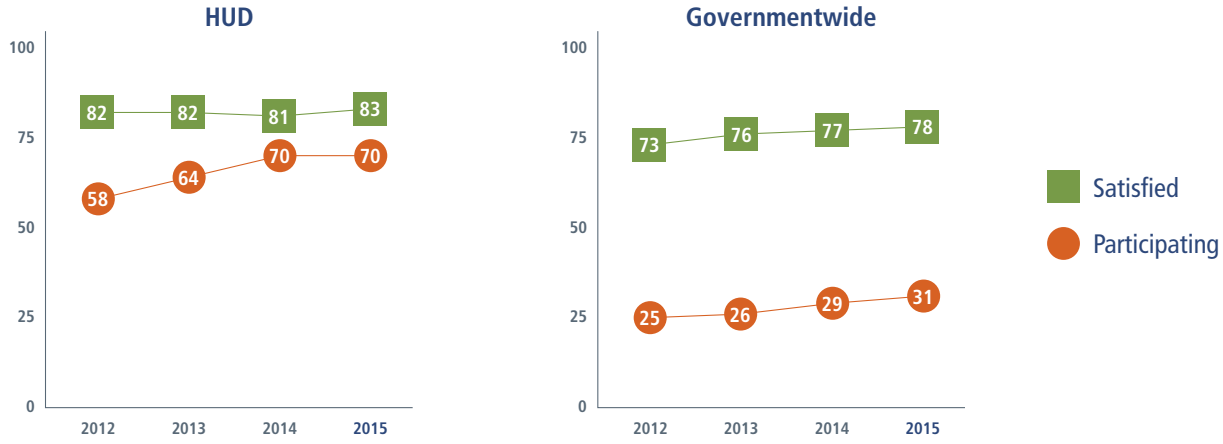
0 Items Did Not Change Since 2014

Work/Life Programs

Employee Ratings of Workplace Flexibilities

Work/Life Programs are critical to ensuring employees can effectively balance the demands of the workplace with responsibilities in their personal lives. In addition to being an important recruitment and retention tool, effective work/life programs decrease the burden on employees and help them to focus on the important work they do. Your agency's work/life program participation and satisfaction results are displayed in the following figures.

Telework Trends



Telework Status

70% Telework

30% Do Not Telework

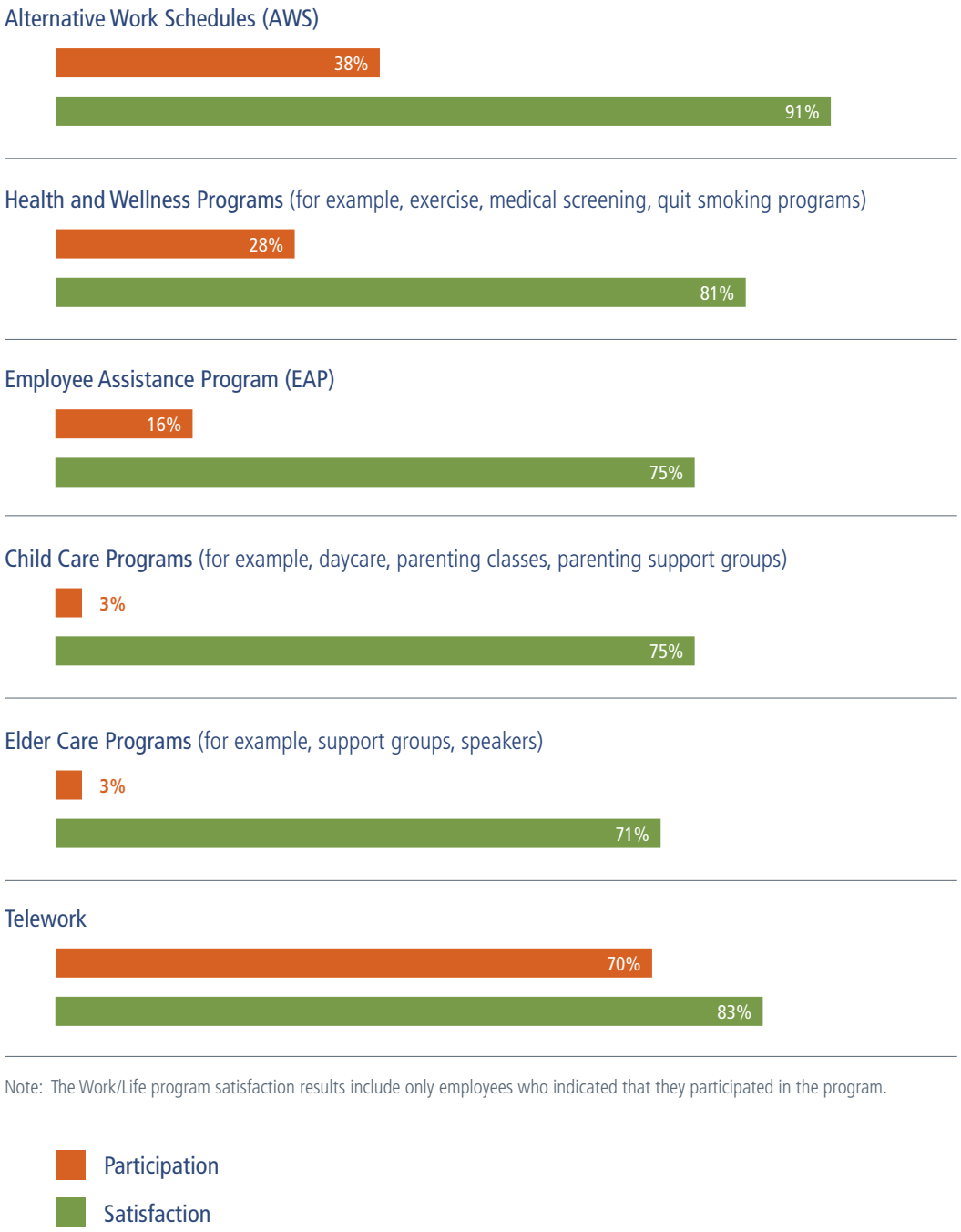
HUD		G'wide
12%	I telework 3 or more days per week	5%
41%	I telework 1 or 2 days per week	11%
5%	I telework, but no more than 1 or 2 days per month	4%
12%	I telework very infrequently, on an unscheduled or short-term basis	11%
3%	I do not telework because I have to be physically present on the job	32%
2%	I do not telework because I have technical issues	5%
7%	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	20%
18%	I do not telework because I choose not to telework	12%

31% Telework

69% Do Not Telework

Note: The sum of percentages may not add to 100 due to rounding.

Work/Life Program Participation and Satisfaction



Note: The Work/Life program satisfaction results include only employees who indicated that they participated in the program.

Special Topic: Engagement

With the continued emphasis on employee engagement across the Federal Government, this section provides a more in-depth analysis of the conditions that lead to engagement. The Engagement Index is broken down by three demographic categories: generations, agency tenure, and the five most common occupational series in your agency in 2015. This year, trend results back to 2012 are also included. This section will help you determine if parts of your workforce are lacking the conditions needed for engagement, which can help guide attention to specific groups. For example, if newer employees have lower scores on the Engagement Index, you might consider the possibility that this group does not know what is expected of it on the job (Q. 6).

Generations

Note: The method of calculating generations was changed in 2015 and applied to previous years, which accounts for any discrepancies between previous results and those displayed here.

	Engagement Index			
	2012	2013	2014	2015
Traditionalists	63%	62%	68%	68%
Baby Boomers	62%	57%	57%	62%
Generation X	62%	56%	55%	60%
Generation Y	65%	58%	57%	65%

Agency Tenure

	Engagement Index			
	2012	2013	2014	2015
Less than 4 years	68%	59%	60%	67%
4 to 10 years	59%	54%	54%	60%
11 or more years	61%	57%	57%	62%

Occupational Series

	Engagement Index			
	2012	2013	2014	2015
General Business & Industry	61%	56%	56%	62%
Misc Administration & Prgm	64%	61%	59%	63%
Mgmt & Prgrm Analysis	58%	53%	55%	58%
General Attorney	66%	57%	60%	64%
Misc Clerk & Assistant	61%	57%	54%	60%

Appendix A: Item Results and Benchmarks

For each item, your agency's percent positive response is shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 37 departments and large agencies surveyed, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense.

To understand how well your agency performed compared to others, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive response for that item. Additionally, you can numerically compare your percent positive to the governmentwide average listed to the right of each item.

	HUD	2015 G'wide
My Work Experience		
‡1. I am given a real opportunity to improve my skills in my organization.	58%	61%
2. I have enough information to do my job well.	61%	70%
3. I feel encouraged to come up with new and better ways of doing things.	55%	56%
‡4. My work gives me a feeling of personal accomplishment.	68%	70%
5. I like the kind of work I do.	78%	83%
6. I know what is expected of me on the job.	73%	79%
7. When needed I am willing to put in the extra effort to get a job done.	96%	96%
8. I am constantly looking for ways to do my job better.	88%	90%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	41%	46%
‡10. My workload is reasonable.	52%	57%
‡11. My talents are used well in the workplace.	53%	58%
‡12. I know how my work relates to the agency's goals and priorities.	81%	82%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	HUD (0 Low – 100 High)	2015 G'wide
‡13. The work I do is important.	86%	90%
‡14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63%	66%
‡15. My performance appraisal is a fair reflection of my performance.	65%	69%
16. I am held accountable for achieving results.	82%	81%
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58%	61%
‡18. My training needs are assessed.	45%	52%
‡19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69%	68%
My Work Unit		
‡20. The people I work with cooperate to get the job done.	73%	73%
‡21. My work unit is able to recruit people with the right skills.	34%	42%
‡22. Promotions in my work unit are based on merit.	31%	33%
‡23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26%	28%
‡24. In my work unit, differences in performance are recognized in a meaningful way.	33%	33%
25. Awards in my work unit depend on how well employees perform their jobs.	42%	40%
26. Employees in my work unit share job knowledge with each other.	72%	73%
27. The skill level in my work unit has improved in the past year.	52%	53%
28. How would you rate the overall quality of work done by your work unit?	83%	82%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	HUD (0 Low – 100 High)	2015 G'wide
My Agency		
‡29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	59%	69%
‡30. Employees have a feeling of personal empowerment with respect to work processes.	36%	43%
31. Employees are recognized for providing high quality products and services.	44%	47%
‡32. Creativity and innovation are rewarded.	35%	37%
‡33. Pay raises depend on how well employees perform their jobs.	20%	21%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49%	56%
‡35. Employees are protected from health and safety hazards on the job.	70%	76%
‡36. My organization has prepared employees for potential security threats.	70%	76%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	46%	51%
38. Prohibited Personnel Practices are not tolerated.	57%	66%
39. My agency is successful at accomplishing its mission.	65%	73%
40. I recommend my organization as a good place to work.	50%	63%
41. I believe the results of this survey will be used to make my agency a better place to work.	43%	39%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	HUD (0 Low – 100 High)	2015 G'wide
My Supervisor		
‡42. My supervisor supports my need to balance work and other life issues.	80%	78%
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	66%	65%
‡44. Discussions with my supervisor about my performance are worthwhile.	61%	63%
45. My supervisor is committed to a workforce representative of all segments of society.	65%	67%
46. My supervisor provides me with constructive suggestions to improve my job performance.	60%	61%
‡47. Supervisors in my work unit support employee development.	65%	64%
48. My supervisor listens to what I have to say.	75%	76%
49. My supervisor treats me with respect.	80%	81%
50. In the last six months, my supervisor has talked with me about my performance.	73%	77%
‡51. I have trust and confidence in my supervisor.	64%	67%
‡52. Overall, how good a job do you feel is being done by your immediate supervisor?	69%	70%
Leadership		
‡53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36%	39%
54. My organization's senior leaders maintain high standards of honesty and integrity.	44%	50%
‡55. Supervisors work well with employees of different backgrounds.	57%	63%
‡56. Managers communicate the goals and priorities of the organization.	59%	59%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	HUD (0 Low – 100 High)	2015 G'wide
‡57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59%	59%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	50%	51%
59. Managers support collaboration across work units to accomplish work objectives.	55%	54%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	57%	57%
‡61. I have a high level of respect for my organization's senior leaders.	48%	51%
62. Senior leaders demonstrate support for Work/Life programs.	54%	53%
My Satisfaction		
‡63. How satisfied are you with your involvement in decisions that affect your work?	47%	50%
‡64. How satisfied are you with the information you receive from management on what's going on in your organization?	44%	47%
‡65. How satisfied are you with the recognition you receive for doing a good job?	49%	47%
‡66. How satisfied are you with the policies and practices of your senior leaders?	37%	41%
‡67. How satisfied are you with your opportunity to get a better job in your organization?	32%	35%
‡68. How satisfied are you with the training you receive for your present job?	45%	52%
‡69. Considering everything, how satisfied are you with your job?	62%	65%
‡70. Considering everything, how satisfied are you with your pay?	65%	57%
71. Considering everything, how satisfied are you with your organization?	51%	56%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	0 Low — HUD — High 100	2015 G'wide
Work/Life Programs		
72. Have you been notified that you are eligible to telework? (See Appendix B)		
73. Please select the response below that best describes your current teleworking situation. (See Work/Life section)		
74 - 78. Do you participate in the following Work/Life programs? (See Work/Life section and Appendix B)		
79 - 84. How satisfied are you with the following Work/Life programs?*		
79. Telework	83%	78%
80. Alternative Work Schedules (AWS)	91%	89%
81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	81%	80%
82. Employee Assistance Program (EAP)	75%	75%
83. Child Care Programs (for example, daycare, parenting classes, parenting support groups)	75%	72%
84. Elder Care Programs (for example, support groups, speakers)	71%	66%

* The Work/Life program satisfaction results include only employees who indicated that they participated in the program.

Appendix B: Work/Life Programs & Demographic Results

Appendix B displays more detailed Work/Life Program results for your agency. It also includes the demographic characteristics of your agency's survey respondents. Use the Work/Life results to gain an understanding of how your Work/Life Programs are utilized and rated. The demographic results can be useful in planning, recruiting, and training activities in your agency.

	2015 Percentages
Work/Life Programs	
Have you been notified that you are eligible to telework?	
Yes, I was notified that I was eligible to telework	80
Yes, I was notified that I was not eligible to telework	7
No, I was not notified of my telework eligibility	8
Not sure if I was notified of my telework eligibility	4
Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	
Yes	38
No	57
Not Available to Me	5
Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	
Yes	28
No	62
Not Available to Me	10
Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	
Yes	16
No	81
Not Available to Me	3
Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	
Yes	3
No	82
Not Available to Me	15
Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	
Yes	3
No	82
Not Available to Me	16

	2015 Percentages
Demographic Results	
Where do you work?	
Headquarters	38
Field	62
What is your supervisory status?	
Non-Supervisor	71
Team Leader	8
Supervisor	12
Manager	7
Senior Leader	2
Are you:	
Male	40
Female	60
Are you Hispanic or Latino?	
Yes	9
No	91
Are you:	
American Indian or Alaska Native	1
Asian	5
Black or African American	35
Native Hawaiian or Other Pacific Islander	<1
White	54
Two or more races (not Hispanic or Latino)	4
What is the highest degree or level of education you have completed?	
Less than High School	<1
High School Diploma/GED or equivalent	4
Trade or Technical Certificate	1
Some College (no degree)	15
Associate's Degree (e.g., AA, AS)	6
Bachelor's Degree (e.g., BA, BS)	31
Master's Degree (e.g., MA, MS, MBA)	30
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12

Note: Demographic results are unweighted.

	2015 Percentages
What is your pay category/grade?	
Federal Wage System	0
GS 1-6	1
GS 7-12	32
GS 13-15	66
Senior Executive Service	1
Senior Level (SL) or Scientific or Professional (ST)	<1
Other	<1
How long have you been with the Federal Government (excluding military service)?	
Less than 1 year	3
1 to 3 years	5
4 to 5 years	10
6 to 10 years	18
11 to 14 years	11
15 to 20 years	11
More than 20 years	42
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	6
1 to 3 years	8
4 to 5 years	13
6 to 10 years	20
11 to 20 years	22
More than 20 years	31
Are you considering leaving your organization within the next year, and if so, why?	
No	62
Yes, to retire	8
Yes, to take another job within the Federal Government	21
Yes, to take another job outside the Federal Government	4
Yes, other	4
I am planning to retire:	
Within one year	5
Between one and three years	12
Between three and five years	12
Five or more years	71

Note: Demographic results are unweighted.

	2015 Percentages
Do you consider yourself to be one or more of the following?	
Heterosexual or Straight	84
Gay, Lesbian, Bisexual or Transgender	3
I Prefer Not to Say	12
What is your US military service status?	
No Prior Military Service	82
Currently in National Guard or Reserves	1
Retired	4
Separated or Discharged	13
Are you an individual with a disability?	
Yes	13
No	87
What is your age group?	
25 and under	1
26-29	3
30-39	15
40-49	23
50-59	36
60 or older	23

Note: Demographic results are unweighted.

United States
Office of Personnel Management
Planning and Policy Analysis

1900 E Street, NW
Washington, DC 20415

www.opm.gov/FEVS

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Appendix I……HUD’s Delegation of Authority

Frequency of submission: Quarterly, Annually.

	Number of respondents	×	Annual responses	×	Hours per response	=	Burden hours
Reporting Burden	11,000		2.2		4.511		109,175

Total estimated burden hours: 109,175.

Status: Reinstatement with change of a previously approved collection.

Authority: Section 3507 of the Paperwork Reduction Act of 1995, 44 U.S.C. 35, as amended.

Dated: June 16, 2011.

Colette Pollard,

Departmental Reports Management Officer, Office of the Chief Information Officer.

[FR Doc. 2011–15514 Filed 6–21–11; 8:45 am]

BILLING CODE 4210–67–P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[Docket No. FR–5521–D–01]

Delegation of Authority for the Office of Departmental Equal Employment Opportunity

AGENCY: Office of the Secretary, HUD.

ACTION: Notice of delegation of authority.

SUMMARY: In this notice, the Secretary of HUD delegates concurrent authority to the Director and Deputy Director, Office of Departmental Equal Employment Opportunity (ODEEO) with respect to all matters pertaining to the work of ODEEO and supersedes any prior delegation of authority from the Secretary to the Director, ODEEO.

DATES: *Effective Date:* June 14, 2011.

FOR FURTHER INFORMATION CONTACT: Michelle A. Cottom, Acting Director, Office of Departmental Equal Employment Opportunity, Department of Housing and Urban Development, Room 2134, 451 7th Street, SW., Washington, DC 20410–6000, telephone number 202–402–5627. (This is not a toll-free number.) Persons with hearing or speech impairments may access this number through TTY by calling the toll-free Federal Relay Service at 1–800–877–8339.

SUPPLEMENTARY INFORMATION: For HUD, a commitment to equal opportunity is fundamental, not only relative to the public's expectations of fair housing without discrimination, but also to HUD's employment of a workforce that reflects the communities it serves. HUD remains committed to building a leading equal employment opportunity (EEO) program. Section 1614.102 of title 29, Code of Federal Regulations requires that the agency's EEO program be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures, or practices. It also provides that the EEO program support the agency's strategic mission and that the ODEEO Director be under the direct supervision of the agency head. The ODEEO Director, Deputy Director, and other ODEEO professional staff that are responsible for EEO programs must have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and must be involved in, and consulted on, management/personnel actions.

Section A. Authority Delegated

The Secretary hereby delegates to the Director and Deputy Director, ODEEO concurrent authority and responsibility to promulgate and implement all policies, procedures, and practices to operate a model EEO program. The Secretary may revoke the authority authorized herein, in whole or part, at any time.

Section B. Authority Excepted

The authority delegated in this document does not include the authority to sue or be sued or to issue or waive regulations.

Section C. Authority To Redelegate

The authority delegated in this document may be redelegated.

Section D. Authority Superseded

This delegation supersedes any previous delegations of authority from the Secretary to the Director, ODEEO.

Authority: Section 7(d) of the United States Department of Housing and Urban Development Act, 42 U.S.C. 3535(d).

Dated: June 14, 2011.

Shaun Donovan,

Secretary.

[FR Doc. 2011–15512 Filed 6–21–11; 8:45 am]

BILLING CODE 4210–67–P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[FR–5415–FA–08]

Announcement of Funding Awards; Indian Community Development Block Grant Program; Fiscal Year 2010

AGENCY: Office of Native American Programs, Office of Public and Indian Housing, HUD.

ACTION: Announcement of funding awards.

SUMMARY: In accordance with Section 102(a)(4)(C) of the Department of Housing and Urban Development Reform Act of 1989, this announcement notifies the public of funding decisions made by the Department in a competition for funding under the Fiscal Year 2010 (FY 2010) Notice of Funding Availability (NOFA) for the Indian Community Development Block Grant (ICDBG) Program. This announcement contains the consolidated names and addresses of this year's award recipients under the ICDBG.

FOR FURTHER INFORMATION CONTACT: For questions concerning the ICDBG Program awards, contact the Area Office of Native American Programs (ONAP) serving your area or Deborah M. Lalancette, Office of Native Programs, 1670 Broadway, 23rd Floor, Denver, CO 80202, telephone (303) 675–1600. Hearing or speech-impaired individuals may access this number via TTY by calling the toll-free Federal Information Relay Service at (800) 877–8339.

SUPPLEMENTARY INFORMATION: This program provides grants to Indian Tribes and Alaska Native Villages to develop viable Indian and Alaska Native communities, including the creation of decent housing, suitable living environments, and economic opportunities primarily for persons with low and moderate incomes as defined in 24 CFR 1003.4.

The FY 2010 awards announced in this Notice were selected for funding in a competition posted on HUD's Web site on August 24, 2010. Applications were scored and selected for funding based on the selection criteria in that notice and Area ONAP geographic jurisdictional competitions.

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Appendix J……HUD’s EEO Policy Statement

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR: All HUD Employees

FROM: Julián Castro

SUBJECT: POLICY STATEMENT—Equal Employment Opportunity

I am issuing this Equal Employment Opportunity (EEO) Policy Statement to illustrate my commitment that the U.S. Department of Housing and Urban Development is a workplace where all employees, as well as applicants seeking employment with our organization, are given equal employment opportunity and are free from discrimination.

Building on the founding Housing Act of 1949, and through continued efforts in creating strong, sustainable, inclusive communities and quality affordable homes, HUD's responsibilities touch the lives and dreams of all Americans. To do this work fairly and equitably, HUD is committed to a work environment that promotes equal opportunity for all employees, job applicants, and those that benefit from HUD programs and activities—regardless of their race, color, sex, religion, national origin, age (40 and over), disability, veteran status, protected genetic information, protected activity, sexual orientation, gender identity and expression, marital status, or parental or pregnancy status.

HUD has a zero tolerance standard for all types of discrimination, harassment, and civil rights violations in the workplace. We will continue to be vigilant in taking seriously all allegations of discrimination, retaliation, and harassment, and expect managers and leaders to respond promptly and appropriately to any reported concerns. All employees will continue to be held accountable for compliance with EEO laws and policies and for treating colleagues with respect, dignity, and professionalism. It is HUD's policy that any employee who engages in inappropriate or unacceptable behavior or condones behavior that violates this EEO policy will be subject to disciplinary action, including removal.

Ensuring the principles of equal opportunity at HUD is a strategic imperative, and must be promoted through the fundamentals of fairness and equity. Managers and employees have a responsibility to foster positive, inclusive, and professional work environment that respects and values the differences of HUD's employees, and capitalizes on their diverse talents and fulfillment of their potential.

I am confident that with all of us working together, HUD will continue to make important strides in safeguarding equal opportunity for all employees. A commitment to equal opportunity is the responsibility of every HUD employee, and is essential to the Department's continued

progress and service to the American people. Thank you for your continued support and contribution in making HUD a great place to work.

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Appendix K……HUD’s Anti-Harassment Policy Statement

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR: All HUD Employees

FROM: Julián Castro

SUBJECT: POLICY STATEMENT — Unlawful Harassment

I am issuing this Prevention of Harassment Policy Statement as a means of demonstrating my commitment to assuring that the U.S. Department of Housing and Urban Development provides and maintains a work environment that is free from all forms of harassing conduct, and to prevent any harassing conduct before it becomes severe or pervasive. This policy applies to all employees in their working relationships and includes harassment by coworkers, supervisors, or nonemployees.

Harassment, whether sexual or nonsexual, is defined as any unwelcome verbal, nonverbal, or physical conduct that is based on race, color, religion, sex (sexual orientation, gender identity and expression, marital status, parental status, or pregnancy), national origin, age (40 or over), disability, veteran, or genetic information. Harassment becomes unlawful when (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a complaint of discrimination; testifying, or participating in any way, in an investigation, proceeding, or a lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

HUD is committed to addressing and eliminating harassing conduct. A hostile environment claim under Title VII usually requires showing a pattern of offensive conduct. HUD will not wait for such a pattern to emerge. Rather, HUD will act before the harassing conduct becomes so pervasive and offensive as to constitute a hostile environment. It is HUD's policy that any employee who engages in unacceptable behavior or condones behavior that violates this policy will be subject to disciplinary action, including removal.

HUD will enforce a "zero tolerance" policy for harassing behavior, which extends to retaliation against any employee for making a good faith report of harassing conduct under this or any other policy or procedure, or for assisting in any inquiry into such a report. Complaints of retaliation will be handled pursuant to the Department's statutory Equal Employment Opportunity (EEO) complaint process, and/or union collective bargaining agreements covering harassment.

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Appendix L……HUD’s Alternative Dispute Resolution (ADR) Policy Statement

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR: All HUD Employees

FROM: Julián Castro

SUBJECT: POLICY STATEMENT—Alternative Dispute Resolution

As an advocate of Alternative Dispute Resolution (ADR), I pledge my commitment to maintain a healthy and safe environment within the U.S. Department of Housing and Urban Development that fosters communication, trust, and a workplace where all employees, as well as applicants seeking employment with our organization, are treated with dignity and respect free from discrimination and harassment.

ADR is the resolution of workplace disputes through informal, voluntary, consensual techniques (settlements, negotiations, arbitration, mediation, and facilitation) without litigation or formal administrative complaint processes. ADR is designed to supplement, not limit or replace, the formal grievance and Equal Employment Opportunity (EEO) complaint procedures already established in the Department.

Participation in ADR is strongly encouraged and may be initiated prior to, or after, the filing of a formal EEO complaint through the traditional administrative processes. ADR can be a valuable tool to resolve EEO complaints, grievances, and other unresolved disputes in the workplace. Managers and supervisors are required to use and participate in ADR as a tool to resolve disputes at the earliest stage possible, and prevent and minimize the escalation of disputes in an expeditious, cost-effective, and mutually acceptable manner.

Fairness of ADR is manifested by incorporating such principles as voluntariness, neutrality, confidentiality, enforceability, flexibility, training, and evaluation. HUD's ADR program is available to all employees, former employees, and applicants for employment who believe that they have suffered discrimination in the workplace because of their race, color, national origin, religion, veteran status, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, or sexual orientation, or for participating in a protected activity in the EEO complaint process or having opposed a practice that is illegal under the EEO statutes.

I fully endorse the use of ADR and encourage all employees to work together to resolve workplace disputes, building a stronger HUD. I encourage all managers and supervisors to embrace my ADR philosophy, and I look forward to seeing the benefits of ADR throughout the Department.

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