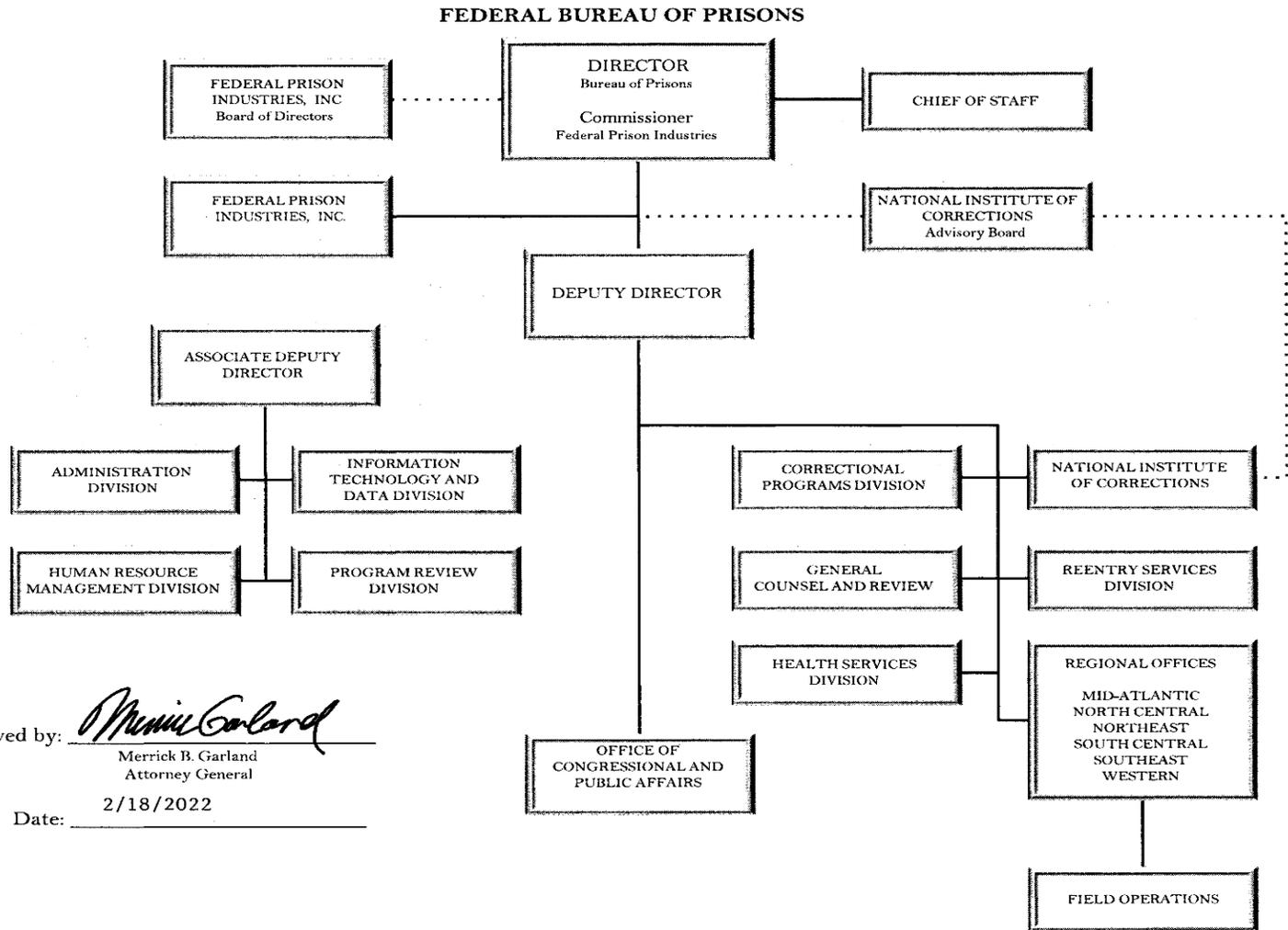


A. Organization Chart



Approved by: *Merrick B. Garland*
 Merrick B. Garland
 Attorney General
 Date: 2/18/2022

B. Summary of Requirements

Summary of Requirements

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

	FY 2024 Request		
	Positions	Estimate FTE	Amount
2022 Enacted 1/	38,995	33,310	7,865,000
Total 2022 Enacted	38,995	33,310	7,865,000
2023 Enacted	39,585	38,012	8,392,588
Transfers - NIJ - FY 2023 - To RES	0	0	-10,000
Total 2023 Enacted	39,585	38,012	8,382,588
Technical Adjustments			
Non-Recrural - Transfers - NIJ FY 2023 - To OJP RES	0	0	10,000
Total Technical Adjustments	0	0	10,000
Base Adjustments			
Transfers:			
Transfers - NIJ - FY 2024 - To OJP RES	0	0	-8,190
Pay and Benefits	0	0	365,185
Domestic Rent and Facilities	0	0	10,525
Other Adjustments	0	0	-290,724
Prison and Detention	0	0	156,530
Non-Personnel Related Annualizations	0	0	-11,900
Total Base Adjustments	0	0	221,426
Total Technical and Base Adjustments	0	0	231,426
2024 Current Services	39,585	38,012	8,614,014
Program Changes			
Increases:			
Inmate Communications	0	0	12,000
Zero Emission Vehicles	0	0	10,086
Subtotal, Increases	0	0	22,086
Total Program Changes	0	0	22,086
2024 Total Request	39,585	38,012	8,636,100
2023 - 2024 Total Change	0	0	253,512

^{1/} FY 2022 FTE is actual

B. Summary of Requirements

Summary of Requirements

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2022 Enacted			FY 2023 Enacted			FY 2024 Technical and Base Adjustments			FY 2024 Current Services		
	Positions	Actual FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	14,089	12,173	3,186,636	14,289	13,499	3,176,636	0	0	147,536	14,289	13,499	3,324,172
Security/Management and Administration	24,575	20,834	3,937,573	24,965	24,210	4,465,161	0	0	10,629	24,965	24,210	4,475,790
Contract Confinement	331	303	740,791	331	303	740,791	0	0	73,261	331	303	814,052
Total Direct	38,995	33,310	7,865,000	39,585	38,012	8,382,588	0	0	231,426	39,585	38,012	8,614,014
Balance Rescission			0			0			0			0
Total Direct with Rescission			7,865,000			8,382,588			231,426			8,614,014
Reimbursable FTE		0			0			0			0	
Total Direct and Reimb. FTE		33,310			38,012			0			38,012	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		33,310			38,012			0			38,012	

Program Activity	2024 Increases			2024 Offsets			2024 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	0	0	0	0	0	0	14,289	13,499	3,324,172
Security/Management and Administration	0	0	22,086	0	0	0	24,965	24,210	4,497,876
Contract Confinement	0	0	0	0	0	0	331	303	814,052
Total Direct	0	0	22,086	0	0	0	39,585	38,012	8,636,100
Balance Rescission			0			0			0
Total Direct with Rescission			22,086			0			8,636,100
Reimbursable FTE		0			0			0	
Total Direct and Reimb. FTE		0			0			38,012	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			38,012	

C. Program Changes by Decision Unit

FY 2024 Program Increases/Offsets by Decision Unit

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Increases	Location of Description by	Inmate Care and Programs				Security/Management and Administration				Contract Confinement			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Inmate Communications		0	0	0	0	0	0	0	12,000	0	0	0	0
Zero Emission Vehicles		0	0	0	0	0	0	0	10,086	0	0	0	0
Total Program Increases		0	0	0	0	0	0	0	22,086	0	0	0	0

Program Increases	Location of Description by	Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount
Inmate Communications		0	0	0	12,000
Zero Emission Vehicles		0	0	0	10,086
Total Program Increases		0	0	0	22,086

Program Offsets	Location of Description by	Contract Confinement				Inmate Care and Programs				Security/Management and Administration			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
No Program Offsets													
Total Program Offsets													

Program Offsets	Location of Description by	Total Offsets			
		Positions	Agt./Atty.	Est. FTE	Amount
No Program Offsets					
Total Program Offsets					

D. Resources by DOJ Strategic Goal and Strategic Objective

Resources by Department of Justice Strategic Goal and Objective

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2022 Enacted		FY 2023 Enacted		FY 2024 Current Services		FY 2024 Increases		FY 2024 Offsets		FY 2024 Total Request	
	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount
Goal 2 Keep Our Country Safe												
2.3 Combat Violent Crime and Gun Violence.	5,663	948,857	6,487	1,027,926	6,487	1,027,926	0	0	0	0	6,487	1,027,926
Subtotal, Goal 2	5,663	948,857	6,487	1,027,926	6,487	1,027,926	0	0	0	0	6,487	1,027,926
Goal 3 Protect Civil Rights												
3.3 Reform and Strengthen the Criminal and Juvenile Justice Systems to Ensure Fair and Just Treatment.	2,665	755,700	3,081	832,398	3,081	832,398	0	0	0	0	3,081	832,398
3.5 Advance Environmental Justice and Tackle the Climate Crisis.	0	0	0	0	0	0	0	10,086	0	0	0	10,086
Subtotal, Goal 3	2,665	755,700	3,081	832,398	3,081	832,398	0	10,086	0	0	3,081	842,484
Goal 5 Administer Just Court and Correctional Systems												
5.2 Maintain a Safe and Humane Prison System.	24,982	6,160,443	28,444	6,522,264	28,444	6,753,690	0	12,000	0	0	28,444	6,765,690
Subtotal, Goal 5	24,982	6,160,443	28,444	6,522,264	28,444	6,753,690	0	12,000	0	0	28,444	6,765,690
TOTAL	33,310	7,865,000	38,012	8,382,588	38,012	8,614,014	0	22,086	0	0	38,012	8,636,100

E. Justifications for Technical and Base Adjustments

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate	Amount
		FTE	
Technical Adjustments			
1 Non-Recrural - Transfers - NIJ FY 2023 - To OJP RES Non-Recrural - Transfers - NIJ FY 2023 - To OJP RES	0	0	10,000
Subtotal, Technical Adjustments	0	0	10,000
Transfers			
1 Transfers - NIJ - FY 2024 - To OJP RES Transfers - NIJ - FY 2024 - To OJP RES	0	0	-8,190
Subtotal, Transfers	0	0	-8,190
Pay and Benefits			
1 <u>2024 Pay Raise - 5.2%</u> This request provides for a proposed 5.2 percent pay raise to be effective in January of 2024. The amount requested, \$171,669,000, represents the pay amounts for 3/4 of the fiscal year plus appropriate benefits (\$120,168,000 for pay and \$51,501,000 for benefits.)	0	0	171,669
2 <u>Annualization of 2023 Pay Raise</u> This pay annualization represents first quarter amounts (October through December) of the 2023 pay increase of 4.6%. The amount requested, \$47,195,000, represents the pay amounts for 1/4 of the fiscal year plus appropriate benefits (\$33,036,500 for pay and \$14,158,500 for benefits).	0	0	47,195
3 <u>Changes in Compensable Days</u> The increased cost for one additional compensable day in FY 2024 compared to FY 2023. \$17,340,000 is required for one additional compensable day.	0	0	17,340
4 <u>Employees Compensation Fund</u> The \$833,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	833
5 <u>FERS Rate Increase</u> Effective October 1, 2023 (FY 2024), the new FERS agency contribution rates for law enforcement personnel increases by 0.6%. The amount requested, \$17,099,000, represents the funds needed to cover this increase.	0	0	17,099
6 <u>Health Insurance</u> Effective January 2024, the component's contribution to Federal employees' health insurance increases by 3.5 percent. Applied against the 2023 estimate of \$355,387,000, the additional amount required is \$2,049,000.	0	0	2,049
7 <u>Support for Recruitment and Retention Incentives</u> Hiring and Staffing Efforts/Retention Incentives	0	0	109,000
Subtotal, Pay and Benefits	0	0	365,185
Domestic Rent and Facilities			
1 <u>GSA Rent</u> GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested increase of \$691,000 is required to meet our commitment to GSA. The costs associated with GSA rent were derived through the use of an automated system, which uses the latest inventory data, including rate increases to be effective FY 2024 for each building currently occupied by Department of Justice components, as well as the costs of new space to be occupied.	0	0	691
2 <u>Guard Service</u> This includes Department of Homeland Security (DHS) Federal Protective Service charges, Justice Protective Service charges and other security services across the country. The requested increase of \$317,000 is required to meet these commitments.	0	0	317

E. Justifications for Technical and Base Adjustments

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate	Amount
		FTE	
3 Moves - Lease Expiration GSA requires all agencies to pay relocation costs associated with lease expirations. This request provides for the costs associated with new office relocations caused by the expiration of leases in FY 2024.	0	0	9,517
Subtotal, Domestic Rent and Facilities	0	0	10,525
Other Adjustments			
1 Criminal Justice Reform Savings An adjustment to reflect the BOP's ongoing criminal justice reform efforts.	0	0	-290,724
Subtotal, Other Adjustments	0	0	-290,724
Prison and Detention			
1 Existing Contract Bed Adjustments - BOP The Services Contract Act of 1965, as amended, states in paragraph (3) adjustment of compensation, that if the term of the contract is more than 1 year, the minimum monetary wages and fringe benefits to be paid or furnished thereunder to service employees under this contract shall be subject to adjustment after 1 year and not less than once every 2 years. In addition, this request reflects resources for the Bureau of Prisons to pay existing contract bed increases, specifically costs for exercising option years; an increase of \$49,612,000 is required for FY 2024.	0	0	49,612
2 Food Cost Adjustments - BOP The U.S. is experiencing high increases in food costs. An increase of \$19,072,000 for FY 2024 is necessary to keep pace with the costs of providing inmate meals.	0	0	19,072
3 Medical Cost Adjustments - BOP This provides the Bureau of Prisons with \$62,530,000 in funding for FY 2024 mandatory cost increases incurred due to rising health care costs in the U.S.	0	0	62,530
4 Utility Costs Adjustments - BOP This provides the Bureau of Prisons with \$25,316,000 in funding for FY 2024 mandatory cost increases incurred due to rising utility costs in the U.S.	0	0	25,316
Subtotal, Prison and Detention	0	0	156,530
Non-Personnel Related Annualizations			
1 Non-Recurrence of FY 2023 Non-Personnel Enhancements Non-Recurrence of FY 2023 Non-Personnel Enhancements	0	0	-11,900
Subtotal, Non-Personnel Related Annualizations	0	0	-11,900
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	0	0	231,426

F. Crosswalk of 2022 Availability

Crosswalk of 2022 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2022 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2022 Availability		
	Positions	Actual FTE	Amount	Positions	Actual FTE	Amount	Amount	Amount	Positions	Actual FTE	Amount
Inmate Care and Programs	14,089	12,173	3,186,636	0	0	0	0	0	14,089	12,173	3,186,636
Security/Management and Administration	24,575	20,834	3,937,573	0	0	56,000	71,678	0	24,575	20,834	4,065,251
Contract Confinement	331	303	740,791	0	0	0	0	0	331	303	740,791
Total Direct	38,995	33,310	7,865,000	0	0	56,000	71,678	0	38,995	33,310	7,992,678
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			7,865,000			56,000	71,678	0			7,992,678
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		33,310			0					33,310	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		33,310			0					33,310	

Reprogramming/Transfers:

BOP Transfers \$56 million from BOP 15-1060-000 to USMS FPD 15-1020-000

Carryover: BOP carryover in no year account. (X2)

1/ Carryover amounts are updated from the President's Budget Appendix and deviate due to BOP error.

Recoveries/Refunds:

G. Crosswalk of 2023 Availability

Crosswalk of 2023 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2023 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2023 Availability		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	14,289	13,499	3,186,636	0	0	-30,000	0	0	14,289	13,499	3,156,636
Security/Management and Administration	24,965	24,210	4,465,161	0	0	0	1,212	0	24,965	24,210	4,466,373
Contract Confinement	331	303	740,791	0	0	0	0	0	331	303	740,791
Total Direct	39,585	38,012	8,392,588	0	0	-30,000	1,212	0	39,585	38,012	8,363,800
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			8,392,588			-30,000	1,212	0			8,363,800
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		38,012			0					38,012	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		38,012			0					38,012	

Reprogramming/Transfers:

BOP Transfers \$20 million from 15-1060-000 to BOP 15-1003-000

BOP Transfers \$10 million from BOP 15-1060-000 to the Office of Justice Programs 015 X 0401.

Carryover:

BOP carryover in no year account (X2).

1/Carryover amounts are updated from the President's Budget Appendix and deviate due to BOP error.

Recoveries/Refunds:

Summary of Reimbursable Resources

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2022 Actual			2023 Estimate			2024 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
National Institute of Corrections	0	0	687	0	0	700	0	0	700	0	0	0
Energy Savings	0	0	462	0	0	500	0	0	500	0	0	0
Meal Tickets	0	0	456	0	0	500	0	0	500	0	0	0
Recycling	0	0	1,295	0	0	1,400	0	0	1,400	0	0	0
Sale of Vehicles	0	0	652	0	0	700	0	0	700	0	0	0
Staff Housing Rental	0	0	5,800	0	0	5,800	0	0	5,800	0	0	0
Custody and Care of State Prisoners	136	0	9,056	136	0	11,400	136	0	11,400	0	0	0
Travel and Purchase Cards	0	0	3,478	0	0	4,000	0	0	4,000	0	0	0
Budgetary Resources	136	0	21,886	136	0	25,000	136	0	25,000	0	0	0

Obligations by Program Activity	2022 Actual			2023 Estimate			2024 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Inmate Care and Programs	0	0	0	0	0	0	0	0	0	0	0	0
Security/Management and Administration	136	0	21,886	136	0	25,000	136	0	25,000	0	0	0
Contract Confinement	0	0	0	0	0	0	0	0	0	0	0	0
Budgetary Resources	136	0	21,886	136	0	25,000	136	0	25,000	0	0	0

I. Detail of Permanent Positions by Category

Detail of Permanent Positions by Category

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2022 Enacted		FY 2023 Enacted		FY 2024 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Miscellaneous Operations (001-099)	810	19	810	19	0	0	0	810	19
Correctional Institution Administration (006)	1,694	0	1,694	0	0	0	0	1,694	0
Correctional Officers (007)	20,446	0	20,446	0	0	0	0	20,446	0
Social Science, Psychology, Welfare (0100-0199)	2,886	18	3,100	18	0	0	0	3,100	18
Human Resources Management (0200-0260)	694	2	694	2	0	0	0	694	2
Clerical and Office Services (0300-0399)	2,500	58	2,500	58	0	0	0	2,500	58
Biological Science (400-499)	2	0	2	0	0	0	0	2	0
Accounting and Budget (500-599)	964	4	942	4	0	0	0	942	4
Medical, Dental & Public Health (600-799)	2,218	8	2,225	8	0	0	0	2,225	8
Engineering and Architecture Group (800-899)	359	0	359	0	0	0	0	359	0
Attorneys (905)	200	0	200	0	0	0	0	200	0
Paralegal Specialist (0950)	567	0	567	0	0	0	0	567	0
Information & Arts (1000-1099)	19	0	19	0	0	0	0	19	0
Business & Industry (1100-1199)	410	0	410	0	0	0	0	410	0
Equipment/Facilities Services (1600-1699)	529	16	529	16	0	0	0	529	16
Education (1700-1799)	866	0	898	0	0	0	0	898	0
Supply Services (2000-2099)	132	9	132	9	0	0	0	132	9
Transportation (2100-2199)	3	0	3	0	0	0	0	3	0
Information Technology Mgmt (2210-2299)	437	0	437	0	0	0	0	437	0
Ungraded	3,259	2	3,618	2	0	0	0	3,618	2
Total	38,995	136	39,585	136	0	0	0	39,585	136
Headquarters Washington D.C.	1,197	0	1,215	0	0	0	0	1,215	0
US Fields	37,798	136	38,370	136	0	0	0	38,370	136
Foreign Field	0	0	0	0	0	0	0	0	0
Total	38,995	136	39,585	136	0	0	0	39,585	136

J. Financial Analysis of Program Changes

Financial Analysis of Program Changes

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

Grades	Security/Management and Administration				Total Program Changes	
	Program Increases		Program Decreases		Positions	Amount
	Positions	Amount	Positions	Amount		
No grades	0	0	0	0	0	0
Total Positions and Annual Amount	0	0	0	0	0	0
Lapse (-)	0	0	0	0	0	0
11.5 - Other personnel compensation		0		0		0
Total FTEs and Personnel Compensation	0	0	0	0	0	0
25.2 - Other services from non-federal sources		12,000		0		12,000
31.0 - Equipment		10,086		0		10,086
Total Program Change Requests	0	22,086	0	0	0	22,086

K. Summary of Requirements by Object Class

Summary of Requirements by Object Class

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2022 Actual		FY 2023 Enacted		FY 2024 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	33,310	2,598,100	38,012	3,553,740	38,012	3,639,450	0	85,710
11.3 - Other than full-time permanent	0	12,725	0	5,336	0	6,001	0	665
11.5 - Other personnel compensation	0	450,224	0	441,974	0	446,000	0	4,026
<i>Overtime</i>	0	0	0	0	0	0	0	0
<i>Other Compensation</i>	0	0	0	0	0	0	0	0
11.8 - Special personal services payments	0	9,348	0	0	0	0	0	0
Total	33,310	3,070,397	38,012	4,001,050	38,012	4,091,451	0	90,401
Other Object Classes								
12.1 - Civilian personnel benefits		1,856,850		2,368,946		1,828,332	0	-540,614
13.0 - Benefits for former personnel		454		2,113		2,113	0	0
21.0 - Travel and transportation of persons		70,520		35,581		40,211	0	4,630
22.0 - Transportation of things		14,021		11,707		11,707	0	0
23.1 - Rental payments to GSA		24,739		29,739		29,739	0	0
23.2 - Rental payments to others		3,789		2,789		2,789	0	0
23.3 - Communications, utilities, and miscellaneous charges		319,480		298,580		305,344	0	6,764
24.0 - Printing and reproduction		4,666		766		2,888	0	2,122
25.2 - Other services from non-federal sources		1,469,134		906,337		1,579,468	0	673,131
25.3 - Other goods and services from federal sources		311,000		325		455	0	130
26.0 - Supplies and materials		594,884		671,172		678,332	0	7,160
31.0 - Equipment		104,400		44,000		54,000	0	10,000
32.0 - Land and structures		2,858		748		748	0	0
41.0 - Grants, subsidies, and contributions		5,222		3,222		3,222	0	0
42.0 - Insurance claims and indemnities		5,301		5,301		5,301	0	0
Total Obligations		7,857,715		8,382,376		8,636,100	0	253,724
Net of:								
Unobligated Balance, Start-of-Year		-71,678		-70,277		-1,212	0	69,065
Transfers/Reprogramming		-56,000		-30,000		-8,190	0	21,810
Recoveries/Refunds		0		0		0	0	0
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		70,277		1,212		1,212	0	0
Unobligated End-of-Year, Expiring		64,686		109,277		16,380	0	-92,897
Total Direct Requirements		7,865,000		8,392,588		8,644,290		251,702
Reimbursable FTE								
Full-Time Permanent	0		0		0		0	0

1/Unobligated balances are updated from the President's Budget Appendix and deviate due to BOP error

L. Status of Congressionally Requested Studies, Reports, and Evaluations

Federal Prison System

Status of Congressionally Requested Studies, Reports, and Evaluations

1. Within the funding provided for FSA, the agreement supports up to \$1,200,000 for an initiative to satisfy the FSA requirement for an evidence-based dyslexia screener, and BOP is directed to report not later than 90 days after the date of enactment of this act on its implementation of this initiative.
2. For fiscal year 2023, BOP is directed to continue following the directives in the joint explanatory statement accompanying Public Law 117-103 on the following topics: "Overtime Pay Rate," "Correctional Officer Pay," "First Step Act (FSA) Implementation," "Additional Requirements of the FSA," "Residential Reentry Centers," "Home Confinement," and "Inmate Mental Health and Restrictive Housing." BOP shall submit updated reports consistent with the directives. DOJ and BOP are reminded of the requirement to submit all reports to the Committees on time, including those required quarterly.
3. Augmentation.-BOP is directed to continue following the directives and reporting requirements in the joint explanatory statement accompanying Public Law 117-103 on the topic "Augmentation." In addition, BOP is directed to ensure that non-custody correctional employees must spend 90 percent of their work week in their primary positions
4. Hiring, Staffing and Vacancies.-BOP shall provide a report to the Committees not later than 120 days after the date of enactment of this act on the status of its efforts to recruit and retain employees, including its outreach and its use of retention and recruitment incentives, as well as the rate at which these incentives have maintained parity with other Federal agencies and inflation. BOP shall continue to follow the directives in the joint explanatory statement accompanying Public Law 117-103 under the headings "Hiring, Staffing, and Inmate-to-Officer Ratios" and "vacancies," and to update all associated reports consistent with those directives
5. Correctional Officer Pay.-BOP, in consultation with the DOJ Justice Management Division, is directed to review current pay scales for its correctional officers in comparison to comparable employees in DOJ law enforcement components and State and local agencies, to include assessing the potential opportunity to raise the pay band and any associated resource requirements. The results of the review shall be shared with the Committees not later than 180 days after the date of enactment of this act.
6. First Step Act Implementation and Additional Requirements "the FSA.- BOP shall continue to follow directives under these headings in the joint explanatory statement accompanying Public Law 117-103
7. In addition, with regard to FSA Evidence-Based Recidivism Reduction (EBRR) and Productive Activities (PA) requirements BOP shall report not later than 90 days after the date of enactment of this act on: (1) whether each approved EBRR and PA is internal, BOP-contracted, or an external third-party program; (2) any difference in the criteria and evaluation process for suitability of such programs; (3) the number of external faith-based programs that sought to qualify as an EBRR and PAs under FSA, including the number denied, number of requests pending, names of accepted applicants and faith affiliation, if any; (4) BOP actions to promote submissions of external programs for consideration as EBRRs and PAs; and (5) list of "faithbased recidivism-reduction partnerships" reported in the Bureau of Justice Statistics reporting on FSA implementation. The report shall describe efforts to fill vacant programming and other dedicated FSA positions. improve EBRR credit calculation transparency, EBRR programming available, the hours of EBRR credit participants earn for participation in such programs, and the need for and availability of medication-assisted treatment at each BOP facility.
8. BOP Facilities and Residential Reentry Centers (RRCs) Study.-BOP is directed to conduct a study on the need for and feasibility of establishing a BOP facility in Alaska, to include potential cost, size, and location, as well as on the feasibility of expanding RRC capacity in Alaska and Hawaii to help those released from incarceration reenter their community per FSA requirements. BOP shall submit this study within 180 days of the date of the enactment of this act.
9. Roadmap to Reentry.- BOP is directed to reestablish and begin implementing the principles identified in the Justice Department's "Roadmap to Reentry." including: (1) individualized reentry plans for individuals; (2) access to education, employment training, life skills, substance abuse, mental health, and other programs; (3) resources and opportunities to build and maintain family relationships; (4) individualized continuity of care; and (5) comprehensive reentry-related information and access to resources.
10. Extreme Weather Plans.-BOP shall issue clear and consistent policies and guidance across all BOP facilities regarding preparations for and responses to extreme weather events, including by establishing temperature thresholds for health and safety at BOP facilities.
11. Disaster Damage. - BOP shall report not later than 180 days after the date of enactment-- Government Affairs of the House of Representatives and the Senate on the scope of physical damage during fiscal years 2015- 2022 from storm damage at BOP-owned or managed facilities, and other impacts, to include: (1) injury and loss of life; (2) impact on provision of healthcare, dietary services, water, personal protective equipment, and personal hygiene products; (3) handling of early release or home confinement requests; (4) access to cost-free, uninterrupted access to legal counsel and visitors; (5) access to appropriate accommodations for inmates with disabilities; (6) access to educational and work programs; (7) assessment of the cost of facility damage and estimates for repairs; (8) the impact on staffing, equipment, and financial resources; and (9) other factors affecting health, safety, and civil rights of the correctional population. This report shall include any corrective actions BOP has undertaken or plans to undertake to improve and modernize emergency preparedness plans, as they relate to natural disasters, extreme weather, and public health emergencies and a timeline to implement any corrective action plans. This report shall also include agency corrective actions that BOP has undertaken or plans to undertake to improve and modernize emergency preparedness plans, as they relate to natural disasters, extreme weather, and public health emergencies and a timeline to implement any corrective action plans.
12. Swift-Certain-Fair (SCF) Model in the Federal Prison System.-The SCF model has proven to be an effective deterrent for incarcerated populations in State and local corrections settings. BOP is directed to study the feasibility of establishing SCF pilot programs in BOP housing units based upon best practices developed by other applicable corrections agencies.
13. The agreement includes \$290,000,000 for the construction, acquisition, modernization, maintenance, and repair of prison and detention facilities housing Federal inmates, of which \$182,000,000 is included under this heading in division N. BOP shall proceed with ongoing planned and associated new construction efforts to meet projected capacity requirements, as identified in its monthly status of construction reports to the Committees. BOP is directed to continue to provide such reports monthly, along with notifications and explanations of any deviation from construction and activation schedules, and any planned adjustments or corrective actions.
14. Modernization and Repair (M&R) of Existing Facilities.- BOP is expected to apply the funding to reduce its longstanding M&R backlog and is directed to prioritize funding for repairs that protect life and safety. BOP shall continue to provide monthly status of construction reports and notify the Committees of any changes reflected in those reports
15. House language regarding facilities with geological or seismological deficiencies is not adopted.
16. The Committee expects BOP to increase staffing, as directed in the explanatory statement accompanying the fiscal year 2022 Appropriations Act, and to eliminate staffing shortfalls that the Committee understands have grown and in cases led to significant overtime costs. In filling staff vacancies, the Committee expects BOP to ensure that comparable institutions, including those with changing missions, should have comparable staffing levels. BOP shall continue to follow directions in Public Law 117-103, the fiscal year 2022 Appropriations Act, on (1) re- porting on its use of augmentation and reduction of such use; (2) reporting on its inmate-to-correctional officer ratio and progress in ensuring each high-security institution housing unit has at least two correctional officers on duty for each shift; and (3) reducing vacancy rates.
17. Employee firearms.—The Lieutenant Osvaldo Albarati Correctional Officer Self-Protection Act of 2018 (Section 202 of the First Step Act (Public Law 115-391)) requires that each Federal penal or correctional institution provide a secure storage area located outside of the secure perimeter of the institution for employees to store firearms or allow employees to store firearms in a vehicle lockbox. The Committee directs the BOP Director to continue to report to the Committee on progress in implementing the Act, as specified in House Report 116-455.

L. Status of Congressionally Requested Studies, Reports, and Evaluations

18. Private Sector Partnerships.—The Committee notes that Section 102 of the First Step Act (Public Law 115–391) directs the Attorney General to develop policies for the warden of each BOP institution to enter into partnerships with private entities that employ prisoners or assist prisoners in prerelease custody or supervised re-lease in finding employment. The Committee recognizes the barriers to entering the labor market for formerly incarcerated individuals and the role stable employment plays in reducing recidivism. The Committee directs the BOP to build formal partnerships with private sector businesses and local BOP facilities to promote the development of job pipelines for individuals leaving incarceration. The BOP should also prepare prisoners to assume job responsibilities immediately upon release by providing job-specific and soft- skills trainings inside BOP facilities. The BOP is further directed to submit a report, within 90 days of the date of enactment of this Act, on such efforts, including steps the BOP plans to take to build these partnerships."

19. Government Identification.—Section 604 of the First Step Act (Public Law 115–391) directs BOP to establish procedures to help prisoners obtain identification, including a social security card, driver's license or other official photo identification, and a birth certificate; prior to release from a sentence to a term of imprisonment in a Federal prison or if the individual was not sentenced to a term of imprisonment in a Federal prison, prior to release from a sentence to a term of community confinement, subject to any limitations in law. The Committee recognizes that without a government identification, returning citizens are often unable to access life-sustaining essentials, including housing, employment, and public bene- fits. BOP is directed to immediately take steps to ensure compliance with FSA requirements, and ensure that all facilities have procedures in place to help prisoners obtain identification prior to release. The BOP is further directed to report, within 180 days of the enactment of this Act, on such efforts, including the number of inmates currently sentenced to a term in community confinement, as defined in Section 604(a)(2) of the First Step Act, and how many of these inmates currently have a valid form of government identification, disaggregated by facility or contractor. The report should also include the number of inmates sentenced to a term of imprisonment in a Federal prison who were released without being transferred to a community confinement facility, and how many of these inmates had a valid form of government identification on date of release, disaggregated by federal facility. The report should also identify what steps the BOP plans to take to ensure that prisoners have a government ID before release.

20. Contract Detention.—The Committee directs the Bureau of Prisons to submit a report to the Committee on its implementation of the GAO and the IG's recommendations on how to increase reporting and oversight of government-funded, privately operated contract prisons.

21. Studying population fluctuation.—The Committee recognizes that the BOP prison population is at a 20 year low and understands from recent BOP reporting that the Federal prison population is expected to fluctuate due to a variety of factors, to include the impact of legislation (such as the Fair Sentencing Act and First Step Act), increased use of home confinement and compassionate release programs, and the increased number of cases since the reopening of courts after Covid–19 pandemic closures. The recommendation provides no less than \$1,570,000 for the Department of Justice to conduct a study for the purposes of monitoring the anticipated fluctuation in prison population that may necessitate movement of incarcerated persons and Federal prison occupancy. The Committee directs the DOJ to monitor and conduct a study, and report its progress by April 1, 2023, with a final report due not later than September 30, 2023. The study is to include but should not be limited to the following: identifying which facilities may need to be closed based on factors including facility disrepair, history of corruption, and utilization, including appropriate cost-benefit analysis; the ability of the BOP to provide adequate healthcare for special needs populations; estimating the cost and complexity of transferring incarcerated individuals; identifying how closures and transfers may impact proximity to primary residence and family support systems; understanding how closures and transfers may impact overcrowding concerns, new staffing needs, programming access and space; developing public health mitigation strategies; evaluating the opportunity to place people into home confinement; estimating the impact closures may have on local economies; and identifying potential job training and placement initiatives needed for BOP employees impacted by closure."

22. BOP shall continue to provide monthly status of construction reports and notify the Committee of any changes reflected in those reports, to include for facilities with geological and seismic deficiencies.

R. Summary by Appropriation

Summary by Appropriation (FY 2022 - FY 2024)
 Federal Prison System
 Salaries and Expenses

Appropriation	2022 Enacted			2023 Enacted			2024 President's Budget		
	Pos.	FTE	\$000's	Pos.	FTE	\$000's	Pos.	FTE	\$000's
Salaries and Expenses	38,995	36,422	\$7,865,000	39,585	38,012	\$8,392,588	39,585	38,012	\$8,644,290
Buildings and Facilities	59	59	235,000	66	66	290,000	66	66	179,762
Rescission of prior funding.			0			0			-953,884
Total B&F Resources			235,000			290,000			-774,122
Federal Prison Industries	1,950	753		1,950	753		1,950	753	
Commissary	797	749		797	749		797	749	
TOTAL	41,801	37,983	8,100,000	42,398	39,580	8,682,588	42,398	39,580	7,870,168

*FY 2024 President's Budget total amount is pre-NIJ-transfer of -\$8,190 million from S&E appropriation.

S. Summary of Change

Federal Prison System - S&E
 Summary of Change
 (Dollars in Thousands)

	FY 2024 President's Budget				
	Pos.	Atty	Agents	FTE	Amount
2023 Enacted	39,585	200	20,446	38,012	8,382,588
Technical Adjustments					
Non-Recrural - Transfers - NIJ FY 2023 - To OJP RES	0	0	0	0	10,000
Subtotal, Technical Adjustments	0	0	0	0	10,000
Base Adjustments					
ATB Transfers					
Transfers - NIJ - FY 2024 - To OJP RES	0	0	0	0	-8,190
Subtotal, ATB Transfers	0	0	0	0	-8,190
Pay & Benefits					
2024 Pay Raise - 5.2%	0	0	0	0	171,669
Annualization of 2023 Pay Raise	0	0	0	0	47,195
Changes in Compensable Days	0	0	0	0	17,340
Employees Compensation Fund	0	0	0	0	833
FERS Rate Increase	0	0	0	0	17,099
Health Insurance	0	0	0	0	2,049
Support for Recruitment and Retention Incentives	0	0	0	0	109,000
Subtotal, Pay & Benefits	0	0	0	0	365,185
Domestic Rent & Facilities					
GSA Rent	0	0	0	0	691
Guard Service	0	0	0	0	317
Moves - Lease Expiration	0	0	0	0	9,517
Subtotal, Domestic Rent & Facilities	0	0	0	0	10,525
Other Adjustments					
Criminal Justice Reform Savings	0	0	0	0	-290,724
Subtotal, Other Adjustments	0	0	0	0	-290,724
Prison and Detention					
Existing Contract Bed Adjustments - BOP	0	0	0	0	49,612
Food Cost Adjustments - BOP	0	0	0	0	19,072
Medical Cost Adjustments - BOP	0	0	0	0	62,530
Utility Costs Adjustments - BOP	0	0	0	0	25,316
Subtotal, Prison and Detention	0	0	0	0	156,530
Non-Personnel Related Annualizations					
Non-Recrural of FY 2023 Non-Personnel Enhancements	0	0	0	0	-11,900
Subtotal, Non-Personnel Related Annualizations	0	0	0	0	-11,900
Subtotal, Base Adjustments	0	0	0	0	221,426
Subtotal, Technical and Base Adjustments	0	0	0	0	231,426
2024 Current Services	39,585	200	20,446	38,012	8,614,014
Program Changes					
Program Increase					
Federal Prison System - S&E					
Inmate Communications	0	0	0	0	12,000
Zero Emission Vehicles	0	0	0	0	10,086
Total, Federal Prison System - S&E	0	0	0	0	22,086
Program Decrease					
Total Program Changes	0	0	0	0	22,086
2024 Total Request¹	39,585	200	20,446	38,012	8,636,100

¹Total Request amount is post-NIJ-transfer. The FY 2024 Appropriation is \$8,644,290,000.