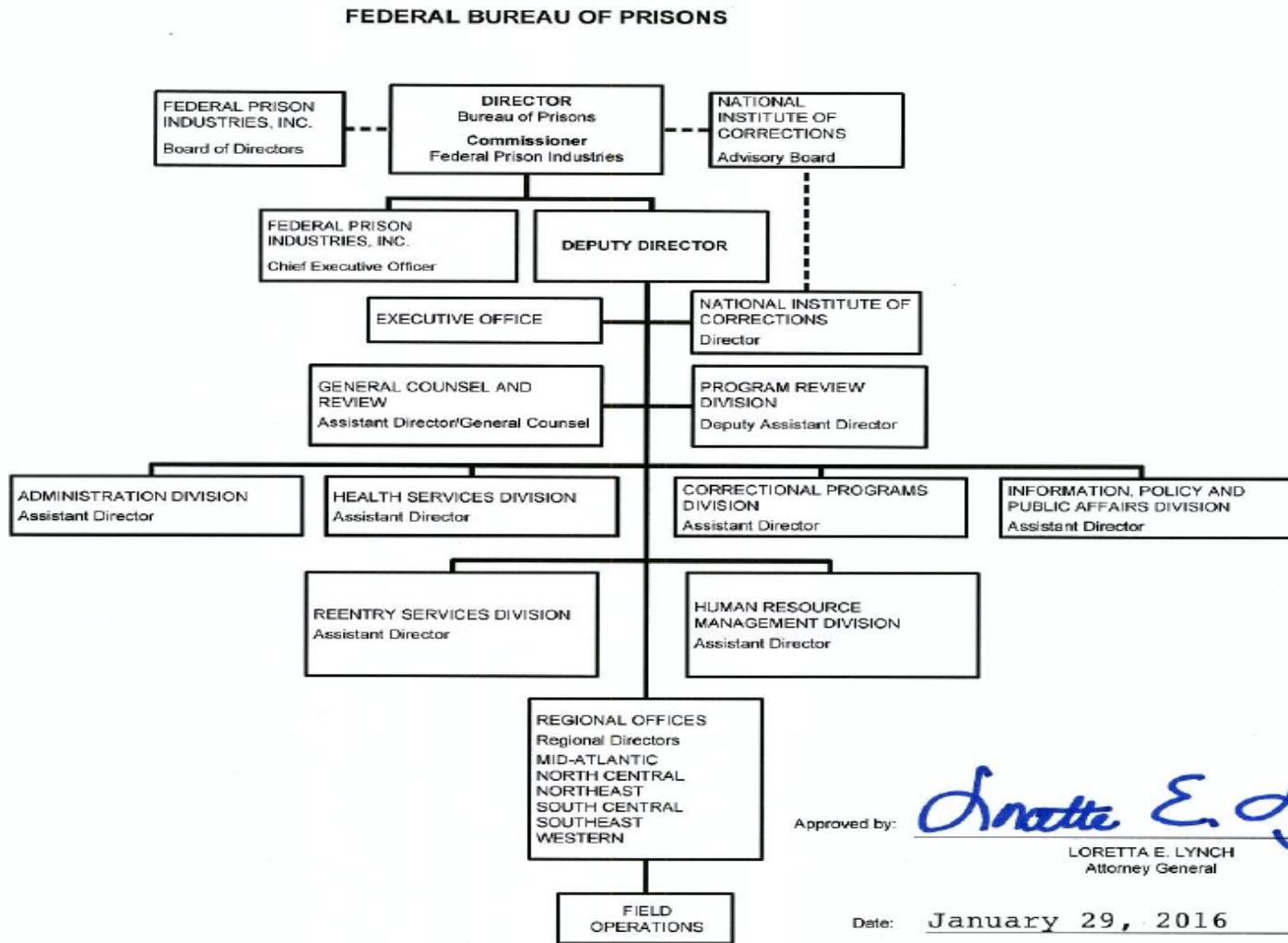


A. Organization Chart



Approved by: 
 LORETTA E. LYNCH
 Attorney General

Date: January 29, 2016

B. Summary of Requirements

Summary of Requirements

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

	FY 2020 Request		
	Positions	Estimate FTE	Amount
2018 Enacted 1/	38,557	34,580	7,114,000
Total 2018 Enacted	38,557	34,580	7,114,000
2019 Continuing Resolution (CR)	37,472	37,472	7,114,000
Technical Adjustments			
Expected Change from FY 2019 CR	1,085	1,085	0
Total Technical Adjustments	1,085	1,085	0
Base Adjustments			
Pay and Benefits	0	0	104,950
Domestic Rent and Facilities	0	0	482
Other Adjustments	-34	-34	-252,945
Prison and Detention	0	0	75,841
Total Base Adjustments	-34	-34	-71,672
Total Technical and Base Adjustments	1,051	1,051	-71,672
2020 Current Services	38,523	38,523	7,042,328
Program Changes			
Increases:			
Cellphone Detection Technology	0	0	4,625
Medication Assisted Treatment	0	0	1,000
Innovations in Correction	0	0	14,000
Subtotal, Increases	0	0	19,625
Total Program Changes	0	0	19,625
2020 Total Request	38,523	38,523	7,061,953
2019 - 2020 Total Change	1,051	1,051	-52,047

^{1/} FY 2018 FTE is actual

Summary of Requirements

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2018 Enacted			FY 2019 CR			FY 2020 Technical and Base Adjustments			FY 2020 Current Services		
	Positions	Actual FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	13,705	13,705	2,713,251	13,705	13,705	2,713,251	0	0	-76,428	13,705	13,705	2,636,823
Institution Security and Administration	23,507	23,507	3,240,924	23,507	23,507	3,240,924	0	0	65,281	23,507	23,507	3,306,205
Contract Confinement	299	299	909,182	299	299	909,182	-34	-34	-42,457	265	265	866,725
Management and Administration - BOP	1,046	1,046	250,643	1,046	1,046	250,643	0	0	-18,068	1,046	1,046	232,575
Total Direct	38,557	38,557	7,114,000	38,557	38,557	7,114,000	-34	-34	-71,672	38,523	38,523	7,042,328
Balance Rescission			0			0			0			0
Total Direct with Rescission			7,114,000			7,114,000			-71,672			7,042,328
Reimbursable FTE		0			0			0			0	
Total Direct and Reimb. FTE		38,557			38,557			-34			38,523	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		38,557			38,557			-34			38,523	

Program Activity	2020 Increases			2020 Offsets			2020 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	0	0	15,000	0	0	0	13,705	13,705	2,651,823
Institution Security and Administration	0	0	0	0	0	0	23,507	23,507	3,306,205
Contract Confinement	0	0	0	0	0	0	265	265	866,725
Management and Administration - BOP	0	0	4,625	0	0	0	1,046	1,046	237,200
Total Direct	0	0	19,625	0	0	0	38,523	38,523	7,061,953
Balance Rescission			0			0			0
Total Direct with Rescission			19,625			0			7,061,953
Reimbursable FTE		0			0			0	
Total Direct and Reimb. FTE		0			0			38,523	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			38,523	

FY 2020 Program Increases/Offsets by Decision Unit

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Increases	Location of Description by Program Activity	Inmate Care and Programs				Institution Security and Administration				Contract Confinement			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Cellphone Detection Technology		0	0	0	0	0	0	0	0	0	0	0	0
Medication Assisted Treatment		0	0	0	1,000	0	0	0	0	0	0	0	0
Innovations in Correction		0	0	0	14,000	0	0	0	0	0	0	0	0
Total Program Increases		0	0	0	15,000	0	0	0	0	0	0	0	0

Program Increases	Location of Description by Program Activity	Management and Administration - BOP				Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Cellphone Detection Technology		0	0	0	4,625	0	0	0	4,625
Medication Assisted Treatment		0	0	0	0	0	0	0	1,000
Innovations in Correction		0	0	0	0	0	0	0	14,000
Total Program Increases		0	0	0	4,625	0	0	0	19,625

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

Program Offsets	Location of Description by Program Activity	Management and Administration - BOP				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

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2018 Enacted		FY 2019 CR		FY 2020 Current Services		FY 2020 Increases		FY 2020 Offsets		FY 2020 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 3 Reduce Violent Crime and Promote Public Safety												
3.1 Combat violent crime, promote safe communities, and uphold the rights of victims of crime	38,557	7,114,000	38,557	7,114,000	38,523	7,042,328	0	19,625	0	0	38,523	7,061,953
Subtotal, Goal 3	38,557	7,114,000	38,557	7,114,000	38,523	7,042,328	0	19,625	0	0	38,523	7,061,953
TOTAL	38,557	7,114,000	38,557	7,114,000	38,523	7,042,328	0	19,625	0	0	38,523	7,061,953

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Technical Adjustments			
1 Expected Change from FY 2019 CR	2,541	2,771	71,672
Subtotal, Technical Adjustments	2,541	2,771	71,672
Pay and Benefits			
1 <u>Employees Compensation Fund</u> The \$1,040 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	1,040
2 <u>FERS Rate Increase</u> Per 2018 OMB Circular A-11 section 32, Personnel Compensation, Benefits, and Related Costs, the agency contribution of regular retirement under FERS will increase from 13.7% to 16%. The FERS contribution for Law Enforcement retirement will increase from 30.1% to 33.4%. The amount requested, \$85,927, represents the funds needed to cover this increase.	0	0	85,927
3 <u>Health Insurance</u> Effective January 2020, the component's contribution to Federal employees' health insurance increases by 2.4 percent. Applied against the 2019 estimate of \$10,235, the additional amount required is \$10,487.	0	0	10,487
4 <u>Retirement</u>	0	0	7,330
5 <u>Retirement FERS Revised Annuity Employees (RAE) Savings</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 of \$7,330 is necessary to meet our increased retirement obligations as a result of this conversion.	0	0	166
Subtotal, Pay and Benefits	0	0	104,950
Domestic Rent and Facilities			
1 <u>GSA Rent</u>	0	0	482

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
<p>GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested increase of \$482 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 2020 for each building currently occupied by Department of Justice components, as well as the costs of new space to be occupied. GSA provides data on the rate increase.</p>			
Subtotal, Domestic Rent and Facilities	0	0	482
Other Adjustments			
<p>1 <u>Administrative Savings</u> Administrative Savings</p>	0	0	-199,412
<p>2 <u>National Institute of Corrections Reorganization</u> For the transfer of the National Institute of Corrections(NIC) to the Office of Justice Programs (OJP)'s National Institute Justice (NIJ) in order to consolidate all research regarding the criminal justice system.</p>	-34	-34	-19,173
<p>3 <u>Population Decline Offset</u> This offset for 34,360 is due to declining inmate population.</p>	0	0	-34,360
Subtotal, Other Adjustments	-34	-34	-252,945
Prison and Detention			
<p>1 <u>Existing Contract Bed Adjustments - BOP</u> The Services Contract Act of 1965, as amended, states in paragraph (3) adjustment of compensation, that if the term of the contract is more than 1 year, the minimum monetary wages and fringe benefits to be paid or furnished thereunder to service employees under this contract shall be subject to adjustment after 1 year and not less than once every 2 years. In addition, this request reflects resources for the Bureau of Prisons to pay existing contract bed increases, specifically costs for exercising option years; an increase of \$27,150,000 is required for FY 2020.</p>	0	0	27,150
<p>2 <u>Food Cost Adjustments - BOP</u> The U.S. is experiencing high increases in food costs. An increase of \$3,820,000 for FY 2020 is necessary to keep pace with the costs of providing inmate meals.</p>	0	0	3,820
<p>3 <u>Medical Cost Adjustments - BOP</u></p>	0	0	39,259

E. Justifications for Technical and Base Adjustments

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
This provides the Bureau of Prisons with \$39,259,000 in funding for FY 2020 mandatory cost increases incurred due to rising health care costs in the U.S.			
4 <u>Utility Costs Adjustments - BOP</u> This provides the Bureau of Prisons with \$5,612,000 in funding for FY 2020 mandatory cost increases incurred due to rising utility costs in the U.S.	0	0	5,612
Subtotal, Prison and Detention	0	0	75,841
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	2,507	2,737	0

Crosswalk of 2018 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2018 Enacted			Reprogramming/Transfers			Carryover Amount	Recoveries/ Refunds Amount	FY 2018 Availability		
	Position s	Actual FTE	Amount	Position s	Actual FTE	Amount			Position s	Actual FTE	Amount
Inmate Care and Programs	13,705	13,705	2,713,251	0	0	0	0	0	13,705	13,705	2,713,251
Institution Security and Administration	23,507	23,507	3,240,924	0	0	50,000	0	0	23,507	23,507	3,290,924
Contract Confinement	299	299	909,182	0	0	0	0	0	299	299	909,182
Management and Administration - BOP	1,046	1,046	250,643	0	0	0	2,045	5,513	1,046	1,046	258,201
Total Direct	38,557	38,557	7,114,000	0	0	50,000	2,045	5,513	38,557	38,557	7,171,558
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			7,114,000			50,000	2,045	5,513			7,171,558
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		38,557			0					38,557	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		38,557			0					38,557	

BOP Transfers \$50 million from FY 2017 to the FY 2017/2018 account for necessary prison operations.

BOP carryover in no year account (X2) \$2.045 million for Management and Administration.

Crosswalk of 2019 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2019 CR			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2019 Availability		
	Position s	Est. FTE	Amount	Position s	Est. FTE	Amount	Amount	Amount	Position s	Est. FTE	Amount
Inmate Care and Programs	13,705	13,705	2,713,251	0	0	0	0	0	13,705	13,705	2,713,251
Institution Security and Administration	23,507	23,507	3,240,924	0	0	50,000	0	0	23,507	23,507	3,290,924
Contract Confinement	299	299	909,182	0	0	0	0	0	299	299	909,182
Management and Administration - BOP	1,046	1,046	250,643	0	0	0	1,852	0	1,046	1,046	252,495
Total Direct	38,557	38,557	7,114,000	0	0	50,000	1,852	0	38,557	38,557	7,165,852
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			7,114,000			50,000	1,852	0			7,165,852
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		38,557			0					38,557	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		38,557			0					38,557	

BOP Transfers \$50 million from FY 2018 to the FY 2018/2019 account for necessary prison operations.

BOP carryover in no year account (X2) \$1.852 million for Management and Administration.

Summary of Reimbursable Resources

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2018 Actual			2019 Estimate			2020 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
National Institute of Corrections	0	0	637	0	0	700	0	0	0	0	0	-700
Energy Savings	0	0	430	0	0	500	0	0	500	0	0	0
Meal Tickets	0	0	422	0	0	500	0	0	500	0	0	0
Recycling	0	0	1,240	0	0	1,400	0	0	1,400	0	0	0
Sale of Vehicles	0	0	237	0	0	700	0	0	700	0	0	0
Staff Housing Rental	0	0	5,070	0	0	5,800	0	0	5,800	0	0	0
Custody and Care of State Prisoners	136	0	8,666	136	0	10,300	136	0	11,000	0	0	700
Travel and Purchase Cards	0	0	3,607	0	0	4,000	0	0	4,000	0	0	0
Working Capital Fund	0	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous Reimbursable Resources	0	0	15,111	0	0	0	0	0	0	0	0	0
Utilities, Field	0	0	548	0	0	700	0	0	700	0	0	0
Staff Salary Reimbursement	0	0	383	0	0	400	0	0	400	0	0	0
Budgetary Resources	136	0	36,351	136	0	25,000	136	0	25,000	0	0	0

Obligations by Program Activity	2018 Actual			2019 Estimate			2020 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Inmate Care and Programs	0	0	0	0	0	0	0	0	0	0	0	0
Institution Security and Administration	136	0	36,351	136	0	25,000	136	0	25,000	0	0	0
Contract Confinement	0	0	0	0	0	0	0	0	0	0	0	0
Management and Administration - BOP	0	0	0	0	0	0	0	0	0	0	0	0
Budgetary Resources	136	0	36,351	136	0	25,000	136	0	25,000	0	0	0

Detail of Permanent Positions by Category

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2018 Enacted		FY 2019 CR		FY 2020 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Miscellaneous Operations (001-099)	800	19	800	19	-34	0	0	766	19
Correctional Institution Administration (006)	1,694	0	1,694	0	0	0	0	1,694	0
Correctional Officers (007)	20,446	0	20,446	0	0	0	0	20,446	0
Social Science, Psychology, Welfare (0100-0199)	2,947	18	2,947	18	0	0	0	2,947	18
Personnel Management (0200-0260)	694	2	694	2	0	0	0	694	2
Clerical and Office Services (0300-0399)	2,106	58	2,106	58	0	0	0	2,106	58
Biological Science (400-499)	2	0	2	0	0	0	0	2	0
Accounting and Budget (500-599)	940	4	940	4	0	0	0	940	4
Medical, Dental & Public Health (600-799)	2,140	8	2,140	8	0	0	0	2,140	8
Engineering and Architecture Group (800-899)	359	0	359	0	0	0	0	359	0
Attorneys (905)	200	0	200	0	0	0	0	200	0
Information & Arts (1000-1099)	19	0	19	0	0	0	0	19	0
Paralegal Specialist (0950)	567	0	567	0	0	0	0	567	0
Business & Industry (1100-1199)	410	0	410	0	0	0	0	410	0
Equipment/Facilities Services (1600-1699)	529	16	529	16	0	0	0	529	16
Education (1700-1799)	1,016	0	1,016	0	0	0	0	1,016	0
Supply Services (2000-2099)	132	9	132	9	0	0	0	132	9
Transportation (2100-2199)	3	0	3	0	0	0	0	3	0
Information Technology Mgmt (2210-2299)	417	0	417	0	0	0	0	417	0
Ungraded	3,136	2	3,136	2	0	0	0	3,136	2
Total	38,557	136	38,557	136	-34	0	0	38,523	136
Headquarters Washington D.C.	1,162	0	1,162	0	-34	0	0	1,128	0
US Fields	37,395	136	37,395	136	0	0	0	37,395	136
Foreign Field	0	0	0	0	0	0	0	0	0
Total	38,557	136	38,557	136	-34	0	0	38,523	136

Financial Analysis of Program Changes

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

Grades	Inmate Care and Programs				Management and Administration - BOP				Total Program Changes	
	Program Increases		Program Decreases		Program Increases		Program Decreases		Positions	Amount
	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount		
No grades	0	0	0	0	0	0	0	0	0	0
Total Positions and Annual Amount	0	0	0	0	0	0	0	0	0	0
Lapse (-)	0	0	0	0	0	0	0	0	0	0
11.5 - Other personnel compensation		0		0		0		0		0
Total FTEs and Personnel Compensation	0	0	0	0	0	0	0	0	0	0
25.2 - Other services from non-federal sources		14000		0		4625		0		18625
26.0 - Supplies and materials		1000		0		0		0		1000
Total Program Change Requests	0	15,000	0	0	0	4,625	0	0	0	19,625

Summary of Requirements by Object Class

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2018 Actual		FY 2019 CR		FY 2020 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	34,580	2,440,220	38,557	2,489,000	38,523	2,486,960	-34	-2,040
11.3 - Other than full-time permanent	0	4,005	0	4,005	0	4,005	0	0
11.5 - Other personnel compensation	0	316,008	0	322,000	0	322,000	0	0
<i>Overtime</i>	0	0	0	0	0	0	0	0
<i>Other Compensation</i>	0	0	0	0	0	0	0	0
11.8 - Special personal services payments	0	0	0	0	0	0	0	0
Total	34,580	2,760,233	38,557	2,815,005	38,523	2,812,965	-34	-2,040
Other Object Classes								
12.1 - Civilian personnel benefits		1,509,600		1,549,000		1,547,640	0	-1,360
13.0 - Benefits for former personnel		2,112		2,112		2,112	0	0
21.0 - Travel and transportation of persons		35,886		37,000		37,000	0	0
22.0 - Transportation of things		10,403		10,403		10,403	0	0
23.1 - Rental payments to GSA		28,631		28,631		28,631	0	0
23.2 - Rental payments to others		2,480		2,480		2,480	0	0
23.3 - Communications, utilities, and miscellaneous charges		306,617		313,000		313,000	0	0
24.0 - Printing and reproduction		119		119		119	0	0
25.2 - Other services from non-federal sources		1,600,722		1,723,779		1,675,132	0	-48,647
26.0 - Supplies and materials		598,586		611,000		611,000	0	0
31.0 - Equipment		102,028		10,000		10,000	0	0
32.0 - Land and structures		1,039		1,039		1,039	0	0
41.0 - Grants, subsidies, and contributions		2,466		2,466		2,466	0	0
42.0 - Insurance claims and indemnities		7,966		7,966		7,966	0	0
Total Obligations		6,968,888		7,114,000		7,061,953	0	-52,047
Net of:								
Unobligated Balance, Start-of-Year		-2,045		-1,852		-1,852	0	0
Transfers/Reprogramming		-50,000		-50,000		-50,000	0	0
Recoveries/Refunds		-5,513		0		0	0	0
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		1,852		51,852		51,852	0	0
Unobligated End-of-Year, Expiring		216,818		0		0	0	0
Total Direct Requirements		7,130,000		7,114,000		7,061,953		-52,047
Reimbursable FTE								
Full-Time Permanent	0		0		0		0	0

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Status of Congressionally Requested Studies, Reports, and Evaluations

1. The House and Senate Reports associated with the Consolidated Appropriations Act, 2018, directs the BOP to continue providing the Committee with the most recent monthly status of construction report, and to notify the Committee of any deviations from the construction and activation schedule identified in that report, including detailed explanations of the causes of delays and actions proposed to address them. The BOP has continued reporting this FY 2018 monthly requirement during the FY 2019 Continuing Resolution.
2. The House and Senate Reports associated with the Consolidated Appropriations Act, 2018, states that while BOP reports that there is a higher incidence of serious assaults by inmates on staff at high- and medium security institutions than at the lower security facilities, to meet staffing needs, the BOP still routinely uses a process called "augmentation", whereby a non-custody employee is assigned custody responsibilities. The Committee directs the BOP to curtail its overreliance on augmentation and instead hire additional full-time correctional staff before continuing to augment existing staff. BOP is further directed to submit quarterly reports to the Committee on the inmate-to-correctional officer ratios at each facility. The BOP has continued reporting this FY 2018 monthly requirement during the FY 2019 Continuing Resolution.
3. The Senate Report associated with the Consolidated Appropriations Act, 2018, states that the Committee believes consideration of any new facility or facility expansion should be based upon a long term strategic plan which incorporates a robust capital planning process including leading capital planning practices as outlined in OMB and GAO guidance. The Committee directs the BOP to continue providing quarterly reports to the Committee on the progress of its efforts, including funding for new prison construction if merited in future requests. The BOP has continued reporting this FY 2018 quarterly requirement during the FY 2019 Continuing Resolution.
4. The Senate Report associated with the Consolidated Appropriations Act, 2018, notes that BOP expanded the grounds for and streamlined the process of considering requests for compassionate release in 2013. The Committee is also aware that the Department of Justice Office of Inspector General [OIG] recommended additional reforms to the compassionate release program in a 2013 review of the program. In 2016, the U.S. Sentencing Commission [USSC] amended the criteria for compassionate release and encouraged BOP to file a motion for those prisoners who meet the criteria the Commission identified. Within 60 days of enactment of this act, the Committee directs BOP to submit to the Committee the following: (1) any steps taken by BOP to implement the OIG and USSC's recommendations; (2) for those recommendations not met, BOP's plan for meeting them or reasons why they cannot be implemented; (3) the number of prisoners granted and denied compassionate release during each of the last 5 years; (4) for each year, the number of requests initiated by or on behalf of prisoners, categorized by the criteria relied on as grounds for a reduction in sentence; (5) for each year, the number of requests approved by the Director of the BOP, categorized by the criteria relied on as grounds for a reduction in sentence; (6) for each year, the number of denials by the Director of the BOP, categorized by the criteria relied on as grounds for a reduction in sentence and the reason given for the denial; (7) for each year, the time elapsed between the date the request was received by the warden and the final decision, categorized by the criteria relied on as grounds for a reduction in sentence; and (8) for each year, the number of prisoners who died while their compassionate release requests were pending and, for each, the amount of time that had elapsed between the date the request was received by the warden. This report has been completed and submitted in accordance with this requirement.
5. The Senate Report associated with the Consolidated Appropriations Act, 2018, states within 90 days of enactment of this act, BOP is directed to provide a report to the Committee describing BOP's use of contract facilities for fiscal years 2016 and 2017. The report shall include the number of contract facilities utilized by BOP, to include the companies providing these services, the status of these contracts explaining any terminations or renewals during the periods under review, and compliance status of any remedial or corrective actions recommended by BOP or OIG for each company and contract; details of inspections, evaluations, or incident reports, including the number of safety and security incidents at each facility, whether these incidents resulted in injury or death, and any evaluations of incidents conducted in response to the OIG recommendation, issued by BOP or OIG regarding any of these facilities during the period under review, including a current analysis of the condition of each facility under contract and whether BOP believes that such facilities remain suitable for use; the percentage of both U.S. citizens and foreign nationals housed in each facility; verification of whether each facility is providing basic medical services such as medical exams and immunizations; verification of actual correctional officer staffing levels as compared to contracted levels; a detailed accounting of the progress made in addressing the OIG's recommendations; and any information regarding announced changes in contract specifications for current or future contracts for each facility, including bed capacity limits, and the justification for and budgetary impact of such changes. This report has been completed and submitted in accordance with this requirement.

L. Status of Congressionally Requested Studies

6. The House Report associated with the Consolidated Appropriations Act, 2018, states that within 90 days of enactment of this Act, to submit a report that details its current policy for providing comprehensive HIV testing, treatment, and prevention for inmates within the Federal Prison System, and an assessment of how it is implementing that policy, to include providing for transition of care for HIV/AIDS positive individuals leaving the Federal Prison System. This report has been completed and submitted in accordance with this requirement.
7. The House Report associated with the Consolidated Appropriations Act, 2018, states that the Committee recognizes the vastly disproportionate rate of mental and behavioral health needs among the Federal prisoner population and BOP's responsibility to provide constitutionally adequate care. The Committee supports BOP's effort to implement its policies providing for such care and urges BOP to increase human and financial resources dedicated to mental and behavioral health programs and services and to report to the Committee not later than 90 days after enactment of this Act on how these resources were deployed in fiscal year 2017. This report has been completed and submitted in accordance with this requirement.
8. The House Report associated with the Consolidated Appropriations Act, 2018, states the Committee understands the difficulty and complexity of tracking inmates who re-offend across Federal, State and local jurisdictions to be an obstacle to routinely collecting information and conducting studies of such reoffending. Given, however, the availability of today's integrated information systems and modern data technology, the Committee does not see why such challenges cannot be overcome. BOP is directed to report not later than 90 days after enactment of this Act on the specific challenges encountered in measuring the effectiveness of all its re-entry programs, and any additional tools or resources needed to comply with the reporting requirements of the Second Chance Act. This report has been completed and submitted in accordance with this requirement.
9. The House Report associated with the Consolidated Appropriations Act, 2018, states the Committee views contract confinement as an effective tool for BOP to meet low security facility requirements to alleviate overcrowding. The Committee is concerned that the Bureau remains crowded in its medium and high security institutions. Additionally, the Committee is concerned that the Bureau continues to house low security inmates in more costly environments where cost savings could be realized by using available contract detention capacity. The Committee supports the policy set forth in the Attorney General's February 21, 2017, memorandum on the use of private prisons, which acknowledged the importance of contract correctional facilities to meet the future needs of the Federal correctional system. The fiscal year 2017 Appropriations Act requires BOP to review the current classification of all inmates in their system and submit to the Committee a capacity realignment plan to ensure that inmates with lower security classifications (both U.S. citizens and criminal aliens) are in the most cost effective facilities. The Committee looks forward to the timely submission of this realignment plan. This report has been completed and submitted in accordance with this requirement.

Summary of Change
 FY 2020 Congressional Budget
 Salaries and Expenses
 (Dollars in Thousands)

	Pos.	FTE	Amount
FY 2019 Annualized CR	38,557	38,557	\$7,114,000
Base Adjustments			
Pay and Benefits:			
Employees Compensation Fund	0	0	1,040
Retirement Increases	0	0	7,330
FERS Rate Increase	0	0	85,927
Retirement FERS Revised Annuity Employees (RAE) Savings			166
Health Benefit Increases	0	0	10,487
Subtotal, Pay and Benefits	0	0	104,950
Prison and Detention:			
Existing Contract Bed Adjustments	0	0	27,150
Medical Cost Adjustment	0	0	39,259
Food Cost Adjustment	0	0	3,820
Utility Cost Adjustment	0	0	5,612
Subtotal Prison and Detention	0	0	75,841
Domestic Rent and Facilities:			
GSA Rent	0	0	482
Subtotal, Domestic Rent & Facilities	0	0	482
Other Adjustments:			
NIC Reorganization	-34	-34	-19,173
Administrative Savings	0	0	-199,412
Population Decline Offset	0	0	-34,360
Subtotal, Other Adjustments	-34	-34	-252,945
Subtotal, Technical and Base Adjustments	-34	-34	-71,672
2020 Current Services	38,523	38,523	7,042,328
Program Increase:			
Cellphone Detection Technology	0	0	4,625
Medication Assisted Treatment	0	0	1,000
Innovation in Correction	0	0	14,000
Total Program Increases	0	0	19,625
2020 Total Request	38,523	38,523	7,061,953

N. Summary by Appropriation

Summary by Appropriation (FY 2018 - FY 2020)
 Federal Prison System
 Salaries and Expenses

Appropriation	2018 Enacted			2019 Continuing Resolution			2020 Congressional Request		
	Pos.	FTE	\$000's	Pos.	FTE	\$000's	Pos.	FTE	\$000's
Salaries and Expenses	38,557	38,557	\$7,114,000	38,557	38,557	\$7,114,000	38,523	38,523	\$7,061,953
Buildings and Facilities	53	53	161,571	53	53	161,571	53	53	99,205
Recission of prior funding.									-505,000
Total B&F Resources			161,571			161,571			-405,795
Federal Prison Industries	1,950	753		1,950	753		1,950	753	
Commissary	797	692		797	749		797	749	
TOTAL	41,357	40,055	7,275,571	41,357	40,112	7,275,571	41,323	40,078	6,656,158

Physicians' Comparability Allowance (PCA) Worksheet

Federal Bureau of Prisons

Table 1

	PY 2018 (Actual)	CY 2019 (Estimates)	BY 2020* (Estimates)
1) Number of Physicians Receiving PCAs	258	258	264
2) Number of Physicians with One-Year PCA Agreements	72	72	74
3) Number of Physicians with Multi-Year PCA Agreements	175	175	179
4) Average Annual PCA Physician Pay (without PCA payment)	\$148,816	\$148,816	\$150,304
5) Average Annual PCA Payment	\$29,194	\$29,194	\$29,091
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	258	258
	Category II Research Position	0	0
	Category III Occupational Health	0	0
	Category IV-A Disability Evaluation	0	0
	Category IV-B Health and Medical Admin.	0	0

* 2020 Projections:

- 2% growth for staff- 6 staff (2 with 1-year PCA, 4 with Multi-year PCA)
- 1% growth for salary.
- Average annual PCA with 6 more staff (2 under 2 years of federal service and 4 over)
 - The PCA for less than 2 years of federal service- \$14,000
 - The PCA for 2 years or more of federal service- \$30,000

In July 2016, BOP implemented Title 38 for psychiatrists. Psychiatrists do not receive a PCA. As of 8/28/18, BOP has 26 psychiatrists. BOP has 269 physicians/dentists under Title 5 that are eligible for a PCA/DCA. Approximately 11 physicians/dentists do not receive a PCA/DCA, typically by choice to avoid the 1-year or 2-year service obligation to BOP.

7) Does the agency affirm that the PCA plan for CY is consistent with 5 U.S.C. § 5948 and the requirements of 5 C.F.R. Part 595?"

Yes

8) If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). Provide the number of PCA agreements per additional category for the PY, CY and BY.

N/A

9) Provide the maximum annual PCA amount paid to each category of physician in your agency and explain the reasoning for these amounts by category.

P. Physicians Comparability Allowance (PCA) Worksheet

Maximum for Clinical positions - \$30,000 for physicians and dentists that have over 24 months of Federal service.

10) Explain the recruitment and retention problem(s) for each category of physician in your agency (this should demonstrate that a current need continues to persist).

The BOP currently has 3 Regional Medical Recruiters, which strengthens the recruitment mission nationwide. The federal government hiring freeze and budget cuts have impacted the hiring of physicians nationwide. Currently, due to budgetary restraints, the BOP is very limited on the ability to fill positions, despite the continuous loss of staff due to retirements and resignations nationwide. The National Recruitment Office has provided support for several physician related recruitment functions and posted both print and online ads. In addition, the BOP has a Health Care Careers page on LinkedIn, a professional networking site. Despite local and national efforts to recruit physicians, the BOP currently has many vacant positions which average 24 months unfilled. As of August 2018, there are more than 100 vacancies for Medical Officers and Dental Officers. Many of these facilities are in remote locations which make it difficult to recruit. BOP is a law enforcement agency and the mandatory retirement policy can also impact staffing levels, preventing those willing to remain working for the agency when they hit the LEO limitations.

11) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in the prior fiscal year.

Recruitment bonuses, student loan repayments, PCA and annual leave credit for non-federal service have all been inducement packages to attract and retain physicians. Historical data shows that physician positions have been among the top five in the highest turnover rates. The loss of the PCAP tool would be devastating to BOP efforts to hire physicians.

12) Provide any additional information that may be useful in planning PCA staffing levels and amounts in your agency.

N/A