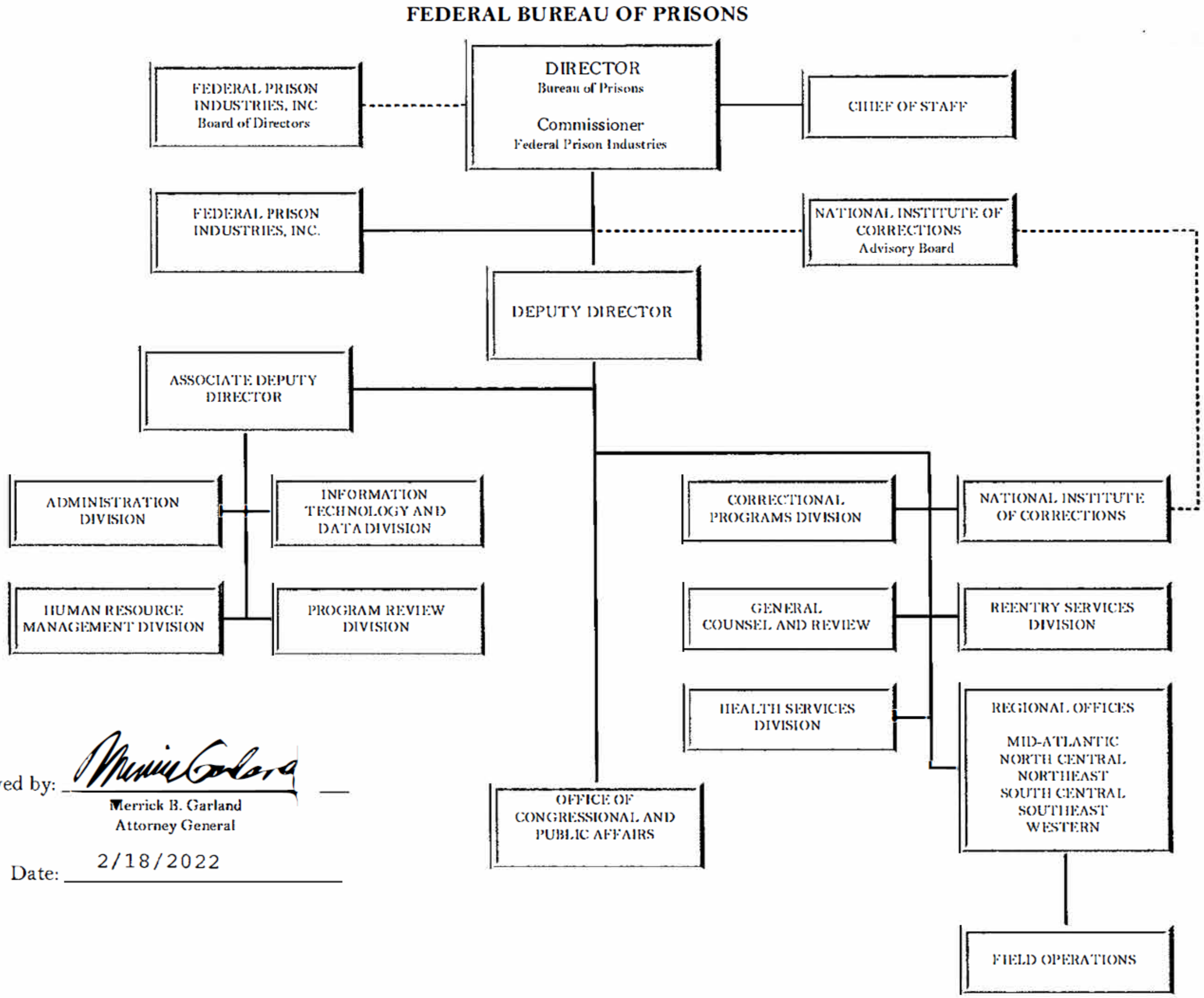
A. Organizational Chart



Approved by:
Merrick B. Garland
Attorney General

Date: 2/18/2022

Exhibit A - Organizational Chart

Summary of Requirements

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

	FY 2027 Request		
	Positions	Actual FTE	Amount
2025 Enacted	**36,036**	**33,379**	**8,392,588**
Transfers - NIJ - FY 2024 - To RES	0	0	-8,190
2025 Supplemental - Working Family Tax Cut Act (WFTCA)			3,000,000
Total 2025 Enacted (with Transfers & WFTCA Funding)	**36,036**	**33,379**	**11,392,588**
2026 Enacted with Rescission	**36,036**	**34,049**	**8,091,810**
Technical Adjustments			
Non-Recurral - Transfers - NIJ FY 2026 - To OJP RES	0	0	8,190
FY 2026 Working Families Tax Cut Act Adjustment	0	0	1,087,089
Total Technical Adjustments	**0**	**0**	**1,095,279**
Base Adjustments			
Annualization of FY 2026 Pay Raise	0	0	18,282
Employees Compensation Fund	0	0	6,998
Health Insurance	0	0	35,042
Retirement	0	0	-17,101
Public Health Service (PHS) Employees	[457]	0	0
Position/FTE Rightsizing	0	550	91,850
GSA Rent	0	0	276
Guard Service	0	0	191
Existing Contract Bed Adjustments - BOP	0	0	43,732
Food Cost Adjustments - BOP	0	0	23,166
Medical Cost Adjustments - BOP	0	0	98,566
Utility Costs Adjustments - BOP	0	0	62,541
Total Base Adjustments	**0**	**550**	**363,543**
Total Technical and Base Adjustments	**0**	**550**	**1,458,822**
2027 Current Services	**36,036**	**34,599**	**9,550,632**

Summary of Requirements

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	FY 2027 Request		
	Positions	**Actual FTE**	**Amount**
Program Changes			
Increases:			
Staffing Investment Plan	0	0	454,700
RRC Expansion Plan	43	22	106,918
Off-Site Inmate Mail Scanning and Inmate Attorney-Client E-Mail	8	4	46,020
Information Technology Modernization	0	0	40,278
Leavenworth New Construction Facility Start Up Activation	67	34	32,423
Telehealth ER/Specialty Services Implementation	0	0	4,000
BEMR Replacement	9	5	81,700
Subtotal, Increases	127	65	766,039
Total Program Changes	**127**	**65**	**766,039**
2027 Total Request	**36,163**	**34,664**	**10,316,671**
2026 - 2027 Total Change	127	615	2,224,861

Summary of Requirements

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2025 Enacted			FY 2026 Enacted			FY 2027 Technical and Base Adjustments			FY 2027 Current Services		
	Positions	Actual FTE	Amount [1/]	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	12,797	11,938	3,433,058	12,797	12,151	3,213,526	0	196	580,052	12,797	12,347	3,793,578
Security/Management and Administration	22,950	21,166	4,353,811	22,950	21,619	4,280,785	0	349	772,088	22,950	21,968	5,052,873
Contract Confinement	289	275	597,529	289	279	597,499	0	5	106,682	289	284	704,181
Total Direct	**36,036**	**33,379**	**8,384,398**	**36,036**	**34,049**	**8,091,810**	**0**	**550**	**1,458,822**	**36,036**	**34,599**	**9,550,632**
Balance Rescission			0			0			0			0
Total Direct with Rescission			**8,384,398**			**8,091,810**			**1,458,822**			**9,550,632**
Reimbursable FTE		0			0			0			0	
Total Direct and Reimb. FTE		**33,379**			**34,049**			**550**			**34,599**	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		**33,379**			**34,049**			**550**			**34,599**	

Program Activity	2027 Increases			2027 Offsets			2027 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	34	17	133,263	0	0	0	12,831	12,364	3,926,841
Security/Management and Administration	50	26	525,858	0	0	0	23,000	21,994	5,578,731
Contract Confinement	43	22	106,918	0	0	0	332	306	811,099
Total Direct	**127**	**65**	**766,039**	**0**	**0**	**0**	**36,163**	**34,664**	**10,316,671**
Balance Rescission			0			0			0
Total Direct with Rescission			**766,039**			**0**			**10,316,671**
Reimbursable FTE		0			0			0	
Total Direct and Reimb. FTE		**65**			**0**			**34,664**	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		**65**			**0**			**34,664**	

[1/]FY 2025 and FY 2026 Enacted amounts are are post-NIJ transfer and exclude mandatory WFTCA Funding

FY 2027 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				Security/Management and Administration				Contract Confinement			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Staffing Investment Plan		0	0	0	45,470	0	0	0	409,230	0	0	0	0
RRC Expansion Plan		0	0	0	0	0	0	0	0	43	0	22	106,918
Off-Site Inmate Mail Scanning and Inmate Attorney-Client E-Mail		0	0	0	0	8	0	4	46,020	0	0	0	0
Information Technology Modernization		0	0	0	0	0	0	0	40,278	0	0	0	0
Leavenworth New Construction Facility Start Up Activation		25	12	12	2,093	42	24	22	30,330	0	0	0	0
Telehealth ER/Specialty Services Implementation		0	0	0	4,000	0	0	0	0	0	0	0	0
BEMR Replacement		9	0	5	81,700	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0
Total Program Increases		**34**	**12**	**17**	**133,263**	**50**	**24**	**26**	**525,858**	**43**	**0**	**22**	**106,918**

Program Increases	Location of Description by Program Activity	Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount
Staffing Investment Plan		0	0	0	454,700
RRC Expansion Plan		43	0	22	106,918
Off-Site Inmate Mail Scanning and Inmate Attorney-Client E-Mail		8	0	4	46,020
Information Technology Modernization		0	0	0	40,278
Leavenworth New Construction Facility Start Up Activation		67	36	34	32,423
Telehealth ER/Specialty Services Implementation		0	0	0	4,000
BEMR Replacement		9	0	5	81,700
Total Program Increases		**127**	**36**	**65**	**766,039**

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

Justifications for Technical and Base Adjustments

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

	Direct Pos.	Estimate FTE	Amount
Technical Adjustments			
1 FY 2026 Working Families Tax Cut Act Adjustment			1,087,089
This technical adjustment incorpoates resources provided from FY 2026 Working Families Tax Cut Act (WFTCA) to restore BOP operational capability and sustain and increase hiring efforts.			
2 Non-Recurral - Transfers - NIJ FY 2026 - To OJP RES			8,190
Non-Recurral - Transfers - NIJ FY 2026 - To OJP RES			
Subtotal, Technical Adjustments	**0**	**0**	**1,095,279**
Pay and Benefits			
1 Annualization of FY 2026 Pay Raise			18,282
This pay annualization represents first quarter amounts (October through December) of the 2026 pay increase of 3.8.% increase for agents and 1% for others. The amount requested, $18,283,000 represents the pay amounts for 1/4 of the fiscal year plus appropriate benefits ($13,427,000 for pay and $4,855,00 for benefits.)			
2 Employee Compensation Fund:			6,998
The $6,998,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.			
3 Health Insurance:	0	0	35,042
Effective January 2027, the component's contribution to Federal employees' health insurance increases by 9.94 percent. Applied against the 2026 estimate of $352,688,000, the additional amount required is $35,042,000.			
4 Retirement Rate Decrease:			-17,101
Per 2025 OMB Circular A-11 section 32, Personnel Compensation, Benefits, and Related Costs, the agency contribution of regular retirement under FERS, FERS-RAE and FERS-FRAE will decrease by approximately 0.5%, for both Law Enforcement and Non-Law Enforcement. The amount requested, -$17,101,000, represents the funds resulting from tthe decrease in contribution rates.			
5 Position/FTE Rightsizing:	0	550	91,850
Projected FY 2027 onboard hires.			
Subtotal, Pay and Benefits	**0**	**550**	**135,071**
Domestic Rent and Facilities			
1 General Services Administration (GSA) Rent:			276
GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested increase of $276,000 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 2027 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 increases.			

Justifications for Technical and Base Adjustments

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

	Direct Pos.	Estimate FTE	Amount
2 Guard Services:			191
This includes Department of Homeland Security (DHS) Federal Protective Service charges, Justice Protective Service charges and other security services across the country. The requested increase of $191,000 is required to meet these commitments.			
Subtotal, Domestic Rent and Facilities	**0**	**0**	**467**
Prison and Detention			
1 Existing Contract Bed Adjustments - BOP	0	0	43,732
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 $43,732,000 is required for FY 2027.			
2 Food Cost Adjustments - BOP	0	0	23,166
The U.S. is experiencing high increases in food costs. An increase of $23,166,000 for FY 2027 is necessary to keep pace with the costs of providing inmate meals.			
3 Medical Cost Adjustments - BOP	0	0	98,566
This provides the Bureau of Prisons with $98,566,000 in funding for FY 2027 mandatory cost increases incurred due to rising health care costs in the U.S.			
4 Utility Costs Adjustments - BOP	0	0	62,541
This provides the Bureau of Prisons with $62,541,000 in funding for FY 2027 mandatory cost increases incurred due to rising utility costs in the U.S.			
Subtotal, Prison and Detention	**0**	**0**	**228,005**
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	**0**	**550**	**1,458,822**

Crosswalk of 2025 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2025 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2025 Availability [1/]		
	Positions	Actual FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	12,797	11,938	3,433,058	0	0		0	0	12,797	11,938	3,433,058
Security/Management and Administration	22,950	21,166	4,353,811	0	0	10,000	188	8	22,950	21,166	4,364,007
Contract Confinement	289	275	597,529	0	0	0	0	0	289	275	597,529
Total Direct	**36,036**	**33,379**	**8,384,398**	**0**	**0**	**10,000**	**188**	**8**	**36,036**	**33,379**	**8,394,594**
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			8,384,398			10,000	188	8			8,394,594
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		33,379			0					33,379	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		33,379			0					33,379	

1/ 2025 Availability excludes mandatory WFTCA funding

Reprogramming/Transfers:

BOP transferred $10M from a prior year annual account to the no-year account

FY 2025 Enacted amounts are post $8.19 million transfer to NIJ

Carryover:

BOP carried over $188,000 in the no-year account

Recoveries/Refunds:

Crosswalk of 2026 Availability

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2026 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2026 Availability [1/]		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Est. FTE	Amount
Inmate Care and Programs	12,797	12,151	3,213,526	0	0	0	0	0	12,797	12,151	3,213,526
Security/Management and Administration	22,950	21,619	4,280,785	0	0	0	10,197	0	22,950	21,619	4,290,982
Contract Confinement	289	279	597,499	0	0	0	0	0	289	279	597,499
Total Direct	**36,036**	**34,049**	**8,091,810**	**0**	**0**	**0**	**10,197**	**0**	**36,036**	**34,049**	**8,102,007**
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			8,091,810			0	10,197	0			8,102,007
Reimbursable FTE		0			0					0	
Total Direct and Reimb. FTE		34,049			0					34,049	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		34,049			0					34,049	

1/ 2026 Availability excludes mandatory WFTCA funding

Reprogramming/Transfers:

FY 2025 Enacted amounts are post $8.19 million transfer to NIJ

Carryover:

BOP carried over $10,197,000 in the no-year account

Detail of Permanent Positions by Category

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Miscellaneous Operations (001-099)	853	19	853	19	0	3	0	856	19
Correctional Institution Administration (006)	2,110	0	2,110	0	0	67	0	2,177	0
Correctional Officers (007)	18,273	0	18,273	0	0	36	0	18,309	0
Social Science, Psychology, Welfare (0100-0199)	3,892	18	3,892	18	0	0	0	3,892	18
Human Resources Management (0200-0260)	931	2	931	2	0	0	0	931	2
Clerical and Office Services (0300-0399)	2,500	58	2,500	58	0	1	0	2,501	58
Biological Science (400-499)	0	0	0	0	0	0	0	0	0
Accounting and Budget (500-599)	942	4	942	4	0	2	0	944	4
Medical, Dental & Public Health (600-799)	2,495	8	2,495	8	[0]	17	0	2,512	8
Engineering and Architecture Group (800-899)	371	0	371	0	0	0	0	371	0
Attorneys (905)	200	0	200	0	0	0	0	200	0
Paralegal Specialist (0950)	169	0	169	0	0	0	0	169	0
Information & Arts (1000-1099)	21	0	21	0	0	0	0	21	0
Business & Industry (1100-1199)	410	0	410	0	0	1	0	411	0
Equipment/Facilities Services (1600-1699)	529	16	529	16	0	0	0	529	16
Education (1700-1799)	1,293	0	1,293	0	0	0	0	1,293	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)	437	0	437	0	0	0	0	437	0
Ungraded	475	2	475	2	0	0	0	475	2
Total	**36,036**	**136**	**36,036**	**136**	**[0]**	**127**	**0**	**36,163**	**136**
Headquarters Washington D.C.	1,934	0	1,934	0	0	0	0	1,934	0
US Fields	34,102	136	34,102	136	[0]	127	0	34,229	136
Foreign Field	0	0	0	0	0	0	0	0	0
Total	**36,036**	**136**	**36,036**	**136**	**[0]**	**127**	**0**	**36,163**	**136**

Financial Analysis of Program Changes

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

Grades	Inmate Care and Programs				Security/Management and Administration				Contract Confinement				Total Program Changes	
	Program Increases		Program Decreases		Program Increases		Program Decreases		Program Increases		Program Decreases			
	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount
Ungraded	34	29,021		0	50	247,778			43	2,126			127	278,925
Total Positions and Annual Amount	**34**	**29,021**	**0**	**0**	**50**	**247,778**	**0**	**0**	**43**	**2,126**	**0**	**0**	**127**	**278,925**
Lapse (-)													0	0
11.5 - Other personnel compensation													0	0
Total FTEs and Personnel Compensation	**34**	**29,021**	**0**	**0**	**50**	**247,778**	**0**	**0**	**43**	**2,126**	**0**	**0**	**127**	**278,925**
12.1 - Civilian personnel benefits		19,347				165,186				1,417			0	185,950
21.0 - Travel and transportation of persons													0	0
23.3 - Communications, utilities and misc						45,376							0	45,376
25.6 - Medical care													0	0
25.7 - Operation and maintenance of equipment		4,000											0	4,000
25.8 - Subsistence and support of persons										103,375			0	103,375
26.0 - Supplies and materials													0	0
31.0 - Equipment		80,895				67,518							0	148,413
Total Program Change Requests	**34**	**133,263**	**0**	**0**	**50**	**525,858**	**0**	**0**	**43**	**106,918**	**0**	**0**	**127**	**766,039**

Summary of Requirements by Object Class

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

Object Class	FY 2025 Enacted [1/]		FY 2026 Enacted		FY 2027 Request		Increase/Decrease	
	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	33,379	3,022,125	34,049	3,202,707	34,664	3,902,059	615	699,352
11.3 - Other than full-time permanent	0	16,323	0	14,883	0	14,083	0	-800
11.5 - Other personnel compensation	0	569,880	0	555,938	0	495,036	0	-60,902
Overtime	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
Other Compensation	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
11.8 - Special personal services payments	0	840	0	1,024	0	4,024	0	3,000
Total	**33,379**	**3,609,168**	**34,049**	**3,774,552**	**34,664**	**4,415,202**	**615**	**640,650**
Other Object Classes								
12.1 - Civilian personnel benefits		2,186,746		2,358,871		2,284,014	0	-74,857
13.0 - Benefits for former personnel		1		1		1	0	0
21.0 - Travel and transportation of persons		23,481		20,992		34,992	0	14,000
22.0 - Transportation of things		10,707		10,809		11,976	0	1,167
23.1 - Rental payments to GSA		37,439		33,032		30,108	0	-2,924
23.2 - Rental payments to others		3,455		3,079		3,079	0	0
23.3 - Communications, utilities, and miscellaneous charges		352,580		339,610		414,127	0	74,517
24.0 - Printing and reproduction		4,900		1,033		1,033	0	0
25.1 - Advisory and assistance services		24,473		39,089		247,011	0	207,922
25.2 - Other services from non-federal sources		307,979		276,047		513,597	0	237,550
25.3 - Other goods and services from federal sources		164,782		81,501		93,085	0	11,584
25.4 - Operation and maintenance of facilities		41,022		41,246		45,499	0	4,253
25.5 - Research and development of contracts		0		12,000		12,000	0	0
25.6 - Medical care		423,619		400,070		506,586	0	106,516
25.7 - Operation and maintenance of equipment		231,024		220,025		241,216	0	21,191
25.8 - Subsistence and support of persons		497,594		475,089		597,567	0	122,478
26.0 - Supplies and materials		596,008		548,073		608,639	0	60,566
31.0 - Equipment		9,917		10,097		221,479	0	211,382
32.0 - Land and structures		2,166		2,065		13,342	0	11,277
41.0 - Grants, subsidies, and contributions		2,881		10,031		17,031	0	7,000
42.0 - Insurance claims and indemnities		10,427		16,587		5,087	0	-11,500
Total Obligations		**8,540,369**		**8,673,899**		**10,316,671**	**0**	**1,642,772**
Net of:								
Unobligated Balance, Start-of-Year		-188		-10,197		-10,197	0	0
Transfers/Reprogramming		-18,190		0		0	0	0
Recoveries/Refunds		-46,008		0		0	0	0
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		10,197		10,197		10,197	0	0
Unobligated End-of-Year, Expiring		46,000						
Mandatory WFTCA Funding		-147,782		-582,089		0	0	582,089
Total Direct Requirements [2/]		**8,384,398**		**8,091,810**		**10,316,671**		**2,224,861**
Reimbursable FTE								
Full-Time Permanent	0		0		0		0	0

Federal Prison System

Status of Congressionally Requested Studies, Reports, and Evaluations

1.The FY 2026 House Report (119-272) Naloxone. —The Committee is concerned about the rising number of opioid-related deaths of inmates in BOP custody. To combat the increase in overdoses, the Committee directs BOP to develop policies and procedures to train all staff in administering naloxone. The Committee directs BOP to provide a report, no later than 180 days after the enactment of this Act, detailing all efforts to train BOP employees to administer naloxone, how many BOP employees carry naloxone, how many times naloxone has been administered in BOP facilities during the previous 12 months, and how many overdoses occurred in BOP facilities during the previous 12 months.

2.The FY 2026 Senate Report (119-44) The Committee reminds BOP that Congress intended for the FSA to expand BOP partnerships with external organizations. This specifically involves the opportunity for third-party partners to provide EBRR Programming and PAs, including faith-based programs, taught from a specific faith tradition-within Federal prisons. Further, the Committee reminds BOP that the FSA reflects a singular definition for EBRRs and PAs, regardless of whether the program is internal or external and does not require a third-party review of external program's evidence. BOP is directed to submit a report to the Committee, within 90 days of the enactment of this act, on the following: (1) an account of whether each approved EBRR and PA is an internal BOP program, a contracted BOP program, or an external third-party program; (2) any difference in the criteria and evaluation process for suitability of an internal BOP program, a contracted BOP program, or an external third-party program as an EBRR or PAs; (3) the number of external faith-based programs that applied to qualify as an EBRR and PAs since the FSA was enacted, including the number that have been denied, the number that are still pending, and the names of any accepted applicants and whether any are taught from a specific faith tradition; (4) actions BOP has taken to promote the opportunity for submissions of external programs for consideration as EBRRs and PAs; and (5) list and describe what program providers make up the ''faith-based recidivism-reduction partnerships'' noted in the Bureau of Justice Statistics reporting on FSA implementation. The report shall also include efforts to fill all vacant programming and other dedicated FSA positions, efforts to improve transparency regarding EBRR credit calculation, the EBRR programming currently available at each BOP facility, the associated hours of EBRR credit participants earn for participation in each program, and the need for and availability of medication-assisted treatment at each BOP facility.

3. The FY26 Senate Report (119-44) The BOP shall report to the Committee within 30 days of enactment of this act, and quarterly thereafter, on the total resources utilized for activities outside of these core missions.

4. The FY 2026 Senate Report (119-44) FSA Implementation.—The Committee directs the Department of Justice and BOP to fully and expeditiously implement the FSA. The Committee is concerned that the Department has not met several reporting deadlines and not fully implemented several provisions of the act. The Committee directs the Department to expeditiously expand programming and file all required reports no later than the deadlines established by the act. The Department shall report to the Committees on Appropriations and the Judiciary of the House and the Senate, within 90 days of enactment of this act, and every 90 days thereafter, on all actions and expenditures to implement the FSA including activities and expenditures to implement, review, validate, and maintain the risk and needs assessment system and to evaluate and provide evidence-based recidivism reduction [EBRR] programs and productive activities [PA].

5.The FY 2026 Senate Report (119-44) The Committee directs BOP to immediately take steps to ensure compliance with FSA requirements, and to ensure that all those incarcerated in BOP facilities have access to robust programming opportunities, including third-party faith-based programs. The Committee further directs BOP to submit a report, within 30 days of the enactment of this act, on such efforts. The report shall identify which approved EBRR programs and PAs are faith-based.

6.The FY 2026 Senate Report (119-44) Compassionate Release. —The Committee requests an updated report on BOP's compassionate release and home confinement efforts, containing the information required by Senate Report 116–127 and codified in Public Law 116–93, as well as including information on the expansion of these programs per the authority provided under Public Law 116–136.

The FY 2020 Senate Report (S. Rept. 116-127) accompanying the Consolidated Appropriations Act, 2020 (P.L. 116-93) states, "The Committee requests an updated report containing the information required by Senate Report 115–275 and codified in Public Law 116–6, including an account of: (1) any steps taken by BOP to implement the OIG and USSC's recommendations; (2) for those recommendations not met, BOP's plan for future implementation and/or an explanation as to why these recommendations cannot be implemented; (3) the number of prisoners granted or denied compassionate release during each of the last 5 years; (4) for each of the past 5 years, 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 period of time 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 elapsed between the date the request was received by the warden."

7. They FY 2026 Senate Report (119-44) Within the amount provided, $150,000,000 shall be for the continued development and planning of a BOP and DOJ correctional officer and law enforcement officer training facility. The Committee reiterates the directive for the Department to provide a spending plan, prospectus, and schedule, and looks forward to its submission. Consistent with that effort, the Committee further directs the Department to engage in request for information and request for proposal efforts to develop a contract for formal project management, planning, and design support that takes into account site selection, environmental impact, and other requirements for timely and effective implementation.

8. The FY 2026 Senate Report (119-44), states that Contraband Cell Phones in BOP Facilities. —In an August 2022 report, BOP observed that "[c]ontraband cellphones remain a significant correctional security and public safety concern for the BOP as well as for State and local correctional agencies across the country.'' Since fiscal year 2020, the Committee has provided substantial resources for BOP to pilot and outfit its facilities with managed access system and micro-jamming solution cellphone interdiction technologies. The Committee directs BOP to submit, within 90 days of the date of the enactment of this act, an updated report on the deployment of these technologies. The report shall identify the number of contraband devices confiscated through the use of each technology and shall describe the long-term funding requirements for full deployment. The report should further provide all available data on the number of contraband cell phones delivered by drones, and any actions being taken to address this method of delivery.

9.The FY 2026 Senate Report (119-44) Direct Hire Authority. —The Committee is aware that BOP has requested OPM to delegate direct hiring authority to BOP facilities. To ensure the safety of staff and inmates, the Committee once again encourages BOP to continue to work with OPM to provide this authority for BOP facilities and to ensure a prompt and efficient hiring process if the authority is granted. The Committee also directs the BOP to review the current pay scale of BOP's Correctional Officers as compared with other DOJ law enforcement components and comparable State and local correctional agencies. This review should analyze opportunities to convert the pay band to a higher scale and the resource requirements to do so. The review should be conducted in consultation with the Department's JMD. The Committee directs this review to be submitted within 180 days of enactment of this act.

10. The FY 2026 Senate Report (119-44) The Committee urges the Director of the BOP to fully implement all the 2014 and 2016 restrictive housing reports recommendations. A recent GAO Report, ''Bureau of Prisons: Additional Actions Needed to Improve Restrictive Housing Practices'' (GAO–24–105737), found that the BOP has failed to implement 54 of the 87 recommendations from two prior studies in 2014 and 2016 on improving restrictive housing practices. Within 180 days of enactment of this act, and continuing semi-annually thereafter, the Committee directs the BOP to submit a report outlining what steps the BOP has taken to implement the 2014 and 2016 restrictive housing recommendations, the timeframe for completing the remaining recommendations, and in instances where the Bureau does not concur with the recommendation or deems it impractical, it should document its rationale and any alternate steps it plans to take.

11.The FY 2026 House Report (119-272) Officer Mental Health. —The Committee is concerned about the high rates of post-traumatic stress disorder and suicide among correctional officers and commends the patriotism and hard work of this critical workforce. The Committee encourages BOP to emphasize the availability of relevant services and resources and work with their employees to determine what systemic practices could improve officer mental health outcomes. Further, BOP is directed to report to the Committee not later than 90 days after enactment of this act on the mental health services and resources available to BOP correctional officers at each facility.

12. The FY 20264 Senate Report (Report 119-44), "Staffing at High Security Institutions. —The Committee is concerned about reports of significant upticks in violence among inmates and against correctional officers at high security institutions. The Committee previously directed BOP to ensure at least two correctional officers are on duty for each housing unit for all three shifts at all high-security institutions, to include United States Penitentiaries and Administrative and Federal Detention Centers as well as Witness Security Program units and units housing high security pretrial inmates. BOP is directed to continue to submit quarterly reports to the Committee showing compliance with this directive and to provide a cost estimate and strategic plan for implementation for medium security institutions that currently do not have a second officer for all three shifts.

The FY 2026 House Report (119-272) Sufficient Officer Coverage. —The Committee directs BOP to ensure at least two correctional officers are on duty for each housing unit for all three shifts at all high-security institutions. BOP is further directed to continue to submit quarterly reports to the Committee showing compliance with this directive. BOP is also directed to provide a cost estimate and strategic plan for the implementation of a second officer at United States Penitentiaries, Administrative and Federal Detention Centers, and Witness Security Program (WITSEC) units that house high-security inmates that currently do not have a second officer on all three shifts as part of their mission critical roster. The cost estimate should reflect adding officers rather than reassigning them. Additionally, BOP is directed to identify and report to the Committee all housing units that house high-security inmates within its general population. This report shall be broken down by institution, State, and region. This information will be furnished to the Committee no later than 180 days after the enactment of this Act

13. The FY 2026 House Report (119-272) Modernization and Repair (M&R) Backlog. —The Committee recognizes that BOP has a M&R backlog exceeding $4,000,000,000. The Committee expects BOP to apply funds provided in fiscal year 2026 to reduce its longstanding M&R backlog and directs BOP to prioritize funding for repairs that protect life and safety. The Committee directs BOP to provide, no later than 180 days after the enactment of this Act, a facilities investment report to address BOP's current facility requirements. The Committee directs BOP to include in such report an assessment of the condition of all BOP facilities, any BOP plans to address the modernization and repair backlog broken down by facility, explanations of how appropriated funding will be applied in fiscal year 2026 to address the backlog, and a multiyear outlook on investment in its current facilities. In this assessment, the Committee encourages BOP to consider and include preventative maintenance investments and the cost-efficiency of such investments. The Committee further directs BOP to provide, as part of this report, a study regarding the feasibility of continuing to maintain an outdated facility versus replacing the facility with new construction.

14.The FY 2026 House Report (119-272) Inmate Phone Calls. —The Committee is concerned that BOP is not adequately monitoring the phone calls of BOP inmates for investigative purposes and urges BOP to utilize technological solutions, where appropriate, to increase intelligence-gathering capabilities for crimes occurring inside and outside BOP facilities. The Committee directs BOP to submit a report, no later than 180 days after the enactment of this Act, on the number of phone calls initiated and received by BOP inmates in the previous fiscal year and how many such calls were monitored for investigative purposes.

15. The FY 2026 House Report (119-272) First Step Act (FSA) Phone Minutes. —The Committee encourages BOP to continue its policy of using phone minutes as an incentive for adults in custody to participate in FSA Evidence-Based Recidivism Reduction Programs. BOP is directed to report to the Committee not later than 180 days after enactment of this Act, on the resources necessary to continue this policy, an assessment of proposals to expand incentives for adults in custody to participate in FSA programming, and the resources necessary to expand such incentives

16.The FY26 Senate Report (119-44) Staffing Shortages. —The Committee continues to be displeased with BOP's staffing shortages, which were only exacerbated during the COVID–19 pandemic. The Committee remains concerned about the lack of locality pay and wage increases for Bureau employees, which has negatively impacted the retention rate of correctional officers and other staff working at BOP institutions. Within 120 days of enactment of this act, the BOP must provide the Committee with a report detailing its employee retention methods and benefits provided to Bureau employees as well as the rate at which these benefits have maintained parity with other Federal agencies and inflation.

17. The FY 2026 House Report (119-272) Immigration Detainers. —The Committee understands that immigration detainer requests continue to be issued for removable aliens about to be released from federal detention facilities. The Committee directs BOP to honor these requests, and to notify Immigration and Customs Enforcement in advance of the immigration detainer-issued alien's impending release to the extent feasible. Within 90 days of the date of enactment of this Act, and quarterly thereafter, BOP shall submit a report to the Committee on the number of immigration detainers received and honored, as well as a detailed explanation of why the Agency was unable to honor the request or notify ICE in advance of the immigration detainer issued alien's impending release.

18. The FY 2026 Senate Report (119-44) The Committee continues to be concerned about the significant number of vacancies in BOP institutions, creating an extremely dangerous environment for both staff and incarcerated persons. The Committee directs the Department to immediately improve hiring policies and ensure BOP is able to promptly fill existing and future vacancies and staff its 122 Federal facilities across the United States at January 2016 levels. The Committee again directs BOP to provide a report, within 90 days of enactment of this act, to the Committee regarding the number of vacancies at each facility further detailed by job title, job series, and General Schedule level as well as the number of applicants going through the hiring process for each vacant position. If there are expedited hiring efforts the Department can make to ensure BOP is properly staffed, the Committee directs the Department to do so, and to include these measures and their results in the forementioned report. The Committee notes that retention incentive pay increases are useful tools to protect, recruit, and retain talented staff. The Committee supports the use of recruitment and retention bonuses and rejects any further position eliminations.

19.The FY 2026 Senate Report (119-44) RRC ID Data Collection. —A recent GAO report, ''Bureau of Prisons: Opportunities Exist to Better Assist Incarcerated People with Obtaining ID Documents Prior to Release'' (GAO 22–105302) found that the BOP does not collect ID-related data from inmates once they are transferred to RRCs. The Committee directs the Bureau to make changes to the Statement of Work for RRCs to ensure that in future or renegotiated contracts, the RRCs are required to collect and regularly report data to BOP on the number of people obtaining ID documents while residing at RRCs, and to report on these efforts no later than 90 days after enactment of this act. The Committee further directs the BOP, in the above-referenced report, to assess the feasibility of entering memoranda of understanding with additional State departments of motor vehicles to expand innovative services at BOP facilities, in order to provide state-issued photo ID processing services for those individuals with proper supporting documents.

20. The FY 2026 House Report (119-272) Federal Prison Oversight Act (FPOA) Ombudsman Office.—Within the funding provided under this heading, the Department is directed to establish an Ombudsman to carry out the functions included in the FPOA (Public Law 118–71). The Committee further directs the Department, within 90 days of enactment of this Act, to submit a report to the Committee on plans that it has developed and steps that it has taken to establish an Ombudsman's office to receive complaints from incarcerated persons, family advocates, representatives of incarcerated persons, Department staff, a representative of Department staff, a Member of Congress, or a member of the judicial branch of the Federal government, pursuant to the FPOA. This report shall include an estimated five-year budget covering the costs of the Ombudsman office and inspections regime required by the FPOA.

The FY 2026 Senate Report (SR 119-44): Establishment of Ombudsman Office.—The Committee directs the Department, within 90 days of enactment of this act, to report to the Committee on plans that it has developed and steps that it has taken to establish an Ombudsman's office to receive complaints from incarcerated persons, family advocates, representatives of incarcerated persons, Bureau of Prisons staff, a representative of staff, a Member of Congress, or a member of the judicial branch of the Federal Government, pursuant to the Federal Prison Oversight Act. The Committee further directs the Department, within 90 days of enactment of this act, to provide to the Committee a proposed spending plan, detailing BOP's plan to establish the Ombudsman office and inspections regime, as required by the Federal Prison Oversight Act.

21.The FY 2026 House Report (119-272) Small Business Contracting.—The Committee acknowledges that many apparel and textile small businesses in the United States produce uniforms for the United States Armed Forces and is concerned that many such businesses are going out of business or leaving the United States, potentially due to the fact that the Department of defense is encouraged to purchase Federal Prison Industries (FPI) supplies and services, pursuant to the Federal Acquisition Regulations. The Committee directs FPI to submit a report, no later than 90 days after the enactment of this Act, disclosing all FPI contracts with the Department of Defense for the past three fiscal years, the contract award process, steps FPI has taken to conduct outreach to small businesses that have the products apparel and textile products available for production, and FPI's work to transition BOP inmates who have been trained to work in the apparel and textile industry. FPI is directed to identify the contracts in which it was determined that FPI had a significant market share, as defined under section 3905 of title 10, United States Code, for the item that was the subject of the contract.

22. BOP shall continue to provide monthly status of construction reports and notify the Committee of any changes reflected in those reports, to include for facilities with geological and seismic deficiencies.

23. The FY 2026 House Report (119-272): Augmentation.—Overcrowding in Federal prisons remains a serious threat to Correctional Officer safety—particularly at mediumand high-security facilities. 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, yet to meet staffing needs, BOP routinely uses a process called ‘‘augmentation’’ whereby a non-custodial employee is assigned custodial responsibilities. The continued use of augmentation stretches correctional facility staff too thin, leading to unsafe conditions for both staff and inmates. The Committee has expressed its concerns about the practice of augmentation since fiscal year 2017 and once again directs BOP to curtail its overreliance on augmentation, particularly in housing units, a directive issued again as part of Senate Report 116–127 and adopted by Public Law 116–93. BOP should focus on hiring additional full-time correctional staff before continuing to augment existing staff. The Committee also directs BOP to improve staffing beyond mission-critical levels in custody and all other departments. BOP is further directed to submit quarterly reports to the Committee on the use of augmentation broken out by region, institution, and security level each time this practice is employed. As part of the quarterly report, BOP is required to also submit the number of hours, and subsequent cost, of overtime recorded at each institution. In addition, for each Federal correctional facility at which two or more Federal inmates have died in one calendar year, BOP shall submit, no later than 60 days after the enactment of this Act, a detailed report describing each incident and the role augmentation may have played in exacerbating the inherent dangers present at those locations. In addition to officer and inmate safety concerns, the Committee also notes that augmenting staff means that critical programs and services required for inmates under the First Step Act (FSA) are imperiled when those who provide counseling, education, and other programs to inmates are being pulled from their original duties to work in the cellblock. BOP is directed to ensure that non-custody correctional employees must spend at least 90 percent of their work week or pay period in their primary positions.

The FY 2026 Senate Report (119-44): Augmentation.—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, yet to meet staffing needs, BOP routinely uses a process called ‘‘augmentation,’’ whereby a non-custodial employee is assigned custodial responsibilities. The continued use of augmentation stretches correctional facility staff too thin, leading to unsafe conditions for both staff and inmates. The Committee has expressed its concerns about the practice of augmentation since fiscal year 2017 and once again directs BOP to curtail its overreliance on augmentation, particularly in housing units, a directive issued again as part of Senate Report 116–127 and adopted by Public Law 116–93. BOP should focus on hiring additional full-time correctional staff before continuing to augment existing staff. BOP is further directed to submit quarterly reports to the Committee on the use of augmentation broken out by region, institution, and security level each time this practice is employed. As part of the quarterly report, BOP is required to also submit the number of hours, and subsequent cost, of overtime recorded at each institution. In addition, for each Federal correctional facility at

24. The House Report (119-272): BOP Interagency Agreements.—The Committee is aware of recent interagency agreements between the BOP and other Federal entities, including Immigration and Customs Enforcement (ICE), that add additional responsibilities to already short-staffed and overcrowded BOP facilities. Accordingly, the Committee directs BOP, not later than 30 days after the enactment of this Act, to provide to the Committee the most recent inter-agency agreement between BOP and ICE as well as any amendments to such agreements or restated or new agreements not later than 30 days after the effective date of any such agreements. Concurrent with the submission of the agreements and monthly thereafter, BOP shall report to the Committee, broken down by each relevant BOP facility, the overall population of those residing at the facility, the population residing at the facility under interagency agreements, the current maximum capacity of inmates, number of correctional officers, and use of augmentation.

25. The House Report (119-272): Staffing Levels.—The Committee directs BOP to continue to improve staffing beyond mission-critical levels within all departments. The Committee encourages BOP to staff all housing units or occupied parts of the housing units. The Committee condemns the practice of vacating housing units after hours, while offenders are secured in cells, which could endanger human life, and urges BOP to cease this practice immediately. Additionally, The Committee further instructs BOP to continue submitting quarterly reports on the inmate-to-correctional officer ratio at each BOP facility, using the Office of Personnel Management’s (OPM) definition of a corrections officer, broken out by security level and shift, and to publish such reports on the BOP website.

The Senate Report (119-44): Hiring and Staffing Reports.—The Committee directs BOP to submit quarterly hiring and staffing reports, including correctional officer to inmate ratios from Pay Period 26–2016 to the present for the OPM position classification standard Correctional Officer Series GS–0007, broken out by region; institution, to include an additional subset for each facility within an institutional complex; and security level, no later than 90 days after enactment of this act. Forfurther transparency, this data is also directed to be published on BOP’s website. As BOP previously notified the Committee that it does not currently record staffing by shift (i.e., morning watch, day watch, and evening watch), the Bureau shall start recording this data and include these metrics in this report by the end of the current fiscal year. For any institution with a staffing ratio greater than 15:1 and in which there has been an incident involving deadly force, BOP shall provide a separate, detailed explanation of the role staffing may or may not have played in the incident along with a corrective plan to ensure it will not happen again.

26. The House Report (119-272): Utah Feasibility Study.—The Committee directs the BOP to complete a feasibility study within 180 days after the enactment of this Act to analyze options for housing Federal pretrial detainees in Utah. The study shall:
1. Take into consideration the large number of pretrial detainees awaiting disposition of Federal cases and the challenges faced in utilizing current pretrial detention facilities;
2. Include the input of local sheriffs, jail administrators, USMS, Immigration and Customs Enforcement, Federal defenders, Federal prosecutors, and judiciary officials;
3. Analyze the feasibility, cost, and advantages of building a Federal pre-trial detention facility in Utah, contrasted with the feasibility of the current practice of contracting with county detention facilities
4. Analyze the feasibility of a joint Federal detention facility to be utilized and administered cooperatively between the USMS and Immigration and Customs Enforcement;
5. Consider any other options that might reduce costs or strain on county jails, while maintaining reasonable proximity to Federal courts, access to counsel, and efficient court transport options; and
6. Make recommendations to the Committee for improving Utah’s system for housing and transporting Federal inmates and the best source of action.

The Conference Mark JES: Utah Feasihility Study.- ln lieu of the directives under this caption contained in the heading "Federal Prison System, Buildings and Facilities'· in the House report, the agreement directs the Department to conduct the feasibility study as described therein.

Federal Prison System - S&E
(Dollars in Thousands)

	FY 2027 President's Budget				
	Pos.	Atty	Agents	FTE	Amount
2026 Enacted	**36,036**	**200**	**18,273**	**34,049**	**8,100,000**
Transfers - NIJ - FY 2026 - To RES	0	0	0	0	-8,190
2026 Enacted with Rescission	**36,036**	**200**	**18,273**	**34,049**	**8,091,810**
Technical Adjustments					
Non-Recurral - Transfers - NIJ FY 2026 - To OJP RES	0	0	0	0	8,190
FY 2026 Working Families Tax Cut Act Adjustment	0	0	0	[670]	1,087,089
Subtotal, Technical Adjustments	**0**	**0**	**0**	**0**	**1,095,279**
Base Adjustments					
Pay & Benefits					
Annualization of FY 2026 Pay Raise	0	0	0	0	18,282
Employees Compensation Fund	0	0	0	0	6,998
Health Insurance	0	0	0	0	35,042
Retirement	0	0	0	0	-17,101
Public Health Service (PHS) Employees[1]	[457]	0	0	0	0
Position Adjustment	0	0	0	550	91,850
Subtotal, Pay & Benefits	**0**	**0**	**0**	**550**	**135,071**
Domestic Rent & Facilities					
GSA Rent	0	0	0	0	276
Guard Service	0	0	0	0	191
Subtotal, Domestic Rent & Facilities	**0**	**0**	**0**	**0**	**467**
Prison and Detention					
Existing Contract Bed Adjustments - BOP	0	0	0	0	43,732
Food Cost Adjustments - BOP	0	0	0	0	23,166
Medical Cost Adjustments - BOP	0	0	0	0	98,566
Utility Costs Adjustments - BOP	0	0	0	0	62,541
Subtotal, Prison and Detention	**0**	**0**	**0**	**0**	**228,005**
Subtotal, Base Adjustments	**0**	**0**	**0**	**550**	**363,543**
Subtotal, Technical and Base Adjustments	**0**	**0**	**0**	**550**	**1,458,822**
2027 Current Services	**36,036**	**200**	**18,273**	**34,599**	**9,550,632**
Program Changes					
Program Increase					
Federal Prison System - S&E					
Staffing Investment Plan	0	0	0	0	454,700
RRC Expansion Plan	43	0	0	22	106,918
Off-Site Inmate Mail Scanning and Inmate Attorney-Client E-Mail	8	0	0	4	46,020
Information Technology Modernization	0	0	0	0	40,278
Leavenworth New Construction Facility Start Up Activation	67	0	36	34	32,423
Telehealth ER/Specialty Services Implementation	0	0	0	0	4,000
BEMR Replacement	9	0	0	5	81,700
Total, Federal Prison System - S&E	**127**	**0**	**36**	**65**	**766,039**
Program Decrease					
Total Program Changes	**127**	**0**	**36**	**65**	**766,039**
2027 Total Request	**36,163**	**200**	**18,309**	**34,664**	**10,316,671**

[1]The Total Pay and Benefits accounts for salaries and expenses, except medical benefits, for the Public Health Service Commissioned Corps officers allocated to BOP for FY 2027. The 2027 Total Request FTE level is exclusive of 457 PHS staff.

Summary by Appropriation (FY 2025 - FY 2027)

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Appropriation	FY 2025 Enacted[/1]			FY 2026 Enacted[/2]			FY 2027 Submission		
	Pos.	FTE	$000's	Pos.	FTE	$000's	Pos.	FTE	$000's
Salaries and Expenses	36,036	34,900	$8,384,398	36,036	34,049	$8,091,810	36,163	34,664	$10,316,671
Buildings and Facilities	66	51	179,762	66	50	279,762	84	83	178,623
Rescission of prior funding.									-400,000
Total B&F Resources			179,762			279,762			-221,377
Federal Prison Industries	1,950	792		1,950	792		1,950	792	
Commissary	797	749		797	749		797	749	
TOTAL	**38,849**	**36,492**	**$8,564,160**	**38,849**	**35,640**	**$8,371,572**	**38,994**	**36,288**	**$10,095,294**

[1/]Enacted budget amount is post-NIJ transfer of $8.19 million from S&E appropriation. FY 2025 Enacted Appropriation is $8,392,588,000.
[2/]Enacted budget amount is post-NIJ transfer of $8.19 million from S&E appropriation. FY 2026 Enacted Appropriation is $8,100,000,000.