

## Attachment E: Earned income disregard

Regulation: 24 CFR §§5.617, 960.255

Programs to which this provision applies: Housing Choice Voucher (including project-based voucher), public housing

Description of change: The new regulatory provisions limit to 24 straight months the time period during which a family member is eligible to receive the benefit of the earned income disregard (EID), which streamline the administration of the EID by eliminating the requirement for PHAs to track family member changes in employment over a 4-year period. There are no changes to EID eligibility criteria, the benefit amount of the EID, the single lifetime eligibility requirement, or the ability of the applicable family member to stop and restart employment during the eligibility period.

Under the previous regulations, families were eligible to receive the EID benefit for no more than 24 months, which could be spread across a 48-month time period to account for potential changes in the employment status of the family member whose original employment caused the family to be eligible for EID. PHAs were required to track the employment of such family members and stop and start the EID benefit accordingly. The final rule provides:

- Once a family member is determined to be eligible for the EID, the 24–calendar month period starts;
- If the family member discontinues the employment that initially qualified the family for the EID, the 24–calendar month period continues;
- During the 24–calendar month period, EID benefits are recalculated based on changes to family member income and employment (no change from current practice);
- During the first 12–calendar month period, a PHA must exclude all increased income resulting from the qualifying employment of the family member. After the first 12–calendar month period, the PHA must exclude from annual income of the family at least 50 percent of any increase in income of such family member as a result of employment over the family member’s income before the qualifying event (i.e., the family member’s baseline income);
- The EID benefit is limited to a lifetime 24-month period for the qualifying family member;
- At the end of the 24 months, the EID ends regardless of how many months were “used.”

Example: Illustration of differences between previous and new EID implementing regulations

	EID under previous regulation	EID under this regulation
January 2017 (month one)	Carl begins working and is eligible for EID. 100% of Carl’s increase in earned income is excluded.	Carl begins working and is eligible for EID. 100% of Carl’s increase in earned

		income is excluded.
July 2017 (month seven)	Carl is laid off. EID "clock" stops.	Carl is laid off. EID "clock" continues to run.
January 2018 (month 13)		Carl's second 12-month period begins.
February 2018 (month 14)	Carl begins working again. 100% of the increase in earned income due to Carl's employment is excluded.	Carl begins working again. 50% of the increase in earned income due to Carl's employment is excluded.
July 2018 (month 19)	Carl's second 12-month period begins. 50% of the increase in earned income due to Carl's employment is excluded.	
December 2018 (month 24)		This is the final month during which Carl receives his EID benefit.
June 2019 (month 30)	Carl has benefited from the EID for 24 months total. This is the final month during which Carl receives his EID benefit.	

Families that currently benefit from the EID, or who become eligible prior to the effective date of changes to the ACOP/Admin. Plan/PHA Plan, are eligible to receive the EID benefit for 24 months over a 48-month period, as was in effect prior to the effective date of this provision.

PHAs are advised to notify all participants and applicants who are eligible for the EID of their eligibility.

**Background:** The earned income disregard is designed to promote self-sufficiency for certain families in public housing and families with disabilities in the HCV program who meet the definition of a "qualified family." This provision does not change the eligibility criteria for EID or how the EID benefit is calculated. For information about the EID, please see the HCV or Public Housing Occupancy Guidebooks.

**Mandatory or discretionary:** Mandatory

Note that PHAs operating the public housing program have the discretion to establish income exclusions beyond what is required of the EID, for the public housing program. As such, a PHA could establish alternative EID requirements to encourage employment among public housing