

A. Organizational Chart

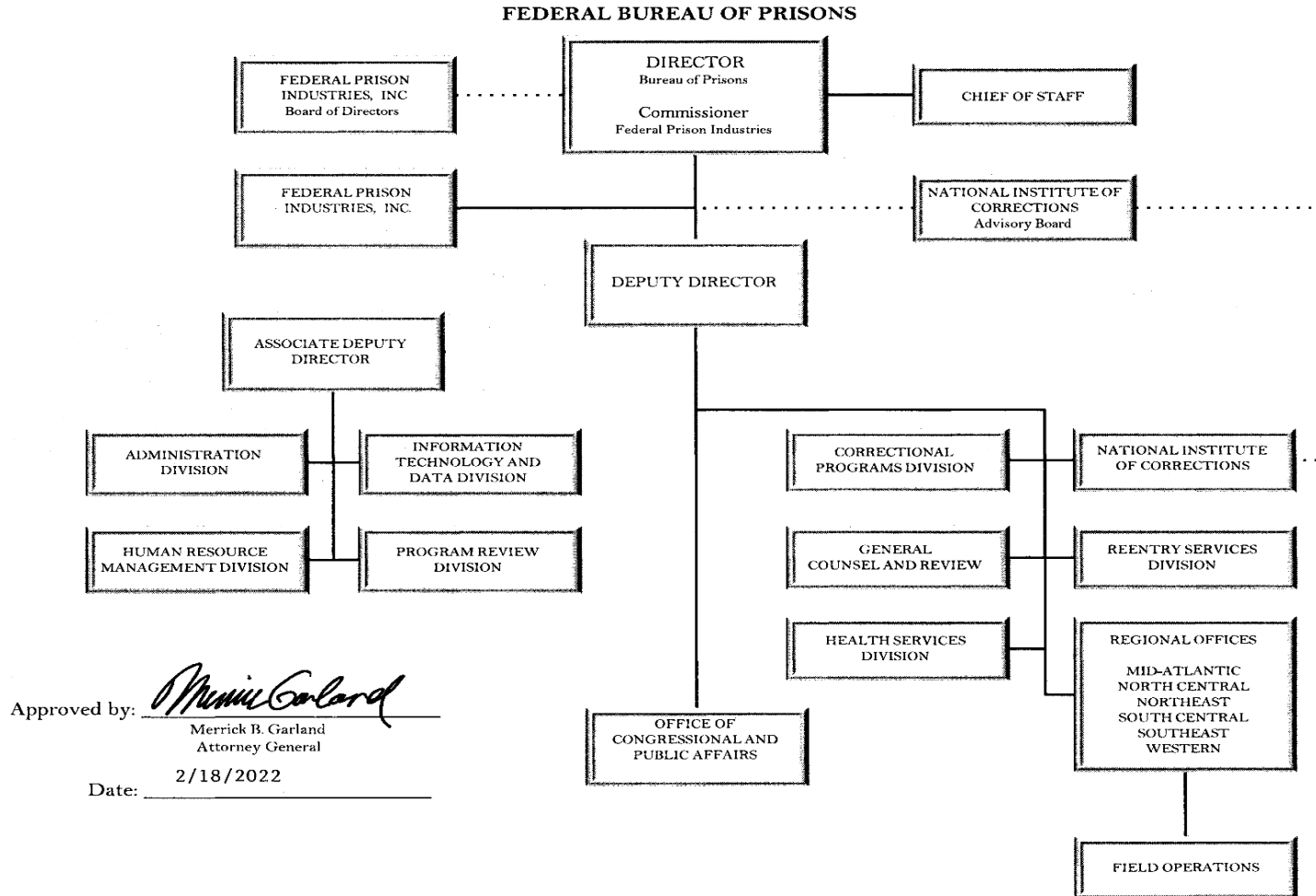


Exhibit A - Organizational Chart

B. Summary of Requirements

Summary of Requirements
 Federal Prison System
 Salaries and Expenses
 (Dollars in Thousands)

	FY 2025 Request		
	Positions	Estimate FTE	Amount
2023 Enacted¹	39,585	32,854	8,392,588
Transfers - NIJ - FY 2023 - To RES	0	0	-10,000
Total 2023 Enacted with Rescissions¹	39,585	32,854	8,382,588
2024 Continuing Resolution	39,585	38,012	8,392,588
Transfers - NIJ - FY 2024 - To RES	0	0	-8,190
FY 2024 Annualized Continuing Resolution	-1,001	-1,001	0
Total 2024 Continuing Resolution	38,584	37,011	8,384,398
Technical Adjustments			
Additional Amount for 2024 Pay Raise	625	625	84,412
Non-Recrural - Transfers - NIJ FY 2024 - To OJP RES	0	0	8,190
Total Technical Adjustments	625	625	92,602
Base Adjustments			
Transfers:			
Transfers - NIJ - To RES	0	0	-8,190
Pay and Benefits	-1,573	0	181,584
Domestic Rent and Facilities	0	0	1,008
Other Adjustments	0	0	-255,765
Prison and Detention	0	0	118,012
Total Base Adjustments	-1,573	0	36,649
Total Technical and Base Adjustments	-948	625	129,251
2025 Current Services	37,636	37,636	8,513,649
Program Changes			
Increases:			
Security Cameras System Upgrades (Blind Spots)	0	0	35,500
Subtotal, Increases	0	0	35,500
Total Program Changes	0	0	35,500
2025 Total Request²	37,636	37,636	8,549,149
2024 - 2025 Total Change	-948	625	164,751

¹FY 2023 FTE is actual

B. Summary of Requirements

Summary of Requirements
Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2023 Enacted			FY 2023 Appropriation			FY 2024 Continuing Resolution			FY 2024 Rescissions and			FY 2025 Technical and Base			FY 2025 Current Services		
	Positions	Actual FTE	Amount	Positions	Actual FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	14,289	13,111	3,432,636	0	0	0	14,289	13,499	3,432,636	-476	-476	-8,190	-450	310	66,043	13,363	13,333	3,490,489
Security/Management and Administration	24,965	19,453	4,255,161	0	0	0	24,965	24,210	4,255,161	-477	-477	0	-450	310	22,979	24,038	24,043	4,278,140
Contract Confinement	331	290	704,791	0	0	0	331	303	704,791	-48	-48	0	-48	5	40,229	235	260	745,020
Total Direct	39,585	32,854	8,392,588	0	0	0	39,585	38,012	8,392,588	-1,001	-1,001	-8,190	-948	625	129,251	37,636	37,636	8,513,649
Balance Rescission			0			0			0			0			0			0
Total Direct with Rescission			8,392,588			0			8,392,588			-8,190			129,251			8,513,649
Reimbursable FTE		0			0			0			0			0				0
Total Direct and Reimb. FTE		32,854			0			38,012			-1,001			625				37,636
Other FTE:																		
LEAP		0			0			0			0			0				0
Overtime		0			0			0			0			0				0
Grand Total, FTE		32,854			0			38,012			-1,001			625				37,636

Program Activity	2025 Increases			2025 Offsets			2025 Request ¹		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	0	0	0	0	0	0	13,363	13,333	3,490,489
Security/Management and Administration	0	0	35,500	0	0	0	24,038	24,043	4,313,640
Contract Confinement	0	0	0	0	0	0	235	260	745,020
Total Direct	0	0	35,500	0	0	0	37,636	37,636	8,549,149
Balance Rescission			0			0			0
Total Direct with Rescission			35,500			0			8,549,149
Reimbursable FTE		0			0			0	
Total Direct and Reimb. FTE		0			0			37,636	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			37,636	

C. Program Changes by Decision Unit

FY 2025 Program Increases/Offsets by Decision Unit

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Increases	Location of Description by Program Activity	Inmate Care and Programs				Security/Management and				Contract Confinement			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Security Cameras System Upgrades (Blind Spots)		0	0	0	0	0	0	0	35,500	0	0	0	0
Total Program Increases		0	0	0	0	0	0	0	35,500	0	0	0	0

Program Increases	Location of Description by Program Activity	Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount
Security Cameras System Upgrades (Blind Spots)		0	0	0	35,500
Total Program Increases		0	0	0	35,500

Program Offsets	Location of Description by Program Activity	Contract Confinement				Inmate Care and Programs				Security/Management and			
		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 Program Activity	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 2023 Enacted		FY 2024 Continuing Resolution		FY 2025 Current Services		FY 2025 Increases		FY 2025 Offsets		FY 2025 Total Request	
	Direct & Reimb FTE Actuals	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.	6,487	1,027,926	6,487	1,027,926	6,487	1,027,926	0	0	0	0	6,487	1,027,926
Subtotal, Goal 2	6,487	1,027,926	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.	3,081	832,398	3,081	824,122	3,081	824,122	0	0	0	0	3,081	824,122
3.5 Advance Environmental Justice and Tackle the Climate Crisis.	0	0	0	10,086	0	10,086	0	0	0	0	0	10,086
Subtotal, Goal 3	3,081	832,398	3,081	834,208	3,081	834,208	0	0	0	0	3,081	834,208
Goal 5 Administer Just Court and Correctional Systems												
5.2 Maintain a Safe and Humane Prison System.	23,286	6,522,264	27,443	6,522,264	28,068	6,651,515	0	35,500	0	0	28,068	6,687,015
Subtotal, Goal 5	23,286	6,522,264	27,443	6,522,264	28,068	6,651,515	0	35,500	0	0	28,068	6,687,015
TOTAL	32,854	8,382,588	37,011	8,384,398	37,636	8,513,649	0	35,500	0	0	37,636	8,549,149

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
Technical Adjustments			
1 <u>Additional Amount for 2024 Pay Raise</u> Technical adjustment required to sustain pay and benefits and personnel, including funds needed to sustain the 5.2 percent pay raise effective January 2024	625	625	84,412
2 <u>Non-Recrural - Transfers - NIJ FY 2024 - To OJP RES</u> Non-Recrural - Transfers - NIJ FY 2024 - To OJP RES	0	0	8,190
Subtotal, Technical Adjustments	625	625	92,602
Transfers			
1 <u>Transfers - NIJ - To RES</u> Transfers - NIJ - To RES	0	0	-8,190
Subtotal, Transfers	0	0	-8,190
Pay and Benefits			
1 <u>2025 Pay Raise - 2%</u> This request provides for a proposed 2 percent pay raise to be effective in January of 2025. The amount requested, \$76,648,000, represents the pay amounts for 3/4 of the fiscal year plus appropriate benefits (\$53,653,600 for pay and \$22,994,400 for benefits).	0	0	76,648
2 <u>Annualization of 2024 Pay Raise</u> This pay annualization represents first quarter amounts (October through December) of the 2024 pay increase of 5.2 percent. The amount requested, \$57,223,000, represents the pay amounts of 1/4 of the fiscal year plus appropriate benefits (\$40,056,100 for pay and \$17,167,900 for benefits).	0	0	57,223
3 <u>Employees Compensation Fund</u> The \$4,664,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	4,664
4 <u>Health Insurance</u> Effective January 2025, the component's contribution to Federal employees' health insurance increases by 3.5	0	0	2,049
5 <u>Position/FTE Rightsizing Adjustment</u> Position/FTE Rightsizing Adjustment	-1,573	0	0
6 <u>Support for Recruitment and Retention Incentives</u> Hiring and Staffing Efforts/Retention Incentives	0	0	41,000
Subtotal, Pay and Benefits	-1,573	0	181,584
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 2025 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
Subtotal, Domestic Rent and Facilities	0	0	1,008
Other Adjustments			
1 <u>Administrative Savings</u> Administrative Savings	0	0	-255,765
2 <u>FSA Office</u> Within First Step Act funding, the BOP will use \$2,000,000 to establish a First Step Act Office.	0	0	[2,000]
Subtotal, Other Adjustments	0	0	-255,765
Prison and Detention			
1 <u>Existing Contract Bed Adjustments - BOP</u> 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 \$39,326,000 is required for FY 2025.	0	0	39,326
2 <u>Food Cost Adjustments - BOP</u> The U.S. is experiencing high increases in food costs. An increase of \$13,497,000 for FY 2025 is necessary to keep pace with the costs of providing inmate meals.	0	0	13,497
3 <u>Medical Cost Adjustments - BOP</u> This provides the Bureau of Prisons with \$48,661,000 in funding for FY 2025 mandatory cost increases incurred due to rising health care costs in the U.S.	0	0	48,661
4 <u>Utility Costs Adjustments - BOP</u> This provides the Bureau of Prisons with \$16,528,000 in funding for FY 2025 mandatory cost increases incurred due to rising utility costs in the U.S.	0	0	16,528
Subtotal, Prison and Detention	0	0	118,012
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	-948	625	129,251

F. 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/	FY 2023 Availability		
	Positions	Actual	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Actual	Amount
Inmate Care and Programs	14,289	13,111	3,176,636	0	0	246,000	0	0	14,289	13,111	3,422,636
Security/Management and Administration	24,965	19,453	4,465,161	0	0	-100,000	277	6,726	24,965	19,453	4,372,164
Contract Confinement	331	290	740,791	0	0	-36,000	0	0	331	290	704,791
Total Direct	39,585	32,854	8,382,588	0	0	110,000	277	6,726	39,585	32,854	8,499,591
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			8,382,588			110,000	277	6,726			8,499,591
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		32,854			0					32,854	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		32,854			0					32,854	

Reprogramming/Transfers:

BOP reprogrammed \$136 million within S&E Decision Units. In addition, \$110 million was transferred between expired/unexpired accounts.

Carryover:

BOP carryover in no year account. (X2)

Recoveries/Refunds:

G. Crosswalk of 2024 Availability

Crosswalk of 2024 Availability
 Federal Prison System
 Salaries and Expenses
 (Dollars in Thousands)

Program Activity	FY 2024 Continuing Resolution			FY 2024 Rescissions and			Reprogramming/Transfers			Carryover	Recoveries/	FY 2024 Availability		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	14,289	13,499	3,432,636	-476	-476	0	0	0	0	0	0	13,813	13,023	3,432,636
Security/Management and Administration	24,965	24,210	4,255,161	-477	-477	0	0	0	70,000	50,031	0	24,488	23,733	4,375,192
Contract Confinement	331	303	704,791	-48	-48	0	0	0	0	0	0	283	255	704,791
Total Direct	39,585	38,012	8,392,588	-1,001	-1,001	0	0	0	70,000	50,031	0	38,584	37,011	8,512,619
Balance Rescission			0			0			0	0	0			0
Total Direct with Rescission			8,392,588			0			70,000	50,031	0			8,512,619
Reimbursable FTE		0			0			0						0
Total Direct and Reimb. FTE		38,012			-1,001			0						37,011
Other FTE:														
LEAP FTE		0			0			0						0
Overtime		0			0			0						0
Grand Total, FTE		38,012			-1,001			0						37,011

Reprogramming/Transfers:

BOP Transfers \$70 million between expired/unexpired accounts.

Carryover:

BOP carryover in no year account (X2).

Recoveries/Refunds:

H.R. Summary of Reimbursable Resources

Summary of Reimbursable Resources

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2023 Actual			2024 Estimate			2025 Request			Increase/Decrease		
	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount
Energy Savings	0	0	126	0	0	500	0	0	500	0	0	0
Meal Tickets	0	0	143	0	0	500	0	0	500	0	0	0
Recycling	0	0	637	0	0	1,400	0	0	1,400	0	0	0
Sale of Vehicles	0	0	347	0	0	700	0	0	700	0	0	0
Staff Housing Rental	0	0	5,708	0	0	5,800	0	0	5,800	0	0	0
Custody and Care of State Prisoners	136	0	3,218	136	0	11,400	136	0	11,400	0	0	0
Travel and Purchase Cards	0	0	3	0	0	4,000	0	0	4,000	0	0	0
Misc. Reimbursement	0	0	4,375	0	0	700	0	0	700	0	0	0
Budgetary Resources	136	0	14,557	136	0	25,000	136	0	25,000	0	0	0

Obligations by Program Activity	2023 Actual			2024 Estimate			2025 Request			Increase/Decrease		
	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount	Reimb.	Reimb.	Amount
Inmate Care and Programs	0	0	0	0	0	0	0	0	0	0	0	0
Security/Management and Administration	136	0	14,557	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	14,557	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 2023 Enacted		FY 2024 Continuing Resolution		FY 2025 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program	Program	Total Direct	Total Reimb.
Miscellaneous Operations (001-099)	810	19	810	19	-948	0	0	-138	19
Correctional Institution Administration (006)	1,694	0	1,694	0	0	0	0	1,694	0
Correctional Officers (007)	20,446	0	19,986	0	0	0	0	20,446	0
Social Science, Psychology, Welfare (0100-0199)	3,100	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)	942	4	942	4	0	0	0	942	4
Medical, Dental & Public Health (600-799)	2,225	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)	898	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	3,618	2	3,077	2	0	0	0	2,617	2
Total	39,585	136	38,584	136	-948	0	0	37,636	136
Headquarters Washington D.C.	1,215	0	1,215	0	0	0	0	1,215	0
US Fields	38,370	136	37,369	136	-948	0	0	36,421	136
Foreign Field	0	0	0	0	0	0	0	0	0
Total	39,585	136	38,584	136	-948	0	0	37,636	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		35,500		0		35,500
Total Program Change Requests	0	35,500	0	0	0	35,500

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 2023 Actual		FY 2024 Continuing Resolution		FY 2025 Request		Increase/Decrease	
	Act. FTE	Amount	Direct	Amount	Direct	Amount	Direct	Amount
11.1 - Full-time permanent	32,854	2,649,472	37,011	3,056,012	37,636	3,169,388	625	113,376
11.3 - Other than full-time permanent	0	13,121	0	13,444	0	14,323	0	879
11.5 - Other personnel compensation	0	548,880	0	548,880	0	548,880	0	0
<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	3,840	0	3,840	0	3,840	0	0
Total	32,854	3,215,313	37,011	3,622,176	37,636	3,736,431	625	114,255
Other Object Classes								
12.1 - Civilian personnel benefits		1,824,407		1,885,646		1,898,646	0	13,000
13.0 - Benefits for former personnel		1		1		1	0	0
21.0 - Travel and transportation of persons		99,676		35,581		36,481	0	900
22.0 - Transportation of things		12,713		11,707		11,707	0	0
23.1 - Rental payments to GSA		29,739		29,739		30,439	0	700
23.2 - Rental payments to others		2,789		2,753		3,455	0	702
23.3 - Communications, utilities, and miscellaneous charges		392,136		298,580		301,580	0	3,000
24.0 - Printing and reproduction		8,693		766		900	0	134
25.1 - Advisory and assistance services		129,873		129,873		132,473	0	2,600
25.2 - Other services from non-federal sources		385,229		385,229		390,479	0	5,250
25.3 - Other goods and services from federal sources		218,184		85,000		92,501	0	7,501
25.4 - Operation and maintenance of facilities		45,022		45,022		45,022	0	0
25.5 - Research and development contracts		12		12		12	0	0
25.6 - Medical care		472,719		472,719		477,719	0	5,000
25.7 - Operations and maintenance of equipment		232,670		232,670		236,670	0	4,000
25.8 - Subsistence and support or persons		494,129		494,129		498,129	0	4,000
26.0 - Supplies and materials		677,213		561,172		567,008	0	5,836
31.0 - Equipment		63,917		63,917		63,917	0	0
32.0 - Land and structures		3,566		3,566		3,566	0	0
41.0 - Grants, subsidies, and contributions		12,881		12,881		12,881	0	0
42.0 - Insurance claims and indemnities		17,427		17,427		17,427	0	0
Total Obligations		8,338,309		8,390,566		8,557,444	0	166,878
Net of:								
Unobligated Balance, Start-of-Year		-277		-50,031		-12,776	0	37,255
Transfers/Reprogramming		-110,000		-70,000		0	0	70,000
Recoveries/Refunds		6,726		0		0	0	0
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		50,031		12,776		4,481	0	-8,295
Unobligated End-of-Year, Expiring		97,799		101,087		0	0	-101,087
Total Direct Requirements		8,382,588		8,384,398		8,549,149		164,751
Reimbursable FTE								
Full-Time Permanent	0		0		0		0	0

Figures may deviate from Budget Appendix due to BOP error.

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

Federal Prison System

Status of Congressionally Requested Studies, Reports, and Evaluations¹

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.

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

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) reporting 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.

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 benefits. 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.

¹ A full-year 2024 appropriation was not enacted at the time the Budget was prepared; therefore, the FY 2023 enacted reporting requirements are listed.

S. Summary of Change

Summary of Change
Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	FY 2025 President's Budget				
	Pos.	Atty	Agents	FTE	Amount
2024 Continuing Resolution	39,585	200	20,446	38,012	8,392,588
FY 2024 Annualized Continuing Resolution	-1,001	0	-460	-1,001	0
Transfers - NIJ - FY 2024 - To RES	0	0	0	0	-8,190
2024 Continuing Resolution with Rescission & Supplemental	38,584	200	19,986	37,011	8,384,398
Technical Adjustments					
Additional Amount for 2024 Pay Raise	625	0	460	625	84,412
Non-Recrural - Transfers - NIJ FY 2024 - To OJP RES	0	0	0	0	8,190
Subtotal, Technical Adjustments	625	0	460	625	92,602
Base Adjustments					
ATB Transfers					
Transfers - NIJ - To RES	0	0	0	0	-8,190
Subtotal, ATB Transfers	0	0	0	0	-8,190
Pay & Benefits					
2025 Pay Raise - 2%	0	0	0	0	76,648
Annualization of 2024 Pay Raise	0	0	0	0	57,223
Employees Compensation Fund	0	0	0	0	4,664
Health Insurance	0	0	0	0	2,049
Position/FTE Rightsizing Adjustment	-1,573	0	0	0	0
Support for Recruitment and Retention Incentives	0	0	0	0	41,000
Subtotal, Pay & Benefits	-1,573	0	0	0	181,584
Domestic Rent & Facilities					
GSA Rent	0	0	0	0	691
Guard Service	0	0	0	0	317
Subtotal, Domestic Rent & Facilities	0	0	0	0	1,008
Other Adjustments					
Administrative Savings	0	0	0	0	-255,765
FSA Office	0	0	0	0	[2,000]
Subtotal, Other Adjustments	0	0	0	0	-255,765
Prison and Detention					
Existing Contract Bed Adjustments - BOP	0	0	0	0	39,326
Food Cost Adjustments - BOP	0	0	0	0	13,497
Medical Cost Adjustments - BOP	0	0	0	0	48,661
Utility Costs Adjustments - BOP	0	0	0	0	16,528
Subtotal, Prison and Detention	0	0	0	0	118,012
Subtotal, Base Adjustments	-1,573	0	0	0	36,649
Subtotal, Technical and Base Adjustments	-948	0	460	625	129,251
2025 Current Services	37,636	200	20,446	37,636	8,513,649
Program Changes					
Program Increase					
Federal Prison System - S&E					
Security Cameras System Upgrades (Blind Spots)	0	0	0	0	35,500
Total, Federal Prison System - S&E	0	0	0	0	35,500
Program Decrease					
Total Program Changes	0	0	0	0	35,500
2025 Total Request¹	37,636	200	20,446	37,636	8,549,149

¹Total Request amount is post-NIJ transfer. The FY 2025 Appropriation is \$8,557,339,000.

R. Summary by Appropriation

Summary by Appropriation (FY 2023 - FY 2025)

Federal Prison System

Salaries and Expenses

Appropriation	FY 2023 Enacted			FY 2024 Continuing Resolution ¹			FY 2025 President's Budget ²		
	Pos.	FTE	\$000's	Pos.	FTE	\$000's	Pos.	FTE	\$000's
Salaries and Expenses	39,585	38,012	\$8,392,588	38,584	37,011	\$8,392,588	37,636	37,636	\$8,557,339
Buildings and Facilities	66	66	290,000	66	66	108,000	70	69	260,215
Rescission of prior funding.			0			0			-579,213
Total B&F Resources			290,000			108,000			-318,998
Federal Prison Industries	1,950	753		1,950	753		1,950	792	
Commissary	797	749		797	749		797	749	
TOTAL	42,398	39,580	\$8,682,588	41,397	38,579	\$ 8,500,588	40,453	39,246	\$8,238,341

¹FY 2024 Continuing Resolution Buildings and Facilities amount is not inclusive of \$182 million in base resources for Modernization and Repair projects.

²FY 2025 President's Budget total amount is pre-NIJ transfer of -\$8.19 million from S&E appropriation.