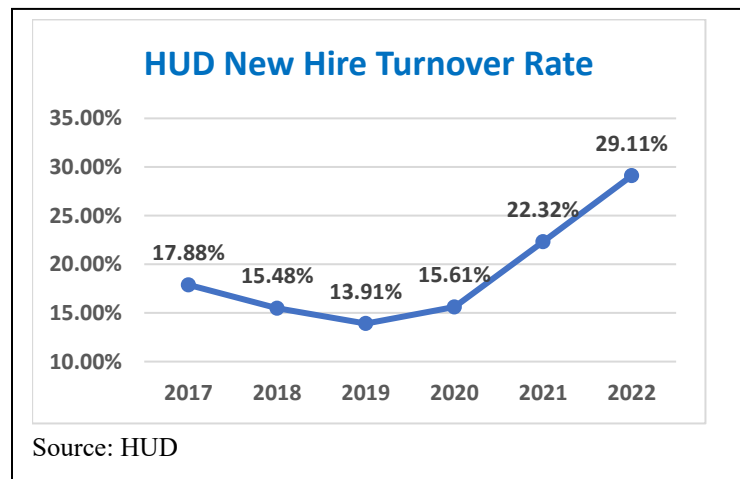**American Federation of Government Employees**
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FOR IMMEDIATE RELEASE

HUD Reveals Recent Hires Depart in Droves Under Secretary Fudge Administration

AFGE Council 222 learned from the Office of Housing and Urban Development that **turnover rates have risen sharply** for HUD employees who have been with the agency for 3 years or less.

HUD New Hire Turnover Rate

17.88% — 2017
15.48% — 2018
13.91% — 2019
15.61% — 2020
22.32% — 2021
29.11% — 2022

Source: HUD

HUD's new hire turnover rate in 2022 was **more than double** what it was at the peak of the Trump Administration's anti-government worker efforts in 2019.

Under Secretary Marcia Fudge—although she was appointed by President Biden, a staunch supporter of federal employees—**the recent hire turnover rate climbed to 29.11%** from a low of 13.91% under former Secretary Ben Carson, a Trump appointee.

- That's a **109% increase**.
- HUD is currently **losing almost one in three new hires** before they hit the three-year mark.
- ... and we're on an **upward trend**.

AFGE Council 222 President Salvatore Viola attributes the high turnover of recent employees to their disappointment with Secretary Fudge's and senior leaders' attitudes about remote work. Top officials have indicated that they intend to return to pre-COVID policies, despite lacking any evidence to justify that decision. Mr. Viola said, "In spite of the COVID-19 pandemic, everyone rose to meet the new challenges, and the agency was able to continue fulfilling its mission while employees worked remotely. Yet management, starting with Secretary Fudge and Deputy Secretary Adrianne Todman at the top, has made it clear that they want employees to return to the office."

Mr. Viola continued, "Managers who need butts in seats to manage their staffs clearly are incompetent at managing the work product. Employees are being forced to report to offices to read emails, review digital documents, and attend online meetings via Microsoft Teams. In some cases, employees' supervisors are hundreds of miles away in a different office. Employees don't want to stay when they can find better paying jobs with more flexibility elsewhere."

AFGE Council 222 and its affiliated Locals are working to retain new employees by challenging in arbitration HUD management's arbitrary and capricious denial of remote work to 90% of the agency's employees, who had previously performed their duties successfully as remote workers since March 2020.

As Mr. Viola and other AFGE representatives have noted, the requirement to have employees present in the office imposes a time and cost burden due to employees' commutes but does not increase the Agency's efficiency or effectiveness. Meanwhile, HUD fails to save money by reducing its office space and contributes to increased traffic congestion and pollution.

Even though HUD attempted to identify the factors that are "proponents and detractors to the work environment" by surveying a sample of recently hired employees, the February 2023 "Stay Survey" (as the agency called it) **failed to ask any relevant questions** such as:

- Do you plan to leave?

- What would make you want to leave (e.g., agency policies, promotion potential, pay, work-life balance)?

- What would make you want to stay?

The survey asked questions about first-line supervisors and immediate teams similar to those asked by the Federal Employee Viewpoint Survey. It asked **NO QUESTIONS about HUD policies** (such as remote work), work-life balance, promotion potential, authority of first-line supervisors to make decisions, upper management support for first-line supervisors, or external factors such as IT support/equipment.

In short, HUD's "Stay Survey" provides useless data that won't help Secretary Fudge turn around the turnover trend.

A copy of HUD's survey results is attached.

Stay Survey Pilot Results

Talent Development & Workforce Planning (TDWP)

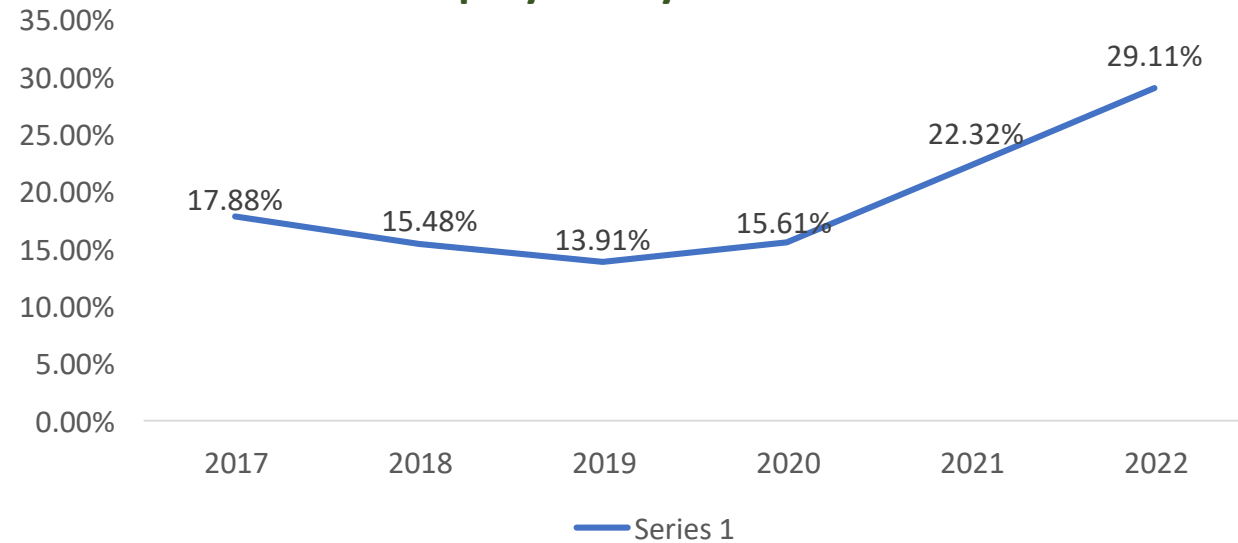Strategic Workforce Planning and Analytics (SWPA)

4/11/2023

HUD Turnover Data

Fiscal Year	3 Years or Less	3 to 10 years	Over 10 years
2017	17.88%	5.03%	16.84%
2018	15.48%	3.10%	12.57%
2019	13.91%	6.02%	14.29%
2020	15.61%	8.74%	18.22%
2021	22.32%	8.18%	14.14%
2022	29.11%	7.36%	10.02%

New Hire Turnover Rates for HUD Employees 3 years of Less

New Hire Turnover Ratio: Employees who had less than 3 Years of Service (YOS) at HUD. This takes the number of new hire employees who had less than 3 years with HUD divided by the total number of separations. New Hires EXCLUDES NOA Codes for Retirement (300-309), Removal (330), Death (350), Expiration of Appointments (355), Termination during Probation Period (385) and Occupational Series XX99 (Student Trainee / Intern). Total Separations Baseline for New Hire EXCLUDES Expiration of Appointment (355), Termination during Probation Period (385) and Occupational Series XX99 (Student Trainee / Intern). **Note:** The graph above **excluded Schedule C employees**

Stay Survey Pilot

Background

- Employee turnover rates are on the rise for HUD employees who have been with the agency for 3 years or less. HUD will be piloting a stay survey to gain insight into this group of employees' perceptions, who are statistically more likely to leave the agency.

What is a Pilot Survey

- A pilot survey is a survey done on a small scale, carried out prior to the main survey, primarily to gain information to improve the efficiency of the main survey.

Stay Survey Pilot Details

- The survey was open from January 25th until February 22nd
- 27 items related to: **first-line supervisor, work environment/culture, job characteristics**
- Survey was **voluntary** and took approximately 10 min to complete.
- All individual survey results are kept confidential and aggregated for reporting purposes
- Overall aggregated survey results will be provided to HUD leadership, survey participants, and the union.
- Survey was sent to 685 people, a total of 254 completed it 37% response rate

Stay Survey Pilot

Pilot Sample
- Sample of HUD employees who started working for HUD beginning January 2018.
- 20% of employees in each Program Office who have been employed with HUD less than three years and more than six months of employment. The sample was randomly chosen.
- Pilot participants received an email that included a link to complete the survey
- Participants were informed individual actions may not be taken because of responses to the pilot

How will data be used
- The pilot allows employees the opportunity to determine which survey questions are most meaningful and will be included in the HUD wide survey rollout.
- Once the survey is rolled out agency wide, it will be sent to all employees who have worked for HUD less than 3 years, but more than 6 months, and the HUD wide survey results will be used to develop recommendations for the agency to help retain talent.

Response Rates

Program Office	# (%) Responses
Housing	78 (31%)
Public & Indian Housing	46 (18%)
Community Planning & Development	33 (13%)
Office of General Counsel	19 (7%)
Fair Housing and Equal Opportunity	16 (6%)
Field Policy & Management	16 (6%)
Office of the Chief Financial Officer	9 (4%)
Government National Mortgage Association (Ginnie Mae)	7 (3%)
Policy Development & Research	7 (3%)

Program Office	# (%) Responses
Office of the Chief Administrative Officer	5 (2%)
Office of the Chief Human Capital Officer	5 (2%)
Office of the Chief Procurement Officer	5 (2%)
Office of the Chief Information Officer	3 (1%)
Office of Lead Hazard Control and Healthy Homes	1 (1%)
Office of the Secretary	1 (1%)
Blanks –not answered	4 (1%)
Congressional and Intergovernmental Relations	0 (0%)
Office of Departmental Equal Employment Opportunity	0 (0%)
Faith Based and Community Initiative	0 (0%)
Office of Public Affairs	0 (0%)

Survey was sent to 685 people, a total of 255 completed it (37% response rate)

HUD Overall Highest and Lowest Rated Items

Summary of Results for % favorable

The top-rated items include:

- "My work supports the mission of HUD." (91% favorable)
- "My first-line supervisor expects me to identify solutions to problems I've encountered." (89% favorable)
- "My first-line supervisor understands if I need to take time during work hours for personal matters." (86% favorable)

The lowest rated items include:

- "I have friends at work with whom I can share personal details of my life." (59% favorable)
- "I feel that I'm growing professionally."(63% favorable)
- "My first-line supervisor knows how I prefer to be recognized and provides feedback accordingly." (68% favorable)
- "At HUD, I feel the unique personal contributions I bring to the workplace are valued. (69% favorable)

Question about First Line Supervisor

Please rate the extent to which you agree with the following statements about your first-line supervisor.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	% Favorable	Mean
My first-line supervisor expects me to identify solutions to problems I've encountered.	2	8	17	98	128	253	226	4.4
	1%	3%	7%	39%	51%		**89%**	
My first-line supervisor understands if I need to take time during work hours for personal matters.	3	5	28	63	156	255	219	4.4
	1%	2%	11%	25%	61%		**86%**	
I feel supported by my first-line supervisor in performing my role.	10	17	20	72	136	255	208	4.2
	4%	7%	8%	28%	53%		**82%**	
My first-line supervisor values my ideas and opinions.	8	14	24	68	140	254	208	4.3
	3%	6%	9%	27%	55%		**82%**	
My first-line supervisor assigns me work that is appropriately challenging for my skill level.	13	13	26	79	124	255	**203**	4.1
	5%	5%	10%	31%	49%		**80%**	
My first-line supervisor expects me to make recommendations to improve processes and innovate.	6	12	35	73	129	255	202	4.2
	2%	5%	14%	29%	51%		**79%**	

Question about First Line Supervisor

Please rate the extent to which you agree with the following statements about your first-line supervisor.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	% Favorable	Mean
My first-line supervisor empowers me to make decisions and enact them in relation to my job duties.	10 4%	18 7%	26 10%	77 30%	124 29%	255	201 **79%**	4.1
I am satisfied with how I am being managed in my role.	16 6%	25 10%	23 9%	82 32%	109 43%	255	191 **75%**	4
The performance feedback I receive from my first-line supervisor is beneficial.	18 7%	20 8%	29 11%	77 30%	111 44%	255	188 **74%**	4
My first-line supervisor ensures I have all the resources I need to successfully do my job	13 5%	22 9%	34 13%	82 32%	104 41%	255	186 **73%**	3.9
If others ask for a recommendation of a good supervisor, I would suggest my first-line supervisor.	16 6%	19 7%	35 14%	64 25%	120 47%	254	184 **72%**	4
My first-line supervisor knows how I prefer to be recognized and provides feedback accordingly.	11 4%	23 9%	48 19%	69 27%	104 41%	255	173 **68%**	3.9

Question about Work Environment/Organizational Culture

Please rate the extent to which you agree with the following statements about HUD's organizational culture.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	% Favorable	Mean
If I don't know how to do a task, I know people at HUD who are willing to assist me.	4	15	29	106	100	254	206	4.1
	2%	6%	11%	42%	39%		81%	
The people I work with treat each other with respect.	1	12	37	78	126	254	204	4.2
	1%	5%	15%	31%	50%		80%	
On my immediate team, we collaborate effectively to accomplish our work.	10	12	30	99	104	255	203	4.1
	4%	5%	12%	39%	41%		80%	
My working relationships on my immediate team lead to successful implementation of initiatives and projects.	11	12	31	111	90	255	201	4
	4%	5%	12%	44%	35%		79%	
My colleagues at HUD and I collaborate effectively to accomplish our work.	5	15	35	114	86	255	200	4
	2%	6%	14%	45%	34%		78%	

Question about Work Environment/Organizational Culture

Please rate the extent to which you agree with the following statements about HUD's organizational culture.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	% Favorable	Mean
On my immediate team, we are able to bring up problems and tough issues.	7 / 3%	24 / 9%	32 / 13%	90 / 35%	101 / 40%	254	191 / **75%**	4
I feel connected to my team/coworkers.	12 / 5%	24 / 9%	28 / 11%	108 / 43%	82 / 32%	254	190 / **75%**	3.9
If I am working on a cross-functional project, there are people who I can rely on to help me get things done.	6 / 2%	15 / 6%	52 / 20%	101 / 40%	81 / 32%	255	182 / **71%**	3.9
At HUD, I feel the unique personal contributions I bring to the workplace are valued.	23 / 9%	21 / 8%	35 / 14%	94 / 37%	81 / 32%	254	175 / **69%**	3.7
I feel that I'm growing professionally.	22 / 9%	32 / 13%	39 / 15%	85 / 33%	76 / 30%	254	161 / **63%**	3.6
I have friends at work with whom I can share personal details of my life.	23 / 9%	22 / 9%	60 / 24%	84 / 33%	66 / 26%	255	150 / **59%**	3.6

Question about Job Characteristics

Please rate the extent to which you agree with the following statements about your job characteristics.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	% Favorable	Mean
My work supports the mission of HUD.	3	4	15	102	128	252	230	4.4
	1%	2%	6%	40%	51%		**91%**	
I know what is required to complete my job successfully.	4	12	33	104	101	254	205	4.1
	2%	5%	13%	41%	40%		**81%**	
My work has an impact on moving HUD forward.	7	12	37	92	104	252	196	4.1
	3%	5%	15%	37%	41%		**78%**	
My job enables me to learn and develop new skills.	13	18	31	106	86	254	192	3.9
	5%	7%	12%	42%	34%		**76%**	