Here To Help

Miami Metropolitan Housing Authority

Board of Commissioners Responsibilities

A Housing Authority Board of Commissioners is a governing body responsible for overseeing the operations and financial health of a public housing agency, primarily by setting policies, approving budgets, monitoring management, and ensuring compliance with federal and local regulations, all while prioritizing the needs of low-income residents and the community they serve; essentially acting as the highest level of decision-makers for the housing authority.

Key responsibilities of a Housing Authority Board of Commissioners:

- **Policy Development and Oversight:**

  Establishing and reviewing policies related to tenant selection, eligibility, rent calculations, maintenance standards, and overall housing operations.

- **Financial Management:**

  Approving annual budgets, reviewing financial reports, ensuring financial stability, and monitoring expenditures to prevent fraud and waste.

- **Executive Oversight:**

  Hiring and evaluating the performance of the Housing Authority's Executive Director, providing guidance on strategic direction.

- **Community Engagement:**

  Representing the Housing Authority to the community, listening to resident concerns, and advocating for affordable housing needs.

- **Compliance with Regulations:**

  Ensuring adherence to all federal, state, and local housing laws and regulations, including fair housing practices.

- **Strategic Planning:**

  Developing long-term goals and strategies to address housing needs within the community.

- **Board Meetings:**

  Actively participating in regular board meetings, reviewing agenda items, and making informed decisions based on presented information. Important aspects of the role:

- **Fiduciary Responsibility:**

  Acting in the best interest of the Housing Authority and its residents, upholding ethical standards.

- **Knowledge of Housing Regulations:**

  Staying updated on current laws and regulations related to public housing.

- **Leadership Skills:**

  Ability to facilitate discussions, build consensus among board members, and make sound decisions.

- **Community Awareness:**

  Understanding the needs and challenges of the community served by the Housing Authority.

Importance of a Good Working Relationship

In order to have a well-run agency, it is important to have a good working relationship between the Board and the Executive Director. To this end, a Commissioner should:

- Allow the Executive Director to do his/her job without interference.
- Always be open and honest about any problems or concerns that arise.
- Never ask special favors of the staff, including requests for information, unless you have consulted with the Executive Director.
- Refrain from taking it upon yourself to meet with staff, discuss Housing Authority business with constituents or seek any public forum on an individual basis. Always ask for information from, and through, the Executive Director, preferably at a Board meeting.
- Support the Executive Director in his/her relationships with outside groups or individuals.

Avoiding Conflict

To avoid conflict, Commissioners should:

- Serve the agency as a whole rather than any special interest groups or individuals.
- Avoid even the appearance of a conflict of interest. Disclose any possible conflict of interest to the Board in a timely manner.
- Maintain objectivity on all matters coming before the Board. Be fair, ethical and always exhibit personal integrity.
- Never accept (or offer) favors or gifts from (or to) anyone who works for, is a constituent of, or does business with the Housing Authority.

What Not to Do:

A Commissioner should not:

- Hold meetings individually with constituents. If either the staff or clients contact a commissioner, they should be reminded of the chain of command and be encouraged to talk with the Executive Director or their immediate supervisor.
- Be a spectator at Board meetings. Participation is needed from all who sit on the Board.
- Interfere in the day-to-day operations of the Housing Authority.
- Criticize the Housing Authority operations or staff to the press or other outside individuals or groups. Any concerns should be discussed with the Executive Director and at a meeting of the Board.
- Make decisions via email or by telephone. All decisions must be made according to the open meetings law.
- Discuss Housing Authority business outside of the Housing Authority board meeting.
- Closed Sessions: The Board of Commissioners should never meet in closed session without the Executive Director present. The Executive Director is the link with the agency. He/she knows every aspect of the organization and should be involved in all decisions. Unless it is in a very dire circumstance about the firing of the Executive Director. In this rare case, the Board should and must, do their duty, if they have proof of poor judgement, malfeasance, abuse in office, or some other reason to separate the Executive Director from their position have an Executive Session of the Board without the Executive Director present. The Secretary should take notes but the notes should not be shared electronically or widely or publicly as the session is closed.

Duties of Commissioners

- Set policies for the Housing Authority regarding its course of action.
- Pass resolutions that give the Housing Authority the direction from the Board.
- Determine how policy is implemented by reviewing reports submitted at meetings by management staff.
- Receive information as to the status of current programs or upcoming issues that are important to the Housing Authority
- Review financial information.
- Preparation for the Meeting

Several days before the meeting, the Commissioners should be provided with copies of the agenda and all resolutions or other materials to be discussed at the meeting. This will allow Commissioners a chance to review the information and make sound decisions on important matters to come before the Board. Commissioners should review all materials received prior to the meeting so they will be familiar with the issues that will be discussed at the meeting.

During the Meeting:

- Adhere to the established meeting procedures.
- Limit action on any new topic not on the agenda to discussion, unless it is of an emergency nature.

- Keep the meeting focused and stay on time. The actual meeting should not last more than 2 to 3 hours.
- Ask questions about topics being voted on.
- Suggest issues or topics to be placed on the agenda for the next meeting.
- Robert's Rules of Order should prevail.

Follow-up to the Meeting:

- Minutes are written up and sent to the Commissioners prior to the next meeting.
- If possible, any actions dictated by the Board will be implemented by the Executive Director prior to the next meeting.

STRATEGIC PLANNING

Guiding An Effective Agency:

Once a commissioner understands the legal framework and the financial streams that establish and support the agency, attention should move to helping the agency pursue its missions. The daily duties to fill vacancies, repair apartments and complete extensive paperwork, too often leave little time to concentrate on agency goals. However, to be truly effective, short and long-range goals have to be established and evident to Commissioners, managers and staff. The purpose begins with a mission. The mission of the agency needs to be clearly identified and re-visited periodically so that funds and energies are properly focused.

The agency's mission may, and no doubt should, vary from HUD's adopted mission. The objectives of HUD may not take into account local service providers, or be tailored to the programs and buildings the authority may operate. The Agency mission statement should be a brief, clear and concise statement capturing the essence of the agency's efforts and giving direction for future action.

While we provide housing on a daily and monthly basis, our true objective is to have programs and facilities available beyond the thirty-year mortgages and contracts. The mission statement perspective should span decades.

Long-range planning is a key responsibility for Commissioners. It provides direction to the Executive Director and helps the agency adjust to internal changes of staff and programs, and external conditions in the community. After Commissioners have agreed to adopt or amend a mission statement, strategic planning begins. Strategic planning will help lead the agency from its current status, along a path of progress, toward accomplishing the Authority's mission.

By examining the agency's strengths, weaknesses, opportunities and obstacles, Commissioners can direct attention and resources in a coordinated plan. As the mission statement establishes direction, specific strategies can be identified to take advantage of strengths and opportunities, and to address weaknesses and obstacles. This exercise might include reviewing program audits, HUD/OHFA/RD management reviews, PHAS and SEMAP scoring, and fiscal records. Reports on the waiting list, occupancy, and utilization should also be reviewed. From that performance data, specific strategies can be considered that will allow you to work with your Executive Director to develop implementation plans. At this point, Commissioners move to a role as evaluators to monitor progress on the strategic initiatives and how they impact the mission. This role continues until there is a need to amend the mission statement. With broad agency/community planning goals and strategies in place, Commissioners delegate short-term planning and implementation to management and staff.

Current regulations require the authority to electronically file an Annual and Five-Year Plan with HUD. These plans can be useful tools for publicizing changes in agency programs or direction, and for documenting the flow of funds. In particular, the Five-Year Plan should be reviewed for compatibility with adopted strategies and evaluated in light of the agency's mission.

"Faircloth Limit" Unit Count

Section 9(g) (3) of the United States Housing A Act of 1937("Faircloth Amendment") limits the construction of new public housing units. The Faircloth Amendment states that the Department cannot fund the construction or operation of new public housing units with Capital or Operating Funds if the construction of those units would result in a net increase in the number of units the PHA owned, assisted or operated as of October 1, 1999. This requirement is referred to as the "Faircloth Limit." Even with a capable Board and Executive Director, and along with a comprehensive mission statement and effective strategies, unforeseen circumstances could change the course of action. Since our programs are the tools of legislators and partisan administrations, they are re-tooled or discarded from time to move your agency along paths that will lead to fulfillment of the mission.

POLICY MAKING AND /POLICIES

Overview

The Board of Commissioners of an Authority, in cooperation with the Executive Director, is responsible for developing and adopting policy. Some policies establish procedures to be followed; others set goals and direction for future activity. Adoption of policy should be documented in the written Minutes of Board Meetings. Policies guide the agency director and staff in carrying out their responsibilities. Effective policies provide clear guidance without placing rigid restrictions on implementation.

Federal and state regulations require a number of policies be in place for agency and program management. A policy manual may be useful to consolidate and document authorization and guidance from the Board of Commissioners. Policies should be reviewed periodically in light of changes in operations or regulations. Minutes of the board should note policies reviewed even if no revisions are made. When revisions are made, the new policy should be formally adopted by resolution. Policies required may vary depending on the programs and developments under management. Policies are frequently distributed in program fact sheets and resident handbooks restating the policies in terms of resident/participant guidelines and rules.

Below is a list of policies and examples of items that could or should be covered in these policies:

- Marketing the program and property to all eligible persons.
- Determining applicant eligibility.
- Process and procedures for resident selection.

- Process for determining rent.
- Assessing eligibility for continued occupancy.
- Parameters for ongoing rent certifications.
- Procedures for evaluating/re-evaluating proper unit size.
- Procedures for termination and eviction.
- Execution of the lease and related residency documentation.
- Affirmatively Furthering Fair Housing (AFFH).
- Administrative Plan - Housing Choice Voucher
- Admissions and Continued Occupancy (ACOP) Authority-owned Housing
- Process and procedures for participant selection and issuance of Vouchers.
- Process for determining rent.
- Process for qualifying dwelling units (inspection/reasonable rent).
- Assessment for continued participation and conducting ongoing rent certifications.
- Procedures for evaluating/re-evaluating proper unit size.
- Procedures for termination.
- Procedures for intake and export for households utilizing Voucher portability.
- Provisions for Family Self-sufficiency (FSS), Home Ownership, Congregate Housing or other program variations available as a local option.
- Grievance Procedure: Allowing For Due Process Challenges to Administrative Acts. A grievance policy is mandated under federal regulations. It establishes the procedures to be followed when the Authority is taking an adverse action against an applicant, resident or program participant. The grievance policy is to be conspicuously posted.
- Rent Collection: When rents are due and where rent is paid.
- Permitted or preferred forms of payment (cash, check, credit card etc.).
- Processing for maintenance and miscellaneous charges that arise.
- Process and parameters authorizing and addressing any partial payments.
- Late payment charges and procedures in pursuit of delinquent payments.
- Personnel: Standards for Agency Relations with Employees
- Authorizing authority for hiring and firing decisions.
- Delineating positions, job description, salaries and benefits.
- Performance assessment with evaluations, probationary requirements, and a discipline process.
- Compensation/accrued absence policy
- Investment: Utilization of Revenues Not Currently Needed for Operations
- Periodic review of revenue and pending expenses.
- Establishing limitations to HUD approved investment vehicles. Requiring depositories be FDIC or FSLIC insured and allowing investment only to the insurance limit unless deposits are collateralized.
- Capitalization: Define a Capital Investment. Establish a reasonable dollar value for capitalizing an item. All purchases above that level whether tools, equipment, improvements or additions are classified as a capital expenditure and not an operating expense. Consequently, all capital items must be inventoried and depreciated.
- Disposition of Assets: Provide for Discarding Capital Items. Define a process to be followed when the Authority wishes to remove capitalized items from inventory. The Annual Contributions Contract with HUD sets minimum standards that must be included in this policy.

- Community Space: Establish Criteria for Use of Common Areas. Set parameters for resident and public use of available space and facilities including price (if any), availability and reservation preferences.
- Depreciation. Adopt a standard accounting procedure for tracking depreciation.

Policies:

It is the commissioner's responsibility to assure that the policies are established and updated periodically. They include but are not limited to: purchasing and contracting, disposition, capitalization, depreciation, personnel, travel, rent collection and investment.

All policies need to be in compliance with HUD regulation, State and Federal Laws that are applicable. It is a good practice to have policies reviewed by HUD or Legal Counsel to ensure compliance.

FISCAL AFFAIRS

Overview: The Board of Commissioners is the legal recipient of all money awarded to the Housing Authority. This fiscal responsibility is reflected in the contracts, budgets, audits and other financial documents presented to them for authorization or rejection at virtually every meeting. It is the Commissioners responsibility to oversee a continuing judicious handling of funds through careful reading of financial reports and votes that guarantee sound fiscal policies. Several administrative devices for measuring and evaluating the local programs are available to a Commissioner: the budget, financial statement and the audit. The Quality Housing and Work Responsibility Act of 1998 included a new procedure for assessing the financial management of Housing Authorities. This new procedure is incorporated into the Public Housing Assessment System, or PHAS. PHAS is intended to evaluate the financial condition, management operations, physical condition and use of Capital Fund Program resources by PHAs. In regards to financing, PHAS examines PHA operations to determine whether an authority has adequate monetary sources and to determine if those resources are being managed effectively. As a result, Housing Authorities are required to prepare financial information in accordance with Generally Accepted Accounting Principles (GAAP). All Housing Authorities that administer subsidized programs under the terms of an Annual Contributions Contract must produce an annual financial statement that conforms to GAAP standards.

HUD's Real Estate Assessment Center (REAC) assesses the financial condition of local authorities. Housing Authorities have the option to either hire a fee accountant or have internal accounting staff. It is the responsibility of the Executive Director to create budgets. Final approval is the Board's responsibility. Commissioners deal with three kinds of budgets:

Operating Budgets, which maintain current programs; **Developmental Budgets**, which make future programs possible; and **Modernization Budgets**, which include the rehabilitation of existing housing.

PILOT, which is negotiated with the municipality is similar to taxes.

An operating budget is a realistic estimate of the Authority's operating receipts and expenditures. The Board of Commissioners must assure that the Housing Authority's business operations are conducted in a cost-effective and economical manner.

The Commissioner, can evaluate budget items by:

- Comparing them with similar budget items from the previous year.
- Comparing proposed amounts with expenses charged against the budget item for the previous years.
- Asking for explanations of how the amount of various budget items were set.

Approval of a financial report is a standard part of Board Meetings. The reports should list expenditures and income by budget item and show balances on hand in various accounts. At a minimum, financial reports should be examined as follows:

- Check whether expenditures are in line with the amount budgeted for various budget items.
- Ask for explanation of items that are not clearly labeled or budgeted.
- Ask for explanation of items that are way above or way below budget. The Authority's operating budget balances projected income and expenditures and serves as a plan of operation.

As the year progresses, the budget also serves as a tool to measure performance and can be used to answer some important questions:

- Has income lived up to expectations?
- Have expenditures exceeded expected levels?
- Are programs funded under the budget performing?

A prudently managed operating budget is important.

The challenge facing Commissioners is to achieve a balance between the short- and long-term benefits of budget decisions. For example, a decision may be made to reduce the Authority's day-care program. Not only would the level of services be reduced, but also working parents may be forced to stay home to take care of the children. Thus, a decision to reduce day-care services could result in the loss of a tenant's ability to pay rent. Budget cuts in maintenance may lead not only to deteriorating living conditions, but also may contribute to a negative community image. The point is that a Commissioner must weigh the affects of decisions made on budgetary matters. A clear understanding of the authority's operations, and the interrelated character of those operations are essential for sound decision making.

Unless specifically requested, a Public Housing Authority does not need to submit the operating budget to the local field office for approval. Following the schedule below, which is completed by the Executive Director, should enable an Authority to meet its deadline.

First through Sixth Month of Current Year:

- Analyze past year's budget estimates vs. actual income and expenditures.
- Compare with previous years' activity to detect trends.
- Track current year's income and spending against budget, reviewing trends.
- Make specific requests for information necessary to upcoming budget.

Months Seven through Twelve:

- Complete any needed revision of the current budget.
- Develop an outline of programs to be included in the upcoming budget.
- Develop a tentative budget using information gathered to date.

- Refine administrative and operating program plans and related estimates for audits and other monitoring programs.
- Develop a final budget and complete drafts of budget schedules and associated materials. Review with staff and board.
- Development budgets, those for construction of new housing, should take into account both the present and future. Cheap, poorly designed buildings in undesirable locations initially may cost less than alternatives; in the long run, however, they may present expensive problems. In budgeting for new programs, authorities must plan for initial costs as well as long-term operating expenses. Commissioners budgeting for future programs often find themselves caught between two demands:

Be “realistic” about the budget; and

Make sure that new buildings are attractive, well designed and, in accordance with the local “housing assistance plan” and the Comprehensive Housing Assistance Strategy (CHAS), required by 1990 housing legislation.

It is interesting to note that the Language of HUD’s Annual Contributions Contract reads, “Each Project…shall be developed in such a manner that it will not be of elaborate or extravagant design or materials, and shall be developed and administered to promote serviceability, efficiency, economy, and stability and to achieve the economic and social well-being and advancement of the tenants thereof.”

In establishing development budgets, Commissioners should pay careful attention to achieving the greatest cost savings in procuring goods and services. An analysis should take place before the procurement process begins. Commissioners should ask Housing Authority management to provide such analyses as cost/benefit studies, lease/purchase considerations, product specifications comparisons, and opportunity-lost comparisons.

Funding for Public Housing Funding for public housing comes primarily from the U.S. Department of Housing and Urban Development (HUD), a cabinet-level department that establishes and carries policies aimed at implementing housing legislation passed by Congress. The Secretary of HUD is a Presidential Appointee. Also appointed by the President is the Assistant Secretary for Public and Indian Housing, whose office is responsible for HUD’s contributions and subsidies to local Housing Authorities and for approving budgets and auditing programs. HUD’s network of field offices and FHA offices administer programs and carry out policies developed in Washington. The main sources of revenue for federally assisted housing programs are:

HUD operating subsidy and modernization funds;

Rental income; and

Interest on investments. Investment income comes from excess funds that are deposited in the general fund and credited to the operating reserve. See your Housing Authority investment policy as not all funds are invested equally or at all. (HUD rules apply – currently limited to keeping only $500 per year of income on investments) 4. Other revenue or resources

The Quality Housing and Work Responsibility Act of 1998 (QHWRA) creates two funds— essentially block grants—for local Housing Authority funding: a Capital Fund and an Operating Fund. The Capital Fund allows housing agencies to develop, finance and modernize public housing— including mixed-finance developments—and to use funds for vacancy reduction. The Capital Fund also can be used to address deferred maintenance activities, to bring dwellings into compliance with local building codes, for management improvement, demolition and replacement of units, resident relocation, expenditures that improve self-sufficiency efforts, security improvements and home-ownership programs.

(Capital costs are those that would be classified under line 7540, Property Betterments and Improvements, in the PHA's Operating Budget). The fund can be used to reimburse security activities, supportive services, insurance costs, energy costs, debts incurred and, generally, the costs associated with operating a mixed-finance development. The secretary of the Department of Housing and Urban Development may withhold or limit a Housing Authority's Capital Fund or Operating Fund if an agency fails to meet the requirements specified in the Quality Housing and Work Responsibility Act.

HUD funding for public housing programs continues to be reduced. Housing Authorities should not rely solely on HUD funds. Exploring and accessing other resources including grants, partnerships, State and local programs will provide ongoing revenue to meet increasing costs of maintaining the property. Commissioners must be aware of Congressional activity and how federal spending affects local Housing Authority operations.

Annual Contributions Contract:

The Annual Contributions Contract (ACC) is the key funding agreement between the local Public Housing Authority and federal government through HUD. In accepting the terms of the ACC, the local authority promises to develop and operate its developments and programs for the sole purpose of providing decent, safe and sanitary dwellings for low-income families. It further pledges to manage its development efficiently and economically, maintaining it for ongoing occupancy. In return, the local Authority receives grants from HUD for the development, operations and modernization of its communities.

Originally, the annual contributions were intended to cover only the cost of the initial construction and related financing costs. Today, however, with rental income falling far short of operating expenses, HUD also provides operating subsidies to help authorities meet their expenses. HUD grants, provided under the ACC, also help pay for modernizing existing housing. Modernization funds for authorities in need of rehabilitating their housing stock and making other necessary capital improvements are available under the Capital Fund. Projects, primarily those located in larger cities, may qualify for funds appropriated for the major revitalization of distressed public housing projects through HOPE VI grants.

The Annual Audit

Subject to the criteria stated below in Circular A-133, public Housing Authorities are required by the Single Audit Act of 1984 to conduct an annual audit using the services of an independent public accountant (IPA). It is the Board's responsibility to hire the IPA. Hiring should be done well before the end of the year subject to audit. The Audit Act provides guidance on what areas should be examined. Circular A-133 stipulates that non-federal entities expending less than $300,000 per year in Federal funds are exempt from the Single Audit Act (subpart b .200 of the OMB A-133 Circular). The question has arisen that if an entity is below the SAA threshold, what type of audit can be done under these circumstances. In meetings held with GAO, OIG and the REAC Quality Assurance Director, the "bottom line” conclusion reached was that an entity below the SAA threshold could have whatever type of audit it wanted. Thus, while REAC recommends that PHA’s obtain an audit even when they are exempt from the Single Audit Act, the final determination of the type of audit is left to the PHA’s management. (See PIH Notice 2002-4) Commissioners may meet with the IPA if problems exist. The Board should feel free to ask questions and perhaps provide suggestions that would alter the IPA’s scope. Ultimately, the Board should approve the scope of the audit. As soon as the audit is completed, the Board should request to review the audit-results. During the review, the IPA presents audit results, findings, adjustments, internal control problems and questioned costs to the Board and authority management. Ultimately, the Board accepts the audit report and results of work, including management’s corrective action plan. Public Housing Authorities must submit their annual audit report electronically to HUD within nine months after their fiscal year ending.

For Sound Management Commissioners must receive a regular flow of information from the Executive Director in order to make informed decisions. To ensure a regular and consistent flow, Boards and Executive Directors should work out a dependable system for getting information to Commissioners, preferably well in advance of Board Meetings. Of particular importance is financial information. New Commissioners should be briefed thoroughly by the Executive Director on the Housing Authority’s affairs. The ED may provide the following information which is useful in monitoring the financial condition of the Housing Authority:

Six-month and year-end financial statements:

- Monthly or quarterly reports on the status of expenditures vs. budget.
- An analysis of the operating reserve.
- An analysis of rent collections and rent collection policies and procedures.
- An explanation of the development of annual operating budget and schedules.
- An analysis of staffing levels vs. units and a trend analysis.
- An explanation of any pending litigation and contingent liabilities.
- Status and analysis of Tenants’ Accounts Receivable.
- An explanation of the agency’s internal controls.
- A review of any findings of the annual audit.
- A report on any findings from HUD reviews of agency y financial activities.
- Progress on REAC, SEMAP, PHAS scores.
- HUD Monitoring and Assessment of Authority Performance

In signing the Annual Contributions Contract (ACC), local public housing agencies agree to undergo regular HUD reviews. Through its field offices, HUD periodically monitors each authority to ensure that it is:

- Providing decent, safe and sanitary housing to low-income families.
- Carrying out statutory, regulatory and contractual obligations.
- Properly managing federal funds without waste or fraud.

Adhering to civil rights requirements, set forth first in 1962 when the President directed public housing to avoid all racial bias in its development and occupancy policies, and later in 1964 under Title VI of the

Civil Rights Act, which prohibited discrimination in programs or activities receiving federal funding assistance.

Under PHAS, local Housing Authorities will be assessed based on their performance in the areas of physical condition, financial condition and management operations. To facilitate PHAS, HUD has created several entities that will participate in the assessment process. The Real Estate Assessment Center (REAC) will assess conventional public housing and the performance of all HUD properties, including those administered under programs such as Section 8, Section 236 and Section 202.

REAC also has the goal of assuring that all HUD accounting be based on Generally Accepted Accounting Principles (GAAP). HUD reviews the Housing Choice Voucher Program through SEMAP analysis which ensures compliance with regulations. HUD will address the problems of authorities that have been classified as troubled under PHAS. While Commissioners do not normally get involved in the assessment, they should be informed of the assessment results. The assessment is intended to produce a realistic evaluation of an Authority's strengths and weaknesses. It is important that Commissioners discuss the results of the PHAS/SEMAP with the Executive Director. Commissioners need to be aware of problems that are discovered, particularly since they may be called upon to approve improvement plans for correcting deficiencies. Local authorities—and specifically Commissioners—are responsible for ensuring that any problems identified in the assessment are corrected. To assist in making the correction, HUD provides, to the extent possible, the necessary technical assistance or identifies other sources of assistance. If problems are not addressed in a timely fashion by the local authority, HUD can impose sanctions, ranging from the withholding of discretionary grants to taking control of the management of HUD-funded developments. No one is eager to serve an authority with sanctions. The emphasis should be placed on working cooperatively so that problems are corrected and the housing program is strengthened. Executive Compensation

The 2013 Appropriations Act for HUD capped the amount of Federal Public Housing and Housing Choice Voucher funds that could be used for PHA salaries at $155,500 per employee (now adjusted annually). The HUD Appropriations Bill for 2014 repeats this same provision. Any amount of salary above that level must be paid for with other funds. Public housing agencies receive Federal funding to administer Federal housing assistance programs, but they are state or locally-run entities. This means that while Congress has capped the amount of Federal Public Housing and Housing Choice Voucher dollars that may be used for executive salaries, other Federal, state or local funds may be used to exceed that cap.