

United States Department of Justice



Federal Prison System

Salaries and Expenses

FY 2025 PERFORMANCE BUDGET

Congressional Submission

U.S. Department of Justice
FY 2025 Performance Budget
Congressional Submission
Federal Bureau of Prisons
Salaries and Expenses

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I. Overview for the Bureau of Prisons (BOP), Salaries and Expenses (S&E) Appropriation

A. Introduction

The Fiscal Year (FY) 2025 Congressional budget request for the BOP S&E Appropriation totals **\$8,557,339,000** with 37,636 FTEs and 37,636 positions (20,446 Correctional Officer series).

The FY 2025 current services level funds critical base operations, such as increases in employee salaries and benefits, as well as increases in medical, utility, and food expenses. Current services also include \$41 million in additional funding for recruitment and retention incentives, and base funding for programs related to the implementation and continuation of the First Step Act (FSA). The full implementation of the FSA remains a priority for the BOP. The President's Budget request also includes a \$35.5 million program increase for essential Security Cameras System Upgrades.

The BOP is a vital part of the Federal criminal justice system. Arresting authorities, prosecutors, judges, and community members count on the BOP's employees to ensure that the over 157,000 individuals in its custody are always accounted for, treated humanely and with dignity, and returned to their communities with the training and skills they need to be productive, law-abiding citizens. The requested funding will support corrections professionals who foster a humane and secure environment and ensure public safety by preparing individuals for successful reentry into our communities. This highly skilled, diverse and innovative workforce creates a strong foundation of safety and security. The BOP must carry out its duties while ensuring its employees work in a safe environment and have the tools, training, and support they need.



The BOP was established in 1930 to provide more progressive and humane care for incarcerated individuals, to professionalize the prison service, and to ensure consistent and centralized administration of the 11 Federal prisons in operation at that time. Today, the BOP includes 122 institutions, six regional offices, a Central Office, and residential reentry offices that oversee residential reentry centers and home confinement programs. The BOP also operates two institution staff training centers, the staff training academy at the Federal Law Enforcement Training Center in Glynco, GA and the Management and Specialty Training Center in Aurora, CO. The Central Office and regional offices provide administrative oversight and support to the institutions and residential reentry offices. The BOP protects public safety by ensuring incarcerated individuals serve their sentence of imprisonment in institutions that are safe, humane, cost-efficient, and appropriately secure. The BOP also helps reduce future criminal



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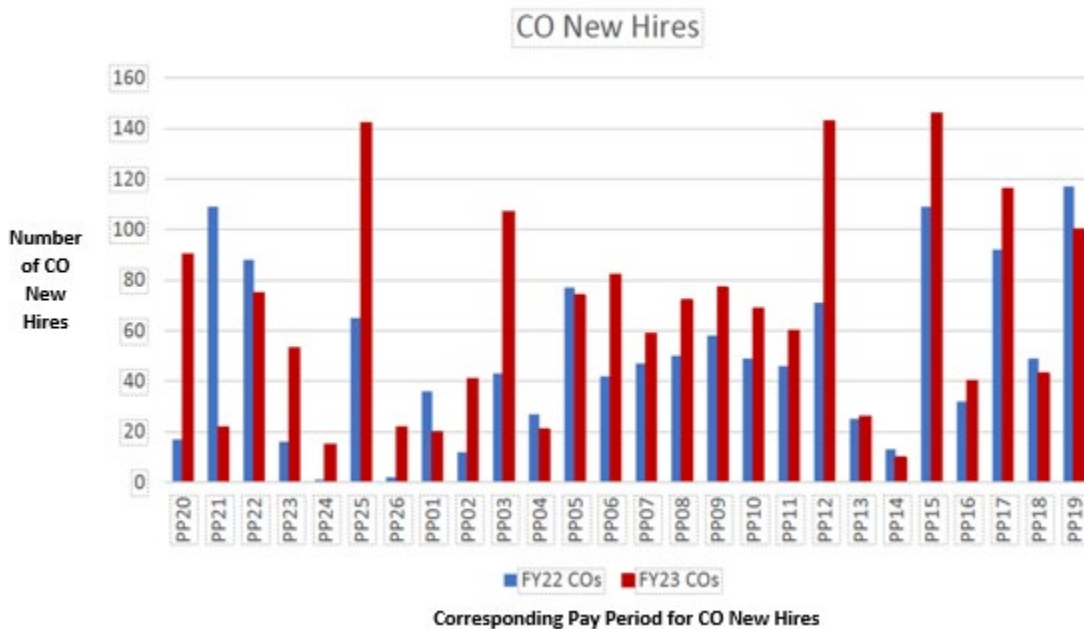
activity by encouraging individuals to participate in a range of programs that help them adopt a crime-free lifestyle upon their return to the community.

B. Challenges

The challenges that can positively affect or impede progress toward achievement of agency goals are complex and ever-changing. Factors that impact the BOP include general economic conditions, legislation, investigative and prosecutorial initiatives, health care, mental -health, technology, and crime rates. The BOP continues to streamline operations and increase efficiency to operate as inexpensively and effectively as possible.

Staffing

The BOP staff work around the clock, seven days a week. The BOP is committed to the goal of 100 percent staffing at its facilities Nationwide. To achieve this goal, the BOP put into place several recruitment and retention incentives to attract new applicants for the correctional officer position as well as retain retirement eligible staff. Agency-wide there have been over 11,700 external selections made since October 2019. The following chart shows new Correctional Officers hired in FY 2022 and FY 2023.

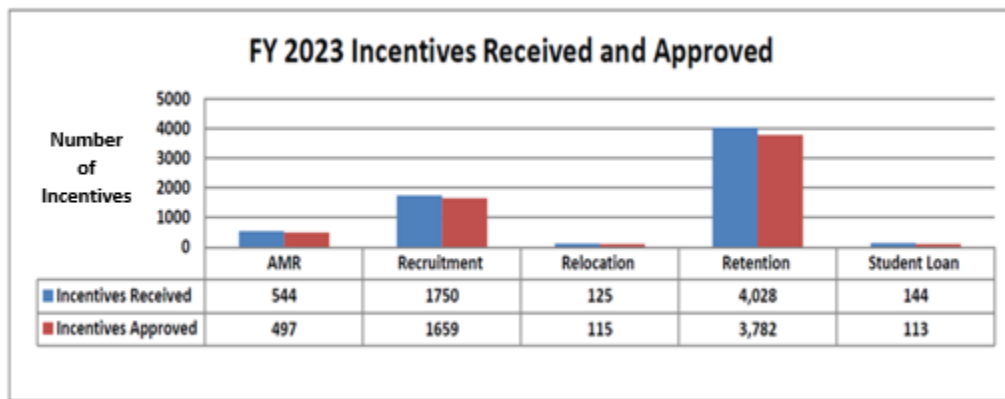


The BOP received approval from OPM to provide 25 percent retention incentives for Correctional Officers at seven chronically hard-to-fill institutions and all institution employees at six institutions with significant hiring challenges. In September 2021, USP Thomson was the first location to received OPM approval for all staff to receive a 25 percent group retention incentive. In May 2022, Correctional Officers at FCC Beaumont, FCC Florence, FCI Mendota, FCI Herlong, and FCC Yazoo City received approval for the 25 percent group retention.



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Throughout FY 2023, OPM approved additional 25 percent group retention incentives for Correctional Officers and Lieutenants at FCI Englewood, FCC Pollock, and FCI Waseca. In September 2023, FCI Oxford, USP Atwater, FCI Berlin, MCC San Diego, FCI Dublin, FCI Herlong, FCC Florence, MDC Los Angeles, FCI SeaTac, and FCI Sheridan received approvals for all staff to receive the 25 percent group retention incentive. Further, OPM approved ongoing ability to use recruitment and relocation incentives up to 25 percent and group retention up to ten percent for locations with hiring challenges. In FY 2025, the BOP requests funding dedicated to continuing to increase hiring and retention incentives at its most affected institutions. The following chart shows incentives requests received and approved during FY 2023.



The BOP suffered tragic losses in FY 2013 with the murders of two staff members. Officer Eric Williams, a Correctional Officer at the USP in Canaan, Pennsylvania, was working in a housing unit when an adult in custody stabbed him to death. Lieutenant Osvaldo Albarati was shot and killed while driving home from the Metropolitan Detention Center in Guaynabo, Puerto Rico. These losses underscore the challenges the dedicated men and women working for the BOP face daily. While there are many facets to the BOP’s operations, the foundation for it all is the safe, secure, and orderly operation of its institutions, and every staff member is critical to this mission.

All BOP employees, who work in an institution are considered “correctional workers first,” regardless of the position to which they are assigned. Because all non-custody staff are correctional workers and receive the same correctional officer training, they can perform programmatic functions (such as those of an educational instructor) without the added presence of a Correctional Officer. This BOP operational maxim also allows non-custody staff to assume the duties of Correctional Officers during adults in custody disturbances, or because of long or short-term custody staff shortages.

All BOP institution staff are trained to work with adults in custody, respond to emergencies, and follow security procedures. The situational awareness and diligence of BOP staff are the foundation of safety and security within BOP institutions and are key to protecting the public. When an insufficient number of Correctional Officers available to cover an institution’s mission critical custody posts on any given day, institution staff make up the difference by assigning non-custody employees (a practice termed “augmentation”), authorizing overtime, or, if no other



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alternative exists, leaving posts vacant. When BOP institution managers use augmentation, the normal duties performed by the augmenting staff may be curtailed or delayed, potentially interfering with the BOP's ability to provide some adults in custody programs. The BOP is working to reduce augmentation by developing an augmentation usage practice that recognizes the need to reduce its use, while still ensuring BOP facilities are appropriately and securely staffed by dedicated employees.

Contraband and the Use of Technology

Contraband poses a significant and serious risk to BOP employees, the public, and adults in custody. The prevention of the introduction of dangerous contraband is a complex and evolving challenge. The BOP utilizes security technology to enhance safety and security of its prisons. Evaluations of existing adults in custody screening electronic devices are performed to identify whether they are functioning as intended and any needed adjustments or upgrades are implemented. Electronic screening devices for an adult in custody have formed the nucleus of the agency contraband interdiction system for over 15 years. Electronic screening devices for Adults in custody include more established, whole-body imaging, metal detection technologies and newer, emerging security technologies. Examples of emerging security technologies include contraband cell phone identification and mitigation, as well as counter unmanned aircraft systems (drones) identification and mitigation.

The BOP Office of Security Technology (OST) has a continuous evaluation process in place for all devices that constitute the contraband interdiction system. For example, during FY 2022 and FY 2023, OST evaluated and initiated fleet replacement of the whole-body imaging devices after existing devices deployed in 2012 became end of life, were not Windows 10 compliant, and newer technology offered higher fidelity X-ray scans for contraband identification in adult in custody body orifice.

Currently, OST is evaluating the fixed metal detection system deployed to 20 high security penitentiaries for effectiveness and fleet replacement. During the past three fiscal years (FY 2021- FY 2023), OST has used funding to deploy state-of-the-art detection technology for unauthorized drones that drop dangerous contraband into federal prisons. This electronic device screening program has been particularly effective, resulting in the indictment of several private individuals. Criminal associates of adults in custody, including those formerly incarcerated, have coordinated these dangerous, drone contraband drops across state and jurisdictional lines and at multiple federal prisons. Further, OST is investigating artificial intelligence technology to enhance baggage scanner threat identification. These new generation baggage scanners were acquired in FY 2023 and are being deployed in FY 2024 to interdict contraband coming in at fixed checkpoints.

Taken together, evaluating, maintaining, and upgrading the many devices within the BOP's contraband interdiction system is a huge undertaking. It involves support from agency leadership, field institutions, the Department of Justice (DOJ), the Office of Management and Budget, and Congress. When objectively evaluating the BOP contraband interdiction system



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compared to state and local correctional agency interdiction systems, the BOP continues to set the gold standard.

Medical Staffing

Providing medical care to adults in custody continues to be a major portion of the BOP's overall spending and is an area that the BOP monitors closely to contain overall costs. As described in the DOJ Office of Inspector General report issued in March 2016, recruitment of medical professionals was one of the Bureau's greatest challenges, and these challenges (a) limit adult in custody access to medical care, (b) result in an increased need to send adults in custody outside the institution for medical care, (c) contribute to increases in medical costs, and (d) can affect prison safety and security.

Challenges to medical staffing and recruitment are myriad, but significant contributing factors include the following issues.

- Most medical school graduates choose medical specialty fields rather than primary care careers because of higher earning potential. However, the BOP overwhelmingly needs primary care physicians and is competing with the broader health care industry for a small pool of new primary care graduates.
- Other Federal agencies (e.g., the Veterans Health Administration, Department of Defense, National Institutes of Health, etc.) can apply Title 38 compensation standards for higher salaries across all licensed medical disciplines. The Bureau began utilizing a hybrid Title 5/Title 38 pay system in 2016 for psychiatrists, adding physicians and dentists in 2020. The implementation of this hybrid Title 38 pay system yielded positive results, showing an eight percent increase in these three medical disciplines since 2016. However, an eight percent reduction of other medical disciplines not currently receiving Title 38 pay has been noted in this same time frame (e.g., nurses, paramedics, advanced practice providers).
- The rural locations of many BOP institutions result in limited local markets of health care professionals, and it can also be harder to attract professionals from outside these areas. Contracting medical services in remote communities is especially challenging, and often results in higher costs due to the need to transport adults in custody with serious medical and mental health problems away from the parent institution.

The BOP is constantly developing strategies to meet its medical staffing needs. A priority is exploring expansion of the hybrid Title 38 pay system to all licensed medical professionals. Additionally, the BOP experienced success in the use of a psychology-based intern program that could be mirrored for medical disciplines to entice, recruit, and retain all licensed medical professions, allowing current medical professionals to serve as preceptors for their respective disciplines while ensuring a steady flow of prospective applicants.



C. **First Step Act (FSA)**

The implementation of the First Step Act (FSA), enacted on December 21, 2018, remains a priority for the BOP. The BOP's public website for further FSA information is available here: https://www.bop.gov/adults_in_custody/fsa/index.jsp

The Risk and Needs Assessment System (RNAS)

The Attorney General's initial publication of a risk and needs assessment system (RNAS) in July 2019 was a key requirement of the FSA. The new risk assessment tool, called the Prisoner Assessment Tool Targeting Estimated Risk and Needs (PATTERN), is designed to predict the likelihood of general and violent recidivism for all adults in custody. As required by the FSA, PATTERN contains static risk factors (e.g., age and crime of conviction) and dynamic items (i.e., program participation) that are associated with recidivism risk. The PATTERN assessment tool provides predictive models, or scales, developed and validated for males (general and violent) and females (general and violent) separately.

In September 2019, the Bureau convened a needs assessment symposium. Attendees included representatives from the Bureau, Department of Justice (DOJ), and the Independent Review Committee (IRC), as well as academic scholars and correctional leaders representing departments with strong needs assessment systems. As a result of this gathering, 12 clearly defined needs are assessed under Bureau's system. Twelve needs were identified by the expert group: Anger/Hostility, Antisocial Peers, Cognitions, Education, Family/Parenting, Finance/Poverty, Medical, Mental Health, Recreation/Leisure/Fitness, Substance Use, Trauma, and Work. A thirteenth need, Dyslexia, is statutorily required by the First Step Act.

In collaboration with the Independent Review Committee (IRC) and DOJ, the BOP published a list of FSA-approved programs that now include 112 Evidence-Based Recidivism Reduction (EBRR) programs and Productive Activities (PAs), the most robust of which are Cognitive Behavioral Therapy (CBT) interventions for mental health, substance use disorders, anger management, and criminal thinking. Literacy and nearly 200 occupational training programs are also widely available, including a collaboration with the Department of Labor (DOL) on a grant initiative (discussed further below) and reentry-focused programs such as parenting are offered at all sites. Every program addresses one or more of the 13 assessed needs.

RNAS Re-Validation

The FSA requires the Department to review and re-validate the RNAS on an annual basis. An annual re-validation timeline presents a potential research and theoretical challenge for recidivism analysis.

- *Risk Assessment:* PATTERN was developed using a seven-year dataset of Bureau releases, and it was validated as an effective predictor of recidivism over a three-year



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period in the community. In a research setting, a researcher would normally gather data to re-validate a risk and needs assessment tool approximately three years after a sufficient sample size are released from custody. Until this time, the most appropriate and rigorous analytic plan has been developed to meet the annual FSA re-validation requirement. While this will cause an incongruence in the re-validation processes, the results can serve as an interim estimate of the predictive performance of the RNAS. As the analytic plan evolves, it and subsequent results will be documented in DOJ's annual report to Congress.

The independent consultants conducted an initial assessment of PATTERN and identified some errors regarding how certain factors should be scored. The PATTERN tool was subsequently revised (first as PATTERN 1.2-R) and utilized by the Bureau to update risk assessments based on the adjusted scoring criteria. On May 7, 2022, the most current PATTERN tool (version 1.3) was launched. The consultants completed their revalidation of the risk assessment tool and have provided feedback for consideration by the Attorney General.

- *Needs Assessment:* The DOJ National Institute of Justice (NIJ) within the Office of Justice Programs (OJP) solicits proposals from qualified individuals to complete the annual review and revalidation of PATTERN. NIJ has used a similar method to solicit and make awards for an annual review and revalidation of the Bureau's SPARC-13 system. The Statement of Work (SOW) specifically requests needs assessment expertise from qualified individuals. Further, NIJ collaborated with the Bureau to ensure the content of the SOW included accurate information about the Bureau's current needs assessment process (i.e., number and types of assessments currently being used, criminogenic needs assessed, use of public domain tools, etc.). The review and revalidation of the Bureau's SPARC-13 system occurred in calendar year 2022.

FSA Time Credits and Assessment of Adults in custody' Risk to Recidivate

Bureau policy regarding FSA Time Credits was most recently updated on March 10, 2023. Program Statement 5410.01 CN-2, First Step Act of 2018 – Time Credits: Procedures for Implementation of 18 U.S.C. § 3632(d)(4) governs the application of FSA Time Credits (FTC) for adults in custody. Section 6 indicates that those eligible for FSA Time Credits earn either 10 or 15 days of credits for every 30-day period they remain in earning status. Earning status is the default for everyone participating in recommended programming, or those registered and waiting to begin upcoming programs. At times, adults in custody may be unable or unwilling to earn FSA incentives, and they are moved to a temporary non-earning status. This status typically occurs when an individual refuses recommended programming, refuses assessments, is placed in disciplinary segregation, or is in the process of moving to another facility.



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As of September 23, 2023, the Bureau population consists of the following FSA assignments within institutions and the community:

- FTC Eligible: 91,259
- FTC Ineligible: 54,387
- Minimum Risk of Recidivism: 16,934
- Low Risk of Recidivism: 51,488
- Medium Risk of Recidivism: 28,335
- High Risk of Recidivism: 38,801

Recidivism Data

In FY 2020, the Bureau entered into a cooperative agreement with the International Justice and Public Safety Network (Nlets) and the FBI's Criminal Justice Information Services Division to provide for a limited exchange of criminal history information retrieved by the Bureau to the DOJ Office of Attorney General (OAG). The agreement was designed to assist the DOJ OAG in fulfilling its requirements under the FSA to track and evaluate recidivism rates and to report on the effectiveness of the RNAS in reducing recidivism. To accomplish such tasks, the agreement provides the Bureau with access to FBI criminal history record information necessary to track recidivism outcomes.

Tracking the recidivism of individuals released from prison since the implementation of the FSA is a critical part of measuring the success of EBRR programs and PAs and of validating the RNAS. "Recidivism" is defined as a return to BOP custody or a re-arrest within three years of release from custody. It includes Driving Under the Influence (DUI) and Driving While Intoxicated (DWI) offenses but excludes other traffic offenses.

The recidivism data below accounts for a total of 44,673 FSA-related releases (e.g., Fair Sentence Act, Compassionate Release, Elderly Offenders in Home Confinement, Cares Act, PATTERN-based Time Credits, and adults in custody initially released July 19th due to changes in Good Conduct Time) released cumulatively up to January 27, 2024, and accounts for all re-arrest recidivism up to approximately January 29, 2024.

Of those persons:

- There have been 4,328 rearrests for some offense;
- A total of 1,408 individuals were arrested for one or more violent offenses. These arrests include homicide / aggravated assault (121); sexual assaults (139); robberies (265); domestic violence and other assaults (2,478); weapons offenses (1,627); and other violent offenses (311). This represents 3 percent of releases;
- Recidivists were split up between Fair Sentencing Act (1,076), Good Conduct Time Releases (871), Compassionate Releases (821), FSA Earned Time Credits (979), Elderly Offenders in Home Confinement (61), and Cares Act (586). (Some have more than one release reason.); and,
- The overall recidivism rate is 9.7 percent.



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Due to the relatively short period from release, no final conclusions can or should be drawn from this data about the overall recidivism rate of those released early due to the FSA. The BOP provides an annual Second Chance Act report to Congress on the recidivism outcomes of released. These reports use a rolling three-year period of recent releases. The FY 2023 report presented recidivism information for 126,642 releases during FY 2016 through 2018. For FY 2018, the overall recidivism rate was 45.4 percent.

FSA Incentives

The Bureau has long offered incentives for the most intensive programs to encourage adults in custody to participate. Incentives were expanded under FSA, and when an adult in custody completes a recommended EBRR in an identified need area, they may earn additional phone minutes, incentive award, incentive event, transfer nearer to home, preferred housing, or additional visitation. The Bureau issued the Program Statement 5220.01, First Step Act Program Incentives, on July 14, 2021.

Expansion/Enhancement of Programs

The BOP's philosophy is reentry preparation begins on the first day of incarceration. Our institutions offer a variety of standardized programs to address criminogenic needs related to education, employment, substance use and mental health to assist with a successful transition to the community. Specialized treatment programs are offered for special populations, including but not limited to, sex offenders, women, aging offenders, and individuals with co-existing disorders.

The BOP has established new program opportunities under the First Step Act. There are 112 EBRRs and PAs in the FSA Approved Programs Guide to assist adults in custody with their individualized needs to include:

- Literacy and English-as-a-Second Language programs
- Apprenticeship training
- Certification course training
- Vocational training
- Mental health and substance use treatment
- Criminal cognition remediation
- Anger management
- Special population services (i.e., career development for women and veterans, targeted family programming, transition acceptance, nutrition, health, and sexual safety)
- Parenting
- Faith based programs (accommodates 28 congregant faith groups)

Using FSA-allotted funds, the BOP created 35 institution-based positions to deliver gender responsive programs designed specifically for women and programming for members of special populations at correctional complexes. The BOP also offers specialized programming for



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veterans, parents, individuals who are aging, and persons living with disabilities. The BOP is developing and implementing new initiatives such as Life Skills Laboratories to teach practical living skills to adults in custody with the greatest needs; providing STEM career technical education for female offenders; doula services for individuals who are pregnant; doula training; and modernizing the adult in custody education platform to include the use of tablets to make more programs accessible. Additionally, the BOP is engaged in the White House Initiative on the National Strategy on Hunger, Nutrition and Health. To support this initiative, a health and wellness program was added to the FSA Programs Guide and vocational curricula is being reviewed to ensure components of the initiative are supported in program offerings. Further, the Bureau entered a contract engagement that creates a Hydroponics Gardening Curriculum. This new leisure program will be implemented at seven locations in FY 2024 including FPC Bryan, FCI Danbury, FCC Terre Haute, FCI Cumberland, FCI Dublin, FCI Mariana, and FCI Seagoville. The BOP also offers five faith-based or spiritually driven programs focused on mentorship, life skills, prosocial choices, interfaith dialogue, cooperation, and emotional understanding.

To assist adults in custody with choosing appropriate educational paths for career and technical education purposes, the BOP onboarded School Counselors at FMC Carswell and FCC Oakdale. The BOP is currently onboarding School Counselors at other locations including FCC Allenwood, FCC Coleman, FCC Florence, FCC Hazelton, FCC Tucson. School counselors will serve as a liaison between Unit Team and Education departments. They will create and manage a School Counseling Program, provide individual student academic planning and goal setting, administer and interpret career interest inventories, and provide classroom lessons that focus on success standards for reentry purposes.

The BOP continues its collaboration with the DOL on the Partners for Reentry Opportunities in Workforce Development (PROWD) grant initiative which provides the delivery of mentoring, coaching, employment and training programs and supportive services to returning citizens. Through this initiative, adults in custody have the opportunity to integrate into their communities and reduce the possibility of recidivism. In FY 2022, seven states to include Pennsylvania, California, Illinois, Arizona, North Carolina, Michigan, and Minnesota were awarded grants. In FY 2023, 11 states received grants to include Alabama, Colorado, Kansas, Mississippi, Montana, New York, Tennessee, Texas, Washington, West Virginia and the District of Columbia. All states provide employment preparation and assistance near the end of an adult in custody's incarceration and they continue to provide services while residing at Residential Reentry Centers (RRCs), on home confinement and while in the community.

Although BOP's current menu of FSA services is large, its expert staff add new programs as the need arises. As well, a mechanism exists for external entities to submit programs for independent review if they believe it addresses a service gap. The agency's primary focus has been on building capacity in its many existing programs through the addition of professional program delivery staff. One area of special focus for staff is the implementation of an agency wide de-escalation skills program, which is required by the FSA. This program provides eight



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hours of training to every employee on managing stressful or conflictual situations with adults in custody to de-escalate situations in a safe and respectful manner, with specific content on working with those who may have a mental illness. Lastly, using FSA funds, the BOP awarded several contracts for outside researchers to perform evaluations of BOP programs, including its suite of substance use treatment programs.

Residential Reentry Centers

The BOP operates 166 separate Residential Reentry Center (RRC) locations under 156 competitive contracts and 19 Intergovernmental Agreements to provide RRC services. Since the passage of the FSA, the BOP has increased its contractual capacity by 1,674 beds. Additional growth in this area will occur over time as adults in custody become eligible to accumulate more program credits towards time in community placements.

Transfers Closer to Home

From January 1, 2019, through December 2023, the BOP approved nearer release transfers to place adults in custody in facilities nearer to their intended communities of release. The following table shows the number of releases each year, along with the average number of releases per month.

Calendar Year	# Nearer Release Transfers	Average # Each Month
2019	2,073	173
2020	1,410	118
2021	2,526	210
2022	1,348	112
2023	1,880	157

D. Population

As of December 21, 2023, the BOP adult in custody population was 157,446. The FY 2025 President’s Budget assumes a population of 156,522. However, the BOP also assumes that the number of adults in custody transferred to home confinement in FY 2023 and FY 2024 will continue to increase. In addition, the BOP has automated the calculation of earned time credits for adults in custody that participate in FSA activities, which can be used towards early release, and the BOP continues to review cases of adults in custody that are requesting compassionate release.

To inform and improve strategic, operational, and management decision-making, the BOP updated the calculation for available beds in each institution. During 2022, the BOP conducted a bed audit to determine physical capacity and calculate a more accurate verification of total beds



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at each institution to improve population management decision-making. Physical capacity counts each cell as double occupancy unless security or program needs deem otherwise. In addition, physical capacity supports informed population management and helps the BOP “right size” facilities by removing additional beds in non-adults in custody housing areas.

The BOP is currently reviewing assessment methods to improve its ability to assess bed usage and crowding across institutions. For example, such an assessment may be necessary in the event an institution sustains significant damage during a hurricane or must close a housing unit due to infrastructure repairs. Further, part of this assessment will account for specific beds with a specific purpose. For instance, adults in custody participating in the Bureau Rehabilitation and Values Enhancement (BRAVE) program, a cognitive behavioral, residential treatment program for young males, have dedicated beds separate from the general population. The following chart illustrates actual population and projections, by security level, through FY 2025.

BOP Institution Security Level	FY 2021 Actual Population	FY 2022 Actual Population	FY 2023 Actual Population	FY 2024 Projected Population	FY 2025 Projected Population
High	18,183	18,695	17,820	17,688	17,606
Medium	49,397	53,198	49,299	48,935	48,707
Low	36,170	42,671	47,332	46,981	46,764
Minimum	12,990	13,645	14,377	14,271	14,204
Total – without Admin	116,740	128,209	128,828	127,875	127,281
Admin ¹	14,907	14,913	15,021	14,910	14,841
Total – with Admin¹	131,647	143,122	143,849	142,785	142,122

In FY 2019, the BOP inmate population declined due to the enactment of the First Step Act in 2018. Further, in FY 2020, additional decreases in the BOP inmate population occurred due to the COVID-19 pandemic and its related policies. For FY 2024 and FY 2025, the BOP currently projects the inmate population to sustain levels similar to FY 2023. While the BOP continues implementation of the First Step Act, to include increased incentives, there have also been investments to combatting violent crime by the Department of Justice that have consistently added to, or sustained, the prison population within BOP institutions each year since FY 2021.

In 2021, the BOP transferred over 41,000 inmates into home confinement; between 2020 and 2023, approximately 86,000 inmates were transferred to home confinement. The Budget assumes that the number of inmates transferred to home confinement in FY 2024 and FY 2025 will continue to increase due to applicability of federal time credits to Residential Reentry Centers and home confinement. In addition, the BOP has automated the calculation of earned time credits for inmates that participate in FSA activities, which can be used towards early release, and the BOP continues to review cases of inmates that are requesting compassionate release.



E. Adult in Custody Programs

The BOP has a responsibility to provide those in our care with opportunities to participate in programs that can afford them the skills they need to lead crime-free lives after release. The BOP's philosophy is that release preparation begins the first day of imprisonment. Accordingly, Federal prisons offer a variety of programs for individuals in our care to address reentry needs, including work, education, vocational training, mental health and substance use treatment, observance of faith and religion, release preparation, and other programs that impart essential life skills. The BOP also provides other structured activities designed to teach individuals in its care productive ways to use their time.

With the First Step Act (FSA), the BOP is able to expand capacity in these programs that provide individuals in its care with the education and skills that will assist them as they reenter into their communities upon release. Each year, nearly 44,000 individuals in the care and custody of BOP return to their communities. Most need job skills, vocational training, education, counseling, and other assistance such as treatment for substance use disorders, anger management, parenting skills, and linkage to community resources for continuity of care for successful reentry into society.

Mental Health Treatment

The BOP offers mental health services throughout an individual's incarceration. This begins with intake, which assesses an individual's mental health history and needs and, in coordination with the needs assessment, may result in recommendations for specific treatment to address mental health needs (e.g., mental illness, substance use, trauma). Following the intake, mental health treatment may take the form of planned recurrent care driven by a treatment plan such as individual therapy, group therapy, residential programs, or inpatient care. However, many individuals also receive intermittent care for short term needs such as grief, crisis, or brief adjustment issues. All BOP institutions have robust suicide prevention programs that screen for risk, train staff to make referrals, and use standardized assessment protocols.

Special Population Services

The BOP identifies members of special populations, such as women, individuals identifying as transgender, veterans, individuals with disabilities, parents/pregnant women, and aging individuals. Programs for these populations are both gender-responsive and trauma-informed and focus on meeting the needs of these historically marginalized populations to ensure that they are afforded appropriate resources. Program opportunities and accommodations are targeted to fill gaps in areas including career training, development and management of skills targeting individual needs, vocational deficits, healthy relationships, trauma, surviving victimization, family life and child rearing, self-advocacy, as well as identifying and utilizing available resources.



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Substance Use Treatment

The BOP's substance use treatment strategy includes a required drug education course, non-residential and residential drug use disorder treatment, medication-assisted treatment, and community transition treatment. Individuals are strongly motivated to participate because certain non-violent offenders who successfully complete all components of this recidivism-reducing program are eligible for a sentence reduction of up to one year. In 2023, 12,429 individuals participated in Residential Drug Abuse Treatment. Further, the BOP has expanded medication-assisted treatment (MAT) for individuals with opioid use disorder. During FY 2023, 7,100 individuals participated in MAT services. The BOP has allocated an additional 150 positions in support of MAT.

Adult in Custody Work Assignments and Career Technical Education Programs

Institutional work programs teach adults in custody occupational skills by instilling a sound work ethic with lasting habits. All sentenced adults in custody in Federal correctional institutions are required to work (except for those who, for security or medical reasons, are unable to do so). Most adults in custody are assigned to an institution job such as food service worker, orderly, painter, warehouse worker, or groundskeeper.

In addition to these BOP work assignments, Federal Prison Industries (FPI), or trade name UNICOR, provides adults in custody the opportunity to gain marketable work skills and a general work ethic; both of which can lead to viable, sustained employment upon release. It is one of the BOP's most successful correctional programs, as it has been proven to reduce recidivism by 24 percent. FPI keeps adults in custody productively occupied and reduces the likelihood of misconduct.

The BOP also offers approximately 200 different Career Technical Education (CTE) Programs. These programs range from exploratory career classes to certification courses to intensive apprenticeship programs commensurate with community standards leading a standardized credential in the trade or field. The BOP continues to onboard school counselors at various institutions to assist adults in custody with vocational needs in selecting the best program and trade to meet their individual strengths and goals.

Education Programs

The BOP views education as a broad umbrella encompassing literacy, post-secondary learning, career skills building and leisure time management. Institutions offer literacy classes, English as a Second Language, adult continuing education, and CTE training (as described above). The BOP requires adults in custody without a high school diploma to enroll in a literacy program where they can attain their high school equivalency while in prison. The Bureau offers adults in custody post-secondary programs to assist with their release preparation.

On December 27, 2020, the FAFSA Simplification Act passed, restoring Pell Grant accessibility for students incarcerated in federal or state institutions and students subject to involuntary commitments. The Bureau has been collaborating with the Department of Education to expand



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Prison Education Program offerings beyond the 14 BOP institutions that were part of the Second Chance Pell Pilot Program that offers two-year or four-year degrees to participants. Many facilities also offer college correspondence programs.

Chaplaincy Programs

All incarcerated individuals have access to religious observances and worship based on their identified faith traditions. The BOP also offers pastoral care, crisis intervention and faith-based, structured reentry programs including the residential Life Connections, the non-residential Threshold, and the Faith-Based Conflict Management program that was introduced in 2023.

Specific Release Preparation Efforts

In addition to the wide array of programs described above; the Bureau provides a Release Preparation Program that adults in custody participate in as they approach release. The program includes classes in resume writing, job seeking, and job retention skills. It also includes presentations by officials from community-based organizations that help with employment and training opportunities after release from prison.

The Bureau has established employment resource centers at most institutions to assist adults in custody with creating release folders to use in job searches; soliciting job leads from companies that have participated in mock job fairs; identifying other potential job openings; and identifying points of contact for information on employment references, job training, and educational programs.

Residential Reentry Centers and Day Reporting Centers

The BOP uses Residential Reentry Centers (RRCs) — also known as community corrections centers, or formerly as “halfway houses” and Day Reporting Centers (DRCs) (non-residential) — to place adults in custody within the community prior to their release from custody to help them adjust to life in the community and find suitable post-release employment. These centers provide a structured, supervised environment and support job placement. As part of this community-based programming, some individuals are also placed on home confinement, which for some, is statutorily limited to 10 percent of a sentence or 6 months, whichever is shorter. Certain individuals under the FSA may be placed in the community for a longer period if they earn Federal Time Credits as described in the First Step Act discussion above. Individuals placed in home confinement are given strict schedules to maintain, adherence to which is telephonically or electronically monitored.

RRCs and DRCs manage individuals transferring to the community under the Second Chance Act and the First Step Act. In March 2020, the CARES Act expanded the BOP’s authority to place individuals on home confinement to reduce individual’s risks to COVID in the prison environment. On April 4, 2023, a final rule (DOJ Rule No. 88 FR 19830) was published which affirmed the discretion of the Director to allow individuals placed in home confinement under the CARES Act to remain on home confinement under the CARES Act for the remainder of their



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sentence. This has resulted in individuals being on home confinement much longer than ever in the history of the BOP.

RRCs and DRCs are further utilized by the Administrative Office of the US Courts (AOUSC) as an intermediate sanction for noncompliance by individuals under supervision. Community confinement within a RRC or additional programming at a DRC is an alternative sentencing option for the courts. The utilization of RRCs and DRCs by the AOUSC is funded by the BOP.



F. Full Program Costs

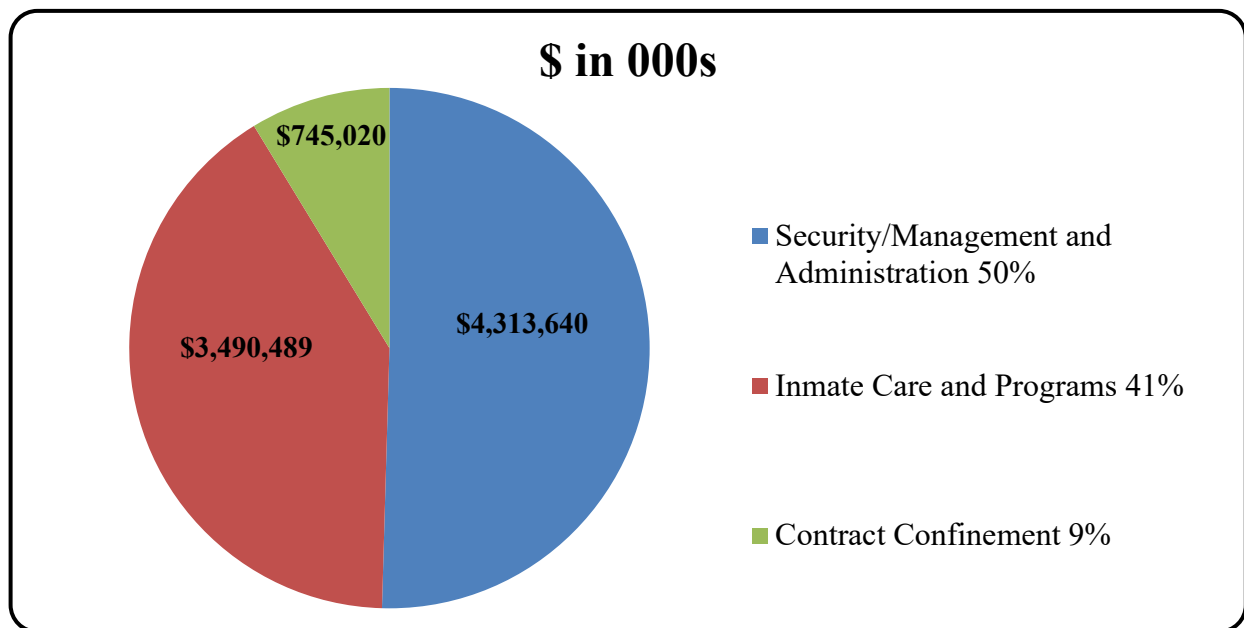
FY 2025 Total Bureau of Prisons Request by Decision Unit

In FY 2025, the BOP is requesting a total of \$8,549,149,000, with 37,636 positions and 37,636 FTEs for the S&E appropriation.

The FY 2025 request is displayed as a post-transfer amount to the NIJ for FSA research.

Positions have been rightsized from FY 2023 Enacted levels and now align with FY 2025 requested FTE levels. Amounts included herein referring to the FY 2024 Continuing Resolution reflect an Annualized Continuing Resolution level.

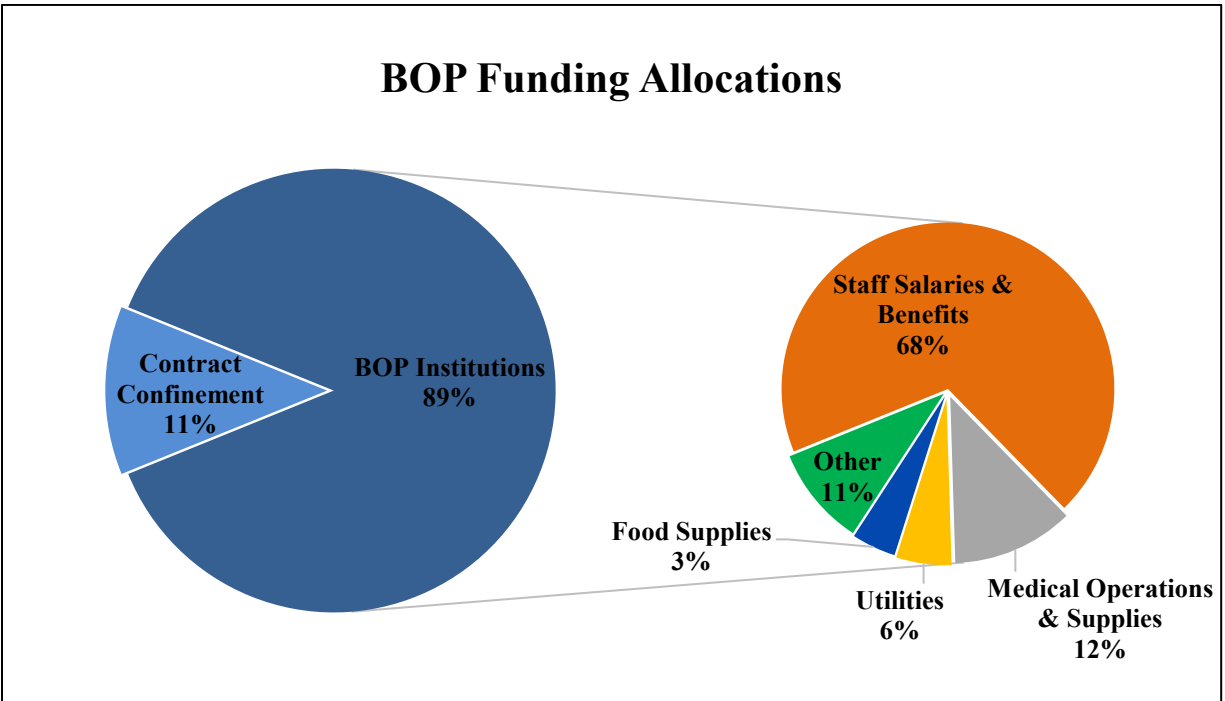
FY 2025 Budget Request by Decision Unit



The BOP's budget proposal emphasizes efficiency, effectiveness, and quality while focusing on meeting the changing needs of the American justice system. Operating the Nation's largest prison system, the BOP's top priority is to focus on the safety and security of employees, adults in custody, and communities.



The below chart depicts BOP's planned FY 2025 allocation for requested funding:





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II. Summary of Program Changes

The requested changes for the BOP S&E appropriation are summarized in the table below:

Item Name	Program Change Details			
	Description	Pos.	FTE	Dollars (\$000)
Security Cameras System Upgrades – Blind Spots (Prison Camera Reform Act)	Security/Management and Administration Increase – For FY 2025, the BOP requests funding for security cameras to address blind spots in BOP prisons.	0	0	35,500
Total Program Changes		0	0	\$35,500



III. Appropriations Language and Analysis of Appropriations Language

Appropriation Language

The FY 2025 Budget Request includes proposed changes in the appropriations language listed and explained below. New language compared to the FY 2024 Continuing Resolution proposed for FY 2025 is italicized and underlined. The language proposed for deletion is bracketed.

Federal Prison System

Salaries and Expenses (Including Transfer of Funds)

For necessary expenses of the Federal Prison System for the administration, operation, and maintenance of Federal penal and correctional institutions, and for the provision of technical assistance and advice on corrections related issues to foreign governments, [~~\$8,392,588,000~~]\$8,557,339,000: *Provided*, That not less than \$409,483,000 shall be for the programs and activities authorized by the First Step Act of 2018 (Public Law 115–391), of which not less than 2 percent shall be transferred to and merged with the appropriation for "Research, Evaluation and Statistics" for the National Institute of Justice to carry out evaluations of programs and activities related to the First Step Act of 2018: *Provided further*, That the Attorney General may transfer to the Department of Health and Human Services such amounts as may be necessary for direct expenditures by that Department for medical relief for adults in custody of Federal penal and correctional institutions: *Provided further*, That the Director of the Federal Prison System, where necessary, may enter into contracts with a fiscal agent or fiscal intermediary claims processor to determine the amounts payable to persons who, on behalf of the Federal Prison System, furnish health services to individuals committed to the custody of the Federal Prison System: *Provided further*, That not to exceed \$5,400 shall be available for official reception and representation expenses: *Provided further*, That not to exceed \$50,000,000 shall remain available until expended for necessary operations: *Provided further*, That, of the amounts provided for contract confinement, not to exceed \$20,000,000 shall remain available until expended to make payments in advance for grants, contracts and reimbursable agreements, and other expenses: *Provided further*, That the Director of the Federal Prison System may accept donated property and services relating to the operation of the prison card program from a not-for-profit entity which has operated such program in the past, notwithstanding the fact that such not-for-profit entity furnishes services under contracts to the Federal Prison System relating to the operation of pre-release services, halfway houses, or other custodial facilities.

Analysis of Appropriation Language

No substantive changes.



IV. Program Activity Justification

A. Inmate Care and Programs

Inmate Care and Programs	Direct Pos.	Estimate FTE	Amount
2023 Enacted	14,289	13,499	3,432,636
2024 Continuing Resolution	13,813	13,023	3,424,446
Adjustments to Base and Technical Adjustments	-450	310	66,043
2025 Current Services	13,363	13,333	3,490,489
2025 Program Increases	0	0	0
2025 Request	13,363	13,333	3,490,489
Total Change 2024-2025	-450	310	66,043

1. Program Description: Inmate Care and Programs

The BOP is committed to effectively using its resources to provide maximum benefit to society. Thus, the BOP relies upon empirical research to determine which programs are effective in accomplishing their objectives. The BOP's adult in custody programs and services are geared toward helping adults in custody prepare for their eventual release.

This activity covers the cost of adults in custody food, medical care, institutional and release clothing, welfare services, transportation, gratuities, staff salaries (including salaries of U.S. Public Health Service commissioned officers), and operational costs of functions directly related to providing adults in custody care. This decision unit also represents costs associated with adults in custody programs (Education and Vocational/Occupational Training, Substance Use Treatment, Religious and Psychological Services).

The following chart provides estimated funding amounts for key programs funded in Inmate Care and Programs decision unit:

Program Area (\$ in thousands)	FY 2022 Actuals	FY 2023 Actuals	FY 2024 Estimates	FY 2025 Estimates
Food	\$461,905	\$489,274	\$508,346	\$521,219
Medical	\$1,381,561	\$1,461,586	\$1,516,680	\$1,558,887
Unit Management	\$630,820	\$644,772	\$678,300	\$691,866
Substance Use Treatment	\$151,140	\$206,697	\$217,445	\$221,794
Education	\$175,290	\$163,648	\$172,158	\$175,601
Psychology Services	\$175,575	\$347,432	\$365,498	\$372,808
Chaplaincy Programs	\$54,049	\$54,858	\$57,711	\$58,865



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A team of multi-disciplinary staff (i.e., Unit Manager, Case Manager, Correctional Counselor and Unit Officer) who have administrative and supervisory authority are permanently assigned and located in housing units to work with the adults in custody. This places services closer to the users, and these staff engage with all the disciplines to gather information to share with adults in custody for individualized services delivery. Regular and consistent interaction between adults in custody and staff provides better communication and understanding of inmate needs.

Under the First Step Act, all adults in custody are administered a risk and needs assessment when they begin serving their sentences. These tools are used to determine how each adult in custody will benefit from services. Staff then collaborate with the adults in custody to choose the programs and services best aligned with their needs to reduce their chances of reoffending or relapsing. Professional staff across disciplines, but particularly in Psychology Services, Education, Women and Special Populations, and Chaplaincy, deliver programs of differing intensities with fidelity to address areas in need of remediation, alleviate symptoms, and teach new skills. Ancillary services, such as support groups and self-service reentry resource libraries, are also available.

a. Medical Services (Adult in custody Health Care)

Medically Necessary Care. The BOP delivers medically necessary health care to all offenders housed in BOP-managed facilities. Each BOP facility has a health services clinic that offers a standardized scope of services to meet basic health needs and a supplemental comprehensive medical services contract to deliver specialized care at community facilities. Onsite services include:

- Health screening on admission to identify infectious conditions, urgent medical and mental health needs including suicide risk, substance use disorder history, and medications to be continued for ongoing conditions.
- Comprehensive medical history and physical exam to identify underlying infectious, chronic, and behavioral health needs including risk assessment, diagnostic testing, and treatment plans.
- Sick call triage and episodic visits to assess, diagnose and treat short-term health problems. (e.g., respiratory infections, musculoskeletal pain, headaches, etc.)
- Chronic care clinics to manage chronic diseases (e.g., diabetes, asthma, congestive heart failure, etc.) through recurring assessments and long-term therapeutic regimens.
- Preventive health visits to screen for underlying chronic conditions and immunize against transmission of preventable infectious diseases.
- Long-term nursing care to manage seriously ill offenders needing help to perform activities of daily living.
- Rehabilitative care to regain or maintain optimal physical and mental health function including telehealth services.
- On-site and Telehealth/WebEx appointments with outside medical consultants.



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- Oral health care to assess, diagnose, treat, and prevent dental cavities and oral diseases that interfere with proper nutrition, or manifest as complications of underlying medical conditions.

Seven BOP facilities are medical centers that house both seriously ill and general adults in custody. All seven medical centers offer 24-hour care units providing a variety of specialty services to include:

- Dialysis services for offenders with chronic renal failure
- Oncology treatment services, i.e., chemotherapy and radiation therapy
- Inpatient and forensic mental health
- Surgery services, i.e., limited orthopedic and general surgery procedures
- Prosthetics and orthotics
- Wound Care
- Rehabilitation Services
- Long-term ventilator-dependent management
- Dementia care
- End-of-life care
- Long-term nursing care to manage seriously ill offenders needing help to perform activities of daily living.

Opioid Use Disorder (OUD). Medication treatment for adults in custody diagnosed with OUD is a focus of the BOP. In 2019, the BOP initiated expansion of OUD treatment to include all FDA-approved medications currently available in the United States (i.e., buprenorphine, methadone, naltrexone). First Step Act positions have been allocated to several BOP facilities to support the expansion of treatment services. Currently, the BOP has identified 128 positions dedicated to OUD treatment and has allocated 150 additional positions.

Since the expansion of treatment in 2019, the BOP began the process of certifying every BOP institution as an Opioid Treatment Program (OTP), which allows the provision of all Opioid Use Disorder (OUD) medications to be offered in-house, reducing the need for outside community resources. As of August 2023, all BOP facilities have received provisional certification as OTPs and are awaiting accreditation to become fully certified OTPs. Accreditation services are provided by The National Commission on Correctional Healthcare (NCCCHC) who then provide reports to the Substance and Mental Health Services Administration (SAMHSA) who ultimately grants accreditation status (either provisional or permanent). In FY 2023, the BOP spent approximately \$24.3M on medications for OUD. As of November 28, 2023, 3,135 patients are receiving treatment for OUD at BOP facilities. The BOP estimates as much as 10% of the current population may benefit from these services in the future.

Participation in the National HIV/AIDS Strategy. DOJ is designated as one of the executive agencies responsible for developing and implementing the National HIV/AIDS Strategy. The Strategy focuses on three overarching goals: reducing the number of new HIV infections, increasing access to care for people living with HIV, and reducing HIV-related health disparities. The BOP has expanded efforts to test and treat HIV-infected offenders during incarceration and



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is engaged with other Federal agencies to sustain successful management by having pharmacy and social work professionals connect releasing offenders to community programs that provide life-saving medication regimens.

Health Care Personnel. The BOP employs or contracts licensed and credentialed health care clinicians, technicians, health administration experts and ancillary support staff to deliver its scope of services. Most employees are civil servants, and the remaining are Commissioned Corps Officers in the U.S. Public Health Service detailed to the BOP per an interagency agreement. All BOP employees and contractors meet OPM standards for qualifying education and experience as well as continuing education requirements.

Health Care Challenges. The BOP has a statutory mandate to provide basic medical and mental health care funded through its annual Congressional budget allocation. Determining what constitutes medically necessary care requires a constant review of evidence-based prevention and treatment practices, and delivery of services that balance efficacy of care and quality of life both during incarceration and in preparation for release to the community. Some of the more urgent and impactful challenges facing the BOP are listed below.

- *Continuity of Care during Community Reintegration.* BOP provides adult in custody services that develop social competency and meet basic social and health needs during incarceration, as well as transitional links that bolster successful reintegration into the community. This includes assisting offenders to enroll in government benefit programs, find appropriate housing, identifying provider networks that offer needed health services, coordinating care with the United States Probation Office, and developing discharge plans that document continuity of care needs. Additionally, all adults in custody have access to either an institution or regional social worker who provides additional services to other care levels and populations based on adult in custody request or referral.
- *Social Work Services.* BOP acts as a health and social services safety net for a subpopulation of Federal offenders who may lack the knowledge and skills to navigate community resources and access basic life-sustaining services. The variation in community systems and programs make it difficult to standardize training for releasing offenders. The BOP continues its professional social work services to link offenders to government benefit programs (e.g., Social Security Disability Insurance, veterans' benefits, Medicare and Medicaid programs, etc.) and health care networks to continue requisite medications and treatment plans.
- *Harm Reduction.* The BOP has implemented medical programs to reduce risk to adults in custody. These programs include:
 - *Pre-Exposure Prophylaxis.* To aid in the effort of reducing the number of new HIV infections, the BOP has implemented a program in which adults in custody at high risk of acquiring HIV upon release to the community are offered Pre-Exposure Prophylaxis (PrEP). Adults in custody choosing to begin PrEP will be sent with up to 90 days of PrEP medication upon release and community

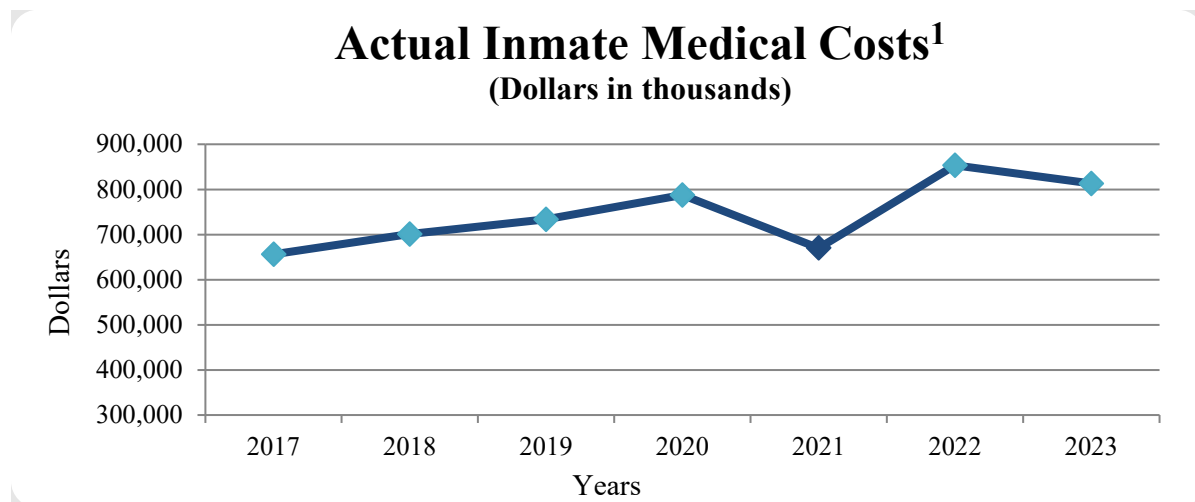


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resources information to continue PrEP after release is provided. This program is also part of the National HIV/AIDS Strategy.

- *Naloxone availability.* The BOP has implemented a program to allow access and administration of naloxone by all BOP staff in situations involving possible opioid overdoses. Mandatory naloxone administration training for all staff has been developed and is part of this program. In addition, the BOP offers adults in custody the ability to receive naloxone upon release from BOP managed institutions.
- *Aging Offender Population.* The average age of offenders in BOP-managed facilities is 36 years. Approximately 45 percent of offenders have multiple chronic conditions that, despite management with medications and other therapeutic interventions, will progress and may result in serious complications. As offenders age in place, demands on health resources will likely increase proportionately. The FSA expanded a pilot program for eligible elderly and terminally ill offenders to be transitioned to home confinement as part of a pilot program. Currently, there are 54 individuals in this program.

Health Care Cost Containment. To the extent possible, the BOP is committed to containing health care costs. Over the last decade, the BOP’s medical care costs have steadily increased through FY 2020, however, FY 2021 experienced a decrease due to residual COVID-19 pandemic effects. From 2020 through 2021, the impact of Covid-19’s limiting access to community preventative healthcare and specialized community services, which affected the entire country and not just corrections, are yet to be fully understood. The BOP proactively recognized when regular access to community healthcare resumed and developed several strategic initiatives and operational systems designed to contain health care costs, all while increasing access to care to meet this backlog. The actual inmate medical costs in FY 2023 were \$813.4 million.



¹Inmate medical costs depicted in chart above exclude medical staff salary expenses.



Strategic Cost Containment Initiatives

Prime Vendor Program for Medical/Surgical Supplies. In conjunction with the OMB Strategic Sourcing Leadership Counsel's goal of leveraging cost containment through volume purchasing (Prime Vendor Program), the Veterans Administration added the BOP to its contract (i.e., Medline, Inc.) for its medical/surgical supplies Prime Vendor Program. The BOP now participates in both Prime Vendor Programs for pharmaceuticals and medical supplies.

Operational Cost Containment Systems

Pharmacy Management. Pharmaceutical costs in the United States rise annually as new drugs are developed, and market forces favor manufacturers. The BOP contains costs through several best practices:

- The BOP developed a Joint Procurement memorandum that provides additional guidance and training for staff to ensure the purchasing of pharmaceuticals is completed in the most cost-efficient manner.
- The BOP participates in strategic sourcing initiatives by leveraging the combined purchase requirements with the Department of Veterans Affairs (DVA), Department of Defense, and Indian Health Service. These initiatives include joint procurement of pharmaceutical standardization contracts. Additionally, the BOP seeks opportunities to acquire voluntary price reductions from manufacturers below statutory Federal Supply Schedule pricing.
- The BOP leverages the DVA Prime Vendor Program to purchase medications at the current discount of 12 percent.
- The BOP adheres to recommendations of the National Pharmacy & Therapeutics Committee, which updates the BOP National formulary semi-annually to ensure the BOP uses the most efficacious, safe and cost-effective therapies.

Central Fill and Distribution. The BOP has instituted a centralized fill and distribution (CFAD) to provide mail order pharmacy services to facilities with low prescription volume/low acuity. CFAD also coordinates shipment of high-cost and/or complex medications such as vaccinations and medication for HIV and Hepatitis C. Purchasing these items in bulk and shipping through CFAD allows approximately \$1 million in cost avoidance annually.

Continued transformation of pharmacy services. Over the past few years, pharmacist clinical programs have expanded to provide additional patient care with Collaborative Practice Agreements (CPAs). These services resulted in significant cost avoidance for the BOP through improved efficiencies of physician services and improved patient outcomes resulting in decreased patient care costs.



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Telehealth Services. The BOP leverages telehealth services to deliver specialty medical services to remote locations, as well as primary care to institutions dealing with staffing challenges. Delivery of health services through the BOP's Wide Area Network (WAN) takes many forms.

The BOP medical centers contract large hospital vendors to conduct specialty medicine clinics via telehealth, reducing cost and security risks associated with escorted trips to community facilities:

- FMC Lexington contracted with the University of Kentucky Medical Center for 26 specialty telemedicine clinics.
- USMCFP Springfield contracted with Mercy Hospital, Springfield, MO for more than 30 specialty telemedicine services.

Through telehealth services, BOP providers can deliver specialty medical services to remote locations:

- BOP psychiatrists remotely manage psychotropic medications for adults in custody at BOP-managed institutions.
- BOP dietitians consult with all institutions.
- BOP Regional Medical Directors conduct chronic care visits in their regional institutions.
- BOP clinicians working at complexes conduct chronic care and follow-up visits across facilities via telehealth to optimize efficiency.

The BOP continues to develop and deploy automated health information management systems that meet interoperability and security requirements issued by the Office of the National Coordinator (ONC) for Health Information Technology. The BOP laboratory information system helps reduce medical errors and expedites availability of lab results for timely clinical decisions and care. Additionally, the BOP continues to explore and implement emerging technologies such as continuous glucose monitoring, insulin pumps, and Holter monitors where these technologies can improve the overall healthcare of adults in custody.

The BOP assigns each adult in custody and each BOP facility a care level (i.e., care level 1 is essentially healthy; care level 2 is stable chronic conditions; care level 3 is chronic conditions with manageable complications; care level 4 is need for continuous nursing care). This medical classification system enables optimal resource management as well as identifies the locations with supporting community medical resources. The BOP monitors also hospitalized adults in custody resulting in catastrophic costs to closely manage care and expedite transfers to BOP



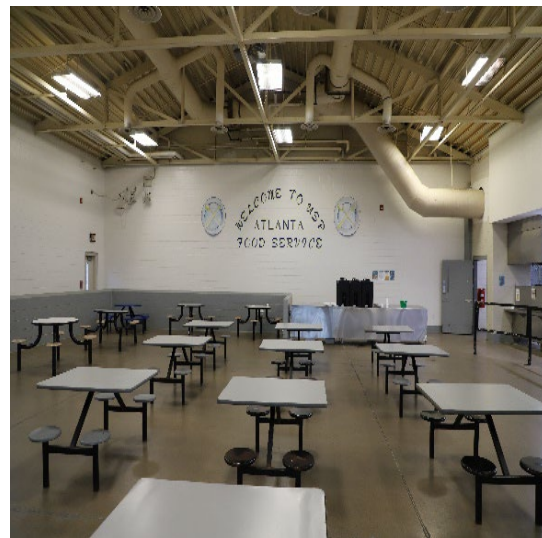
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medical centers when feasible. A single catastrophic case can easily account for 20 to 30 percent of a typical institution's annual outside medical budget. Through monitoring of hospitalized adults in custody, the BOP will be able to better understand the impact of catastrophic health care events on the health care budget and decision making.

Further, the BOP has implemented a National Secondary Laboratory testing contract. By bringing in 122 facilities under one contract, the BOP can get lower pricing by larger volumes, standardizes specific tests ordered to ensure Utilization Management and allows direct reporting of test results into the Bureau Electronic Medical Record system (BEMR). All these changes will directly reduce costs associated with ordered, processing, tracking, and uploading of laboratory results into the medical record Nationwide.

b. Food Services

Since 2008, the BOP has used a national menu, approved by BOP Executive Staff, to be served agency-wide for standardization of food service operations. The National menu, which includes the approved menu, standardized recipes, and product specifications, is used for food procurement, preparation, and meal service at all institutions. The National menu is reviewed at least annually to assess responsiveness to eating preferences, operational impact, product pricing, and nutritional content. Following the annual menu update and before implementation, a nutritional analysis is conducted by a registered dietitian to ensure the menus consider the Dietary Reference Intakes for groups published by the Food and Nutrition Board of the National Academy of Sciences.



Meal preparation is accomplished primarily by adult in custody workers (about 12 percent of the population) under the supervision of staff. The BOP estimates in FY 2024 and FY 2025 it will serve approximately 157 million meals, which is nearly 430,000 meals per day and over three million meals per week.

c. Education and Occupational Training

The BOP conceptualizes education as a broad umbrella encompassing literacy, English-as-a-Second Language (ESL), post-secondary education, career and technical education ranging from apprenticeship to less-intensive certifications, and a wide-range of structured and unstructured wellness and leisure time activities. Education programming provides offenders with an opportunity to learn academic and job skills which support their reintegration into the community.



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As of November 4, 2023, 29 percent of the designated offender population was enrolled in one or more education/recreation programs. The BOP's Office of Research^[1] has found that participation in education programs leads to a 16 percent reduction in recidivism by offenders who participate in these programs.

With few exceptions (i.e., pretrial offenders and sentenced deportable aliens with confirmed orders of deportation), the BOP requires adults in custody without a verified high school diploma or high school equivalency credential to enroll in a literacy program. There are approximately 13,099 adults in custody enrolled in high school equivalency programs. The BOP's high school equivalency curricula are standardized to ensure students receive the same instruction at all institutions regarding the knowledge



and skills needed for students to progress from basic literacy through attainment of the high school equivalency credential without any deviation from program location. The First Step Act mandates that adults in custody have their needs assessed and participate in recommended evidence-based recidivism reduction programs based on their specific needs. There are a variety of educational opportunities for adults in custody in the Bureau to include Literacy, Career and Technical Education, and Postsecondary programs as well as leisure time activities such as hobby crafts and wellness programs.

Special Education Teachers at Bureau facilities ensure students with learning needs are afforded accommodations, interventions, and modifications within all classes to ensure their success. All offenders are screened for disabilities, and specialized dyslexia assessment and programming is offered. Each institution has implemented the Barton Reading and Spelling System as part of its compliance with First Step Act requirements for providing an evidence-based, research driven, intervention program to remediate the condition of dyslexia. Education staff trained as Barton Tutors provide students who have dyslexia and/or reading difficulties with direct, multi-sensory instruction to address individual challenges that impede their accuracy and fluency in reading, writing, spelling, and language.

The Bureau offers over 200 different courses and trades resulting in industry recognized certifications and credentials. Occupational and Advanced Occupational Education (AOE) programs serve to enhance adults in custody post-high school equivalence skills during incarceration and increase the employment opportunities of offenders upon release, particularly those who lack solid employment history or a marketable skill.

[1] Prison Education Program Participation and Recidivism: A Test of the Normalization Hypothesis (1995).



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The Bureau also offers the Commercial Driver's License (CDL) program. It provides adults in custody the skills and knowledge needed to successfully complete all the requirements for their Class A or B licenses, which can assist them in securing employment in the trucking industry upon release. The BOP recognizes this is a growing industry and looks to provide this program at more institutions in the future. Additionally, the BOP has an agreement with the Department of Labor (DOL) allowing for the credentialing of apprenticeship programs at the National level. Offenders who complete these very intensive programs commensurate with community standards then have a portable credential to assist with post-release employment.

The BOP's Post Release Employment Study demonstrates that occupational training programs decrease recidivism^[1]. Adults in custody can choose a vocation, through instruction, work experiences, and career orientation; acquire or improve productive work skills and habits; and gain practical knowledge essential to working and functioning in a complex industrial technical world of work. Between October 1, 2022, and September 30, 2023, 4,115 individuals completed an occupational training, job specific certification program and another 8,838 individuals earned an industry-recognized credential.

The agency continues to standardize all career and technical education programs offered. This standardization is necessary to ensure fidelity of curricula, instruction, and certifications needed for similar programs Bureau-wide.

In December 2020, Congress lifted the ban on Pell Grant eligibility for incarcerated students, allowing them to receive federal financial aid. The Free Application for Federal Student Aid (FAFSA) Simplification Act ensures programs are operating in the best interest of the students, given students meet certain conditions, and be approved by Bureau locations that are responsible for overseeing instruction. The Pell Grant Reenactment officially began July 1, 2023. It provides incarcerated individuals the opportunity to attain post-secondary education, gain the competitive skills and qualifications that will help them succeed when they return to their communities, and increase employment opportunities upon release. The BOP, in collaboration with the Department of Education, ensures information about the reenactment and application for Prison Education Programs are provided to employees and adults in custody. Additionally, the BOP is contacting local colleges and universities to discuss the opportunity to expand Prison Education Programs.



[1] The Differential Effect of Industries and Vocational Training on Post release Outcomes for Ethnic and Racial Groups: Research Note. Corrections Management Quarterly, 5(4), 17-24. W. Saylor and G. Gaes (2001).



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The BOP has 25 active dog training programs with several more in development. These programs include basic obedience training for rescue dogs, service dog training and whelping programs. Each program provides a minimum standard set of skills which will prepare participants for employment in a variety of jobs in the pet industry. Depending on the specific program, adults in custody can receive a variety of related certifications including a DOL Animal Trainer Apprenticeship certificate.



Based on the results of the individualized FSA Needs Assessments, the Bureau has many adults in custody with a recreation/leisure/fitness and/or medical need. To adequately address all FSA needs, the agency offers structured physical and wellness activities, including for special populations such as aging offenders or veterans, hobby craft, music, and other arts programs. The BOP has contracted a comprehensive hydroponics program which will address the White House Nutrition Initiative and provide AIC with a valuable leisure skill.

Outside of formal occupational training programs, Bureau teaches offenders soft skills and other work readiness skills through job fairs and resume preparation courses. In FY 2023, the Bureau added the Employment Career Readiness Certificate program which provides adults in custody with the soft skills needed to prepare them for the workforce. Since FY 2022, the BOP has partnered with the DOL on a grant initiative, Partners for Reentry Opportunities for Workforce Development (PROWD.) This initiative assists adults in custody with preparing for and securing employment during the final months of their incarceration and transition into Residential Reentry Centers and the community.

d. *Psychology and Community Mental Health Services*

Psychology Services employees are an integral part of correctional treatment. They conduct needs assessments, group and individual psychotherapy, suicide risk assessments, crisis intervention, residential treatment programs, and consultation and training. The BOP policy requires every individual sentenced to a BOP facility be given an initial psychological screening, which consists of a psychological interview, social history review, and behavioral observations. The purposes of the screening are to identify special treatment or referral needs; provide information useful in future crisis counseling situations; identify strengths as well as potential adjustment problems to imprisonment; and discuss programming needs and how they can be addressed. In addition, the BOP psychologists have traditionally provided the courts, parole officials, and prison administrators with comprehensive psychological evaluations of offenders.

Adults in custody with mental health needs are provided a range of evidence-based services, including crisis intervention, individual and group psychotherapy, psychological assessment, clinical case management, psychiatric treatment, and specialized residential treatment programs.



Adults in custody who are experiencing an acute mental illness may receive these services within an inpatient setting, located in one of the BOP's Psychiatric Referral Centers. However, most mental health treatment is provided in regular institutions. In addition to the treatment of mental illnesses, Psychology Services provides specialized substance use disorder treatment and sex offender treatment programs. The BOP psychologists also offer treatment services designed to reduce recidivism and develop living skills, such as anger management, problem solving, and social skills training.

Additionally, with the implementation of the First Step Act, Psychology Services employees are tasked with the assessment or intervention of seven unique need areas (Anger/Hostility, Antisocial Peers, Criminal Cognitions, Family/Parenting, Mental Health, Substance Use, and Trauma).

Offenders with mental health needs, transitioning to the community through an RRC, on home confinement, or on Federal Location Monitoring are referred by Community Treatment Services to contracted community-based treatment providers who provide direct mental health services. Services include mental health assessment, psychiatric evaluation, medication monitoring, MAT, crisis intervention, individual and group counseling, and family therapy.

e. Substance Use Disorder Treatment

The BOP continues to develop evidence-based treatment practices to manage and treat offenders with histories of substance misuse and substance use disorders. The BOP's treatment strategy includes early identification through a psychology screening, psychoeducation, medication-assisted treatment, non-residential substance use treatment, intensive residential substance use treatment, integrated substance use and mental health treatment, and community transition treatment.

Drug Program Screening and Assessment. Upon entry into a BOP facility, adults in custody's records are assessed to determine if there is a history of substance use, a judicial recommendation for substance use treatment, a violation due to substance use, or if the instant offense is related to substance use. If so, the adult in custody is required to participate in the Drug Education course and is referred to other substance use treatment programs (i.e., Non-Residential Drug Abuse Program, Residential Drug Abuse Program, Medication Assisted Treatment) as appropriate.

Drug Education. Participants in the Drug Education course receive information on the relationship between substance use and crime as well as the psychological, biological, and social impact substance use has on a person. Participants are encouraged to consider their substance use treatment needs and volunteer for the appropriate treatment programs. In FY 2023, 27,267 adults in custody participated in Drug Education, which exceeded the projection of 22,000. It is further projected that 23,000 adults in custody will participate in Drug Education each year during FY 2024 and FY 2025.



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Medication Assisted Treatment. Medication Assisted Treatment (MAT) is the use of medications in combination with evidence-based psychosocial interventions to treat opioid use disorders. Of the 150 MAT positions within the BOP's base, the BOP is developing and implementing treatment protocols designed specifically for MAT Program participants, and 33 MAT Psychologist and 2 MAT Clinician positions have been allocated to the field to ensure the full range of assessment, diagnostic, and treatment services are available. Psychology Services and Health Services staff work collaboratively to provide MAT to offenders who meet any of the following criteria:

- An International Classification of Disease (ICD) or Diagnostic and Statistical Manual of Mental Disorders (DSM) diagnosis of an opioid use disorder, active or in remission
- Entrance into Bureau custody as an active MAT patient
- History of problematic opioid use prior to incarceration or self-report
- Positive urinalysis history for opioids during incarceration

The BOP currently screens all those entering and preparing to leave the BOP for OUD. The BOP continues to develop in-house treatment capacity while at the same time allowing for the use of all three FDA-approved medications used in OUD through a network of in-house providers and contracts established with community clinics.

For continuity of care, MAT referrals and clinical case management services are continued by Community Treatment Services through Federal contracts. Community-based treatment providers provide direct services for those transferred to an RRC, on home confinement, or on Federal Location Monitoring. This includes those transitioning from MAT in the institutions and others requesting MAT services upon arrival to community placement. Additionally, those who have a positive urinalysis history for opioids post-incarceration are referred for MAT services in the community.

Non-Residential Drug Abuse Program (NRDAP). NRDAP was designed to provide maximum flexibility to meet offender treatment needs. Individuals who have relatively mild substance use problems and do not require intensive substance use treatment benefit from the shorter duration of NRDAP. Offenders who have moderate to severe substance use disorders but little time remaining on their sentences are prioritized for NRDAP participation. Finally, offenders who have completed the unit-based component of the Residential Drug Abuse Program participate in the Follow-up component of NRDAP for one year or until they transfer to community placement. In FY 2023, 21,421 adults in custody participated in NRDAP, with a similar number of participants projected for FY 2024 and FY 2025.

The FIT Program. The Female Integrated Treatment (FIT) Program is a holistic residential treatment program designed to be responsive to the gender-specific needs of women. It uses an integrated treatment model to address trauma related disorders, mental illness, and substance use disorders integrated with vocational programming. FIT Programs are located at FSL Danbury, FCI Tallahassee, and FMC Carswell, with FCI Dublin slated for activation in FY2024.



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Residential Drug Abuse Program (RDAP).

The BOP provides appropriate residential substance use treatment for adults in custody who have a diagnosis for substance use disorder and who volunteer for treatment. More than half of the BOP's facilities operate a Residential Drug Abuse Program (RDAP). Participants live in a unit dedicated to RDAP, away from the general population. The RDAP is based on Cognitive Behavioral Therapy (CBT), wrapped into a modified therapeutic community model of treatment. CBT and therapeutic communities have proven to be effective treatment models with adult in custody populations. For FY 2023, there were 12,429 participants; 13,500 participants are projected for FY 2024; and 14,500 participants are projected for FY 2025.



RDAP Follow-up Treatment. If an adult in custody has time to serve in the institution after completing the RDAP, he or she must participate in RDAP follow-up treatment in the institution. Follow-up treatment ensures the adult in custody remains engaged in the recovery process and is held to the same level of behavior as when he or she was living in the treatment unit. This program reviews all the key concepts of the RDAP and lasts for one year or until the adult in custody is transferred to community placement.

Community Treatment Services (CTS). CTS provides a Nationwide comprehensive network of 169 contracted community-based treatment providers, screens over 2,000 adults in custody transferring to community custody each month for services and provides clinical oversight to over 4,100 in treatment daily. This network of professionals consists of licensed professionals (e.g., certified addictions counselors, psychologists, psychiatrists, social workers, professional counselors, medical doctors, certified sex offender therapists, etc.) and specialized agencies resulting in a variety of behavioral health treatment services available throughout the country. Services include treatment for substance use disorders, mental illness, and sex offenders, and MAT. Additional services include 24-hour a day peer recovery support that are available to everyone in community custody as a supplement to treatment for those who desire additional support to maintain a sober and crime-free return to society.

In FY 2021, the BOP awarded a contract to conduct a multi-year evaluation of its suite of substance use treatment programs, individually and collectively. Variables of interest include symptom reduction, institutional adjustment of participants, misconduct/criminal recidivism, and indicators of post-release adjustment. The study is expected to conclude in FY 2027.

Additional Residential Psychology Treatment Programs

All residential psychology treatment programs utilize empirically supported interventions, including cognitive-behavioral techniques delivered in a modified therapeutic community environment. These programs have been demonstrated to significantly reduce misconduct among program participants.



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The BRAVE Program. The BOP Rehabilitation and Values Enhancement (BRAVE) Program, a program for young offenders serving lengthy sentences, addresses institutional adjustment, antisocial attitudes and behaviors, and motivation to change. Research conducted during activations of the BRAVE program found adults in custody who completed the program reduced misconduct by 52 percent, when compared to similar adults in custody who did not participate in the BRAVE program. Approximately two decades later, a more comprehensive evaluation is occurring.

The Challenge Program. The Challenge Program is a residential cognitive-behavioral treatment program for high security adults in custody with a history of substance use and/or mental illness. Adults in custody may participate in the program at any point during their sentence; however, they must have at least 18 months remaining on their sentence. The duration of the program varies based on adult in custody need, with a minimum duration of nine months.

Mental Health Treatment Programs. The BOP offers a variety of specialized mental health treatment programs dedicated to the assessment diagnosis, treatment, and management of adults in custody with serious mental illnesses and complex behavioral problems. Specifically, these programs are designed to reduce distress, improve adaptive functioning, facilitate institutional adjustment, reduce the frequency and seriousness of misconduct, decrease inpatient psychiatric hospitalization, improve interpersonal functioning, and increase reentry success. These programs provide intensive, evidence-based mental health services utilizing a cognitive-behavioral treatment model embedded in structured and supportive environments conducive to social modeling, community feedback and physical and psychological safety.

Mental Health Step Down Programs. Mental Health Step Down Programs provide intensive treatment for adults in custody transitioning from inpatient psychiatric settings or diverting adults in custody before they require hospitalization.

Transitional Care Unit. This residential program provides high security adults in custody with extensive histories of serious mental illness and behavioral dysregulation, an incentivized therapeutic environment as they transition from secure treatment settings to a less restrictive environment.

The Skills Program. The Skills Program is designed for adults in custody with significant cognitive limitations and social skills deficits that create adaptive and safety problems in prison and in the community.

The STAGES Program. The Steps Toward Awareness, Growth, and Emotional Strength (STAGES) Program is designed to treat adults in custody who have a diagnosis of borderline personality disorder and have a history of serious behavioral problems and/or self-directed violence.

The Resolve Program. The Resolve Program is a non-residential trauma treatment program for adults in custody. The program was originally developed to address the needs of female adults in custody with trauma-related mental illnesses, such as post-traumatic stress disorder.



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Sex Offender Management Program. The BOP's psychology staff also provide Sex Offender Management Programs (SOMPs) for individuals with a sex offense history during confinement. SOMP is a multi-component program that includes the Sex Offender Treatment Program (SOTP), assessment, specialized correctional management, and population management. The BOP's sex offender treatment programs are stratified into two program levels: the high-intensity Residential (SOTP-R) and the moderate intensity Non-Residential Sex Offender Treatment Programs (SOTP-NR).

The Residential Sex Offender Treatment Program (SOTP-R). This is a high intensity program designed for high-risk sexual offenders (ordinarily, adults in custody with multiple sex offenses, or a history of contact sexual offenses).

The Non-residential Sex Offender Treatment Program (SOTP-NR). This is a moderate intensity program designed for low to moderate risk sexual offenders. Many of the adults in custody in the SOTP-NR are first-time offenders serving a sentence for an internet sex crime.

Adults in custody completing the SOTP-R and the SOTP-NR are expected to participate in community treatment services (if they receive community placement) provided by the Community Treatment Services Section of the Community Reentry Affairs Branch. To maximize public safety and taxpayer value, the Bureau ensures that programming slots are available for sexual offenders with a moderate-to-high risk of re-offending.

Commitment and Treatment Program (CTP). The Adam Walsh Child Protection and Safety Act requires the BOP, Sex Offender Certification Review Branch, to review releasing sex offenders for possible certification as sexually dangerous persons. The BOP has designated FCI Butner as the facility where certified, post-sentence persons and civilly committed sex offenders will be transferred for treatment.

Forensic Evaluation Services. Forensic psychologists complete court-ordered evaluations for the Federal courts regarding competency to stand trial, insanity at the time of the offense, and civil commitment. In 2023, the BOP completed over 1,163 court-ordered evaluations.

Further, the BOP is the entity that completes all competency restoration services for Federal defendants found not competent to stand trial. These defendants are ordered for competency restoration under 18 U.S.C. 4241(d). While they have traditionally received these services in a medical center, the consistently increasing number of defendants ordered for restoration each year has required the generation of creative alternatives to this traditional model. In FY 2023, the BOP activated its first jail-based competency restoration program in MCC Chicago, a detention center; this innovation significantly reduced the strain on our medical centers. However, due to staffing concerns at medical centers, the backlog of defendants waiting for restoration services remains unacceptably high. Given the growing demand for this service and the Ninth Circuit decision in *United States v. Donnelly* (2022) requiring the timely placement of defendants in these programs, additional efforts are required to continue to meet the demand of the Federal courts. In FY 2023, the BOP also activated a temporary restoration program at FMC Lexington and implemented a post-doctoral fellowship to increase the pipeline



of forensic psychologists applying to work in medical centers. The BOP is exploring the activation of a second permanent jail-based restoration program in FY 2024.

f. Chaplaincy Services

The BOP employs full-time theologically trained and religiously credentialed Chaplains in all institutions to accommodate the free exercise of religion across faith lines, provide pastoral care, and facilitate FSA reentry chapel programming. Under the direction of agency Chaplains, the BOP accommodates 28 congregant faith groups and countless individual religious practitioners through worship, sacred scripture studies, and faith-based reentry programming.

Agency Chaplains evaluate the spiritual needs and facilitate programs to address those religious needs and foster healthy religiosity to prevent extremism. The Chaplains also train and familiarizes agency employees regarding diverse religious beliefs and practices, while providing guidance for institutional compliance with the First Amendment and legal standard established by the Religious Freedom Restoration Act, the Second Chance Act, and the First Step Act.

Volunteers and contractors assist institutional Chaplains in providing support to the many faith-based programs as reentry preparation and mentoring. Religious volunteers and contractors have credentials verified and are screened through VIIOS, a national volunteer/contractor database to enhance institutional security and are monitored consistent with their security clearance.

A religious diet program is also available for all adults in custody upon request. The religious diet program offers religiously certified foods for those whose religious dietary needs necessitate a religious certification, and a no-flesh component where incarcerated individuals may self-select foods to meet their religious dietary needs.

The Life Connections (LCP) and Threshold Programs offer individuals in our care the opportunity to improve critical areas of their life within the context of their personal faith or value system. These faith-based reentry programs are open to all incarcerated adults in custody from a variety of faith persuasions, including those who do not claim a religious preference, that meet the programs' criteria.

The LCP provides offenders the opportunity to strengthen their faith development, personal character, and life skills for successful transition back to their respective communities. The LCP includes incarceration and post incarceration phases for personal, social, and moral development. LCP also utilizes a standardized curriculum, a broad spectrum of faith-based contractors, volunteers, and community organizations. Participants not eligible for the residential LCP may participate in the non-residential Threshold program.

The Threshold program is a spiritual and values-based program also facilitated by agency chaplains, contractors, and volunteers over a six to nine-month period that seeks to strengthens one's institutional adjustment and community reentry success.



g. Other Reentry Services

Women in BOP custody. Approximately seven percent of the Federal offender population are women. Ensuring that women receive gender responsive and trauma informed services are key to continuing the current initiatives related to incarcerated women. A number of initiatives targeting the needs of incarcerated women are underway, including:

- **Assessment of women's facilities.** Women's Institution Cultural (WIC) Assessments are being conducted by multi-disciplinary teams at every female institution. Institutions are made aware of areas to improve gender-responsivity and general operations. As of December 2023, all facilities housing women have undergone an assessment and are working to meet the recommendations and outcomes made as the result of the facility's individualized assessment.
- **Staffing and hiring.** The BOP continues working to develop ranking factors for hiring staff at women's facilities focusing on the knowledge and skills needed to work with incarcerated women. These ranking factors increase the standards for supervisors and staff, thus hiring and promoting individuals with an aptitude and skill set for working with women and fostering succession planning for Executive Staff at women's facilities.
- **Enhanced institution orientation.** An orientation video continues to be developed for women incarcerated at female facilities that outlines gender responsive and trauma informed methods, programming availability, agency gender responsive practices, expectations, institution operations, sexual safety, reporting procedures, administrative remedy process, etc.
- **Program development.** The agency developed new programs focusing on the gender responsive needs of women in its custody. The programs include interactive family programming, non-traditional career training, sexual safety, domestic violence education and building and maintaining healthy relationships. There are 34 Special Population Coordinators currently on-site at female facilities and correctional complexes with the primary goal of facilitating gender-responsive as well as targeted special population programming. Additional positions have been requested for facilities with concentrations of special populations.

Aging Offender Population. Approximately 20 percent of BOP offenders are over the age of 50. Substance use, instability, lifestyle choices and high-risk behavior may increase programming and medical needs in the aging offender population. The BOP has adopted an aging in place management strategy which is the community standard. Offenders live in facilities close to their release residence and maintain strong family/community ties to meet their aging related needs upon reentry. Programming is offered for this population focusing on brain health, health and wellness through the lifespan, managing health care needs, meeting reentry needs and living with chronic conditions.



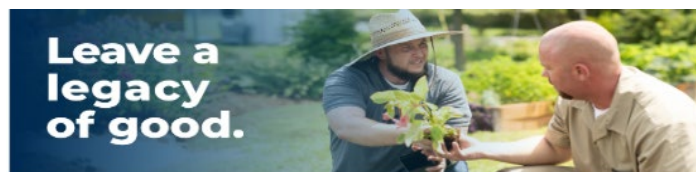
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Transgender Offender Population. Consistent with the Prison Rape Elimination Act of 2003 and relevant case law, the BOP conducts individualized assessments of approximately 1,950 adults in custody who identify as transgender. The BOP utilizes a gender affirming care model in which accommodations affirming an individual’s identified gender are available. Consistent with the community standard of care and BOP policy, the agency will provide gender affirming surgery for transgender individuals found to be appropriate for this procedure.

Offender Veterans. There are approximately 8,000 uniformed service veterans in BOP custody. The BOP considers an individual to be a veteran regardless of their discharge status. The combination of justice involvement and prior uniformed service creates a set of challenges, which often differentiate justice-involved veterans from other justice-involved adults. The BOP offers offender veterans the opportunity to engage in both non-residential programming and a residential Veterans Education Transitional Services (VETS) Unit which has activated at FCI Englewood, Colorado. The BOP has a Memorandum of Understanding in Place with the Veterans Administration to ensure continuity of care and resource sharing for incarcerated veterans. Additionally, veteran specific programming is available focusing on a structured support group, career skills series for veterans, relationship management, and resources for services veterans can access upon reentry.

Volunteer Services.

Agency management of volunteer services includes recruitment, security compliance, training, file development/maintenance, and coordination of recognition banquets. Volunteers are valued partners who provide an array of services from assisting with the facilitation of FSA programs, to one-one-one intensive mentoring, and transitional support through post-release as of December 2023, the BOP currently manages approximately 3,269 active volunteers.



As volunteers of the Federal Bureau of Prisons, we believe society is a better place when we offer each other a helping hand. We collaborate with highly trained, passionate staff in a safe environment to share our knowledge and real life skills with people on the inside. With our help, they can return home to our communities better equipped for success. One person at a time, we will make a difference in people's lives and, ultimately, build safer and stronger communities. Together, we can leave a legacy of good.

Share your knowledge

Our paid volunteers who are skilled in design, risk planning, writing, and construction of business proposals and business skills like financial literacy, budgeting, writing, and more.

Feel safe on the inside

Providing a safe and clean environment is one of our top priorities. To ensure this, safety protocols and training are required, and volunteers are escorted by a staff member.

Change lives and future

By taking action on the inside build better possibilities on the outside. You can change lives, help restore reputations, and create a lasting, positive impact on your community.



FIND OPPORTUNITIES NEAR YOU

Volunteer Now



See a Day in Our Life



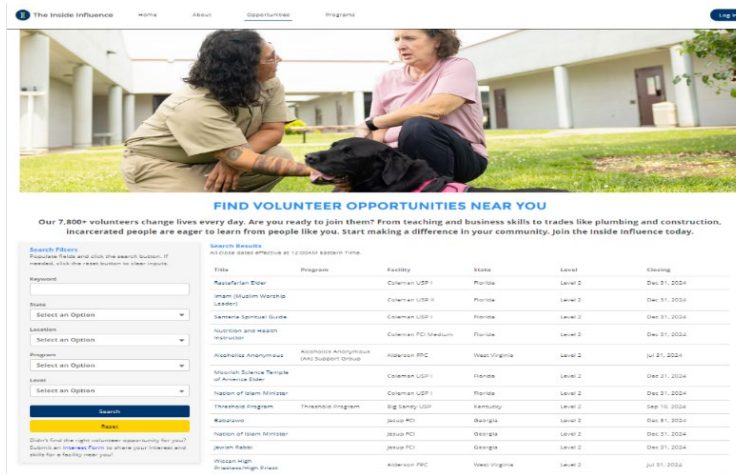
Learn How To Apply



Read Volunteer Stories



Inside Influence. The BOP collaborated with a contractor to develop a web-based volunteer recruitment and management tool, called Inside Influence. Inside Influence is coupled with a social media marketing campaign targeted to attract skilled volunteers in locations identified with the greatest need. As potential volunteers continue to visit Inside Influence, volunteer.reentry.gov, they will see updated pictures and videos highlighting opportunities where they can assist with recidivism reduction. Moving forward, the BOP plans to integrate FSA needs data by category with recently combined volunteer management and recruiting data to help identify volunteer vacancies across the departments and institutions.



Reentry Affairs Coordinator (RAC). Recognizing reentry as a critical component of the BOP’s mission, all employees are charged with preparing adults in custody for a successful transition to their community. A primary champion in this charge is the Reentry Affairs Coordinator (RAC) located at each institution. The RAC is responsible for establishing, implementing and directing reentry initiatives including partnership development, volunteer recruitment and oversight, tracking program participation, and conducting training. RACs deliver programs, activities, and events related to reentry initiatives and programming in the FSA Approved Programs Guide.

ID Assistance. The BOP collaborated with the Government Publishing Office to create an official Release Identification (ID) Card for federal adults in custody without valid state identification. This initiative started in 2021 with the assistance of the Department of Homeland Security providing input on necessary security features and design that would deter counterfeiting the new identification card. The system was fully deployed within all institutions in December 2023. The BOP is engaging all states and territories in multiple efforts, such as increasing awareness, explaining information verification procedures, and accepting the Release ID for documentation used to obtain state-issued identification upon return to the community. Currently, the following states are accepting the Release ID as a form of identification to obtain a state-issued ID: Alabama, Alaska, Arkansas, Colorado, Florida, Hawaii, Idaho, Illinois, Iowa, Mississippi, Michigan, New Mexico, New York, Pennsylvania, Oregon, South Dakota, Texas. States pending approval are Connecticut, Kentucky, Montana, Maine. While some states have provided initial negative response, the Bureau will be reengaging them as it works towards formal acceptance from the Department of Homeland Security.



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2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE												
Decision Unit: Inmate Care and Programs												
RESOURCES (\$ in thousands)			Target		Actual		Projected		Changes		Requested (Total)	
			FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY2025 Program Changes		FY 2025 Request	
Total Costs and FTE (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			38,012	8,382,588	33,536	8,263,493	37,011	8,384,398	625	156,561	37,636	8,549,149
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Program Activity		Inmate Care and Programs	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			13,499	3,432,636	12,318	3,366,367	13,023	3,424,446	310	66,043	13,333	3,490,489
KPI: Output	3.1	Percent of BOP facilities providing structured curriculum on voting rights to releasing individuals.	100%		100%		100%		0%		100%	
KPI: Output	5.2	Percent of adults in custody in Federal custody who have successfully completed or are enrolled in an FSA program or activity.	55%		79%		80%		5%		88%	
Performance Measure	5.2	# of Adults in custody Completing Literacy Program	3,300		4,380		3,400		100		3,500	
Performance Measure	5.2	# of Adults in custody Participating in the Residential Drug Abuse Treatment Program	14,500		12,429		15,500		1,100		14,400	
*Denotes inclusion in the DOJ Quarterly Status Report and DOJ Annual Performance Plan.												



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Data Definition: Currently, the Literacy Program measure identifies the number of adults in custody receiving a certificate for completing the General Educational Development (GED) program. The GED Tests measure high school level skills and knowledge. The GED credential is the most widely accepted high school equivalency credential. The Residential Drug Abuse Program (RDAP) measure is the projected number of BOP adults in custody who participated in the RDAP within the Fiscal Year.

Data Validation and Verification: Institution education staffs verify and record adults in custody' high school or General Educational Development (GED) attainment in the SENTRY Education Data System when adults in custody enter BOP custody, or when they pass the GED Tests and obtain a high school equivalency credential. GED completion data is provided by the GED Testing Service, American Council on Education. GED completion information is posted in the BOP's internal Website (intranet) monthly, and all agency personnel have access to the information. Data is collected/entered into the BOP's SENTRY data system and the Bureau Electronic Medical Record (BEMR). Data is collected/entered primarily by Case Managers, Drug Treatment Specialists and Drug Abuse Program Coordinators in the institutions. SENTRY data tracks the adult in custody's status in RDAP. BEMR tracks the adult in custody's clinical progress, including treatment plans; 60-day treatment reviews; group contacts; individual contacts; treatment summaries, etc. Current and historical data uploads from SENTRY are provided monthly. (Although weekly data is available for current participants, it is necessary to use the monthly files to match the historical data). A Statistical Analysis Software (SAS) program was written to identify the number of adults in custody in BOP custody who were identified in SENTRY as DAP PART (RDAP Participation) or DAP PART D (Dual Diagnosis RDAP Participation) or DAP PART S (Spanish RDAP Participation) assignments for the current Fiscal Year. Both SENTRY and BEMR are stored electronically. Signed documents are inserted in the adult in custody's Central File and in some cases scanned and digitally stored in BEMR. Completion numbers are monitored by field education staff via monthly GED statistical reports posted on the agency's intranet. Validation is conducted by the Drug Abuse Program Coordinator through regular treatment meetings, supervision and adult in custody file and data reviews. Data Verification is conducted through SENTRY data which are monitored by Central Office and the Regional Offices no less than monthly. Also, verification is done through routine review of BEMR records during daily activities of adult in custody documentation related to the RDAP. Examples of reviews conducted include but are not limited to programs are operating as intended; participant status and progress are documented appropriately; BEMR documentation meets the clinical standard as outlined by policy and training; adults in custody are interviewed for RDAP appropriately; and to ensure all adults in custody qualified for the RDAP are receiving the RDAP before their release from BOP custody.

Data Limitations: Due to the unpredictable environment in prisons and other external factors, there may be discrepancies between projected and actual numbers. Most plans are developed based on historical data, experience and joint agency efforts to project for the future.



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Performance Measure		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023		FY 2024	FY 2025
		Actual	Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Key Performance Indicator	Percent of BOP facilities providing structured curriculum on voting rights to releasing individuals. N/A	N/A	N/A	N/A	N/A	100%	100%	100%	100%	100%
Key Performance Indicator	Percent of adults in custody in Federal custody who have successfully completed or are enrolled in an FSA program or activity.	N/A	N/A	N/A	N/A	61%	55%	79%	80%	85%
Performance Measure	Increase the # of Adults in custody Completing Literacy Program	3,249	2,857	1,877	1,877	2,832	3,300	4,380	3,400	3,500
Performance Measure	# of Adults in custody Participating in the Residential Drug Abuse Program	15,619	14,932	11,556	10,465	11,817	14,500	12,429	15,500	14,400



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3. Performance, Resources, and Strategies (*for Inmate Care & Prog*)

a. Performance Plan and Report for Outcomes

Percent of BOP facilities providing structured curriculum on voting rights to releasing individuals. In FY 2023, 100 percent of the Bureau facilities provided structured curriculum on voting rights to releasing individuals. In FY 2024 and FY 2025, the Bureau will continue to provide training and coaching to ensure fidelity in implementation. A fully negotiated policy with program review measures to ensure compliance is the long-term goal.

Percent of Adults in custody in Federal custody who have successfully completed or are enrolled in an FSA program or activity. For FY 2023, the target goal for the percent of individuals in Federal custody to participate in any FSA activity was 55%, as of October 28, 2023, the Bureau has surpassed this goal with 83.9% of adults in custody are participating in any FSA activity. The FY 2024 target goal is 80% and FY 2025 the target goal is 85%. The Bureau continues its efforts to increase the percent of adults in custody who have successfully completed or enrolled in an FSA program or activity for each fiscal year.

Number of Adults in custody Completing Literacy Program. This measure identifies the number of adults in custody enrolled in a high school equivalency program receiving a certificate for successfully completing the High School Equivalency Education (HSE)/General Educational Development (GED) assessment. The HSE/GED offers adults who did not complete traditional high school an opportunity to pursue education and career opportunities once released to the community. During FY 2023, more institutions returned to normal programming operations. The Bureau's GED completion goal for FY 2023 was 3,300 and this goal was surpassed by 33% for the year, ending the year with 4,380 total GED completions. For FY 2024, the Bureau has a projected goal of 3,400 completions and 3,500 completions for FY 2025.

Number of Adults in custody Participating in the Residential Drug Abuse Treatment Program (RDAP). In FY 2023, the number of adults in custody participating in RDAP was 12,429. The BOP is projecting 15,500 participants in FY 2024, and 14,400 in FY 2025.

b. Strategies to Accomplish Outcomes

Percent of BOP facilities providing structured curriculum on voting rights to releasing individuals. Release programming is conducted with all individuals in our care who are 17-20 months prior to release to the Residential Reentry Center, home confinement, direct release, or those on Federal location monitoring programs. Specifically, voting rights are discussed during the legal issues lesson plan and voting materials are provided. Currently, 50 percent of institutions provide a structured voting curriculum while official policy is pending negotiation with the union. To ensure ready access to all pertinent information prior to release, there are regular posts to the Trulincs messaging system to everyone in custody. Additionally, voting rights are discussed in all Admissions programming to spread awareness.



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Percent of adults in Federal custody who have successfully completed or are enrolled in an FSA program or activity. Adults in custody are assigned to FSA programs and activities based on their risk and needs assessment findings and are recommended for structured, curriculum-based, programs as part of this process. As of October 28, 2023, 83.9 percent of the BOP population were participating in a FSA activity.

Substance Use Treatment. The BOP continues to develop evidence-based treatment practices to manage and treat offenders with substance misuse and substance use disorders. The BOP's strategy includes early identification through a psychology screening, drug education, non-residential substance use treatment, medication-assisted treatment, intensive residential substance use treatment, and community transition treatment, as discussed earlier.



B. Security/Management and Administration

Security/Management and Administration	Direct Pos.	Estimate FTE	Amount
2023 Enacted	24,965	24,210	4,255,161
2024 Continuing Resolution	24,488	23,733	4,255,161
Adjustments to Base and Technical Adjustments	-450	310	22,979
2025 Current Services	24,038	24,043	4,278,140
2025 Program Increases	0	0	35,500
2025 Request	24,038	24,043	4,313,640
Total Change 2024-2025	-450	310	58,479

1. Program Description

This budget activity covers costs associated with Institution Security and Administration, Institution Maintenance, Management, and Institution Staff Training. This budget activity also includes costs associated with general administration and oversight functions of the executive staff and regional and central office program managers, in the areas of budget development and execution, financial management, procurement and property management, human resource management, adult in custody systems management, safety, legal counsel, research and evaluation, and systems support.

a. Institution Security and Administration

All institutions are assigned a security level based in part on the physical security of each facility. Institutions in the BOP are divided into five security levels: minimum, low, medium, high, and administrative. Administrative security institutions house a variety of specialized populations, such as pre-trial, hold-over, medical, mental health, and sex offenders. Based on BOP research, incarcerated women generally do not require the same degree of security as incarcerated men. Therefore, a modified classification system is used for female adults in custody. Female adults in custody may also be placed in State and local facilities.

Each adult in custody is tracked through BOP’s SENTRY Information System. Adults in custody are assigned a security and custody level, which relates to the degree of supervision needed and ensures that they are placed in the least restrictive and least costly correctional environment appropriate to their custody and security level needs. The result is a grouping of adults in custody with similar custodial needs in an institution, and a relative reduction in the mixing of aggressive and non-aggressive offenders.

Within each institution, Correctional Officers are assigned to security posts that are primarily established based on structural/visual considerations. The two basic categories of security are external security and internal security. External security consists of a walled or fenced perimeter supplemented by staffed security towers and/or armed mobile perimeter patrols. Towers are staffed 24-hours per day at all High and Administrative Maximum facilities except



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for facilities containing a stun-lethal fence. Inside towers are exempted. There is also razor wire strung between a double fence with high mast lighting to illuminate the perimeter, highly technical equipment such as alarm systems, and video surveillance. Entrances through the perimeter are controlled by a series of gates, electrical and manual, supplemented by metal detection systems and search procedures for weapon and contraband control. The BOP has Closed Circuit Television technology in its institutions, which has enhanced supervision and provides valuable intelligence in the management of Federal adults in custody. For practical purposes, all other security measures, processes, and activities can be called internal security, commencing when an adult in custody is admitted and terminating upon his or her release.

Violations of institution regulations are handled through the Inmate Disciplinary Process. Correctional staff members conduct investigations of the alleged misconduct and forward the findings to the Unit Discipline Committee. Depending on the seriousness of the charge, the Unit Discipline Committee will make a finding, or refer the report to the Discipline Hearing Officer for disposition. When practical, adults in custody can participate in, and present evidence at a due process hearing before findings are made. Adults in custody may appeal these decisions using the administrative remedy process.



Administrative Detention provides for the separation of adults in custody who require closer supervision and monitoring from those in the general population. Such cases include, but are not limited to, protective custody, serious escape risks, and threats to the security and orderly running of the institution. Disciplinary Segregation provides for segregation of adults in custody found guilty of violations of rules through the Inmate Disciplinary Process.

Investigative staff gather and provide intelligence that may be gathered from monitoring of an adult in custody's social communications, day-to-day institutional conduct, and may be indicative of on-going criminal activity by the adult in custody. Staff members are routinely forwarding counter terrorism intelligence to the National Joint Terrorism Task Force; local Joint Terrorism Task Force(s); FBI Counterterrorism Division; and Central Intelligence Agency liaison personnel. Additionally, a significant amount of data regarding adult in custody financial transactions, telephone calls, and correspondence is available to law enforcement entities through the Department of Justice's Law Enforcement Information Sharing Program (LEISP).



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Cybersecurity Budget Data. Below is a detailed table that displays BOP cybersecurity resources per Budget Data Request (BDR) requirement to include these investments in BOP’s Congressional Budget Justification.

NIST Framework / Capability	Purpose/Outcome	FY 2023 Actual (\$000)	FY 2024 Estimate (\$000)	FY 2025 Estimate (\$000)
Identify - Continuous Diagnostics and Mitigation (CDM)	To monitor and manage IT assets on the network. Expected outcome is immediate notification and support for security incidents.	5,600	5,600	5,800
Identify - Other Identify	To monitor and manage FISMA, accreditation, and IT security support. Expected outcome is yearly compliance with FISMA and A-123 controls.	2,000	2,000	2,000
Protect - Credentialing and Access Management	Annual support of PIV Card issuance and maintenance. Expected outcome is to ensure valid credentials are issued for access to buildings and systems.	2,000	2,000	2,000
Protect - Cloud Security	To provide cloud infrastructure to support BOP applications.	490	490	730
Protect - Other Protect	Software tools used to assist the BOP vulnerability program. Expected outcome is the consistent management of vulnerabilities across the BOP enterprise.	420	420	430
Detect - Anti-Phishing and Malware Defense	To protect the BOP network from the introduction of viruses and malware. Expected outcome is protection of the BOP network.	200	200	200

b. Institution Maintenance

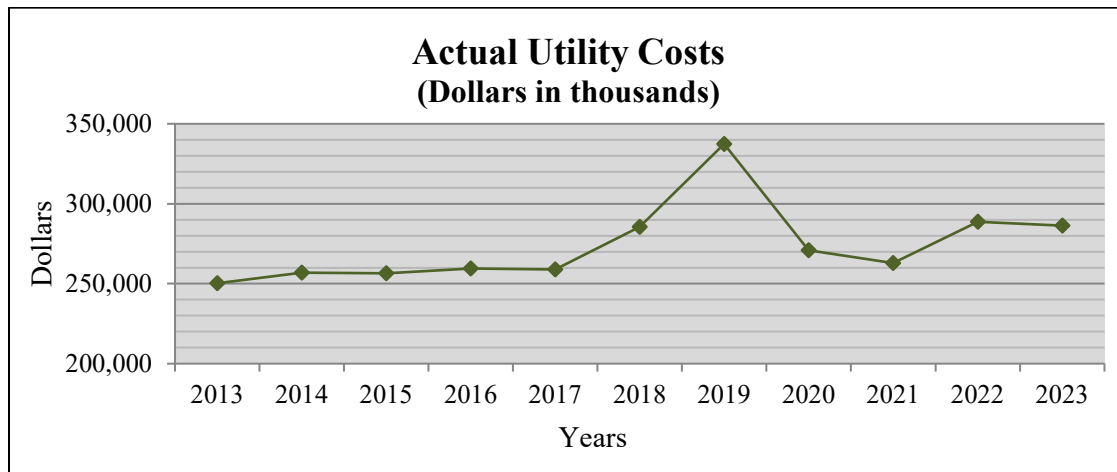
The Facility Maintenance program adequately maintains and safely operates the physical plants of BOP institutions. Facilities vary in age from those recently constructed to those 100 or more years old. About 31 percent of the BOP’s 122 institutions are over 50 years old, and 57 percent are over 30 years old. As of December 2023, BOP facilities are situated on 46 thousand acres of land and contain approximately 66 million square feet of floor area, all of which must be maintained and furnished with utility services. Each institution maintains communication systems including complete private automatic branch exchange telephone systems, radio systems including base station and mobile units, and several electronic detection and control systems.

Complex heating and air conditioning systems, high pressure steam power plants, sophisticated hospital equipment, emergency electrical power systems and fire protection, and life safety



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systems all require regular maintenance. The graph below illustrates the obligations for actual non-salary utility costs over the past decade, with about \$286 million incurred in FY 2023.



Note: Several Energy Savings Performance Contracts were fully paid in Fiscal Year 2019, resulting in the larger than normal difference between FY 2018 – FY 2020.

Adult in custody crews under staff supervision accomplish the work within the maintenance program almost entirely. Each work crew consists of a staff foreman and 10 to 20 adults in custody. Each institution must have highly skilled staff with experience and training in every phase of construction and maintenance work including steam fitting, air conditioning, mechanics and/or electronics repair. A few specific jobs are contracted out because special skills or equipment items are required, or because the work may be extremely dangerous. Examples of these jobs include elevator inspection and repair, radio frequency alignment, and water tower painting.

c. Institution Staff Training

Staff Training Academy (STA) at the Federal Law Enforcement Training Center (FLETC).

Located in Glynco, Georgia, this academy provides introductory and advanced correctional training for BOP law enforcement staff. The Introduction to Correctional Techniques (ICT) program is a five-week program for a total of 184 hours of instruction that is taught in two phases. Phase I consists of two weeks of training at the institution and Phase II consists of a three-week training program at the STA.

The STA oversees the curriculum development and administration of the three-week (104 hours) ICT Phase II course. ICT, Phase II consists of 80 hours of program instruction that covers correctional supervision principles, National policy guidelines, interpersonal communication skills, offender characteristics, principles of diversity and inclusion, legal issues, self-defense techniques, hostage situations, ethics, special offenders, adult in custody discipline, practical exercises, physical abilities testing, and 24 hours of firearms training and certification with three different weapons. Successful completion of this program (academics, firearms, and the Physical Abilities Test) is required for continued employment of newly hired staff entering law enforcement positions. The STA provides advanced correctional skills



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training in disturbance control, firearms, bus operations, self-defense, baton, marksman/observer, and witness security escort. The Academy also provides training for trainers in cardiopulmonary resuscitation (CPR), automated external defibrillator (AED), disturbance control, firearms, self-defense, baton, and marksman/observer.

Management and Specialty Training Center (MSTC). Located in Aurora, Colorado, this center provides senior level training courses, Distance Learning programs and audio and visual products for the BOP. The training offered at the MSTC is competency-based, providing participants the opportunity to progressively develop leadership skills and specialty competencies. A wide range of courses are available for institution Executive Staff, Department Heads, Supervisors, and Technical Support Staff. These courses include training for Correctional Services, Correctional Programs, Food Service, Finance, Human Resources, Education, Drug Treatment, Psychology, Religious Services, Trust Fund, and many other training specialties. In addition to preparing staff for position specific responsibilities, the MSTC also provides training in collateral responsibilities such as: Hostage Negotiations, Discipline Hearing Officer, and EEO Counselor, among others. All classes are evaluated for effectiveness, and an analytical review of participant performance is conducted through a critique of pre/post test scores or performance-based evaluations.

Human Resource Services Center (HRSC). Located in Grand Prairie, Texas, this center is comprised of four components: the Consolidated Processing Unit, the Consolidated Benefits Unit, the Consolidated Staffing Unit, and the Security and Background Investigation Section. The HRSC supervises and directs the overall management of Human Resources shared services for the Central Office, 6 Regional Offices, and 122 institutions that employ over 34,000 employees.

d. Management/Administration

Executive Staff

The Executive Staff is comprised of the Director, Deputy Director, Associate Deputy Director, six Regional Directors, nine Program Assistant Directors, and the Director of NIC in the central office, which serves as the policy and decision makers for the BOP, with a span of control across the entire agency. The Executive Staff oversees BOP's resources; guides BOP's staffing, training and management development program; sets adult in custody and capacity standards; and develops and approves budget initiatives and operating plans.

Central Office

The Central Office serves as the headquarters for the BOP, which is overseen and managed by Director Colette S. Peters. The following divisions develop and provide functional program support: Administration; Correctional Programs; Health Services; Human Resource Management; Federal Prison Industries¹; Information Technology and Data Division; National Institute of Corrections; Office of General Counsel; Program Review; and Reentry Services.

¹Not funded by Management and Administration Program Activity Budget



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2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE												
Decision Unit: Security/Management and Administration												
RESOURCES (\$ in thousands)			Target		Actual		Projected		Changes		Requested (Total)	
			FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Total Costs and FTE (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			38,012	8,392,588	33,536	8,263,493	37,011	8,392,588	625	156,561	37,636	8,549,149
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Program Activity		Security/Management and Administration	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			24,210	4,255,161	20,940	3,969,246	23,733	4,255,161	310	58,479	24,043	4,313,640
KPI/APG:	3.3	Percent of Federal law enforcement officers who receive Use of Force Sustained Training within a 3-year period.	100%		100%		100%		0%		100%	
KPI:	5.2	Percent of funded corrections officer positions filled at the end of each fiscal year.	93%		83%		88%		0%		90%	
KPI:	5.2	Percent of inquiries from external stakeholders that BOP responds to within the target response time.	80%		90%		80%		0%		80%	
Performance Measure		Rate of serious assaults in Federal Prisons (Rate/5,000)*	11		7		11		0%		11	
Performance Measure		% of staff on-board at BOP Inst.	92%		83%		92%		0%		92%	
Performance Measure		Medium & high security crowding	Med = 20% High = 20%		Med = 31% High = 34%		Med = 11% High = 2%		Med = 0% High = 0%		Med = 11% High = 2%	
Outcome		Escapes from Secure Institutions	0		0		0		0		0	
Outcome		System-wide Crowding	9%		(1)%		(2)%		0%		(2)%	
Outcome		Facilities accredited: ACA	100%		100%		100%		0%		100%	

*Denotes inclusion in the DOJ Quarterly Status Report and DOJ Annual Performance Plan.



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Performance Measure		FY 2018	FY 2019	FY 2020	FY 2021	FY2022	FY 2023		FY 2024	FY 2025	
		Actual	Actual	Actual	Actual	Actual	Target	Actual	Target	Target	
STRATEGIC OBJECTIVE	Agency Priority Goals/Key Performance Indicator	Increasing the percentage of Federal law enforcement officers who receive Use of Force Sustained Training within a 3-year period to 95%.	N/A	N/A	N/A	N/A	100%	100%	100%	100%	100%
	Key Performance Indicator	Percent of funded corrections officer positions filled at the end of each fiscal year.	N/A	N/A	N/A	N/A	88%	93%	83%	88%	90%
	Key Performance Indicator	Percent of inquiries from external stakeholders that BOP responds to within the target response time.	N/A	N/A	N/A	N/A	87%	80%	90%	80%	80%
	Performance Measure	Rate of serious assaults in Federal Prisons (Rate /5,000)	6/5,000	6/5,000	6/5,000	4/5,000	5/5,000	11/5,000	7/5,000	11/5,000	11/5000
	Performance Measure	Increase the % of staff on-board at BOP institutions to facilitate programming and maintain safety and security	88%	88%	90%	91%	85%	92%	83%	92%	92%
	Performance Measure	Manage medium & high security crowding to assess needs for additional staff and beds	M = 17% / H = 26%	M = 20% / H = 15%	M = 8% / H = 17%	M = 20% / H = 17%	M = 35% / H = 26%	M = 20% / H = 20%	M = 31% / H = 34%	M = 11% / H = 2%	M = 11% / H = 2%
	OUTCOME Measure	Escapes from Secure Institutions	0	0	0	0	0	0	0	0	0
	OUTCOME Measure	System-wide Crowding	13%	12%	-6%	-2%	5	9%	(1)%	(2)%	(2)%
	OUTCOME Measure	Facilities accredited: ACA	100%	100%	100%	100%	100%	100%	100%	100%	100%



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3. Performance, Resources, and Strategies *(for Sec./Mgmt. & Adm.)*

a. Performance Plan and Report for Outcomes

American Correctional Association (ACA) Accreditation: In FY 2023, the BOP reached the target of 100 percent ACA accreditation. For FY 2024 through FY 2025, the targets will remain at 100 percent for ACA accreditation.

Percent of Federal law enforcement officers who receive Use of Force Sustained Training within a 3-year period: Staff in Employee Development Offices monitor the completion rates for the Use of Force mandatory training on an annual basis. This will ensure the training is completed by appropriate staff within the three-year timeframe. All active employees in a pay status will complete Use of Force training annually. Active employees in non-pay status, i.e., extended medical leave, extending military leave, may not complete Use of Force training within a 3-year period.

Percent of funded corrections officer positions filled at the end of each fiscal year: The BOP received approval from OPM to provide 25 percent retention incentives for Correctional Officers at seven chronically hard-to-fill institutions and all institution employees at six institutions with significant hiring challenges. In September 2021, USP Thomson was the first location to receive OPM approval for all staff to receive a 25 percent group retention incentive. In May 2022, Correctional Officers at FCC Beaumont, FCC Florence, FCI Mendota, FCI Herlong, and FCC Yazoo City received approval for the 25 percent group retention. Throughout FY 2023, OPM approved additional 25 percent group retention incentives for Correctional Officers and Lieutenants at FCI Englewood, FCC Pollock, and FCI Waseca. In September 2023, FCI Oxford, USP Atwater, FCI Berlin, MCC San Diego, FCI Dublin, FCI Herlong, FCC Florence, MDC Los Angeles, FCI SeaTac, and FCI Sheridan received approvals for all staff to receive the 25 percent group retention incentive. Further, OPM approved ongoing ability to use recruitment and relocation incentives up to 25 percent and group retention up to ten percent for locations with hiring challenges.

Percent of inquiries from external stakeholders that BOP responds to within the target response time: The BOP components responding to external stakeholders will develop internal responses that are either directly provided to external stakeholders or submitted for intra-DOJ review within BOP's target response times, at least 80 percent of the time. The offices responsible for these responses will continue to leverage their current systems to track responses and flag any incidents where target response times are not met.

Escapes from Secure Institutions: As illustrated in the preceding Performance and Resource Table, the outcome measure for the Institution Security and Administration decision unit is "Escapes from Secure Institutions." In FY 2023, the BOP had zero escapes and the performance targets for FY 2024 through FY 2025 will remain at zero. It should be noted that minimum security or camps are not classified as secure institutions.



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Rate of Serious Assaults in Federal Prisons: Every reasonable precaution is taken to ensure that adults in custody are provided with a safe and secure environment in facilities according to their needs. While it is the objective of the Department and BOP to eliminate all serious assaults, the target reflects projections based on historical data and observed trends. These data represent the number of serious assaults over a 12-month period per 5,000 adults in custody. Due to the time required to adjudicate allegations of assault, there is a lag between the occurrence and reporting guilty findings. Accordingly, the figure reported represents incidents that were reported for the preceding 12 months ending several months before the end of the fiscal year. BOP was within its target for FY 2023 with 7/5,000 serious assaults. For FY 2024 through FY 2025 the target will remain at 11/5,000. To enhance safety, we added a second officer to the housing units at our high-security institutions and issued stab resistant vests for all staff at administrative, high, medium, and low-security institutions, detention centers, and jail units. MK-4 OC (pepper) spray has been issued to all staff at all security level institutions, the MK-9 OC (pepper) spray has been authorized at specific locations and posts. Cut and puncture resistant gloves have been made available to all staff for use when conducting searches. The Bureau also continued deploying new contraband-detecting technologies, including thermal fences, enhanced walk-through metal detectors, and whole-body imaging devices. These changes help keep our staff safe during their daily interaction with adults in custody.

Percentage of Staff On-board at BOP Institutions: This measure provides the percentage of staff on-board compared to the number of positions at BOP facilities. In FY 2023, the BOP's actual percentage of staff on board at BOP facilities was 83 percent. The BOP's target for FY 2024 will be 86 percent of authorized positions, and 86 percent for FY 2025. The 2025 Budget requests additional funding to increase hiring and retention incentives for correctional officers.

Crowding Conditions: BOP facilities continue to have crowding, which is a contributing factor to increases in the number of serious assaults. The focus with this measure is to manage overcrowding in prisons and ensure adult in custody care and safety, as well as the safety of BOP staff and surrounding communities.

b. Strategies to Accomplish Outcomes

The BOP will continue to monitor staffing ratios, adult in custody crowding, and adult in custody misconduct, schedule regular accreditation/re-accreditation for its facilities, and strive to increase staffing and bed space to maintain safety and security, consistent with funding. The BOP will continue to explore opportunities to add capacity efficiently and cost-effectively through expansions of existing facilities as funding permits. Through the on-going maintenance program (Modernization and Repair), the BOP maintains the infrastructure of Federal prisons to promote the safety of Correctional Officers and adults in custody. The BOP will continue to monitor staffing ratios, adult in custody misconduct, and schedule regular American Correctional



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Association accreditation/re-accreditation for its facilities. The BOP will strive to increase staffing to enhance safety as funding permits.

Percent of Federal law enforcement officers who receive Use of Force Sustained Training within a 3-year period: Staff in Employee Development Offices will continue to monitor the completion rates for the Use of Force mandatory training on an annual basis. This will ensure the training is completed by appropriate staff within the three-year timeframe.

Percent of funded corrections officer positions filled at the end of each fiscal year: BOP will seek to ensure that its hiring, retention, training, and evaluation practices are adequate to provide a safe environment for individuals and correctional staff. The Department will continue its hiring efforts to ensure that all BOP facilities have appropriate staffing levels to provide secure facilities and expand access to programs that reduce the risk of recidivism and in-prison misconduct. To accurately track staffing levels, the BOP will develop and implement a reliable staffing model and stable hiring pipeline to anticipate vacancies and reduce the length of time positions are unfilled.

Percent of inquiries from external stakeholders that BOP responds to within the target response time: To ensure the heads of individual prisons and detention centers are accountable for their institutions, the Department will continuously monitor performance metrics. Additionally, the Department will empower appropriate components to thoroughly investigate allegations of improper conduct or adverse conditions at institutions, hold staff accountable for misconduct, and remedy improper conditions as promptly as possible. The BOP will regularly disseminate information to the public, including data about prison populations, use of restrictive housing, availability and use of First Step Act programming, and recidivism rates of persons released from BOP custody.

In FY 2019, the BOP adult in custody population declined. This was due to the enactment of the First Step Act in 2018. Further, in FY 2020, additional decreases in the BOP adult in custody population occurred due to the COVID-19 pandemic and its related policies. While the BOP continues implementation of the First Step Act, to include increased incentives, there have also been investments to combatting violent crime by the Department of Justice that have consistently added to, or sustained, the prison population within BOP institutions each year since FY 2021.

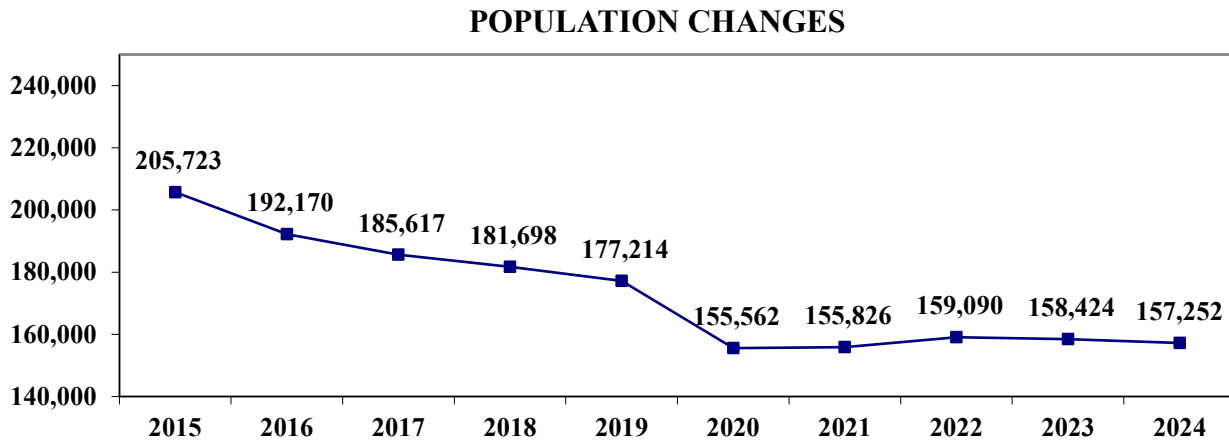
In 2021, the BOP transferred over 41,000 adults in custody into home confinement; between 2020 and 2023, approximately 86,000 adults in custody were transferred to home confinement. The Budget assumes that the number of adults in custody transferred to home confinement in FY 2024 and FY 2025 will continue to increase. In addition, the BOP has automated the calculation of earned time credits for adults in custody that participate in FSA activities, which can be used towards early release, and will continue to review cases of adults in custody that are requesting compassionate release.



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c. Agency Priority Goals (APGs)

The BOP participates in the Agency Priority Goal “Combat Hate Crimes and Promote Trust and Accountability in Law Enforcement.” The BOP will continue to provide Use of Force training to all primary and secondary Law Enforcement Officers, to be used when necessary, to protect and ensure the safety of staff, incarcerated individuals and the public.



Notes on Population Data:

The chart above includes actual population for FY 2015 through FY 2023 and projected population numbers for FY 2024. Population projections are based on data and information from a variety of sources including the Administrative Office of the U.S. Courts, the U.S. Sentencing Commission, other DOJ components, and the BOP's SENTRY system.



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C. Contract Confinement

Contract Confinement	Direct Pos.	Estimate FTE	Amount
2023 Enacted	331	303	704,791
2024 Continuing Resolution	283	255	704,791
Adjustments to Base and Technical Adjustments	-48	5	40,229
2025 Current Services	235	260	745,020
2025 Request	235	260	745,020
Total Change 2024-2025	-48	5	40,229

1. Program Description

This budget activity covers costs associated with BOP adults in custody in contract care, costs associated with management, and oversight of contract confinement functions (and for the National Institute of Corrections). As of December 21, 2023, nine percent of the BOP adult in custody population is housed outside of BOP facilities in alternative confinement. This includes Residential Reentry Centers (RRCs or halfway houses), State and local facilities, and home confinement.

Residential Reentry Management (RRM) oversee contracted community-based confinement facilities Nationwide, as well as provide case management services for adults in custody and perform liaison activities with the U.S. Marshals Service (USMS), U.S. Probation Office, U.S. Parole Commission, Federal Courts, other Federal agencies, and State and local government agencies.

a. Residential Reentry Centers (RRCs)

The BOP has approximately 190 RRCs throughout the Nation providing services to Federal adults in custody, all of whom are preparing for their release to the community. These adults in custody are transferred from Federal institutions to RRCs near the end of their sentence for transitional programming. Gainful employment and the reestablishment of family ties are the major aspects of transitional programs. Home confinement is the last phase of incarceration for adults in custody who have demonstrated personal responsibility and positive programming while in BOP custody. Strict accountability procedures are required for adults in custody on home confinement to continue the sanction of the sentence.

Program Area	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual
Residential Reentry Centers	\$352,883	\$357,596	\$405,407	\$444,665	\$460,270

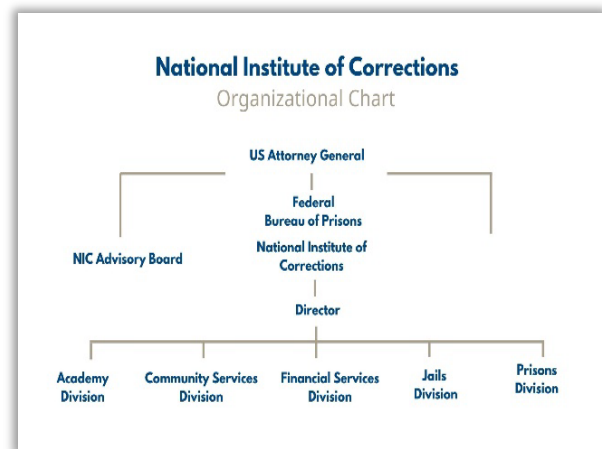


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b. National Institute of Corrections (NIC)

The NIC is the nation’s trusted resource for the field of corrections. Established in 1974 in response to concern about conditions of confinement for incarcerated people and the training and safety of corrections professionals, NIC provides training, technical assistance, and information to the professionals who work in local jails, community supervision agencies, and state and federal prisons throughout the country. Through its services, NIC advances the use of best practices and research-based approaches in the management of incarcerated people and facility operations. NIC strengthens the effectiveness of the nation’s correctional system and cultivates professionalism within the field.

The U.S. Attorney General’s Office appoints the NIC director, who oversees a special library and four programmatic divisions representing the full range of disciplines that comprise the nation’s correctional system. Under the direction of a 16-member advisory board, NIC has a legislative mandate to serve Federal, State, local, and tribal correctional agencies. NIC is distinct from the BOP mandate, which is responsible for the supervision of people incarcerated at the Federal level. However, NIC operations are funded within the BOP’s Congressional salaries and expenses appropriation.



NIC satisfied 148 requests for technical assistance between October 2022 and December 2023. These requests come from jails, prisons, community corrections and BOP institutions that want help in assessing programs and operations, implementing advanced practices, and improving overall agency management, operations, and programming. NIC responds directly to these requests by deploying subject matter experts to the requesting agency. NIC collaborates with Wardens, assistant directors, case managers, and others to develop a timely response, especially in times of crisis, but also in support of activities that nurture employee development and enhance professional skills.

Recent requests have sought reviews of Correctional Industries workforce programs, development of agency-wide gender-responsive programs for the management of incarcerated women, provision of mental health and leadership training to help employees cope with stressful work environments, and development of work plans to eliminate deaths in custody. NIC has also created custom e-courses to target specialized needs.

With offices in Washington, DC, and a training facility in Aurora, CO, NIC delivers classroom-based, online, and hybrid instruction. Outside of the traditional classroom, NIC participants can



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engage in hands-on experiences. They apply what they learn to real life situations, conduct walk-throughs of correctional facilities, and practice new skills on the job with the guidance of a mentor. New curricula and programs are developed each year and cover basic corrections concepts alongside emerging topics. Between October 2022 and December 2023, corrections professionals completed 124,942 learning events with NIC. BOP employees have access to all NIC training and use it for many things, such as to train new wardens and requirements for the BOP Accelerated Officer Program.



NIC Mental Health Professionals Network

BOP executives and corrections professionals representing a variety of fields are invited to join NIC networks. There are approximately 15 national professional networks facilitated annually. These are unique, peer-to-peer learning experiences that bring professionals together to share ideas, discuss major issues, and learn about the latest news in their fields. Networks run the gamut of corrections, including but not limited to the Infectious Diseases Network, the Chief Legal Counsel Network, and the Mental Health Coordinators Network.

NIC's mandate requires the provision of a special library, which is the NIC Information Center. It is regarded for its unique collection and archive of corrections-specific information and materials. The library is also the central repository for NIC publications and media. NIC library services include interlibrary loans, document services, and training for library professionals. These same services are available to every state, local, and tribal corrections agency in the United States. In addition to maintaining its collection, the library also maintains the NIC website, which has had 1.16 million visits and 2.5 million page views between October 2022 and December 2023. BOP relies on NIC to provide library services. In 2023, BOP closed its library and established service agreements with NIC. Today, NIC fulfills thousands of requests for research and information from the 157,446 incarcerated individuals housed in BOP's 122 facilities and the thousands of BOP employees working in institutions and administrative offices throughout the country.

Since its beginnings, NIC has been vital to helping the country maintain safe, secure, and humane correctional facilities. Because of the training and assistance they receive from NIC, corrections professionals are better equipped to provide supervision and services to approximately five million justice-involved individuals, leading to improved outcomes, fewer victims, and safer communities across the country.



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2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE											
Decision Unit: Contract Confinement											
RESOURCES		Target		Actual		Projected		Changes		Requested (Total)	
		FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Total Costs and FTE		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		38,012	8,382,588	33,536	8,263,493	37,011	8,382,588	625	253,512	37,636	8,549,149
TYPE	PERFORMANCE	FY 2023		FY2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Program Activity	Contract Confinement	FTE 303	\$000 704,791	FTE 278	\$000 616,365	FTE 255	\$000 704,791	FTE 5	\$000 40,229	FTE 260	\$000 745,020
Workload Measure	Number/% of Contract Beds	15,202 / 10%		14,575 / 11%		14,467 / 11%		(67) / 0%		14,400 / 11%	
<p>Data Definition: The BOP utilizes bed space secured through Intergovernmental Agreements with State and local entities, and community-based housing such as Residential Reentry Centers (RRCs or halfway houses) and home confinement.</p> <p>Data Validation and Verification: Subject matter experts review and analyze population and capacity levels daily, both overall and by security level. BOP institutions print a SENTRY report, which provides the count of adults in custody within every institution cell house. The report further subdivides the cell houses into counting groups, based on the layout of the institution. Using this report, institution staff conduct an official adult in custody count five times per day to confirm the adult in custody count within SENTRY. The BOP Capacity Planning Committee (CPC), comprised of top BOP officials, meets quarterly to review, verify, and update population projections and capacity needs for the BOP. Offender data are collected regularly from the Administrative Office of the U.S. Courts by the BOP Office of Research and Evaluation to project population trends. The CPC reconciles bed space needs and crowding trends to ensure that all available prison space is fully utilized, both in Federal prisons and in contract care. Data are gathered from several computer systems. Adult in custody data is collected on the BOP on-line system (SENTRY). The BOP also utilizes a population forecast model to plan for future contracting and construction requirements to meet capacity needs.</p> <p>Data Limitations: None known at this time.</p>											

Performance Report and Performance Plan Targets		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023		FY 2024	FY 2025
		Actual	Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Workload Measure	Number/% of Contract Beds	28,407 / 16%	27,513 / 16%	28,818 / 19%	24,179 / 16%	14,853 / 9%	15,202 / 10%	14,575 / 11%	14,467 / 11%	14,400 / 11%



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3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

The BOP ended FY 2023 with 14,575 adults in custody in contracted beds, which was 11 percent of the total BOP population. As of October 2023, the BOP is projecting 14,467 adults in custody in FY 2024 and 14,400 adults in custody in FY 2025.

b. Strategies to Accomplish Outcomes

The BOP continues to review possible actions to manage institutional crowding and to ensure that Federal adults in custody continue to serve their sentences in a safe and humane environment.



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V. Program Increases by Item

Item Name: Security Camera Systems Upgrades (Blind Spots)

Strategic Goal:	Goal 5: Administer Just Court and Correctional Systems
Strategic Objective:	5.2 Maintain a Safe and Humane Prison System
Budget Decision Unit:	Security/Management and Administration
Organizational Program:	Security/Management and Administration

Program Increase: Positions 0 Agt/Atty 0 FTE 0 Dollars \$35,500,000

Description of Item

For FY 2025, the BOP is requesting \$35.5 million for additional security cameras and to upgrade the supporting security systems throughout BOP institutions in accordance with timelines identified in the Prison Camera Reform Act of 2021 and by the Department’s Office of the Inspector General (OIG). This will add approximately 6,300 digital cameras along with the required associated equipment.

Justification

The Prison Camera Reform Act of 2021 requires the Bureau of Prisons to address any existing deficiencies within security camera systems throughout all BOP facilities Nationwide. These critical life and safety systems ensure the health and safety of the BOP staff, incarcerated individuals, and the public. Deficiencies such as poor-quality video and blind spots within the BOP’s security camera system have affected the OIG’s ability to secure prosecutions of staff and adults in custody in BOP contraband introduction cases and have adversely impacted critical evidence to support administrative or disciplinary action against staff and adults in custody. These proposed camera system upgrades will provide critical tools used by the BOP every day to carry out its mission and ensure the safety and health of its staff and incarcerated individuals. The OIG shares an interest in ensuring that the BOP has a fully upgraded enterprise-wide security camera system. ²

The BOP requests funding to actively expand the number of security cameras throughout all BOP institutions in critical areas that have been identified as requiring additional coverage and oversight. In addition to the areas that have already been identified and are in the process of being addressed through existing funding, the BOP conducted a further assessment of coverage of these systems to eliminate areas that are not able to be seen. Obstructions, commonly referred to as “blind spots”, are either due to camera location being out of the field of view or physical barriers that limit an officer or staff member’s ability to monitor activities during day-to-day movements.

Historically, individuals have been aware of blind spots and take full advantage of these area to commit assaults, contraband exchanges, and other infractions. These additional cameras will assist

² [Notification of Needed Upgrades to the BOP's Security Camera System \(justice.gov\)](#), [Review of the Federal Bureau of Prisons' Contraband Interdiction Efforts](#) and [Notification of Security Concerns at the Federal Bureau of Prisons Camp Locations](#)).

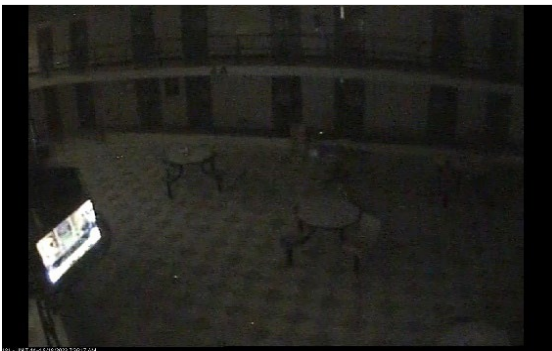


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staff in their abilities conduct investigations and hold individuals accountable by having high resolution video evidence of these infractions taking place. This request will enhance institution safety and security by eliminating potential “blind spots” and improving video quality. Additional digital security cameras will provide wide-range area coverage and clear picture images for enhanced internal security, criminal prosecutions, and public safety.

The BOP is upgrading security cameras via a two-fold process. First, before digital camera installations can occur, the BOP must install an improved single-mode fiber optic backbone and upgraded network switching at all institutions that do not already have these improvements. This is a necessary first step in many institutions, due to the age of the institutions and structural layout, as they have wiring that works only for analog cameras. Analog camera wiring cannot support the bandwidth requirements for a modern all-digital platform of security cameras, video management systems, storage, and analytics that are required for improved institution security, and staff and adult in custody safety.

After the new fiber optics are installed, the second phase of the plan is to install digital cameras. As different institutions are in various stages of requirements (for example, some institutions may currently be ready to install cameras, while others may need complete installation of the single mode fiber network first), this two-stage process will happen simultaneously. The images below compare existing analog camera output to newly installed digital camera output, highlighting the vast quality improvement these camera system upgrades will provide.



Analog Camera
(Existing Security Camera Image)



Digital Camera
(Upgraded Security Camera Image)

The FY 2025 President’s Budget requests a total of \$35.5 million for the purchase and contractor installation support of the additional 6,300 digital cameras, as well as associated equipment to include approved servers, recorders, and switches. This will bring the BOP institutions up to the necessary standards to meet the information security (INFOSEC) requirements for electronic equipment required by DOJ, comply with requirements of the Prison Camera Reform Act of 2021, address the concerns of the OIG, and provide additional safety by addressing blind spot security concerns throughout BOP institutions.



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This request will enhance institution safety and security by eliminating potential “blind spots” and improving video quality, providing for wide-range area coverage and clear picture images for enhanced internal security, criminal prosecutions, and public safety. The Office of the Inspector General (OIG) shares an interest in ensuring that BOP has a fully upgraded enterprise-wide security camera system and will assist the BOP with meeting an upcoming deadline from the Camera Reform Act. To date, the BOP has made significant strides in updating infrastructure and equipment. Funding will assist the BOP to fully achieve the requirements set forth by the Prison Camera Reform Act of 2021.

The funding requested will provide critical equipment and installation requirements: \$10.6 million will provide an additional 6,300 cameras, \$16.0 million for Contractor Installation and \$8.9 million for additional camera recording equipment.

Impact

The Prison Camera Reform Act required the Director of BOP to identify and include plans to address any deficiencies in the security camera system in use at BOP correctional facilities, including those related to blind spots. Furthermore, based on deadlines specified in the Prison Camera Reform Act, BOP should implement its plan by no later than March 2026.

While there is already a substantial number of cameras agency-wide, there are still significant areas with blind spots necessitating the need of an additional cameras and infrastructures to be upgraded. Continuing forward with the BOP’s efforts, this will not only assist to eliminate blind spots and improve the quality of footage, but also help to view a more detailed video to the extent where faces could better be identified. The additional infrastructure also replaces outdated analog equipment that has reached the end of life and is no longer supported. Support of this funding request will eliminate dangerous pocket areas within BOP institutions that are currently not visible and have posed a danger to staff and clients, since these areas are not monitored.



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Funding

1. Base Funding

FY 2023 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
0	0	0	\$35,000	0	0	0	\$35,000	0	0	0	\$35,000

2. Personnel Increase Cost Summary

Type of Position/Series	FY 2025 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				1st Year	2nd Year	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
N/A							
Total Personnel							

3. Non-Personnel Increase/Reduction Cost Summary

Non-Personnel Item	FY 2025 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Security Camera Systems Upgrades (Blind Spots)	35,500	N/A	N/A	-8,000	-27,500
Total Non-Personnel	\$35,500	N/A	N/A	-\$8,000	-\$27,500

4. Justification for Non-Personnel Annualizations

The BOP must continuously fund the annual maintenance and service contract support related to security cameras and associated equipment, such as data storage systems, at an estimated annual cost of \$7.5 million.



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5. Total Request for this Item

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/Atty	FTE	Personnel	Non-Personnel	Total	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Current Services	0	0	0	0	35,000	35,000	-10,500	-17,000
Increases	0	0	0	0	35,500	35,500	-8,000	-27,500
Grand Total	0	0	0	\$0	\$70,500	\$70,500	-\$18,500	-\$44,500

6. Affected Crosscuts

N/A