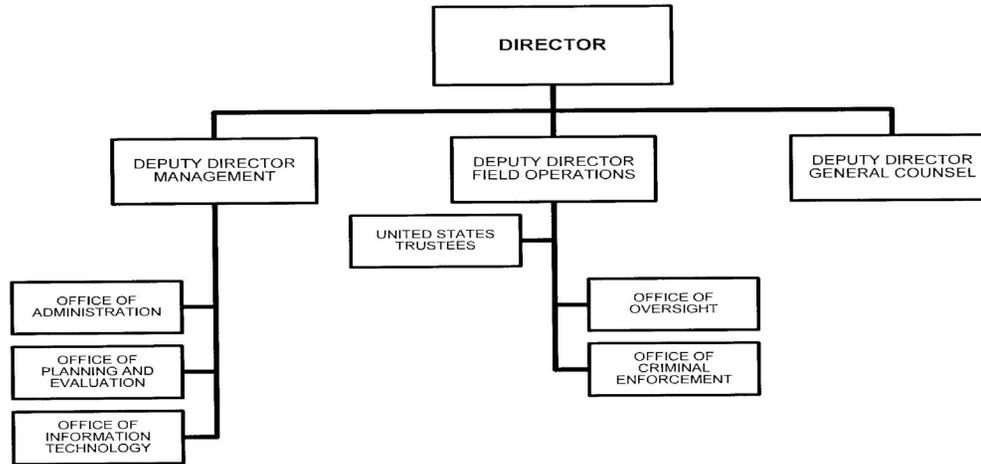


A: Organizational Chart

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES



The Principal or ranking Deputy is determined via an internal written designation by the Attorney General or other authorized official.

Approved by:

ERIC H. HOLDER, JR.
Attorney General

Date: 11/26/12

B. Summary of Requirements

Summary of Requirements

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	FY 2021 Request		
	Positions	Estimate FTE	Amount
2019 Enacted ^{/1}	[1,028]	930	226,000
Total 2019 Enacted ^{/1}	[1,028]	930	226,000
2020 Enacted ^{/1}	[1,028]	976	227,229
Base Adjustments			
Pay and Benefits	-[1]	39	4,554
Domestic Rent and Facilities	0	0	565
Other Adjustments	0	0	13
Total Base Adjustments	-[1]	39	5,132
Total Technical and Base Adjustments	-[1]	39	5,132
2021 Current Services	[1,027]	1,015	232,361
Program Changes			
Increases:			
USTP Statutory Duties under Subchapter V of Chapter 11	[11]	10	2,103
Subtotal, Increases	[11]	10	2,103
Total Program Changes	[11]	10	2,103
2021 Total Request	[1,038]	1,025	234,464
2020 - 2021 Total Change	[10]	49	7,235

^{/1} FTEs are actual; positions include one reimbursable position.

B. Summary of Requirements

Summary of Requirements

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2019 Enacted			FY 2020 Enacted			FY 2021 Technical and Base Adjustments			FY 2021 Current Services		
	Positions ^{/1}	Actual FTE	Amount	Positions ^{/1}	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Administration of Cases	[1,028]	930	226,000	[1,028]	976	227,229	[-1]	39	5,132	[1,027]	1,015	232,361
Total Direct	[1,028]	930	226,000	[1,028]	976	227,229	[-1]	39	5,132	[1,027]	1,015	232,361
Balance Rescission			0			0			0			0
Total Direct with Rescission			226,000			227,229			5,132			232,361
Reimbursable FTE		1			1			0			1	
Total Direct and Reimb. FTE		931			977			39			1,016	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		931			977			39			1,016	

Program Activity	2021 Increases			2021 Offsets			2021 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Administration of Cases	[11]	10	2,103	0	0	0	[1,038]	1,025	234,464
Total Direct	[11]	10	2,103	0	0	0	[1,038]	1,025	234,464
Balance Rescission			0			0			0
Total Direct with Rescission			2,103			0			234,464
Reimbursable FTE		0			0			1	
Total Direct and Reimb. FTE		10			0			1,026	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		10			0			1,026	

^{/1} Positions include one reimbursable position.

C. Program Changes by Decision Unit

FY 2021 Program Increases/Offsets by Decision Unit

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Increases	Location of Description by	Administration of Cases				Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
USTP Statutory Duties under Subchapter V of Chapter 11	40	[11]	0	10	2,103	[11]	0	10	2,103
Total Program Increases		[11]	0	10	2,103	[11]	0	10	2,103

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

Resources by Department of Justice Strategic Goal and Objective

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Current Services		FY 2021 Increases		FY 2021 Offsets		FY 2021 Total Request	
	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount
Goal 4 Promote Rule of Law, Integrity, and Good Government												
4.1 Uphold the rule of law and integrity in the proper administration of justice	915	219,311	961	219,311	1,000	222,516	10	2,103	0	0	1,010	224,619
4.4 Achieve management excellence ^{/1}	16	6,689	16	7,918	16	9,845	0	0	0	0	16	9,845
Subtotal, Goal 4	931	226,000	977	227,229	1,016	232,361	10	2,103	0	0	1,026	234,464
TOTAL	931	226,000	977	227,229	1,016	232,361	10	2,103	0	0	1,026	234,464

/1 The USTP devotes resources to pursuing cost savings in technology, but is not providing specific resource amounts expended due to the complexity of isolating the time devoted by staff to these tasks. Examples of the Program's cost-saving initiatives in IT include the transition of systems to the cloud, including the Program's migration of its servers for electronic file and printing capabilities, which was completed in FY 2019. Also in FY 2019, the Program initiated a multi-year modernization project of its critical information technology systems which is anticipated to result in increased functionality, annual cost savings and operational efficiencies by eliminating obsolete systems, automating functions, and improving user interfaces as well as data analytic capabilities. Amounts reported for this strategy also exclude overhead for the USTP's senior management as well as the Program's supervisory Information Technology and Administrative Officer staff who deliver training to the Program.

Justifications for Technical and Base Adjustments

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Pay and Benefits			
1 <u>2021 Pay Raise and Awards Increase</u> Per OMB A-11 guidance, section 32.1, Personnel Compensation, agencies must reflect an increase in awards spending for non-SES/SL/ST from FY 2020 to FY 2021. This increase should be no less than 1 percent point of FY 2021 non-SES/SL/ST salary spending. The amount request is \$1,188,000. In addition, this request provides for a proposed 1 percent pay raise for FY 2021 to be effective in January 2021. The amount requested, \$1,222,000, represents the pay amounts for 3/4 of the fiscal year.	0	0	2,410
2 <u>Annualization of 2020 Pay Raise</u> The increased cost in FY 2021 due to a 3.1% pay raise effective in January of 2020 is \$1,032,000 (\$758,000 for pay and \$274,000 for benefits).	0	0	1,032
3 <u>Changes in Compensable Days</u> The decreased cost for one less compensable day in FY 2021 compared to FY 2020 is \$566,000, and is calculated by dividing the FY 2020 estimated personnel compensation, \$117,480,000 and applicable benefits, \$30,962,000, by 262 compensable days.	0	0	-566
4 <u>Employees Compensation Fund</u> The -\$13,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	-13
5 <u>FERS Rate Increase</u> Per 2019 OMB Circular A-11 section 32, Personnel Compensation, Benefits, and Related Costs, the agency contribution of regular retirement under FERS will increase from 16% to 17.3%. The FERS contribution for Law Enforcement retirement will increase from 33.4% to 35.8%. The amount requested, \$1,458,000, represents the funds needed to cover this increase.	0	0	1,458
6 <u>Position/FTE Adjustment</u> In the past decade, the Program's workforce has declined by about a quarter and currently, over a quarter of staff are retirement-eligible. The Program has consequently accelerated hiring efforts and anticipates the full impact to FTEs will be realized in FY 2021. The downward adjustment of the position reflects a reallocation of one position from reimbursable to direct.	-[1]	39	0

Justifications for Technical and Base Adjustments

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
7 Health Insurance Effective January 2021, the component's contribution to Federal employees' health insurance increases by 2.1 percent. Applied against the 2020 estimate of \$11,061,000, the additional amount required is \$234,000.	0	0	234
8 Retirement - CSRS to FERS Conversion Agency retirement contributions increase as employees under CSRS retire and are replaced by FERS employees. Based on U.S. Department of Justice Agency estimates, we project that the DOJ workforce will convert from CSRS to FERS at a rate of 0.8 percent per year, for both LEO and Non-LEO, based on the past 5 years of DOJ retirement data. The requested increase of \$8,000 is necessary to meet our increased retirement obligations as a result of this conversion.	0	0	8
9 Retirement - FERS/FRAE Conversion Savings Agency retirement contributions will decrease as new FERS RAE employees are hired and replace CSRS and regular FERS employees. Based on OMB Circular A-11 FERS RAE withholding rates, we project agency savings from employees hired after December 31, 2012 of -1.8 percent of salaries for Non-LEO employees and -1.8 percent of salaries for LEO employees in FY 2021, for a savings of \$9,000.	0	0	-9
Subtotal, Pay and Benefits	-[1]	39	4,554
Domestic Rent and Facilities			
1 GSA Rent GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested increase of \$565,000 is required to meet our commitment to GSA. The costs associated with GSA rent were derived through the use of an automated system, which uses the latest inventory data, including rate increases to be effective FY 2021 for each building currently occupied by Department of Justice components, as well as the costs of new space to be occupied.	0	0	565
Subtotal, Domestic Rent and Facilities	0	0	565
Other Adjustments			
1 Security Investigations The requested increase of \$13,000 reflects payments to the Office of Personnel Management (OPM) for security reinvestigations of employees requiring security clearances.	0	0	13
Subtotal, Other Adjustments	0	0	13
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	-[1]	39	5,132

Crosswalk of 2019 Availability

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2019 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2019 Availability		
	Positions ^{/1}	Actual FTE	Amount	Positions	Actual FTE	Amount	Amount	Amount	Positions ^{/1}	Actual FTE	Amount
Administration of Cases	[1,028]	930	226,000	0	0	0	19,267	3,098	[1,028]	930	248,365
Total Direct	[1,028]	930	226,000	0	0	0	19,267	3,098	[1,028]	930	248,365
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			226,000			0	19,267	3,098			248,365
Reimbursable FTE		1			0					1	
Total Direct and Reimb. FTE		931			0					931	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		931			0					931	

Carryover:

The USTP's carryover in FY 2019 reflected a higher than historical amount due to an intensive de-obligation effort to ensure a seamless transition to a new financial management system. A portion of these funds was used to begin a multi-year modernization project of critical Program information technology systems.

Recoveries/Refunds:

The USTP used these funds for upwards adjustments to obligations and to provide funding for debtor audits, section 341 meeting room security, and to address other program needs.

/1 Positions include one reimbursable position.

Crosswalk of 2020 Availability

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2020 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2020 Availability		
	Positions ^{/1}	Est. FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions ^{/1}	Est. FTE	Amount
Administration of Cases	[1,028]	976	227,229	0	0	0	12,479	15,000	[1,028]	976	254,708
Total Direct	[1,028]	976	227,229	0	0	0	12,479	15,000	[1,028]	976	254,708
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			227,229			0	12,479	15,000			254,708
Reimbursable FTE		1			0					1	
Total Direct and Reimb. FTE		977			0					977	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		977			0					977	

Carryover:

The USTP's carryover in FY 2020 reflects a higher than historical amount due to an intensive de-obligation effort to ensure a seamless transition to a new financial management system in FY 2019. A portion of these funds will be used to sustain a multi-year modernization project of critical Program information technology systems.

Recoveries/Refunds:

The USTP estimates \$5 million in recoveries for FY 2020 and has authority to refund up to \$10 million in prior-year quarterly fees, to be funded by offsetting collections received in FY 2020 or by the balance in the United States Trustee System Fund if offsetting collections are insufficient. The USTP will use recovered funds for upwards adjustments to obligations and to address non-recurring program needs such as start-up costs related to the new duties provided for under the Small Business Reorganization Act, Pub. L. No. 116-54, enacted in August 2019, as well as information technology and facilities projects. The estimate reflects a continuation of an intensive deobligation effort, commenced prior to FY 2019, to ensure a seamless transition to a new financial management system.

^{/1} Positions include one reimbursable position.

Summary of Reimbursable Resources

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2019 Actual			2020 Estimate			2021 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Office of Attorney Recruitment/Management	0	0	12	0	0	15	0	0	15	0	0	0
Rule of Law	0	1	207	0	1	225	1	1	227	1	0	2
Other Anticipated Agreements	0	0	0	0	0	15	0	0	15	0	0	0
Budgetary Resources	0	1	219	0	1	255	1	1	257	1	0	2

Obligations by Program Activity	2019 Actual			2020 Estimate			2021 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Administration of Cases	0	1	219	0	1	255	1	1	257	1	0	2
Budgetary Resources	0	1	219	0	1	255	1	1	257	1	0	2

I. Detail of Permanent Positions by Category

Detail of Permanent Positions by Category

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Request				
	Direct Pos. ^{/1}	Reimb. Pos.	Direct Pos. ^{/1}	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Security Specialists (080)	[3]	0	[4]	0	0	0	0	[4]	0
Clerical and Office Services (0300-0399)	[158]	0	[152]	0	-[1]	0	0	[151]	0
Accounting and Budget (500-599)	[17]	0	[20]	0	0	0	0	[20]	0
Paralegals / Other Law (900-998)	[227]	0	[224]	0	0	[2]	0	[226]	0
Attorneys (905)	[361]	0	[371]	0	0	[4]	0	[375]	0
Mathematics and Statistics Group	[3]	0	[4]	0	0	0	0	[4]	0
Information Technology Mgmt (2210-2299)	[31]	0	[29]	0	[1]	0	0	[30]	0
Others	[13]	0	[13]	0	-[1]	0	0	[12]	1
Contracting & Procurement	[5]	0	[6]	0	0	0	0	[6]	0
Bankruptcy Analyst	[210]	0	[205]	0	0	[5]	0	[210]	0
Total	[1,028]	0	[1,028]	0	-[1]	[11]	0	[1,038]	1
Headquarters Washington D.C.	[102]	0	[102]	0	-[1]	0	0	[101]	1
US Fields	[926]	0	[926]	0	0	[11]	0	[937]	0
Foreign Field	0	0	0	0	0	0	0	0	0
Total	[1,028]	0	[1,028]	0	-[1]	[11]	0	[1,038]	1

/1 Positions include one reimbursable position.

Financial Analysis of Program Changes
 U.S. Trustees
 Salaries and Expenses
 (Dollars in Thousands)

Grades	Administration of Cases				Total Program Changes	
	Program Increases		Program Decreases		Positions	Amount
	Positions	Amount	Positions	Amount		
GS-15	4	885	0	0	4	885
GS-14	5	1015	0	0	5	1015
GS-11	2	203	0	0	2	203
Total Positions and Annual Amount	[11]	2,103	0	0	[11]	2,103
Lapse (-)	-1	-743	0	0	-1	-743
11.5 - Other personnel compensation		0		0		0
Total FTEs and Personnel Compensation	[10]	1,360	0	0	[10]	1,360
12.1 - Civilian personnel benefits		513		0		513
21.0 - Travel and transportation of persons		39		0		39
23.3 - Communications, utilities, and miscellaneous charges		40		0		40
24.0 - Printing and reproduction		7		0		7
25.1 - Advisory and assistance services		2		0		2
25.2 - Other services from non-federal sources		10		0		10
25.3 - Other goods and services from federal sources		30		0		30
26.0 - Supplies and materials		7		0		7
31.0 - Equipment		95		0		95
Total Program Change Requests	[10]	2,103	0	0	[10]	2,103

K. Summary of Requirements by Object Class

Summary of Requirements by Object Class

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2019 Actual		FY 2020 Enacted		FY 2021 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	930	106,945	976	114,546	1,025	121,095	49	6,549
11.3 - Other than full-time permanent	0	2,708	0	3,386	0	3,574	0	188
11.5 - Other personnel compensation ^{/1}	0	1,737	0	1,680	0	2,868	0	1,188
<i>Overtime</i>	0	0	0	0	0	0	0	0
<i>Other Compensation</i>	0	0	0	0	0	0	0	0
11.8 - Special personal services payments	0	30	0	0	0	0	0	0
Total	930	111,420	976	119,612	1,025	127,537	49	7,925
Other Object Classes								
12.1 - Civilian personnel benefits		37,359		42,801		47,403	0	4,602
13.0 - Benefits for former personnel		18		0		0	0	0
21.0 - Travel and transportation of persons		2,071		2,004		2,132	0	128
22.0 - Transportation of things		78		178		83	0	-95
23.1 - Rental payments to GSA		25,586		26,278		26,844	0	566
23.2 - Rental payments to others		497		537		545	0	8
23.3 - Communications, utilities, and miscellaneous charges		4,695		4,222		4,329	0	107
24.0 - Printing and reproduction		38		64		21	0	-43
25.1 - Advisory and assistance services		12,990		10,689		3,451	0	-7,238
25.2 - Other services from non-federal sources		963		981		996	0	15
25.3 - Other goods and services from federal sources		13,164		13,958		12,706	0	-1,252
25.4 - Operation and maintenance of facilities		5,238		2,314		782	0	-1,532
25.7 - Operation and maintenance of equipment		2,033		2,064		2,095	0	31
26.0 - Supplies and materials		780		896		806	0	-90
31.0 - Equipment		10,668		8,524		6,564	0	-1,960
32.0 - Land and structures		7,953		6,001		1,755	0	-4,246
44.0 - Refunds		335		10,000		500	0	-9,500
Total Obligations		235,886		251,123		238,549	0	-12,574

K. Summary of Requirements by Object Class

Summary of Requirements by Object Class

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2019 Actual		FY 2020 Enacted		FY 2021 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
Net of:								
Unobligated Balance, Start-of-Year		-19,267		-12,479		-3,585	0	8,894
Transfers/Reprogramming		0		0		0	0	0
Recoveries/Refunds		-3,098		-15,000		-500	0	14,500
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		12,479		3,585		0	0	-3,585
Unobligated End-of-Year, Expiring		0		0		0	0	0
Total Direct Requirements		226,000		227,229		234,464		7,235
Reimbursable FTE								
Full-Time Permanent	1		1		1		0	0

/1 In FY 2020, the USTP estimates spending \$1.6 million in non-SES awards, equivalent to 1.4% of the estimated \$117.5 million in non-SES salaries for the year. In FY 2021, the USTP estimates spending \$2.8 million in non-SES awards, equivalent to 2.3% of the estimated \$124.2 million in non-SES salaries for the year. The estimated increase in awards over FY 2020 to FY 2021 is \$1.2 million, equivalent to 1% of FY 2021 non-SES salaries.