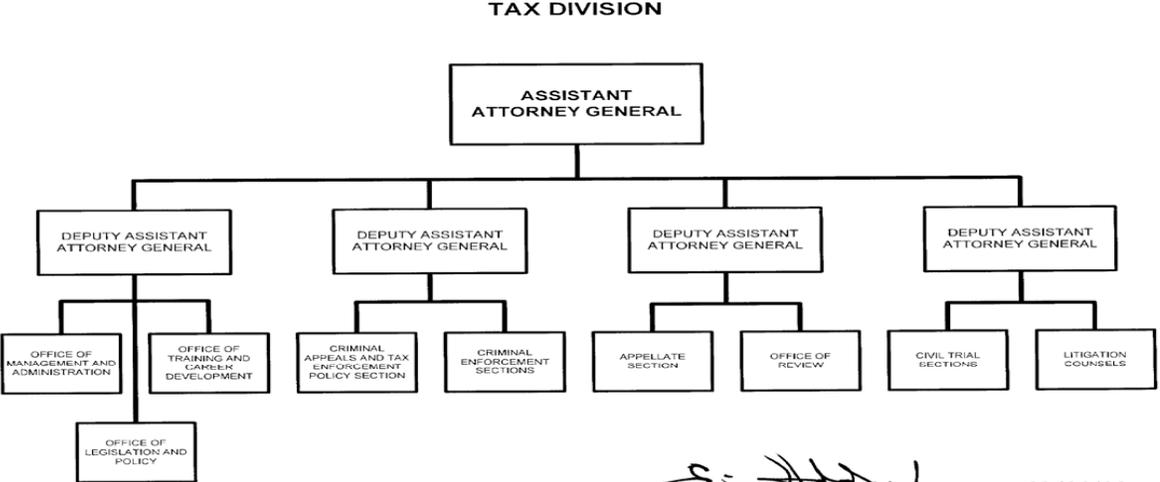


A: Organizational Chart



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

Approved by:  Date: 11/26/12
 ERIC H. HOLDER, JR.
 Attorney General

Exhibit A - Organizational Chart

B. Summary of Requirements

Summary of Requirements

Tax Division
Salaries and Expenses
(Dollars in Thousands)

	FY 2021 Request		
	Positions	Estimate FTE	Amount
2019 Enacted 1/	499	404	105,925
Total 2019 Enacted	499	404	105,925
2020 Enacted	499	451	112,831
Base Adjustments			
Pay and Benefits	0	0	2,280
Domestic Rent and Facilities	0	0	-6,224
Other Adjustments	0	0	2,115
Total Base Adjustments	0	0	-1,829
Total Technical and Base Adjustments	0	0	-1,829
2021 Current Services	499	451	111,002
Program Changes			
Increases:			
Automated Litigation Support (ALS)	0	0	2,500
Subtotal, Increases	0	0	2,500
Total Program Changes	0	0	2,500
2021 Total Request	499	451	113,502
2020 - 2021 Total Change	0	0	671

^{1/} FY 2019 FTE is actual

Summary of Requirements

Tax Division
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	Actual FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
General Tax Matters	499	404	105,925	499	451	112,831	0	0	-1,829	499	451	111,002
Total Direct	499	404	105,925	499	451	112,831	0	0	-1,829	499	451	111,002
Balance Rescission			0			0			0			0
Total Direct with Rescission			105,925			112,831			-1,829			111,002
Reimbursable FTE		0			0			0			0	
Total Direct and Reimb. FTE		404			451			0			451	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		404			451			0			451	
<i>Sub-Allotments and Direct Collections FTE</i>		7			26			0			26	

Program Activity	2021 Increases			2021 Offsets			2021 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
General Tax Matters	0	0	2,500	0	0	0	499	451	113,502
Total Direct	0	0	2,500	0	0	0	499	451	113,502
Balance Rescission			0			0			0
Total Direct with Rescission			2,500			0			113,502
Reimbursable FTE		0			0			0	
Total Direct and Reimb. FTE		0			0			451	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			451	
<i>Sub-Allotments and Direct Collections FTE</i>		0			0			26	

Debt Collection Management - 3% FTE actual for FY 2019 is 23

FY 2021 Program Increases/Offsets by Decision Unit

Tax Division
Salaries and Expenses
(Dollars in Thousands)

Program Increases	Location of Description by Program Activity	General Tax Matters				Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Automated Litigation Support (ALS)		0	0	0	2,500	0	0	0	2,500
Total Program Increases		0	0	0	2,500	0	0	0	2,500

Program Offsets	Location of Description by Program Activity	General Tax Matters				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

Tax Division
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	SubAllot /Dir Coll FTE	Direct Amount	Direct & Reimb FTE	SubAllot /Dir Coll FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	SubAllot /Dir Coll 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	404	7	105,925	451	26	112,831	451	111,002	0	2,500	0	0	451	0	113,502
Subtotal, Goal 4	404	7	105,925	451	26	112,831	451	111,002	0	2,500	0	0	451	0	113,502
TOTAL	404	7	105,925	451	26	112,831	451	111,002	0	2,500	0	0	451	0	113,502

Debt Collection Management - 3% FTE actual for FY 2019 is 23

Justifications for Technical and Base Adjustments

Tax Division
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Pay and Benefits			
1 <u>2021 Pay Raise and Awards Increase</u> This request provides for a proposed 1 percent pay raise and awards increase to be effective in January 2021. The amount request, \$1,199,000, represents the pay amounts for the full year plus benefits (\$899,250 for pay and \$299,750 for benefits).	0	0	1,199
2 <u>Annualization of 2020 Pay Raise</u> This pay annualization represents first quarter amounts (October through December) of the 2020 pay increase of 3.1%. The amount requested, \$506,000, represents the pay amounts for 1/4 of the fiscal year plus appropriate benefits (\$380,000 for pay and \$126,000 for benefits).	0	0	506
3 <u>Changes in Compensable Days</u> The decreased cost for one compensable day in FY 2021 compared to FY 2020 is calculated by dividing the FY 2020 estimated personnel compensation by 262 compensable days.	0	0	-301
4 <u>Employees Compensation Fund</u> The -\$6,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	-6
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, \$714,000, represents the funds needed to cover this increase.	0	0	714
6 <u>Health Insurance</u> Effective January 2021, the component's contribution to Federal employees' health insurance increases by 5.3 percent. Applied against the 2020 estimate of \$4,042,000, the additional amount required is \$156,000.	0	0	156
7 <u>Retirement - CSRS to FERS Conversion</u> 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 is necessary to meet our increased retirement obligations as a result of this conversion.	0	0	12

Justifications for Technical and Base Adjustments

Tax Division
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Subtotal, Pay and Benefits	0	0	2,280
Domestic Rent and Facilities			
1 <u>GSA Rent</u> GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested decrease of \$135,000 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	-135
2 <u>Moves - Non-Recur</u> Funding for the Civil sections to leave the Judiciary Center Building and move to One Constitution building were funded in FY 2020.	0	0	-6,089
Subtotal, Domestic Rent and Facilities	0	0	-6,224
Other Adjustments			
1 <u>Supporting Critical Operations</u> The \$2,100,000 increase is to reflect administrative adjustments from FY 2020 enactment to fund FY 2021 critical base operations.	0	0	2,100
2 <u>Security Investigations</u> The requested increase of \$15,000 is required to meet these commitments.	0	0	15
Subtotal, Other Adjustments	0	0	2,115
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	0	0	-1,829

Crosswalk of 2019 Availability

Tax Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2019 Enacted			Reprogramming/Transfers			Carryover Amount	Recoveries/ Refunds Amount	FY 2019 Availability		
	Position s	Actual FTE	Amount	Position s	Actual FTE	Amount			Position s	Actual FTE	Amount
General Tax Matters	499	404	105,925	0	0	1,100	849	0	499	404	107,874
Total Direct	499	404	105,925	0	0	1,100	849	0	499	404	107,874
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			105,925			1,100	849	0			107,874
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		404			0					404	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		404			0					404	
<i>Sub-Allotments and Direct Collections FTE</i>		7								7	

Debt Collection Management - 3% FTE actual for FY 2019 is 23

Reprogramming/Transfers:

Funding of \$1.1M was reallocated from expired prior year GLA's into the ALS no-year account.

Carryover:

Funds were carried over into FY 2019 from GLA's 2018 no-year account.

Recoveries/Refunds:

Crosswalk of 2020 Availability

Tax Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2020 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2020 Availability		
	Position s	Est. FTE	Amount	Position s	Est. FTE	Amount	Amount	Amount	Position s	Est. FTE	Amount
General Tax Matters	499	451	112,831	0	0	0	1,100	0	499	451	113,931
Total Direct	499	451	112,831	0	0	0	1,100	0	499	451	113,931
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			112,831			0	1,100	0			113,931
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		451			0					451	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		451			0					451	
<i>Sub-Allotments and Direct Collections FTE</i>		26								26	

Reprogramming/Transfers:

Carryover:

Funds were carried over into FY 2020 from GLA's 2019 no-year account.

Recoveries/Refunds:

Summary of Reimbursable Resources

Tax Division
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
Debt Collection 3% Fund- Personnel/Special Projects	0	0	0	0	0	0	0	0	0	0	0	0
Budgetary Resources	0	0	0	0	0	0	0	0	0	0	0	0

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
General Tax Matters	0	0	0	0	0	0	0	0	0	0	0	0
Budgetary Resources	0	0	0	0	0	0	0	0	0	0	0	0

Summary of Sub-Allotments and Direct Collections Resources

Tax Division
Salaries and Expenses
(Dollars in Thousands)

Sub-Allotments and Direct Collections	2019 Actual			2020 Estimate			2021 Request			Increase/Decrease		
	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount
DEBT COLLECTION MANAGEMENT - 3%	0	7	6,070	0	26	7,641	0	26	7,800	0	0	159
Budgetary Resources	0	7	6,070	0	26	7,641	0	26	7,800	0	0	159

Obligations by Program Activity	2019 Actual			2020 Estimate			2021 Request			Increase/Decrease		
	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount	SubAllot- Dir Coll Pos	SubAllot- Dir Coll FTE	Amount
General Tax Matters	0	7	6,070	0	26	7,641	0	26	7,800	0	0	159
Budgetary Resources	0	7	6,070	0	26	7,641	0	26	7,800	0	0	159

Debt Collection Management - 3% FTE actual for FY 2019 is 23

Detail of Permanent Positions by Category

Tax Division
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2019 Enacted			FY 2020 Enacted			FY 2021 Request					
	Direct Pos.	Reimb. Pos.	SubAllot-Dir	Direct Pos.	Reimb. Pos.	SubAllot-Dir	ATBs	Program	Program	Total Direct	Total Reimb.	Total SubAllot-
			Coll Pos.			Coll Pos.		Increases	Offsets	Pos.	Pos.	Dir Coll Pos
Security Specialists (080)	1	0	0	1	0	0	0	0	0	1	0	0
Personnel Management (0200-0260)	6	0	0	6	0	0	0	0	0	6	0	0
Clerical and Office Services (0300-0399)	20	0	0	20	0	0	0	0	0	20	0	0
Misc Admin & Prog (0301)	23	0	0	23	0	0	0	0	0	23	0	0
Accounting and Budget (500-599)	7	0	0	7	0	0	0	0	0	7	0	0
Paralegals / Other Law (900-998)	7	0	0	7	0	0	0	0	0	7	0	0
Attorneys (905)	377	0	23	377	0	26	0	0	0	377	0	26
Paralegal Specialist (0950)	44	0	0	44	0	0	0	0	0	44	0	0
Business & Industry (1100-1199)	1	0	0	1	0	0	0	0	0	1	0	0
Library (1400-1499)	1	0	0	1	0	0	0	0	0	1	0	0
Information Technology Mgmt (2210-2299)	12	0	0	12	0	0	0	0	0	12	0	0
Total	499	0	23	499	0	26	0	0	0	499	0	26
Headquarters Washington D.C.	471	0	23	471	0	26	0	0	0	471	0	26
US Fields	28	0	0	28	0	0	0	0	0	28	0	0
Foreign Field	0	0	0	0	0	0	0	0	0	0	0	0
Total	499	0	23	499	0	26	0	0	0	499	0	26

Financial Analysis of Program Changes

Tax Division
 Salaries and Expenses
 (Dollars in Thousands)

Grades	General Tax Matters				Total Program Changes	
	Program Increases		Program Decreases		Positions	Amount
	Positions	Amount	Positions	Amount		
Ungraded	0	2500	0	0	0	2500
Total Positions and Annual Amount	0	2,500	0	0	0	2,500
Lapse (-)	0	-2500	0	0	0	-2500
11.5 - Other personnel compensation		0		0		0
Total FTEs and Personnel Compensation	0	0	0	0	0	0
25.1 - Advisory and assistance services		2000		0		2000
31.0 - Equipment		500		0		500
Total Program Change Requests	0	2,500	0	0	0	2,500

K. Summary of Requirements by Object Class

Summary of Requirements by Object Class

Tax Division
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	404	55,373	451	54,000	451	54,755	0	755
11.3 - Other than full-time permanent	0	2,476	0	4,950	0	4,710	0	-240
11.5 - Other personnel compensation	0	945	0	945	0	1,542	0	597
<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	0	0	0	0	0	0	0
Total	404	58,794	451	59,895	451	61,007	0	1,112
Other Object Classes								
12.1 - Civilian personnel benefits		17,648		19,700		20,000	0	300
21.0 - Travel and transportation of persons		3,317		3,310		3,310	0	0
22.0 - Transportation of things		100		100		100	0	0
23.1 - Rental payments to GSA		13,403		12,364		12,695	0	331
23.2 - Rental payments to others		457		508		510	0	2
23.3 - Communications, utilities, and miscellaneous charges		2,448		1,040		1,040	0	0
24.0 - Printing and reproduction		66		66		66	0	0
25.1 - Advisory and assistance services		1,667		1,985		3,985	0	2,000
25.2 - Other services from non-federal sources		653		811		788	0	-23
25.3 - Other goods and services from federal sources		2,707		4,730		4,730	0	0
25.4 - Operation and maintenance of facilities		730		827		827	0	0
25.6 - Medical care		5		16		16	0	0
25.7 - Operation and maintenance of equipment		3,500		3,349		3,463	0	114
26.0 - Supplies and materials		350		365		365	0	0
31.0 - Equipment		80		100		600	0	500
32.0 - Land and structures		0		3,665		0	0	-3,665
Total Obligations		105,925		112,831		113,502	0	671
Net of:								
Unobligated Balance, Start-of-Year		0		0		0	0	0
Transfers/Reprogramming		1,100		0		0	0	0
Recoveries/Refunds		849		1,100		0	0	-1,100
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		0		0		0	0	0
Unobligated End-of-Year, Expiring		0		0		0	0	0
Total Direct Requirements		107,874		113,931		113,502		-429
Reimbursable FTE								
Full-Time Permanent								
Sub-Allotments and Direct Collections FTE	7		26		26		0	

Debt Collection Management - 3% FTE actual for FY 2019 is 23

1/ Non-SES/SL/ST Salary	55,753	57,839
2/ Non-SES/SL/ST Award (FY2020 = 0.88% of Salary, FY 2021 = 1.88% of Salary)	490	1,087