

U.S. DEPARTMENT OF JUSTICE

**JUSTICE OPERATIONS, MANAGEMENT,
AND ACCOUNTABILITY**



**FY 2027 PERFORMANCE BUDGET
CONGRESSIONAL SUBMISSION**

JUSTICE OPERATIONS, MANAGEMENT, AND ACCOUNTABILITY
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The FY 2027 JOMA request totals \$190.0 million and includes 526 authorized positions (161 attorneys) and 500 direct FTE (plus 100 reimbursable and two sub-allotment FTEs).

This budget request represents an increase of \$50.0 million over the FY 2026 Enacted. It includes \$2.5 million in standard pay and rent ATBs, \$10.0 million for the 2 Constitution Square (2CON) Prospectus move, \$2.5 million Working Capital Fund adjustment, and a \$2.0 million rebaseline technical adjustment (23 positions and FTEs). The request also includes \$33.1 million and 62 positions (15 attorneys and 36 FTEs) in essential program increases, including \$22.6 million in support of the Office of Personnel Management's government-wide HRIT 2.0 project.

The fundamental role of the JOMA appropriation is to support the Attorney General (AG) and the Department of Justice (DOJ) senior policy level officials in managing Department resources and developing policies for legal, law enforcement, and criminal justice activities. JOMA also provides administrative support services to the legal divisions and policy guidance to all Department organizations. Most JOMA-funded offices have significant oversight responsibilities that shape DOJ policy and influence the way the Department works toward meeting each of its strategic goals.

JOMA consists of two decision units:

- Department Leadership
 - Attorney General, Deputy Attorney General, Associate Attorney General,
 - Office of Public Affairs,
 - Office of Legislative Affairs,
 - Office of Tribal Justice,
 - Office of Legal Policy,
 - Office of Information Policy,
 - Office of Professional Responsibility, and
 - Professional Responsibility Advisory Office; and
- Justice Management Division.

Department Leadership

These offices develop policies regarding the administration of justice in the United States. They are responsible for directing and overseeing the administration and operations of the Department's bureaus, offices, and divisions to ensure the DOJ successfully meets its mission mandates. They also:

- Conduct legal and policy analysis of DOJ initiatives, coordinate the implementation of major policy initiatives that are of high priority to the Department and Administration, and provide advice and opinions on legal issues to the President, Members of the Congress, and heads of Executive Departments and Agencies.
- Liaise between the Department and Federal, state, local and tribal governments, law enforcement officials, the media, and Congress on Department activities.
- Represent the Department in the Administration's judicial process for Article III judges.
- Oversee investigations into allegations of criminal and ethical misconduct by DOJ attorneys, criminal investigators, and other law enforcement personnel, and
- Oversee and administer the Department's Freedom of Information Act (FOIA) programs.

Justice Management Division (JMD)

The JMD provides advice to senior DOJ officials and develops departmental policies in the areas of management and administration, ensures compliance with departmental and other Federal policies and regulations, and provides a full range of management and administration support services to enable the successful performance of the Department's public safety and national security missions by all of its components.

II. Summary of Program Changes

Item	Description	Pos.	FTE	Dollars (000)	Page
I.	Department Leadership Increase	29	19	\$5,236	13
II.	Justice Management Division Increase	33	17	\$5,225	16
III.	Human Resources Information Technology (HRIT) 2.0	0	0	\$22,600	20
	Total	62	36	\$33,061	

III. Appropriations Language

Salaries and Expenses, Justice Operations, Management, and Accountability

For expenses necessary for the operations, management, and accountability of the Department of Justice, \$190,000,000, of which not to exceed \$4,000,000 shall remain available until September 30, 2028, and of which not to exceed \$4,000,000 for security and construction of Department of Justice facilities shall remain available until expended.

IV. Program Activity Justification

A. Department Leadership

<i>Department Leadership</i>	Direct Pos.	Estimate FTE	Amount (000s)
2025 Enacted	187	171	\$56,973
2026 Enacted	175	175	\$56,365
Adjustments to Base and Technical Adjustments	15	15	\$2,861
2027 Current Services	190	190	\$59,226
2027 Program Increases	29	19	\$5,236
2027 Request	219	209	\$64,462
Total Change 2026-2027	44	34	\$8,097

1. Program Description

The Department Leadership decision unit includes:

- Office of the Attorney General,
- Office of the Deputy Attorney General,
- Office of the Associate Attorney General,
- Office of Public Affairs,
- Office of Legislative Affairs,
- Office of Tribal Justice,
- Office of Legal Policy,
- Office of Information Policy,
- Office of Professional Responsibility, and
- the Professional Responsibility Advisory Office.

The general goals and objectives of the Department Leadership decision unit are to:

- Advise the President on Constitutional matters and legal issues involving the execution of the laws of the United States;
- Formulate and implement policies and programs that advise the administration of justice in the United States;
- Provide executive-level leadership in:
 - Addressing national security threats, especially cyber threats and terrorism;
 - Combating the opioid crisis;
 - Countering mass violence and violent crimes;
 - Preventing, disrupting, and prosecuting elder fraud;
 - Reducing recidivism among Federal offenders, and
 - Enforcing immigration laws.
- Provide executive-level oversight and management of:
 - International law enforcement training and assistance;
 - Financial institutions reform, recovery, and enforcement programs, and
 - Investigative policy.
- Coordinate criminal justice matters with Federal, state, and local law enforcement and criminal justice agencies;

- Prepare and disseminate an *Annual Report* to the Congress and the public regarding the programs and accomplishments of the Department of Justice; and
- Develop, review, and oversee the Department's privacy policies and operations to ensure privacy compliance.
- Improve the Department's review and clearance process of legislative proposals initiated by other agencies within the Administration;
- Maintain an efficient and responsive legislative liaison service operation;
- Provide support in advancing the Administration's overall legislative agenda;
- Assure policy consistency and coordination of departmental initiatives, briefing materials, and policy statements;
- Disseminate timely and accurate information about the Department, the AG, and the Administration's priorities, policies, and activities to the media and public;
- Enhance and promote the enforcement goals of the Department by distributing news releases and coordinating press, telephone, and video conferences to announce indictments, settlements, and statements on civil rights, environmental, criminal, antitrust, and other Department enforcement efforts;
- Ensure compliance with all applicable laws, regulations, and policies involving the release of information to the public, such that material is not made public that might jeopardize investigations and prosecutions, violate rights of defendants or potential defendants, or compromise interests of national security;
- Promote internal uniformity of Department policies and litigating positions relating to Indian country; and
- Advise Department components in litigating, protecting, or addressing Native American rights and related issues.
- Improve the Department's efficacy and contribute to and review the Administration's law enforcement initiatives and other legislative proposals affecting Department responsibilities;
- Handle the processing of judicial and other nominations efficiently and responsively;
- Oversee the investigation of allegations of criminal and ethical misconduct by the Department's attorneys, criminal investigators, or other law enforcement personnel; and
- Assist Department components in processing Freedom of Information Act (FOIA) requests from the public, while also promoting effective FOIA operations across the Executive Branch.

The AG, as head of the DOJ, is the Nation's chief law enforcement officer who is appointed by the President and confirmed by the Senate. The AG provides legal advice and opinions to the President, the Cabinet, and to the heads of the executive departments and agencies of the government, as provided by law. Additionally, the AG makes recommendations to the President regarding appointments within the Department, including U.S. Attorneys and U.S. Marshals. The AG appears in person to represent the United States Government before the Supreme Court in cases of exceptional gravity or importance and supervises the representation of the Government in the Supreme Court and all other courts, foreign and domestic, in which the United States is a party or has an interest as may be deemed appropriate. The AG supervises and directs the administration and operation of the DOJ, including the Federal Bureau of Investigation; the Drug Enforcement Administration; the Bureau of Alcohol, Tobacco, Firearms and Explosives; the Federal Bureau of Prisons; Office of Justice Programs; the U.S. Attorneys; and the U.S. Marshals Service.

The Deputy Attorney General (DAG) advises and assists the AG in the development and implementation of Department policies and programs. The DAG is also responsible for providing overall supervision and direction to all organizational units within the Department. The DAG is appointed by the President and confirmed by the Senate and, in the absence of the AG, the DAG assumes the role and responsibilities of the AG. The DAG is authorized to exercise all of the power and authority of the AG, except where such power or authority is prohibited by law from delegation or has been delegated to another Department official.

The DAG is empowered to exercise the authority vested in the AG to take final action in matters specifically pertaining to:

- Employment, separation, and general administration of personnel in the Senior Executive Service and of attorneys and law students regardless of grade or pay;
- Appointment of special attorneys and special assistants to the AG;
- Appointment of Assistant U.S. Trustees and fixing of their compensation; and
- Approval of the appointment by U.S. Trustees of standing trustees and fixing of their maximum annual compensation and percentage fees as provided in 28 U.S.C. 586 (e).

The DAG also coordinates the Department's liaison activities with the White House staff and the Executive Office of the President. The DAG is also responsible for coordinating and controlling the Department's response to terrorism and civil disturbances.

The Associate Attorney General (ASG) is appointed by the President and confirmed by the Senate. As the third-ranking official of the Department, the ASG is a principal member of the AG's senior management team in advising and assisting the AG and the DAG in formulating and implementing DOJ policies and programs. In addition to these duties, the ASG oversees the work of the following divisions:

- Antitrust,
- Civil,
- Civil Rights, and
- Environment and Natural Resources

The ASG also has oversight responsibility for:

- Office of Justice Programs,
- Office on Violence Against Women,
- Community Oriented Policing Services
- Office of Information Policy,
- Executive Office for U.S. Trustees, and
- Foreign Claims Settlement Commission of the U.S.

The Office of Public Affairs (PAO) is the principal point of contact for the DOJ with the media. The PAO is responsible for informing the public about the Department's activities and priorities and policies of the AG with regard to law enforcement and legal affairs. The PAO's staff advises Department officials and coordinates with public affairs units of the Department components on all aspects of media relations and general communications. They ensure the media receives current, complete, and accurate information, and that the Department complies with all applicable laws, regulations, and policies involving the release of information. The PAO

also serves reporters by responding to queries, issuing news releases and statements, arranging interviews, and conducting news conferences.

The Office of Legislative Affairs (OLA) is responsible for developing and implementing legislative strategies to carry out Departmental initiatives that require action by Congress. The OLA articulates the Department's views and components on proposed legislation and handles the interagency clearance process for the Department with respect to view letters, Congressional testimony, and other expressions of Administration policy. The OLA responds on behalf of the Department to requests and inquiries from congressional committees, individual Members of Congress, and their staffs. It has coordination responsibility on congressional oversight activities involving the Department and the appearance of Department witnesses before congressional committees. The OLA also participates in the Senate confirmation process for Federal judges and Department nominees, including Assistant Attorneys General and U.S. Attorneys.

The Office of Tribal Justice (OTJ) serves as the primary point of contact between the 566 federally recognized Tribes and the Department on matters arising from over 54 million acres of Indian country, the majority of which is under Federal jurisdiction. Hundreds of Federal cases, in addition to other conflicts needing resolution, are generated each year in Indian country. The OTJ coordinates these complex matters, the underlying policy, and emerging legislation among Department components active in Indian country. Another OTJ duty is external coordination with Congress and numerous Federal agencies, including the Department of the Interior, Department of Health and Human Services, and Department of Homeland Security. The OTJ also provides legal expertise in Indian law to the Department in matters that progress to the Appellate level and on issues being considered for legislation.

The Office of Legal Policy (OLP) develops and coordinates the implementation of high-priority policy initiatives for the Department and the Administration. It represents the Department in the Administration's judicial process for Article III judges and oversees the coordination and review of all regulations promulgated by the Department and its components. The OLP is headed by an Assistant Attorney General who is appointed by the President and confirmed by the Senate. The OLP also encompasses the functions of the Office of Dispute Resolution (ODR). The mission of the ODR is to promote and facilitate the broad and effective use of alternative dispute resolution processes in settling litigation handled by the DOJ and in resolving administrative disputes throughout the Executive Branch.

The Office of Information Policy (OIP) was established to provide guidance and assistance to all government agencies in administering the FOIA. The OIP is responsible for promoting agency compliance with the FOIA and overseeing the implementation of this law by agencies. To carry out those responsibilities, the OIP develops legal and policy guidance for agencies, publishes the *Department of Justice Guide to the FOIA*, conducts training sessions, and provides counseling services to help agencies properly implement the law. The OIP also establishes reporting requirements for all agencies and assesses their progress in FOIA implementation. In addition to these government-wide responsibilities, the OIP handles the adjudication, on behalf of the Department, of administrative appeals against denials of access to information made by the Department's components. It processes initial requests made for the records of senior leadership offices and manages the defense of certain FOIA litigation cases.

The Office of Professional Responsibility (OPR), which reports directly to the AG, is responsible for investigating allegations of misconduct by Department attorneys, specifically in their roles to investigate, represent the government in litigation, and provide legal advice. In addition, the OPR holds jurisdiction to investigate allegations of misconduct by law enforcement personnel when these are related to allegations of attorney misconduct within the OPR's jurisdiction. The OPR's primary objective is to ensure that DOJ attorneys continue to perform their duties in accordance with the high professional standards expected of the Nation's principal law enforcement agency. The OPR is headed by the Counsel for Professional Responsibility, who is a career government official. Under the Counsel's direction, the OPR reviews allegations of attorney misconduct involving violation of any legal standard, applicable rules of professional conduct, or departmental policy. When warranted, the OPR conducts thorough investigations into such allegations, reporting its findings and conclusions to the AG and other relevant Department officials. The OPR also serves as the Department's contact with state bar disciplinary organizations. The objectives of the OPR are different from the Office of the Inspector General (OIG). While the OPR focuses on allegations of misconduct that affect the ability of the Department to investigate, litigate, or prosecute, the OIG focuses on allegations of waste and abuse and other matters that do not implicate the ability of the Department to investigate, litigate or prosecute.

The Professional Responsibility Advisory Office (PRAO) is responsible for providing advice and training on professional responsibility to all Department attorneys on how they may fulfill their duties in compliance with the applicable rules of professional conduct. PRAO serves as a liaison with state and Federal bar associations for the implementation and interpretation of the rules of professional conduct. Furthermore, PRAO coordinates with the litigating components of the Department to defend all Department attorneys in any disciplinary or other hearings concerning allegations of professional misconduct. In addition, PRAO assembles and maintains the professional responsibility rules, interpretative decisions, and bar opinions from every state, territory, and the District of Columbia.

B. Justice Management Division

<i>Justice Management Division</i>	Direct Pos.	Estimate FTE	Amount (000s)
2025 Enacted	273	232	\$85,027
2026 Enacted	263	263	\$83,635
Adjustments to Base and Technical Adjustments	11	11	\$14,078
2027 Current Services	274	274	\$97,713
2027 Program Increases	33	17	\$27,825
2027 Request	307	291	\$125,538
Total Change 2026-2027	44	28	\$41,903*

* Change over FY 2026 Enacted is \$9.3 million without Move/Lease adjustment and HRIT 2.0 enhancement.

1. Program Description

The Justice Management Division (JMD), under the direction of the Assistant Attorney General for Administration (AAG-A), provides advice and assistance to senior management officials on Department policy related to budget and financial management, personnel management and training, facilities, procurement, equal employment opportunity, information processing, records management, security, and all other matters pertaining to organization, management, and administration. The JMD also provides direct administrative services such as personnel, accounting, procurement, library, budget, facilities, and property management to offices, boards and divisions of the Department and operates several central services on a reimbursable basis through the Working Capital Fund. The Division is responsible for collecting, organizing, and disseminating records information vital for the Department to carry out its statutory mandate and offers general research and reference assistance regarding information to Department staff, other government attorneys, and members of the public.

The major functions of JMD are to:

- Review and oversee management functions, programs, operating procedures, supporting systems and management practices;
- Supervise, direct, and review the preparation, justification, and execution of the Department's budget, including the coordination and control of the programming and reprogramming of funds;
- Review, analyze, and coordinate the Department's programs and activities to ensure that the use of resources and estimates of future requirements are consistent with the policies, plans, and mission priorities of the AG;
- Plan, direct, and coordinate Department-wide personnel management programs and develop and issue department-wide policy in all personnel program areas;
- Direct Department-wide financial management policies, internal controls, programs, procedures, and systems, including financial accounting, planning, analysis, and reporting;
- Formulate and administer the JOMA appropriation in the Department's budget;
- Plan, direct, administer, and monitor compliance with Department-wide policies, procedures, and regulations concerning: records, reports, procurement, printing, graphics, audiovisual activities, forms management, supply management, motor vehicles, real and

personal property, space assignment and utilization, employee health and safety programs, and other administrative services functions;

- Direct all Department security programs including: personnel, physical, document, information processing, telecommunications, and special intelligence;
- Formulate and implement Department defense mobilization and contingency planning;
- Review legislation for potential impact on the Department's resources;
- Establish policy and procedures related to debt collection and asset forfeiture; and
- Direct the Department's ethics program by administering the ethics laws and regulations and coordinating the work of the deputy ethics officials throughout the Department, including issuing advice, providing ethics briefings, and reviewing financial disclosure reports.
- Execute correspondence management program policies and oversee the efficient handling of both unclassified and classified correspondence, ensuring effective capturing, processing, and preservation of the correspondence. This includes correspondence for the Offices of the AG, DAG, ASG, and OLA.
- Assist with issues related to privacy and civil liberties affecting the Department's missions and operations. Implement the Department's privacy policies, related to the protection of individual privacy and civil liberties, especially in areas like the Department's counterterrorism, cybersecurity, and law enforcement efforts. In addition, ensures the Department is in compliance with federal information privacy laws and requirements. Works with the Administration, Congress, the Privacy and Civil Liberties Oversight Board, and other Executive Branch agencies. It focuses on high-priority privacy and civil liberties issues affecting the United States Government.
- Provides administrative support to the Data Protection Review Court (DPRC) which independently reviews determinations made by the Civil Liberties Protection Officer of the Office of the Director of National Intelligence (ODNI CLPO) in response to qualifying complaints sent by individuals through appropriate public authorities that allege certain violations of United States law in the conduct of United States signals intelligence activities. Judges on the DPRC are appointed from outside the United States Government and bring relevant experience in the fields of data privacy and national security. They review cases independently. Decisions of the DPRC regarding any violations of applicable United States laws are binding. If a violation is found, the DPRC's decision about the implementation of remediation is also binding. To further enhance the review process, the E.O. allots a selection of a special advocate for each case. This advocate represents the complainant's interest in the matter and ensures that the DPRC is well-informed about the relevant issues and laws with concerning the matter under review.

V. Program Increases by Item

Item Name: Department Leadership Increase

Budget Decision Unit(s): Department Leadership

Program Increase: Positions: 29 Atty: 13 FTE: 19 Dollars: \$5,236,000

Description of Item

The Department requests 20 positions (13 attorneys) and \$3.1 million to restore defunded positions in the Department's senior leadership and management offices, that were removed in the FY 2025 spending plan due to flat budgets from FY 2024 and FY 2025. The Department also requests \$2.2 million and nine positions for the Office of Public Affairs (PAO) which are essential to improving PAO's dissemination of timely and accurate information about the Department, the AG, and the Administration's priorities, policies, and activities to the media and public and management of the Department's public liaison activities. These are ongoing needs required to be supported via annual appropriation. It has been sustained by one-time funding patches despite the critical role they play in accomplishing the organizations' activities in service of all components' missions.

Justification

Funding for salary and benefits as well as onboarding costs are covered by this program increase.

Of the \$2.2 million, \$1.6 million would fund nine federal employees to perform multimedia tasks and services, such as broadcast engineering, event support, graphic design, photography, video production, live streaming, and other Public Affairs activities. This would allow PAO to move off their two existing contracts and achieve savings up to \$400,000 annually. The remaining \$580,000 would fund contractor support to provide news clipping services to inform the Attorney General and DOJ components on daily issues and current events related to the US justice system and Department priorities. In the past, funding has been sustained by one-time funding patches despite the critical role they play in accomplishing the organizations' activities in service of all Department components' missions.

Funding

1) Base Funding

FY 2025 Enacted				FY 2026 Enacted				FY 2027 Current Services			
Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)
187	141	171	56,973	175	118	175	56,365	190	121	190	59,226

2) Personnel Increase Cost Summary

<u>Type of Position/Series</u>	<u>FY 2027 Request (\$000)</u>	<u>Positions Requested</u>	<u>Full Year Modular Cost per Position (\$000)</u>	<u>Annualizations (\$000)</u>			
				<u>2nd Year</u>	<u>3rd Year</u>	<u>FY 2028 (net change from 2027)</u>	<u>FY 2029 (net change from 2028)</u>
<u>Clerical and Office Services (0300-0399)</u>	286	2	261	101	13	202	26
<u>Attorneys (0905)</u>	2,150	13	291	117	6	1,525	566
<u>Paralegal Specialist (0950)</u>	160	2	171	60	7	120	53
<u>Information and Arts (1000-1099)</u>	1,954	12	190	70	17	210	196
<u>Total Personnel</u>	<u>4,551</u>	<u>29</u>	<u>239</u>	<u>93</u>	<u>49</u>	<u>2,057</u>	<u>840</u>

3) Non-Personnel Increase Cost Summary

<u>Non-Personnel Item</u>	<u>FY 2027 Request (\$000)</u>	<u>Unit Cost (\$000)</u>	<u>Quantity</u>	<u>Annualizations (\$000)</u>	
				<u>FY 2028 (net change from 2027)</u>	<u>FY 2029 (net change from 2028)</u>
Contract Support	580	N/A	N/A	0	0
Equipment	105	N/A	N/A	2	2
Total Non-Personnel	685	N/A	N/A	2	2

4) Justification for Non-Personnel Annualizations

This request includes a standard two-percent annualization cost for equipment to ensure continued operational capability.

5) Total Request for this Item

Category	Positions			Amount Requested (\$000) ¹			Annualizations (\$000)	
	Count	Atty	FTE	Personnel	Non-Personnel	Total	FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Current Services	190	121	190	40,403	18,823	59,226	N/A	N/A
Increases	29	13	19	4,551	685	5,236	2,059	177
Grand Total	219	134	209	44,954	19,508	64,462	2,059	177

¹ Totals may vary slightly due to rounding.

Item Name: Justice Management Division Increase

Budget Decision Unit(s): Justice Management Division

Program Increase: Positions: 33 Atty: 2 FTE: 17 Dollars: \$5,225,000

Description of Item

JOMA requests \$5.2 million and 33 positions to restore staff in three of the Justice Management Division's portfolios: 1) Human Capital, Security, and Administration, 2) Management and Compliance, and 3) Controller. In accordance with the DOJ Agency RIF and Reorganization Plan (ARRP) that encouraged Departments to consolidate functions, in FY 2025 and FY 2026 DOJ consolidated functions across JMD and made appropriate staffing realignments and reductions to achieve its mission in the most efficient manner. Despite this, JMD was forced to eliminate over 70 unfunded, hollow positions in FY 2025 due to the full-year continuing resolution; the reduction in FY 2026 continued this trend. These positions are critical to scaling up the operational capacity of JMD's administrative function provisions, improving service times across the Department in procurement, recruitment, financial processing, legal review, security planning and implementation, and facilities and records management. DOJ seeks to restore a number of these positions to ensure components are best equipped to execute top administration priorities. In addition, \$800,000 is for Evidence Act Support and is in line with OMB Management guidance to the Department.

Justification

First-year funding for salary and benefits as well as onboarding costs are covered by this program increase. Funding is also requested to ensure essential contract support for the Department's planning and performance activities is sustained in compliance with OMB directives.

This request includes \$787,000 and five positions for a Budget Analytics Team that would manage the tools used to formulate, analyze, and report on the Department's budget. The requested resources will support the establishment of a Budget Analytics Group within the Budget Staff. This group will modernize the Department's budget formulation and execution products by integrating analytics, strategic oversight, and visual communication to deliver timely, actionable, and evidence-based recommendations. Strategic resource decisions and overall budget control are executed using outdated and limited tools such as Excel, which constrain analytical capabilities and delays response times to inquiries from Departmental leadership and external stakeholders.

Additionally, this request includes \$800,000 for Evidence Act Support. This would provide contract social scientists in support of DOJ Evidence Act projects for which the components lack capacity. This funding is essential for JMD's Evidence Team to augment the component's more critical evaluation questions, providing needed capacity for components to implement program improvement plans and measures. Component improvements supported by JMD's Evidence program augment DOJ's ability to accomplish the goals and objectives in its strategic plan and maximize the efficacy of components at their missions.

\$1.3 million and 10 positions (2 attorneys) are requested for Management and Compliance. JMD faces staffing shortages across its records, ethics, audit/compliance offices while taking on additional responsibilities resulting from the Department's ARRP efforts to streamline administrative functions across the department. Without sufficient funding, the Department is at risk for non-compliance with legal and administrative requirements pertaining to ethics, records management, and internal controls. JMD requires resources to fund two records management specialists and two Government Information specialists to execute records and FOIA support for the offices, boards, and divisions after losing staff due to JOMA's constrained budgets in recent years. Similarly, to fill the most critical deficiencies created by those same constraints, JMD requests funding for two ethics attorneys and two auditors to ensure DOJ's compliance with ethics statutes and administrative rules as well as government-wide audit protocols, including OMB Circular A-123. The request also includes one administrative support position for the Management and Compliance front office and one procurement analyst in the Office of Acquisition Management.

\$2.3 million and 18 positions are requested for Human Capital and Security (HCS). This request funds twelve positions in Human Capital: supporting a variety of functions including payroll services, executive resources management, Human Resources (HR) compliance, Employee Assistance Program (EAP), and Departmental policy. Resources for the compliance and policy positions will ensure the minimum amount of specialist staff are supported to work with DOJ components to ensure their compliance with OPM and DOJ HR policy and guidance and abide by all applicable personnel laws and regulations. Funding EAP specialists will ensure services and resources to DOJ employees and eligible family members, including confidential counseling and referrals. In addition, this funding will ensure staffing gaps in executive resources and payroll are bridged so that this work is executed correctly by dedicated specialist staff. Funding dedicated staff ensures consistent, accurate payroll operations for DOJ components, reducing the risk of administrative delays and processing errors.

For security personnel, this request funds five positions to reach minimal government standards across three key portfolios to include: Counterintelligence, Technical Surveillance, and communications security. These positions will represent the Justice Protective Service on intelligence boards and meetings, manage the Department's In-Place Monitoring system, and implement DOJ compliance with National Security Memoranda ensuring secure communications and classified systems are not disrupted.

For library staff, this request funds one library historian position to support the DOJ History and Museum Program.

Funding

1) Base Funding

FY 2025 Enacted				FY 2026 Enacted				FY 2027 Current Services			
Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)
273	25	232	85,027	263	25	263	83,635	274	25	274	87,713

2) Personnel Increase Cost Summary

<u>Type of Position/Series</u>	<u>FY 2027 Request (\$000)</u>	<u>Positions Requested</u>	<u>Full Year Modular Cost per Position (\$000)</u>	<u>Annualizations (\$000)</u>			
				<u>2nd Year</u>	<u>3rd Year</u>	<u>FY 2028 (net change from 2027)</u>	<u>FY 2029 (net change from 2028)</u>
<u>Security Specialists (080)</u>	658	5	251	90	22	448	109
<u>Social Science, Psychology, Welfare (0100-0199)</u>	516	4	245	87	21	348	85
<u>Human Resources Management (0200-0260)</u>	1,157	9	257	98	21	881	187
<u>Clerical and Office Services (0300-0399)</u>	692	6	267	98	29	588	173
<u>Accounting and Budget (500-599)</u>	411	3	253	106	13	319	38
<u>Attorneys (0905)</u>	366	2	289	136	37	273	73
<u>Information and Arts (1000-1099)</u>	125	1	274	83	20	83	20
<u>Business and Industry (1100-1199)</u>	142	1	274	100	24	100	24
<u>Mathematical Sciences Group (1500-1599)</u>	358	2	220	100	24	200	48
<u>Total Personnel</u>	<u>4,425</u>	<u>33</u>	<u>257</u>	<u>98</u>	<u>23</u>	<u>3,239</u>	<u>758</u>

3) Non-Personnel Increase Cost Summary

Non-Personnel Item	FY 2026 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Contract Support	800	N/A	N/A	0	0
Total Non-Personnel	800	N/A	N/A	0	0

4) **Justification for Non-Personnel Annualizations**
N/A

5) **Total Request for this Item**

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Atty	FTE	Personnel	Non-Personnel	Total	FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Current Services	274	25	274	57,180	30,533	87,713	N/A	N/A
Increases	33	2	17	4,425	800	5,225	3,239	758
Grand Total	307	27	291	61,606	31,333	92,938	3,239	758

Item Name: Human Resources Information Technology (HRIT) 2.0

Budget Decision Unit(s): Justice Management Division

Program Increase: Positions: 0 Atty: 0 FTE: 0 Dollars: \$22,600,000

Description of Item

The Budget includes \$22.6 million to support the transition to the U.S. Office of Personnel Management's (OPM) consolidated Core Human Capital Management (Core HCM) system, which will consolidate outdated and inefficient human resources systems into a single, modern Core HCM platform. This single, modern platform will encompass personnel action processing, employee system of record, position management, and workforce analytics, among other human resource functions. This amount includes estimated licensing fees for the new system, data migration, and warehousing of legacy data.

Justification

Funding will support the transition of agencies to a single Human Capital Management (HCM) platform that will encompass the following HR functions: personnel action processing, employee system of record, position management, employee and manager self-service, analytics and dashboards, time and attendance, and learning. The single HCM will seamlessly coordinate with National Finance Center (NFC), USA Performance, and USA Staffing.

HRIT 2.0, when implemented, will replace the following HR systems and platforms currently used by DOJ components: EmpowHR and EPIC (personnel processing); OPF (employee system of record); Enterprise Human Resources Integration; myEPP (employee and manager self-service); GovTA (time and attendance); and learnDOJ (learning platform). HRIT 2.0 will also make it simpler and easier to access employment records, seamlessly transfer employment information to new agencies, and harmonize all the disparate (and many times legacy/outdated) HR systems that minimize errors among HR professionals who previously would have used different systems that could not speak to each other.

Funding

1) Base Funding

FY 2025 Enacted				FY 2026 President's Budget				FY 2027 Current Services			
Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)	Pos	Atty	FTE	Amount (\$000)
0	0	0	0	0	0	0	0	0	0	0	0

2) Personnel Increase Cost Summary

N/A

3) Non-Personnel Increase Cost Summary

Non-Personnel Item	FY 2026 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
25.3 Other Goods and Services from Federal Sources	22,600	N/A	N/A	-22,600	0
Total Non-Personnel	22,600	N/A	N/A	-22,600	0

4) Justification for Non-Personnel Annualizations

Data migration, legacy data warehousing, and licensing fees for the HRIT 2.0, will be paid centrally by OPM through its Revolving Fund.

5) Total Request for this Item

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Atty	FTE	Personnel	Non-Personnel	Total	FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Current Services	0	0	0	0	0	0	0	0
Increases	0	0	0	0	22,600	22,600	0	0
Grand Total	0	0	0	0	22,600	22,600	0	0

VI. Exhibits