

United States Department of Justice



Federal Prison System

**FY 2020 PERFORMANCE BUDGET
Congressional Submission**

This Page Is Intentionally Left Blank

Table of Contents

Page No

I. Overview	1
A. Introduction	1
B. Population – Past and Present	6
C. Inmate Programs	8
D. Challenges	10
E. Best Practices	14
F. Full Program Costs	15
G. Environmental Accountability	16
II. Summary of Program Changes	19
III. Appropriations Language and Analysis of Appropriations Language	20
IV. Program Activity Justification	
A. Inmate Care and Programs	21
1. Program Description	
a. Medical Services	22
b. Food Services	29
c. Education and Occupational Training	29
d. Psychology Services	31
e. Drug Abuse Treatment	32
f. Chaplaincy Services	37
g. Occupational and Employee Health	39
h. Environmental and Safety Compliance	39
2. Performance Tables	40
3. Performance, Resources, and Strategies	43
a. Performance Plan and Report for Outcomes	43
b. Strategies to Accomplish Outcomes	44
B. Institution Security and Administration	45
1. Program Description	
a. Institution Security and Administration	45
b. Institution Maintenance	46
c. Institution Staff Training	47
2. Performance Tables	49
3. Performance, Resources, and Strategies	52
a. Performance Plan and Report for Outcomes	52
b. Strategies to Accomplish Outcomes	53
C. Contract Confinement	54
1. Program Description	

a. Residential Reentry Centers	54
b. Privatized Facilities.....	55
c. National Institution of Corrections.....	56
2. Performance Tables	58
3. Performance, Resources, and Strategies	60
a. Performance Plan and Report for Outcomes.....	60
b. Strategies to Accomplish Outcomes	60
D. Management and Administration.....	61
1. Program Description	
a. Executive Staff.....	61
b. Central Office.....	62
2. Performance Tables	66
3. Performance, Resources, and Strategies	68
a. Performance Plan and Report for Outcomes.....	68
b. Strategies to Accomplish Outcomes	68
V. Program Increases by Item	
Cellphone Detection Technology.....	69
Medication Assisted Treatment.....	75
Innovation in Correction.....	78
VI. Program Offsets by Item	N/A
VII. Exhibits	
A. Organizational Chart	
B. Summary of Requirements	
C. FY 2020 Program Increases/Offsets by Decision Unit	
D. Resources by DOJ Strategic Goal/Objective	
E. Justification for Technical and Base Adjustments	
F. Crosswalk of 2018 Availability	
G. Crosswalk of 2019 Availability	
H. Summary of Reimbursable Resources	
I. Detail of Permanent Positions by Category	
J. Financial Analysis of Program Changes	
K. Summary of Requirements by Object Class	
L. Status of Congressionally Requested Studies, Reports, and Evaluations	
M. Senior Executive Service Reporting (applies only to DEA and FBI)	
N. Summary by Appropriation	
O. Summary of Change	
P. Physician Comparability Allowance Report	



I. Overview for the Bureau of Prisons (BOP), Salaries and Expenses (S&E) Appropriation

A. Introduction

The FY 2020 Congressional budget request for the BOP S&E Appropriation totals **\$7,061,953,000**, with 38,523 FTEs and 38,523 positions (20,446 Correctional Officers).

Electronic copies of the Department of Justice's Congressional Budget Justifications and Capital Asset Plan and Business Case exhibits can be viewed or downloaded from the Internet using the Internet address: <http://www.justice.gov/02organizations/bpp.htm>.

The FY 2020 current services level funds necessary requirements in FY 2020. It funds increases in employee benefits and addresses increases in medical, utilities and food costs. The current services level also includes essential funding for staffing, equipment, vehicles, office and medical supplies, food, and inmate clothing, among other necessities.

The FY 2020 request includes program increases for Cellphone Detection Technology (\$4.625 million); expansion of Medication Assisted Treatment Program (\$1 million); and development of innovative pilot projects in reentry and recidivism reduction approaches (\$14 million).

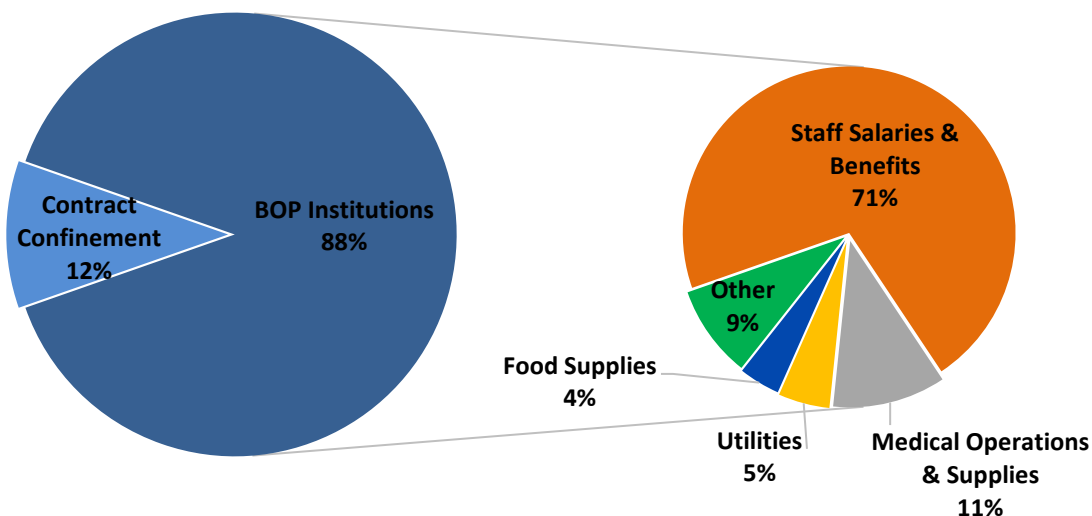
The FY 2020 request includes an offset of \$199.4 million for Administrative Savings and \$34.4 million offset related to declining inmate population. The budget also proposes the transfer of the National Institute of Corrections (NIC) funding and positions from the BOP to the Office of Justice Programs (OJP's) National Institute of Justice (NIJ) in order to consolidate all research regarding the criminal justice system. The BOP continues to strategically assess current and prospective operations to ensure that mission requirements are met at the lowest possible cost to the U.S. taxpayer.

The BOP is a critical part of the federal criminal justice system. Arresting authorities, prosecutors, judges, and community members count on the BOP's staff to ensure that the over 180,000 individuals in our custody are accounted for at all times, treated humanely and with dignity, and returned to their communities with the training and skills they need to be productive, law-abiding citizens. The BOP must carry out its duties while ensuring its staff work in a safe environment and have the tools, training, and support they need.

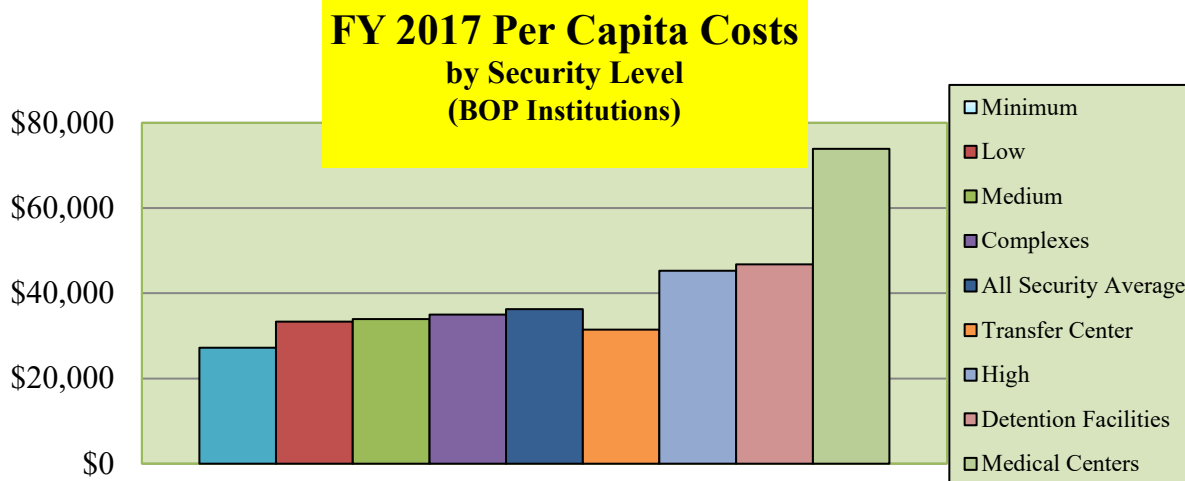
Federal Bureau of Prisons

The chart below shows how the BOP's funds are used:

BOP Funding Allocations



The BOP's budget proposal emphasizes efficiency, effectiveness, and quality while focusing on meeting the changing needs of the American justice system. The budget request represents the level of funding needed to fulfill its mission. Operating the nation's largest prison system, the BOP's top priority is to focus on the safety and security of staff, inmates, and communities. The following chart shows the BOP's cost per inmate each year.



Federal Bureau of Prisons



About the BOP: The BOP was established in 1930 to provide more progressive and humane care for federal inmates, to professionalize the prison service, and to ensure consistent and centralized administration of the 11 federal prisons in operation at that time. Today, the BOP includes 122 institutions, six regional offices, a Central Office, and residential reentry offices that oversee residential reentry centers and home confinement programs. The Central Office and regional offices provide administrative oversight and support to the institutions and residential reentry offices.

The BOP protects public safety by ensuring federal offenders serve their sentence of imprisonment in institutions that are safe, humane, cost-efficient, and appropriately secure. The BOP also helps reduce future criminal activity by encouraging inmates to participate in a range of programs that help them adopt a crime-free lifestyle upon their return to the community.



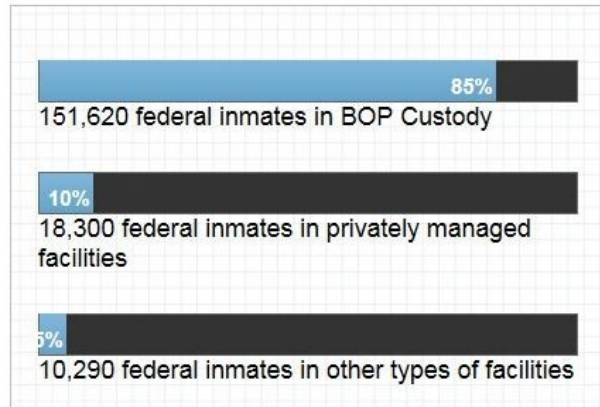
The BOP is responsible for the custody and care of over 180,000 federal offenders as of January 31, 2019. Nearly 84 percent of these inmates are confined in BOP operated correctional institutions or detention centers.

Federal Bureau of Prisons

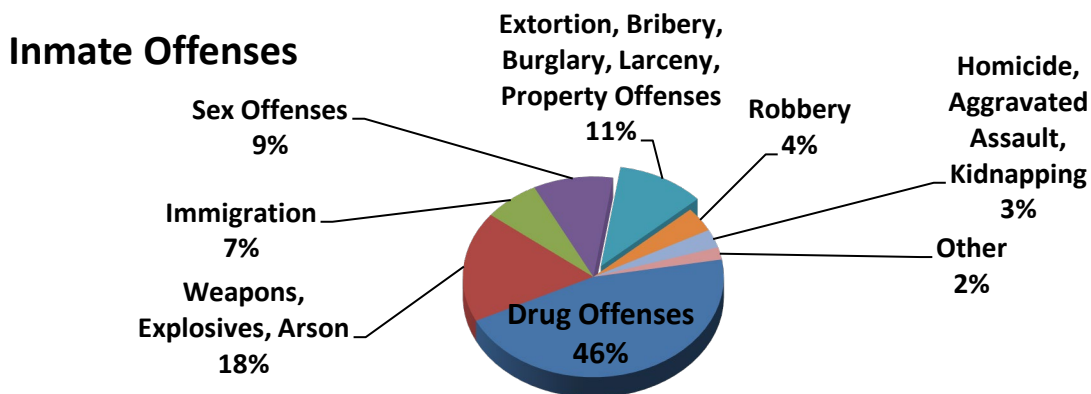



180,210
Total Federal Inmates

Last Updated January 31, 2019.



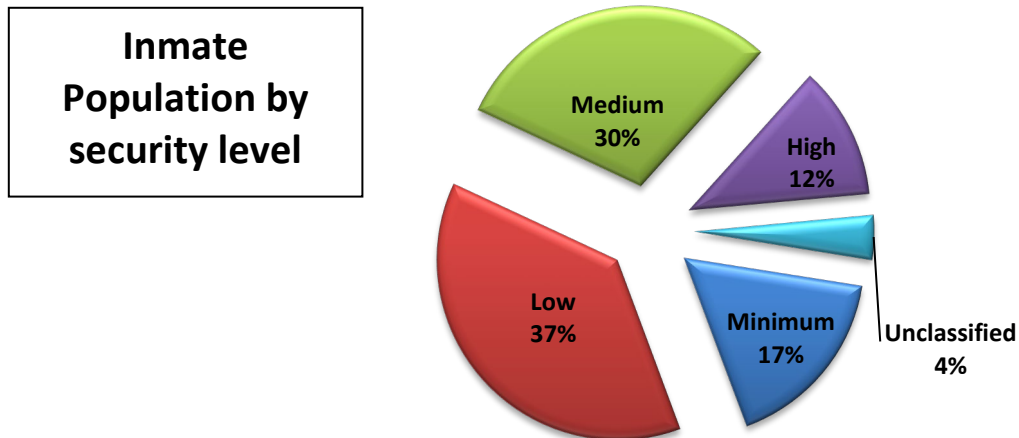
The remainder are confined in secure privately managed or community-based facilities and local jails. The following chart shows the breakdown of the current BOP population by inmate's offense category as of November, 2018:



The BOP operates federal prisons at four security levels – minimum, low, medium, and high. In addition, there are administrative facilities which have special missions, such as the detention of pretrial offenders (the BOP operates a number of metropolitan detention centers and jail units); the treatment of inmates with serious or chronic medical problems; or the containment of extremely dangerous, violent, or escape-prone inmates. Minimum security institutions are known as Federal Prison Camps (FPCs), low and medium security facilities are called Federal Correctional Institutions (FCIs), and high security institutions are called United States Penitentiaries (USPs).



The following chart shows our population by security level as of December, 2018:



The BOP also uses privately operated facilities, bed space secured through Intergovernmental Agreements with state and local entities, Residential Reentry Centers (RRCs or halfway houses), and home confinement, as appropriate.

The BOP's most important resource is its staff. The approximately 35,000 employees of the BOP ensure the security of federal prisons, and provides inmates with needed programs, services, and model mainstream values. The BOP's employees help the agency meet its obligation to protect public safety and provide security and safety to the staff and inmates in its facilities. All BOP staff in its facilities are correctional workers first and are committed to the highest level of performance.

BOP Fundamentals:

MISSION: The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

CORE VALUES: *Correctional Excellence:* "We are Correctional workers first, committed to the highest level of performance. *Respect:* We embrace diversity and recognize the value and dignity of staff, inmates, and the general public. *Integrity:* We demonstrate uncompromising ethical conduct in all our actions".

Core Ideologies:

The Bureau is committed to providing:

- A safe environment for both staff and inmates;

Federal Bureau of Prisons



- Secure institutions to confine offenders and protect the public;
- Those skills building programs we can afford, to offer inmates the opportunity to live crime-free lives;
- Service and stewardship to the public and a continued tradition of excellence; and,
- Staff who are ethical, professional, well-trained, and diverse.

VISION STATEMENT: The Federal Bureau of Prisons, judged by any standard, is widely and consistently regarded as a model of outstanding public administration, and as the best value provider of efficient, safe, and humane correctional services and programs in America.

B. Population – Past and Present

During the first five decades of the Bureau's existence, the number and type of inmates the BOP housed remained stable. Beginning in the 1980s, however, federal law enforcement efforts and new legislation dramatically altered sentencing in the federal criminal justice system, bringing about a significant increase in the number and types of persons incarcerated for federal offenses. Largely as a result, the BOP's population doubled in the 1980s and doubled again in the 1990s. In the late '90s, the BOP began absorbing the DC inmate population due to the National Capital Revitalization Act. The aftermath of September 11th also brought more inmates – individuals who presented very unique security concerns - as the nation's law enforcement efforts were targeted toward international terrorism. By 2013, the Bureau's population climbed to almost 220,000, its highest level ever with system-wide crowding at 36 percent.

With the tightening federal budgets in the 2000s, it became increasingly difficult to fund all of the capacity that needed to house the increasing population. The Bureau was required to provide care for more and more inmates – many who arrived with costly health care needs and educational and vocational skills deficits. This crowding contributed to episodes of inmate frustration and anger, which increased the risk of harm to staff and other inmates. The BOP addressed these challenges through enhanced population management and inmate supervision strategies, improved architectural design, and improved security technologies. The BOP also began to rely upon private corrections to provide additional capacity, primarily for the low security criminal alien population.

The sentencing changes in the 1980s and 1990s not only affected the number of inmates the BOP housed, but also the type of inmates who began coming into the system. For nearly five decades, the federal inmates the Bureau housed were largely bank robbers and white-collar inmates. However, changes in interdiction and sentencing changed the population's composition. Currently, almost half of the population is serving sentences for drug offenses. The remainder predominantly includes inmates convicted of weapons offenses, immigration offenses, and sex offenses.

Federal Bureau of Prisons



Inmates at higher security levels present additional challenges. For example, at the medium security level, approximately 79 percent of the inmates have a history of violence, 60 percent have been sanctioned for violating prison rules, and over half of the inmates in this population have sentences in excess of 8 years. At the high security level, 90 percent of inmates have a history of violence, 79 percent of the inmates have been sanctioned for violating prison rules, and 54 percent have sentences in excess of 12 years. More than one out of every four inmates at high security institutions is gang affiliated.

The BOP projects that the inmate population will remain flat in FY 2019. Prior to the passage of the First Step Act, the BOP projected the population to increase by 2.7 percent in FY 2020 due to the Department's increased drugs and weapons enforcement and prosecution efforts. The projected population increase in FY 2020 does not incorporate possible population changes that may come from enactment of the First Step Act. The BOP will update its FY 2020 population projections in January 2020 based on BOP data and data provided by Administrative Office of the U.S. Courts.

Projected Population, Capacity, and Crowding

	2015	2016	2017	2018	2019	2020
	(Actual)	(Actual)	(Actual)	(Actual)	(Estimate)	(Estimate)
BOP Facilities						
Starting Capacity	132,803	134,470	135,232	135,898	135,175	136,820
Additional Approved/Planned	1,667	762	666	-723	1,645	0
Subtotal Capacity	134,470	135,232	135,898	135,175	136,820	136,820
Pop. Projection	165,134	156,266	154,055	153,291	153,782	157,966
Percent Overcrowded	23%	16%	13%	13%	12%	15%
Contract	40,589	35,904	31,562	28,407	28,498	29,274
Percent Contract	19.7%	18.7%	17.0%	15.6%	15.6%	15.6%
Total Federal Prison Population	205,723	192,170	185,617	181,698	182,280	187,240

Note: The population projections are based on data and information from a variety of sources including the Administrative Office of the U.S. Courts, the U.S. Sentencing Commission, other DOJ components, and the BOP's own information system (SENTRY). The additional capacity projections shown above rely on enactment of funding for prison activation.

Over the past few years the inmate population has decreased significantly, such that today BOP's crowding and staffing levels are more manageable. The FY 2018 reduction in the inmate population decreased crowding in BOP's prisons to 13 percent, the lowest it has been in decades. The size of the federal prison population and its related cost is a function of many factors, including the nation's crime levels, federal sentencing laws, and law enforcement policies, many of which are beyond the control of the BOP.



C. Inmate Programs

The BOP has a responsibility to provide inmates with opportunities to participate in programs that can afford them the skills they need to lead crime-free lives after release. The BOP's philosophy is that release preparation begins the first day of imprisonment. Accordingly, federal prisons offer a variety of inmate programs to address reentry needs, including work, education, vocational training, substance abuse treatment, observance of faith and religion, psychological services and counseling, release preparation, and other programs that impart essential life skills. The BOP also provides other structured activities designed to teach inmates productive ways to use their time.

Each year, nearly 44,000 federal inmates return to their communities. Most need job skills, vocational training, education, counseling, and other assistance such as treatment for substance use disorders, anger management, parenting skills, and linkage to community resources for continuity of care for successful reentry into society.

Substance Abuse Treatment

The BOP's substance abuse strategy includes a required drug education course, non-residential drug abuse treatment, residential drug abuse treatment, and community transition treatment. The Violent Crime Control and Law Enforcement Act of 1994 requires the BOP to provide residential drug abuse treatment to all inmates who volunteer and are eligible for the program. Inmates are strongly motivated to participate because certain non-violent offenders who successfully complete all components of this recidivism-reducing program are eligible for a sentence reduction of up to one year. The BOP was able to provide appropriate substance abuse treatment to 100 percent of eligible inmates in FY 2018, with over 15,600 inmates participating in Residential Drug Abuse Treatment.

Work Programs

Prison work programs teach inmates occupational skills and instill in offenders sound and lasting work habits and a work ethic. All sentenced inmates in federal correctional institutions are required to work (with the exception of those who for security or medical reasons are unable to do so). Most inmates are assigned to an institution job such as food service worker, orderly, painter, warehouse worker, or groundskeeper.

In addition to these BOP work assignments, Federal Prison Industries (FPI or trade name UNICOR) provides inmates the opportunity to gain marketable work skills and a general work ethic -- both of which can lead to viable, sustained employment upon release. It is one of the BOP's most successful correctional programs, as it has been proven to reduce recidivism by 24 percent. FPI also keeps inmates productively occupied and reduces the likelihood of misconduct.

Education, Vocational Training, and Occupational Training

The BOP offers a variety of programs for inmates to enhance their education and to acquire skills to help them obtain employment after release. Institutions offer literacy classes, English as a Second Language, adult continuing education, and vocational training. The BOP requires inmates without a high school diploma to enroll in a literacy program. The BOP also provides curriculums to attain a General Educational Development credential.

Life Connections

The Life Connections Program is a residential multi-faith-based program that provides the opportunity for inmates to deepen their spiritual life and assist in their ability to successfully reintegrate following release from prison.

Inmates who are not eligible for the residential Life Connections Program may volunteer to participate in a modified version of the program called Threshold. This is a non-residential spiritual/values based program taught by chaplains and volunteers over a six to nine month time period. This program is designed to strengthen the inmate's reentry to the community.

Specific Release Preparation Efforts

In addition to the wide array of inmate programs described above, the BOP provides a Release Preparation Program that inmates participate in toward the end of their sentence. The program includes classes in resume writing, job seeking, and job retention skills. It also includes presentations by officials from community-based organizations that help ex-inmates find employment and training opportunities after release from prison.

The BOP has established employment resource centers at most federal prisons to assist inmates with creating release folders to use in job searches; soliciting job leads from companies that have participated in mock job fairs; identifying other potential job openings; and identifying points of contact for information on employment references, job training, and educational programs.

Residential Reentry Centers

The BOP uses Residential Reentry Centers (RRCs) -- also known as community corrections centers or halfway houses -- to place inmates in the community prior to their release from custody in order to help them adjust to life in the community and find suitable post-release employment. These centers provide a structured, supervised environment and support job placement. As part of this community-based programming, some inmates are also placed on home confinement, which is statutorily limited to 10 percent of an inmate's sentence. Individuals confined to their homes are given strict schedules to maintain, adherence to which is telephonically or electronically monitored.



D. Challenges

For more than 80 years, the BOP has earned many accomplishments and faced extraordinary challenges. The challenges that can positively affect or impede progress toward achievement of agency goals are complex and ever changing. Factors that impact BOP include: general economic conditions, legislation, investigative and prosecutorial initiatives, health care, mental health, technology, and crime rates. The BOP continues to streamline operations and increase efficiency in order to operate as inexpensively and effectively as possible.

First Step Act

President Trump signed the First Step Act into law on December 21st, enacting the most significant criminal justice reform in the last decade. The BOP is committed to fully funding the implementation of the First Step Act. Due to the fact that the bill was enacted in late December, the BOP has not yet determined the level of funding that will be required for implementation. However, implementation of this legislation is a priority and the current BOP budget for re-entry activities will be prioritized to fully fund the requirements of the Act. Further, BOP will utilize any savings achieved due to earlier inmate release required under the Act. The BOP is currently working to identify and prioritize the specific resources and activities needed to support timely implementation in 2019 and 2020.

The First Step Act amends various provisions of law and sets forth new provisions, including:

- Identifying and validating approved evidence-based recidivism reducing programs.
- Authorizing eligible inmates to earn time credits for application towards pre-release custody.
- Expanding Residential Reentry Center (RRC)/Home Confinement capacity and placement.
- Implementing changes to the good conduct time calculation to provide for 54 days of credit per year of the full term of imprisonment; and
- Expanding the opportunity for compassionate releases.

The BOP is already compliant with many of the other provisions of the law including restrictions on shackling pregnant offenders; restricting solitary confinement for juvenile offenders, designating inmates within 500 miles of inmate's release residence, and the secure storage of staff personal weapons on institution property.

Technology

The BOP uses security technology to enhance safety and security in its prisons. Scanning technology and advanced metal detectors are used to help detect contraband (prohibited items not authorized to be brought into the prison) and prevent assaults on staff and inmates.

Federal Bureau of Prisons



Emerging technology like drones poses a unique threat to the BOP, in addition to other contraband technologies like cellphones.

Crisis Management

The potential for emergencies like influenza epidemics to natural disasters like hurricanes Michael and Florence is always present. Each institution has emergency response plans in place (developed in cooperation with local, state, and Federal public safety agencies) that are practiced regularly and updated. Natural disasters are always unpredictable to a certain extent, so additional resources may be needed when a crisis arises. In response to the recent hurricanes the BOP activated the government's Emergency Support Function (ESF), by providing staff and resources to assist with public safety and security. The BOP deployed more than 68 staff to the institutions affected as part of this effort. This deployment included a two 25-person Quick Reaction Teams (QRT) from two of the BOP's regions, two Mobile Command Vehicles and Mobile Bunk Houses. The BOP staff were deputized and they provided security to multiple law enforcement agencies and thousands of families affected by the storm and responded to medical emergencies.

Activation Challenges

The Fiscal Year 2018 Spend Plan included \$80 million for the continued activation of A USP Thomson facility. In June 2018, the BOP announced the planned activation of A USP Thomson, as a high security prison with several specialized missions. The BOP is moving the Special Management Unit (SMU) from the USP Lewisburg, to A USP Thomson. In addition, Thomson will have a high security work cadre, a transitional unit for inmates who have completed the SMU program, and other specialized missions. As of December 2018, the BOP began designations to the SMU at A USP Thomson.

Medical Staffing

Providing medical care to inmates continues to be a major portion of the BOP's overall spending, and is an area that the BOP monitors closely to contain overall cost. In addition to rising medical costs, the BOP is facing shortages in medical staffing, as described in the Department of Justice, Office of Inspector General report issued in March 2016. The report found that recruitment of medical professionals was one of the BOP's greatest challenges and that staffing shortages (a) limit inmate access to medical care, (b) result in an increased need to send inmates outside the institution for medical care, (c) contribute to increases in medical costs, and (d) can affect prison safety and security.

Factors that contribute to medical staffing challenges are myriad, but three factors are notable. First, the majority of medical school graduates choose medical specialty fields over primary care careers; however, the Bureau overwhelmingly needs primary care physicians and is competing with the broader health care industry for a small pool of new primary care graduates. Medical specialists have higher earning potential and results in a diminished pool of practicing primary care physicians. Second, sister federal agencies (i.e. Veteran Health Administration, Department



of Defense, National Institutes of Health, etc.) apply Title 38 compensation standards for higher salaries. The Bureau applies Title V compensation standards for all professions other than psychiatrists, and consequently cannot compete with market salaries. Third, the rural locations of many Bureau institutions results in limited local markets of health care professionals and a “hard sell” to attract these professionals to move their families to these remote locations. Even contracting medical services in remote communities is challenging, and can result in higher costs due to the need for transporting inmates with serious medical and mental health problems a further distance from the parent institution.

The Bureau is constantly developing strategies to meet its medical staffing needs. Examples include increasing the number of U.S. Public Health Service health care professionals detailed to the Bureau, establishing correctional health care residency and student clinical rotation opportunities, and exploring the application of Title 38 to additional professional categories, etc.

Crowding at High Security Facilities

As the nation’s largest correctional agency, the BOP is responsible for the incarceration of over 180,000 inmates. As of December 13, 2018, system-wide, the BOP was operating at 13 percent over rated capacity; however, crowding remains a special concern at high security facilities, which are 22 percent over rated capacity. Rated capacity is the baseline used to calculate prison crowding, and is essential to managing the BOP’s inmate population to distribute the population throughout the system efficiently and equitably. The calculation for determining rated capacity involves stratified double bunking across all security levels and includes the following formulas: minimum and low security institutions at 100 percent double bunking; medium security institutions at 50 percent double bunking; and high security institutions at 25 percent double bunking.

There is a much higher incidence of serious assaults by inmates on staff at high and medium security institutions than at the lower security facilities.

The Government Accountability Office (GAO) released a report on the BOP titled *Growing Inmate Crowding Negatively Affects Inmates, Staff, and Infrastructure* (GAO-12-743), September 2012. GAO states, “According to BOP and our observations, the growth of the federal inmate population and related crowding have negatively affected inmates housed in BOP institutions, institution staff, and the infrastructure of BOP facilities, and have contributed to inmate misconduct, which affects staff and inmate security and safety.”

MEDIUM SECURITY INMATES

- 79% have a history of violence;
- 60% have been sanctioned for violating prison rules; and
- 55% have sentences in excess of 8 years.

HIGH SECURITY INMATES

- More than 90% have a history of violence;
- 79% have been sanctioned for violating prison rules; and
- More than one out of every four inmates (29%) is affiliated with a gang.

Federal Bureau of Prisons



Staffing

The BOP staff work around the clock, seven days a week. The BOP is a family and career-oriented agency, offering a broad range of exciting career opportunities in a work environment that promotes integrity, diversity, and professional development.

The BOP suffered tragic losses in FY 2013 with the murders of two staff members. Officer Eric Williams, a Correctional Officer at the USP in Canaan, Pennsylvania, was working in a housing unit when an inmate stabbed him to death. Lieutenant Osvaldo Albarati was shot and killed while driving home from the Metropolitan Detention Center in Guaynabo, Puerto Rico.



These losses underscore the challenges the dedicated men and women working for the BOP face daily. While there are many facets to the BOP's operations, the foundation for it all is the safe, secure, and orderly operation of its institutions, and each and every staff member in the BOP is critical to this mission.

BOP employees are considered "correctional workers first," regardless of the position to which they are assigned. Because all non-custody staff are correctional workers, they can perform programmatic functions (such as those of an educational instructor) without the added presence of a Correctional Officer. The BOP's operational maxim also allows non-custody staff to assume the duties of Correctional Officers during inmate disturbances, or because of long or short-term custody staff shortages.

All BOP staff are trained to work with inmates, respond to emergencies, and follow security procedures. The situational awareness and diligence of BOP staff are the foundation of safety and security within BOP institutions, and are key to protecting the public. When an insufficient number of Correctional Officers is available to cover an institution's mission critical custody posts on any given day, institution staff make up the difference by assigning non-custody officers (a practice termed "augmentation"), authorizing overtime, or, if no other alternative exists, leaving posts vacant. When BOP institution managers use augmentation, the normal duties performed by the augmenting staff may be curtailed or delayed, thereby interfering with the BOP's ability to provide some inmate programs. The BOP tries to limit the use of augmentation as much as possible.

Federal Bureau of Prisons



High Profile Inmates and Radical Ideologies

In the years following September 11, 2001, the government's focus turned toward expanding its efforts to safeguard the American public from terrorism and increasing its national security intelligence and enforcement capabilities. The BOP's work has taken on significantly greater risks with the incarceration of high-profile terrorists inmates and suspects such as: Naser Abdo, Umar Abdulmutallab, Nazih al Raghie (Anas al-Libi), Waad Alwan, Mohanad Hammadi, Lawal Babafemi, Khalid al-Fawwaz, Adel Bary, Mostafa Mostafa (abu Hamza al Masri), Rezwan Ferdous, Sulaiman Ghaith, Adis Medunjanin, Aaafia Siddiqui, and Dzhokhar Tsarnaev.

The BOP has taken several steps to ensure that federal prisons are not used to recruit terrorists or spread extremist ideologies within the U.S. prisons. The BOP staff monitor and record all telephonic communication of inmates who have a history or nexus to terrorism, and they work closely with the FBI, the National and Local Joint Terrorism Task Forces, and other agencies to exchange intelligence with our law enforcement partners.

Cost Containment

While the Department faces the challenge of maintaining safety and security in the federal prison system, it must also look for ways to contain ballooning costs. As the costs to operate and maintain the federal prison system continue to grow, less funding will be available for the Department's other critical law enforcement and national security missions, making effective management of the federal prison system a significant challenge for the Department.

The Department must isolate the chief drivers of these costs and consider innovative solutions that might help to contain them. As mentioned in FY 2016 OIG management challenges report, inmate medical costs are a major factor in the BOP's overall rising costs and thus the BOP continues to monitor the area closely.

E. Best Practices

The Congress, in FY 2009, directed the Government Accountability Office (GAO) to report on the BOP's methods for cost estimation, including the pricing of utilities and inmate medical care costs. The GAO released report GAO-10-94 in November 2009 and concluded that BOP's methods for cost estimation largely reflect best practices as outlined in GAO's *Cost Estimating and Assessment Guide*. GAO stated that, "BOP followed a well-defined process for developing mostly comprehensive, well documented, accurate, and credible cost estimates." The full GAO report is available at: <http://www.gao.gov/new.items/d1094.pdf>.

The BOP has maintained an unqualified opinion on the Financial Statements Audit since 1999.

Federal Bureau of Prisons

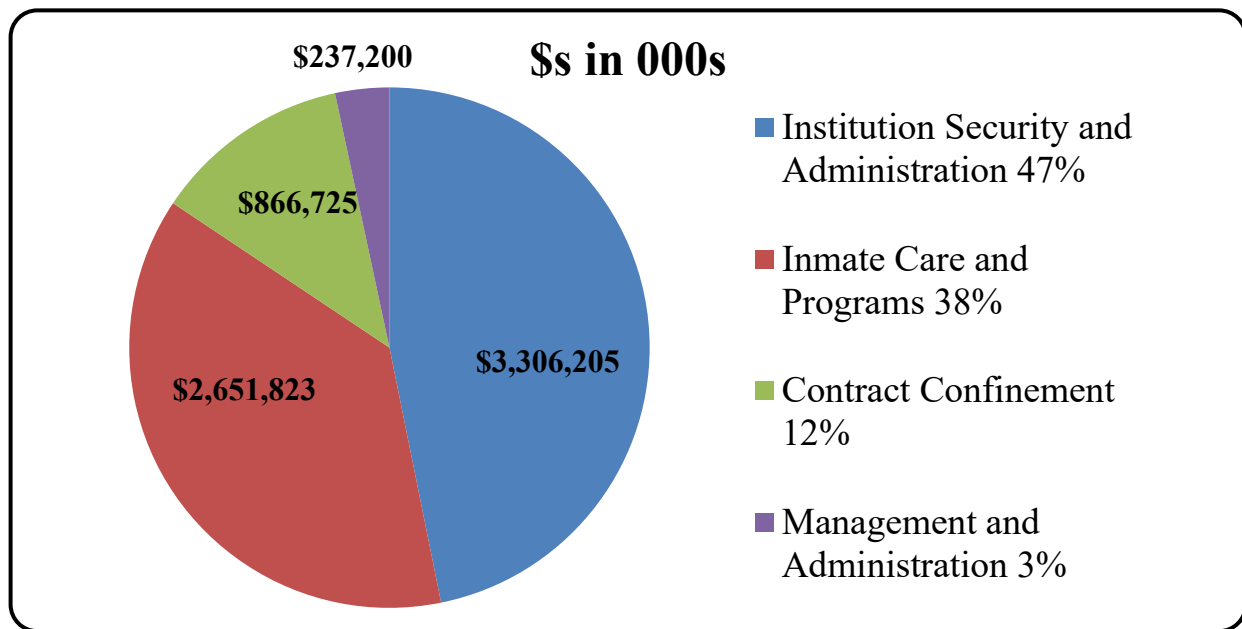


F. Full Program Costs

FY 2020 Total Bureau of Prisons Request by Decision Unit

In FY 2020, the BOP is requesting a total of \$7,061,953,000 with 38,523 FTEs and 38,523 positions for its S&E appropriation.

FY 2020 Budget Request by Decision Unit



The total costs include the following:

- The direct cost of all activities;
- Indirect costs; and
- Common administrative systems costs.

Both performance and resource tables within each decision unit justification define the total costs of achieving the strategies the BOP will continue in FY 2020.

Inmate Care and Programs: \$2,651,823,000

Institution Security and Administration: \$3,306,205,000

Contract Confinement: \$866,725,000

Management and Administration: \$237,200,000

G. Environmental Accountability

Environmental and Energy Performance

The BOP has made significant progress in environmental and energy performance. The agency continues to integrate and improve prior practices and requirements, as funding permits. In FY 2018, approximately \$3.8 million dollars of self-funded energy conservation projects were initiated; these projects provided for an estimated annual savings of \$2.2 million dollars. The BOP has utilized energy performance contracting finance mechanisms, including Energy Savings Performance Contracts (ESPC) and Utility Energy Service Contracts (UESC). Performance contracts provide services for design, acquisition, financing, installation, testing, and, where appropriate, operation, maintenance, and repair of an identified energy or water conservation measure or series of measures at one or more agency locations.

With 122 federal prisons and approximately 152,000 inmates in BOP-operated facilities, the BOP is the largest energy and water consumer within the Department of Justice. Like all government entities, the BOP is required to meet the goals established in the Energy Policy Act of 2005, the Energy Independence Act of 2007, and Executive Order 13834. The BOP continues to pursue energy performance contracts to help meet these goals, but with the large inmate population and aging infrastructure, energy performance contracts alone are not sufficient to meet these goals. An engineering firm performed a contract study on one existing institution to determine the estimated cost to meet the guiding principles. The estimate for this work is approximately \$5 million per institution. To meet the 15 percent requirement, the BOP would have to make 18 prisons sustainable.

Environmental Management Systems

The BOP has established Environmental Management Systems (EMS) at all institutions. Each institution's EMS is audited and certified on a regular basis. This process has allowed the BOP to identify and rectify environmental regulatory issues quickly and effectively. Audits have identified issues such as fuel tanks requiring repair or replacement, storm water runoff issues, and improper handling of hazardous waste. If these repairs are not made, there's a real possibility that an incident causing damage to the environment could occur.

Energy Performance Contracting

The BOP continues its progress of improving environmental and energy performance. The BOP continues to pursue energy performance contracting finance mechanisms permitted by Executive Order 13834. Thirty-five different energy performance contracts have been initiated over the last six years, with projects awarded at twenty-five BOP institutions through FY 2018. Since FY 2012, the BOP has awarded twenty-five energy conservation projects, implementing \$472 million in green initiatives such as solar power, wind turbines, biomass boilers, geo-thermal systems, lighting upgrades, water conservation retrofits, building automation systems, heating and cooling equipment replacement, and many other energy saving measures.

The BOP's ESPC Program has won the following national awards:

Federal Bureau of Prisons



- DOE Small Team Award for the FCC Victorville Project
- Presidential Award for Leadership in Federal Energy Management
- GSA Award for the “Greening of Prisons”
- DOJ Energy and Environmental Awards to USP Hazelton and FCC Victorville
- Directors’ Award Recognition for the Presidential Performance Contracting Challenge (PPCC)

Since FY 2012, 25 institutions have received energy performance contracts, including the Administrative United States Penitentiary (AUSP) Thomson, IL; United States Penitentiary (USP) Marion, IL; Federal Correctional Institutions (FCI) Beckley, WV; Cumberland, MD; Danbury, CT; Manchester, KY; Otisville, NY; Waseca, MN; El Reno, OK; Fort Worth, TX; Fort Dix, NJ; Ashland, KY; Milan, MI; Federal Prison Camp (FPC) Alderson, WV; Duluth, MN; Federal Medical Center (FMC) Rochester, MN; Carswell, TX; Lexington, KY; Federal Correctional Complex (FCC) Coleman, FL; Butner, NC; Metropolitan Detention Center (MDC) Brooklyn, NY; Los Angeles, CA; Federal Detention Center (FDC) Philadelphia, PA; Metropolitan Correctional Center (MCC) San Diego, CA; and Correctional Institution (CI) Taft, CA. The combined square footage for the 25 institutions included over 15 million square-feet. The implemented Energy Conservation Measures (ECMs) have had a significant impact on the agency’s reduction goals for water and energy consumption. The contracts included measures implementing water management, lighting enhancements, sub-meter integration, building automation upgrades, HVAC measures, refrigeration improvements, building envelope, and central plant improvements to include boilers, chillers, and cooling towers. Water conservation measures implemented under energy performance contracts had a significant impact in reducing the agency’s water consumption in fiscal year 2018 with a reduction of 265 million gallons. With the implementation of the performance contracts in 2012; the agency’s water consumption has been reduced from 10.2 billion gallons annually to 8.8 billion gallons in FY 2018, just below the EISA 2007 baseline of 8.9 billion gallons.

LEED Buildings

The Leadership in Energy and Environmental Design (LEED) Green Building Rating System is the nationally accepted benchmark for design, construction and operation of high performance sustainable buildings. As part of this certification, these assets received points for a sustainable site, water efficiency, energy/atmosphere, materials/resources, indoor air quality and innovative designs. The BOP was one of the first to embrace sustainable design as early as 2002 under Executive Order 13123 working with FEMP of the DOE. The newer FCI in Butner, NC is one of the first prisons in the country to be LEED “Certified.” The Aliceville, AL FCI for women achieved a Silver Rating under the LEED program, which was the first LEED Silver Rating earned for one of the BOP’s new institutions. FCI Hazelton, WV received a LEED “Gold” Rating, which was also a first for the BOP. Most recently, USP Yazoo City, MS received a LEED “Silver.” Future new prisons will be developed to reach a minimum level of “Silver.”

Federal Bureau of Prisons



As a leader in correctional design, and striving for compliance with mandates such as EPACT-2005, EISA-2007, EO 13834 and the Guiding Principles, BOP studied the process by which we could achieve self-sustaining facilities by the year 2030. To achieve this goal of Net-Zero Energy Buildings (Net-ZEB), BOP continues to incorporate sustainable technologies as they present themselves. Examples include Energy Recovery, Rain Water Harvesting, Geothermal Heat Exchange, and High Performance Systems.

Energy Conservation

In addition, the BOP is also pursuing energy conservation and greening projects via non-traditional methods. After years of work at FCC Allenwood, the BOP signed a contract with Lycoming County to purchase electricity produced from landfill methane gas. The methane plant supplies FCC Allenwood with approximately 24,547 MWh of renewable electric power, approximately 85% of the institution's electric consumption. This project has increased county revenue, reduced greenhouse gas emissions and provided affordable electricity to the federal prisons.

In an effort to conserve energy system-wide, the BOP implemented an Energy Conservation Initiative in 2006. This initiative employs integrated design principles, optimization of energy performance and operational changes. As part of this initiative, the BOP reduced the consumption of electricity, natural gas, fuel oil, and gasoline.

Recycling

The BOP continues to work at growing its existing recycling program. As of December 31, 2018, the BOP diverted approximately 38.0 percent of its solid waste from landfills and 53.2 percent of construction and demolition debris. The total solid waste landfill poundage was 154,309,326. Recycled poundage was 94,458,385 including composted waste and waste-to-energy. The total construction and demolition debris landfill poundage was 5,782,886 and recycling poundage, including waste-to-energy was 6,575,904. The BOP continues to strive to achieve a fifty percent solid waste landfill diversion. Data are collected each quarter from all sites to monitor progress. Information on difficult to recycle items is being passed between institutions located in close geographic areas to facilitate recycling of more difficult items. Institution specific activities such as equipment failure, long lock downs, and mass shakedowns impacted solid waste diversion in the last quarter.

Water Conservation

Water reduction challenges for the BOP continue to be a high priority. The current method of measuring for water reduction is gallons per square feet. It is difficult to achieve reductions in water usage due to the nature of the environment and the large consumption that prisons demand. In an effort to achieve current Executive Orders and Mandates concerning water conservation, the Agency's Director issued a "Water Conservation Initiative" memorandum on March 5, 2012. The memorandum outlined water conservation requirements; to include monthly monitoring of water use, and new reporting obligations. The BOP continues implementation of water reduction measures in energy performance contracts and the use of water efficient products where feasible. Together, these efforts reduced the BOP's water use by 265 million gallons of water from fiscal year 2017 to fiscal year 2018.



II. Summary of Program Changes

The requested changes for the BOP S&E appropriation are summarized in the table below:

<u>Item Name</u>	<u>Description</u>	<u>Pos.</u>	<u>FTE</u>	<u>Dollars</u> <u>(\$000)</u>	<u>Page</u>
Cellphone Detection Technology	Security Technology	0	0	\$4,625	69
Medication Assisted Treatment	Treatment Program	0	0	\$1,000	75
Innovations in Corrections	Reentry Program	0	0	\$14,000	78

III. Appropriations Language and Analysis of Appropriations Language

Appropriation Language

The FY 2020 budget estimates include proposed changes in the appropriation language listed and explained below. New language proposed for FY 2020 is italicized.

Federal Prison System

Salaries and Expenses

For necessary expenses of the Federal Prison System for the administration, operation, and maintenance of Federal penal and correctional institutions, and for the provision of technical assistance and advice on corrections related issues to foreign governments, [\$7,042,328,000] *\$7,061,953,000: Provided*, That the Attorney General may transfer to the Department of Health and Human Services such amounts as may be necessary for direct expenditures by that Department for medical relief for inmates of Federal penal and correctional institutions: *Provided further*, That the Director of the Federal Prison System, where necessary, may enter into contracts with a fiscal agent or fiscal intermediary claims processor to determine the amounts payable to persons who, on behalf of the Federal Prison System, furnish health services to individuals committed to the custody of the Federal Prison System: *Provided further*, That not to exceed \$5,400 shall be available for official reception and representation expenses: *Provided further*, That not to exceed \$50,000,000 shall remain available for necessary operations until September 30, [2020] *2021: Provided further*, That, of the amounts provided for contract confinement, not to exceed \$20,000,000 shall remain available until expended to make payments in advance for grants, contracts and reimbursable agreements, and other expenses: *Provided further*, That the Director of the Federal Prison System may accept donated property and services relating to the operation of the prison card program from a not-for-profit entity which has operated such program in the past, notwithstanding the fact that such not-for-profit entity furnishes services under contracts to the Federal Prison System relating to the operation of pre-release services, halfway houses, or other custodial facilities.

Note.—A full-year 2019 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2019 (Division C of P.L. 115–245, as amended). The amounts included for 2019 reflect the annualized level provided by the continuing resolution.

Analysis of Appropriation Language

No substantive language changes are proposed.



V. Program Activity Justification

A. Inmate Care and Programs

Inmate Care and Programs	Direct Pos.	Estimate FTE	Amount
2018 Enacted	13,705	13,705	2,713,251
2019 Continuing Resolution	13,705	13,705	2,713,251
Adjustments to Base and Technical Adjustments	0	0	-76,428
2020 Current Services	13,705	13,705	2,636,823
2020 Program Increases	0	0	15,000
2020 Request	13,705	13,705	2,651,823
Total Change 2019-2020	0	0	-61,428

1. Program Description: Inmate Care and Programs

The BOP is committed to effectively using its resources to provide maximum benefit to society. Thus, the BOP relies upon empirical research to determine which programs are effective in accomplishing their objectives. The BOP's inmate programs and services are geared toward helping inmates prepare for their eventual release.

This activity covers the cost of inmate food, medical care, institutional and release clothing, welfare services, transportation, gratuities, staff salaries (including salaries of Public Health Service commissioned officers), and operational costs of functions directly related to providing inmate care. This decision unit also represents costs associated with inmate programs (Education and Vocational Training, Drug Treatment, Life Connections, Religious and Psychological Services).

The following chart provides estimated funding (dollars in thousands) amounts for key programs funded in Inmate Care and Programs decision unit:

Program Area	FY 2017 Actuals	FY 2018 Actuals	FY 2019 Estimates	FY 2020 Estimates
Food	\$394,908	\$404,517	\$405,000	\$405,137
Medical	\$1,178,957	\$1,223,350	\$1,223,350	\$1,223,142
Unit Management	\$473,178	\$455,738	\$455,738	\$448,014
Drug Treatment	\$117,014	\$109,238	\$117,947	\$117,947
Education	\$137,171	\$136,674	\$136,674	\$136,919
Psychology Services	\$73,762	\$72,797	\$72,797	\$72,859
Chaplaincy Programs	\$47,838	\$45,672	\$45,672	\$46,196



The purpose of inmate programs is to improve inmate self-control, provide educational opportunities and pre-release programs to facilitate reentry and transition, and establish healthy relationships between staff and inmates by dividing the large institution population into smaller, more manageable groups. A team of multi-disciplinary staff (i.e., Unit Manager, Case Manager, Correctional Counselor and a Unit Officer) who have administrative and supervisory authority are permanently assigned and located in housing units to work with the inmates. This places services closer to the users, and permits decision-making by those who are most knowledgeable about inmates and their program needs. Regular and consistent interaction between inmates and staff provides better communication and understanding of inmate needs.

a. Medical Services (Inmate Health Care)

Medically Necessary Care. The BOP delivers medically necessary health care to all offenders housed in BOP-managed facilities. Each BOP facility has a health services clinic that offers a standardized scope of services to meet basic health needs and a supplemental comprehensive medical services contract to deliver specialized care at community facilities. Onsite services include:

- Health screening on admission to identify infectious conditions, urgent medical and mental health needs including suicide risk, and medications to be continued for ongoing conditions
- Comprehensive medical history and physical exam to identify underlying infectious, chronic and behavioral health needs including risk assessment, diagnostic testing and treatment plans
- Sick call triage and episodic visits to assess, diagnose and treat short-term health problems (e.g., respiratory infections, musculoskeletal pain, headaches, etc.)
- Chronic care clinics to manage long-term diseases (e.g., diabetes, asthma, and congestive heart failure) through recurring assessments and long-term therapeutic regimens
- Preventive health visits to screen for underlying chronic conditions and immunize against transmission of preventable infectious diseases
- Long-term nursing care to manage seriously ill offenders needing help to perform activities of daily living
- Rehabilitative care to regain or maintain optimal physical and mental health function
- Oral health care to assess, diagnose, treat and prevent dental cavities and oral diseases that interfere with proper nutrition or manifest as complications of underlying medical conditions

Seven BOP facilities are medical centers that house both seriously ill and general inmates. Specialty services provided include:

- Dialysis services for offenders having chronic renal failure
- Oncology (cancer) treatment services, i.e. chemotherapy and radiation therapy
- Inpatient and forensic mental health

Federal Bureau of Prisons



- Surgery services, i.e. limited orthopedic and general surgery procedures
- Prosthetics and orthotics
- Long-term ventilator-dependent management
- Dementia care
- End-of-life care

Health Care Personnel. The BOP employs or contracts licensed and credentialed health care clinicians, technicians, health administration experts and ancillary support staff to deliver its scope of services. Employees emanate from two personnel systems: The majority of employees are civil servants and the remaining are Commissioned Corps Officers in the U.S. Public Health Service detailed to the BOP per an interagency agreement. All BOP employees and contractors meet OPM standards for qualifying education and experience as well as continuing education requirements.

Health Care Challenges. The BOP has a statutory mandate to provide basic medical and mental health care funded through its annual Congressional budget allocation. Determining what constitutes medically necessary care requires a constant review of evidence-based prevention and treatment practices, and delivery of services that balance efficacy of care and quality of life both during incarceration and in preparation for release to the community. Some of the more urgent and impactful challenges facing the BOP are listed below.

- **Treatment of Offenders Having Chronic Hepatitis C Infection.** The BOP has nearly 20,000 offenders with hepatitis C virus (HCV) infection, most of whom have not had HCV treatment. In the past, the cost for a standard 48-week treatment regimen has been approximately \$6,600 per inmate. However, in 2014, new drugs were developed that allowed HCV to be essentially cured, but drove the cost of treatment up exponentially. The BOP treated 240 inmates in FY 2015 for a total cost of \$13.6 million, an average of \$57,000 per inmate. In FY 2016, the BOP treated 327 inmates for a cost of \$14 million, an average of \$43,000 per inmate. In FY 2017, the BOP treated 904 inmates for a cost of \$28 million; an average cost of \$31,000 per inmate. New pan-genotypic medications have been approved for treatment, which will create more price competition within these medications. Additionally, the BOP recently obtained voluntary price reductions for these HCV medications, which may bring the average cost down to below \$16,000 per inmate for a 12-week treatment. The BOP approved treatment of 1,683 inmates at a cost of \$25 million. The BOP has expanded efforts to test and treat all inmates for HCV. The most recent update to hepatitis treatment guidance recommends treatment of all inmates testing positive for HCV. The BOP's treatment goal is 2,000 inmates for FY 2019 and 2,500 inmates for FY 2020.
- **Treatment of Offenders Having HIV Infection.** The BOP has over 1,400 inmates being treated for HIV infection. The cost to provide these patients with antiretroviral medications is responsible for 28 percent to 30 percent of BOP medication expenditures, \$30.4M in FY 2016 and \$31.1M in FY 2017 and \$33.7M in FY 2018. The Department of Health and Human Services Panel of Antiretroviral Guidelines



recommends that all patients with HIV infection receive antiretroviral therapy. Newer medications are continually being developed in order to provide treatment regimens with fewer side effects, a lower pill burden, and a higher barrier to developing viral resistance. The diversity of genotypes and resistance patterns along with rapidly changing treatment recommendation creates a challenge for the BOP to provide cost-effective care to this population.

- **Management of Offenders with Transgender Needs.** Offenders who self-identify as transgender are individually assessed for psychosocial and medical needs. Areas of concern include appropriate housing, clothing, grooming, showering, and access to gender-appropriate general store (commissary) items as well as targeted psychological and medical care. BOP has over 700 self-identified transgender offenders, and this subpopulation is expected to grow in number.
- **Continuity of Care during Community Reintegration.** Health Services Division provides inmate programs and services that develop social competency and meet basic social and health needs during incarceration, but also it provides transitional links that bolster successful reintegration into the community. This includes assisting offenders to enroll in government benefit programs, identifying provider networks that offer needed health services, and developing discharge plans that document continuity of care needs.
 - *Expansion of Social Work Services.* BOP acts as a health and social services safety net for a subpopulation of federal offenders who may lack the knowledge and skills to navigate community resources and access basic life-sustaining services. The variation in community systems and programs make it difficult to standardize training for releasing offenders. The BOP is expanding its professional social work services to increase linking offenders to government benefit programs (e.g., Social Security Disability Insurance, veterans' benefits, Medicare and Medicaid programs, etc.) and health care networks to continue requisite medications and treatment plans.
 - *Medication Assisted Treatment for Offenders Having Opioid Use Disorder.* Medication Assisted Treatment (MAT) for offenders at risk for opioid use disorder reintegrating into the community has been a focus of the BOP. The BOP sponsored a field trial that provides evidence-based pre- and post-release therapy (Vivitrol™) for targeted at risk offenders entering a Residential Reentry Center (RRC). The BOP launched a staged expansion of the MAT program beginning in FY 2019 for approximately 160 offenders releasing to the Boston, Massachusetts area, and recently selected a Pharmacist and Social Worker as transitional care specialists to coordinate the expansion. The BOP also developed and implemented mandatory training for all physicians and dentists that prescribe opioids to reduce opioid over-prescribing. Finally, the BOP has implemented a program to allow access and administration of naloxone by all BOP staff in situations involving possible opioid overdoses.



Mandatory naloxone administration training has been developed and is a part of this program.

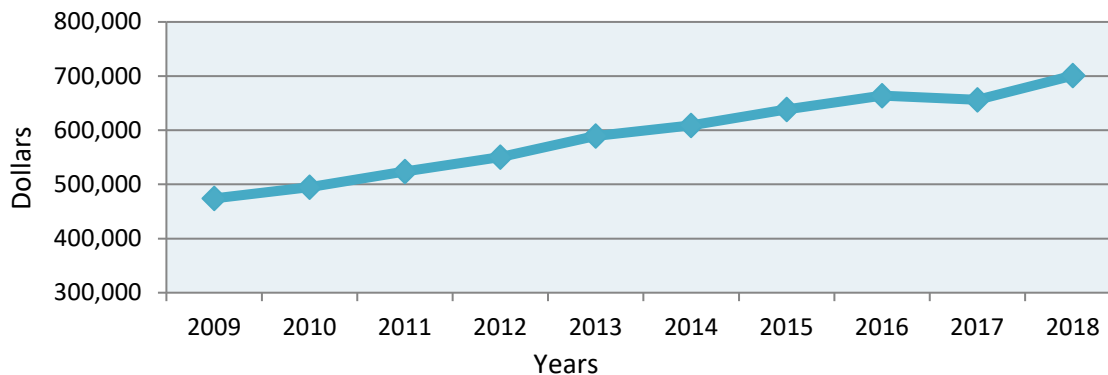
- *Participation in the National HIV/AIDS Strategy.* DOJ is designated as one of six executive agencies responsible for implementing the National HIV/AIDS Strategy at the federal level. The Strategy focuses on three overarching goals: reducing the number of new HIV infections, increasing access to care for people living with HIV, and reducing HIV-related health disparities. The BOP has expanded efforts to test and treat HIV-infected offenders during incarceration, and is engaged with other federal agencies to sustain successful management by having pharmacy and social work professionals connect releasing offenders to community programs that provide expensive life-saving medication regimens.
- **Compassionate Release of Terminally Ill, Severely Debilitated, or Elderly Offenders with Medical Conditions.** The BOP is authorized to submit a request for compassionate release to the courts for extraordinary or compelling circumstances. BOP categories for Compassionate Release / Reduction in Sentence (RIS) based on medical or mental health conditions include terminal illness, severely debilitated, and elderly (65 or older) with medical conditions. Specific criteria have been established to determine if an inmate meets eligibility requirements for this program. In addition to meeting specific medical criteria, offenders must have detailed discharge health plans outlining continued care in the community and meet stringent security requirements to be eligible.
- **Aging Offender Population.** The average age of offenders in BOP-managed facilities is 41 years and average length of sentence is 128 months. The average age of offenders in BOP facilities has increased by 8 percent over the past decade. Approximately 45 percent of offenders have multiple chronic conditions that, despite management with medications and other therapeutic interventions, will progress and may result in serious complications. As offenders age in place, demands on health resources will likely increase proportionately.
- **Continued transformation of pharmacy services.** Over the past few years, pharmacist clinical programs have expanded to provide additional patient care through the use of Collaborative Practice Agreements (CPAs). These services have resulted in significant cost avoidance for the BOP through improved efficiencies of physician services and improved patient outcomes resulting in decreased patient care costs. The BOP is exploring development of a highly automated central fill operation to free up local pharmacist's time to provide expanded clinical pharmacy services.

Health Care Cost Containment. The BOP's medical care costs have risen steadily over the last decade (see chart below for non-salary medical cost). The BOP has developed several strategic initiatives and operational systems designed to contain health care costs.



Actual Inmate Medical Costs

(Dollars in thousands)



- Strategic Cost Containment Initiatives:
 - Medical Contracting Models.
 - The BOP is exploring the feasibility of regional comprehensive medical services contracts that serve a multi-state catchment area. The regional contracts would potentially serve not only BOP facilities, but also Residential Reentry Centers (RRC) that lack contracted health services. RRC residents often use local emergency rooms in lieu of primary care clinics.
 - The BOP expects to award a Pharmacy Benefit Management (PBM) contract for inmates housed at RRCs in FY 2019. Currently, offenders' pharmaceutical costs are paid at community rates. The implementation of a PBM contract will improve continuity of care as well as control costs for pharmaceuticals.
 - Prime Vendor Program for Medical/Surgical Supplies. In conjunction with the OMB Strategic Sourcing Leadership Counsel's goal of leveraging cost containment through volume purchasing (Prime Vendor Program), the Veterans Administration added the BOP to its newly awarded contract (i.e. Medline, Inc.) for its medical/surgical supplies Prime Vendor Program. The Bureau now participates in both Prime Vendor Programs for pharmaceuticals and medical supplies.
- Operational Cost Containment Systems:
 - Pharmacy Management. Pharmaceutical costs in the United States rise yearly as new drugs are developed and market forces favor manufacturers. The BOP contains costs through several best practices:
 - The BOP participates in strategic sourcing initiatives by leveraging the combined purchase requirements with the Department of Veterans Affairs, Department of Defense, and Indian Health Service. These initiatives include joint procurement of pharmaceutical standardization contracts. Additionally, the BOP seeks opportunities to acquire voluntary price reductions from manufacturers below statutory Federal Supply Schedule pricing.



- The BOP uses a tightly controlled National Drug Formulary that favors generic drugs.
 - The BOP leverages the Prime Vendor Program to purchase medications at the current discount of 9.15%.
 - The BOP adheres to recommendations of the National Pharmacy & Therapeutics Committee, which researches drug efficacy and safety.
- Telehealth Services. The BOP leverages telehealth services to deliver specialty medical services to remote locations. Delivery of health services through the BOP's Wide Area Network (WAN) takes many forms.
 - BOP medical centers contract large hospital vendors to conduct specialty medicine clinics via telehealth reducing cost and security risks associated with escorted trips to community facilities.
 - FMC Lexington contracted with the University of Kentucky Medical Center for 26 specialty telemedicine clinics.
 - USMCFP Springfield contracted with Mercy Hospital, Springfield, MO for more than 30 specialty telemedicine services.
 - Through telehealth services, BOP providers are able to deliver specialty medical services to remote locations.
 - BOP psychiatrists remotely manage psychotropic medications for inmates at BOP-managed institutions.
 - BOP dietitians and diabetes educators consult with all institutions.
 - BOP Regional Medical Directors conduct chronic care visits in their regional institutions.
 - BOP Pharmacists conduct chronic care visits to assist in managing patients with chronic conditions such as psychiatric and diabetes.
 - BOP clinicians working at complexes conduct chronic care and follow-up visits across facilities via telehealth to optimize efficiency.
 - BOP Health Services Division (HSD) added a National Health Technology Branch to expand the use of telehealth and other health technologies that improve the efficiency of health care delivery. In FY 2018, HSD announced and selected a National Health Technology Administrator to manage the new branch.
- Health Information Technology. The BOP continues to develop and deploy automated health information management systems that meet interoperability and security requirements issued by the Office of the National Coordinator (ONC) for Health Information Technology. The BOP recently launched a laboratory information system that helps reduce medical errors and expedites availability of lab results for timely clinical decisions and care. BOP needs continual investment in automated health information management systems to facilitate the exchange of information as inmates transfer within the BOP and transition to the community.
- Levels of Care. The BOP assigns each inmate and each BOP facility a care level (i.e., care level 1 is essentially healthy; care level 2 is stable chronic conditions; care level 3



is chronic conditions with manageable complications; care level 4 is need for continuous nursing care). This medical classification system enables BOP to allot its resources to better manage inmates' medical and mental health needs.

- Catastrophic Care Management. The BOP monitors hospitalized inmates and tracks catastrophic costs to closely manage care and expedite transfers to BOP medical centers when feasible. A single catastrophic case can easily account for 20 to 30 percent of a typical institution's annual outside medical budget. This strategy will allow the BOP to better understand the impact of catastrophic health care events on the health care budget and decision making.
- Medical Claims Adjudication. The BOP contracts with a medical claims adjudication vendor to review claims for duplicate billing, claims for services not requested or not appropriate for the stated diagnoses, and local market rates for physician and facility charges. Contracting for medical claims adjudication enables the BOP to identify patterns of fraud, waste, and abuse. The BOP will award a new claims adjudication contract in 2019 with increased oversight capabilities and fraud detection reporting. The rollout of the new services will expand into more institutions and improve outside medical cost monitoring.
- Utilization Review. The BOP requires every institution to implement a utilization review process to assure that only medically necessary care is provided. Health care staff uses an automated utilization review program to provide a clinical decision-making system of criteria that differentiates what is medically necessary from what is potentially elective care.
- Data Analytics. The Health Services Division is investigating strategies for harvesting and structuring organizational data and using the data to empower executive decision making to improve health and financial outcomes. The Health Services Division awarded an Advisory Assistance (A&A) Service (external consultant) contract on October 1, 2018. The A&A will examine the organizations data integration requirements for medical, financial and staffing systems and recommend ways to improve the data integration for clinical trends and outcomes; healthcare financial modeling; and staffing models. The work will support data driven decisions during strategic planning, health care cost avoidance and cost savings initiatives.



b. Food Services



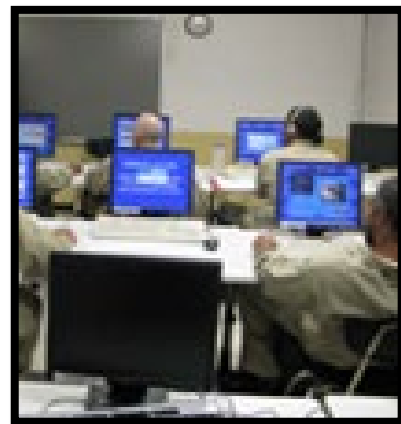
Since 2008, the BOP has used a national menu, approved by BOP Executive Staff, to be served agency-wide for standardization of food service operations. The national menu, which includes the approved menu, standardized recipes, and product specifications, is used for food procurement, preparation and meal service at all institutions. The national menu is reviewed at least annually to assess responsiveness to eating preferences, operational impact, product pricing, and

nutritional content. Following the annual menu update and before implementation, a nutritional analysis is conducted by a registered dietitian to ensure the menus consider the Dietary Reference Intakes for groups published by the Food and Nutrition Board of the National Academy of Sciences.

Meal preparation is accomplished primarily by inmate workers (about 12 percent of the population) under the supervision of staff. The BOP estimates in FY 2020 it will serve approximately 175 million meals, which is nearly 479,000 meals per day and over 3.33 million meals per week.

c. Education and Occupational Training

Inmate education programs include literacy, English-as-a-Second Language (ESL), occupational education, advanced occupational education (AOE), release preparation courses, and a wide-range of adult continuing, wellness, and structured and unstructured leisure time activities. Education programming provides inmates with an opportunity to learn the functional skills that support their reintegration into the community. As of October 2018, 32 percent of the designated inmate population was enrolled in one or more education/recreation programs. The BOP's Office of Research¹ has found that participation in education programs leads to a 16 percent reduction in recidivism by inmates who participate in these programs.



¹ Prison Education Program Participation and Recidivism: A Test of the Normalization Hypothesis (1995).

Federal Bureau of Prisons



With few exceptions (i.e., pretrial inmates and sentenced deportable aliens with confirmed orders of deportation), the BOP requires inmates without a verified high school diploma or General Educational Development (GED) credential to enroll in a literacy program. There are approximately 16,000 inmates enrolled in high school equivalency programs. Curriculums are designed to teach the knowledge and

skills needed for inmates to progress from basic literacy through attainment of the GED credential. The implementation of the Violent Crime Control and Law Enforcement Act (VCCLEA) and the Prison Litigation Reform Act (PLRA), mandates that inmates with needs must participate and make satisfactory progress in the literacy program to vest their good conduct time (VCCLEA), or be eligible to earn the full amount of good conduct time. Since the implementation of these acts in November 1997, the demand for literacy program instruction has increased, leading to a wait list of approximately 10,263 U.S. citizens and 5,309 non-U.S citizen inmates. In FY 2018, 3,249 inmates attained the GED credential. In FY 2014, the agency purchased (\$7.95 million) standardized curriculum for students functioning at the 6th grade thru 12th grade level. The Crime Control Act of 1990 requires that non-English speaking federal prisoners participate in ESL until they function at the equivalence of the eighth grade level. Occupational and Advanced Occupational Education (AOE) programs serve to enhance inmates' post-GED skills during incarceration and increase the employment opportunities of offenders upon release, particularly those who lack solid employment history or a marketable skill.

Other work preparation activities are also offered, including mock job fairs, and resume preparation courses. In FY 2018, education and institution staff at all institutions conducted mock job fairs with representatives from local communities.

Adult Continuing Education courses are designed for inmates who have a desire to learn about a special area or address skill deficits (computer skills, English, mathematics, financial literacy, etc.). Recreation, sport, and leisure programs reduce inmate idleness, promote healthy life styles, and encourage the development of positive leisure time skills.





The BOP's Post Release Employment Study demonstrates that occupational training programs decrease recidivism. In FY 2018, nearly 11,000 inmates completed an occupational training program. During this year, the BOP developed and established national standards for apprenticeship programs through partnership with the U.S. Department of Education. These standards are being used to promote

apprenticeship programs, agency-wide. Standardized apprenticeship programs afford inmates the opportunity to obtain nationally recognized certificates that will increase post-release employment opportunities. Studies show that inmates who participate in these programs are 33 percent less likely to recidivate². Federal inmates can choose a vocation, through instruction, work experiences, and career orientation; acquire or improve productive work skills and habits; and gain practical knowledge essential to working and functioning in a complex industrial technical world of work.

d. Psychology Services

Psychology Services staff are an integral part of correctional treatment as they administer programs of group and individual psychotherapy, crisis intervention, pro-social skill building, and staff consultation and training. BOP policy requires that every inmate admitted to a BOP facility be given an initial psychological screening, which consists of a psychological interview, social history review, and behavioral observations. The purposes of the screening are to identify special treatment or referral needs; provide information useful in future crisis counseling situations; identify strengths as well as potential adjustment problems to imprisonment; and discuss possible program needs with the inmates and provide information about these programs. In addition, BOP psychologists have traditionally provided the courts, parole officials, and prison administrators with comprehensive psychological evaluations of offenders.

Inmates with mental health needs are offered a range of evidence-based services, including crisis counseling, individual and group psychotherapy, clinical case management, psychiatric treatment, and specialized residential treatment programs. Acutely mentally ill inmates may receive these services within the BOP's Psychiatric Referral Centers. However, most mental health treatment is provided in regular institutions. In addition to the treatment of mental illnesses, Psychology Services provides specialized drug abuse treatment and sex offender treatment programs. BOP psychologists also offer treatment services designed to develop inmates' life skills, such as anger management, problem solving, and social skills training.

² The Differential Effect of Industries and Vocational Training on Post release Outcomes for Ethnic and Racial Groups: Research Note. Corrections Management Quarterly, 5(4), 17-24. W. Saylor and G. Gaes (2001).

e. **Drug Abuse Treatment**

The BOP continues to develop evidence-based treatment practices to manage and treat offenders with histories of substance abuse. The BOP's strategy includes early identification through a psychology screening, drug education, non-residential drug abuse treatment, intensive residential drug abuse treatment, and community transition treatment.

Drug Program Screening and Assessment. Upon entry into a BOP facility, an inmate's records are assessed to determine if there is a history of drug use, a judicial recommendation for drug abuse treatment, a violation due to drug use, or if the instant offense is related to drug use. If so, the inmate is required to participate in the Drug Abuse Education course.

Drug Abuse Education. Participants in the Drug Abuse Education course receive factual information on the relationship between drug use and crime -- the impact the substance abuse has on the inmate psychologically, biologically and socially, while also motivating inmates to volunteer for the appropriate drug abuse treatment programs. In FY 2018, over 22,000 inmates participated in Drug Abuse Education; for FY 2019, a similar number of participants are projected; and for FY 2020, it is projected that 23,700 inmates will participate.

Nonresidential Drug Abuse Treatment. Unlike residential programs, inmates are not housed together in a separate unit; they are housed with the general inmate population. Nonresidential treatment was designed to provide maximum flexibility to meet the needs of the offenders, particularly those individuals who have relatively minor or low-level substance abuse problems. These offenders do not require the intensive level of treatment needed by individuals with moderate to severe (substance abuse or dependence) diagnoses and behavioral problems.

A second purpose of the program is to provide those offenders who have a moderate to severe drug abuse problem with supportive program opportunities during the time they are waiting to enter the RDAP, or for those who have little time remaining on their sentence and are preparing to return to the community. In FY 2018, more than 21,000 inmates participated in Nonresidential Drug Abuse Treatment; for FY 2019, a similar number of participants are projected; for FY 2020 22,000 are projected to participate.

Residential Drug Abuse Treatment. The Violent Crime Control and Law Enforcement Act (VCCLEA) of 1994 requires the BOP, subject to the availability of appropriations, to provide appropriate residential substance abuse treatment for 100 percent of inmates who have a diagnosis for substance abuse or dependence and who volunteer for treatment. More than half of the BOP's facilities operate a Residential Drug Abuse Program (RDAP), which are located in a separate unit, away from the general population. The RDAP is based on Cognitive Behavioral Therapy (CBT), wrapped into a modified therapeutic community model of treatment. CBT and therapeutic communities are proven-effective treatment models with inmate populations. In FY 2018, 15,619 inmates



participated in Residential Drug Abuse Treatment. In FY 2019 and FY 2020, a similar number of inmates are projected to participate.

In coordination with the National Institute on Drug Abuse, the BOP conducted a rigorous three year outcome study of the residential drug abuse treatment program beginning in 1991. The results indicated that male participants are 16 percent less likely to recidivate and 15 percent less likely to relapse than similarly situated inmates who did not participate in RDAP. Female inmates are found to be 18 percent less likely to recidivate than inmates who did not participate in treatment. In addition, female inmates had higher rates of success than male inmates in maintaining work, acquiring educational degrees, and caring for children.

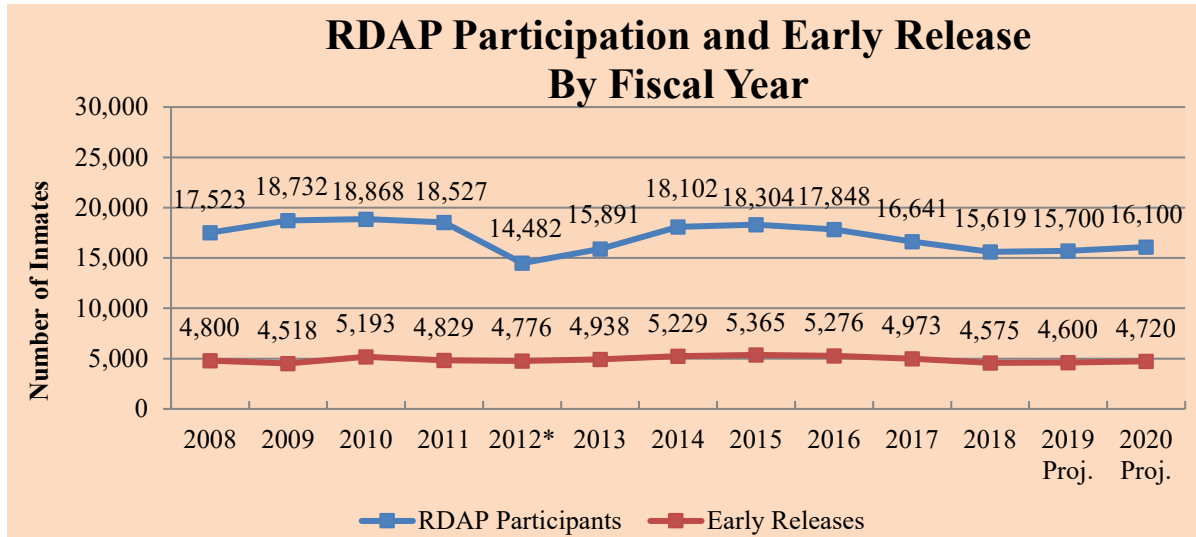
Nonresidential Follow-up Treatment If an inmate has time to serve in the institution after completing the RDAP, he or she must participate in “follow-up” treatment in the institution. Follow-up treatment ensures the inmate remains engaged in the recovery process and is held to the same level of behavior as when he or she was living in the treatment unit. This program reviews all the key concepts of the RDAP and lasts for one year or until the inmate is transferred to a Residential Reentry Center (RRC).

Community Treatment Services (formerly Community Follow-up Treatment) CTS provides a nationwide comprehensive network of 240 contracted community-based treatment providers, screens over 2,300 inmates for services, and provides clinical case management for over 3,000 inmates monthly. This network of professionals consists of licensed individuals (e.g. certified addictions counselors, psychologists, psychiatrists, social workers, professional counselors, medical doctors, certified sex offender therapists, etc.) and specialized agencies resulting in a variety of social and rehabilitative services available throughout the country. In addition to providing drug treatment to Residential Drug Abuse Program participants, the BOP expanded services to include treatment for inmates with mental illness and sex offenders, including oversight for the final phase of the Sex Offender Treatment Program (SOTP). Moreover, crisis intervention counseling for situational anxiety, suicidality, depression, grief/loss, and adjustment issues is also available to inmates placed in Residential Reentry Centers (RRCs) or on home confinement. CTS also oversees all of the Prison Rape Elimination Act (PREA) referrals for allegations reported in the community. CTS recognizes the release from the institution is stressful for the offender as well as for the family members. As a means to facilitate successful reentry, CTS offers family therapy for the offender and his/her family members. In addition to contract oversight, CTS staff provide extensive clinical oversight of the offenders’ progress while in treatment.

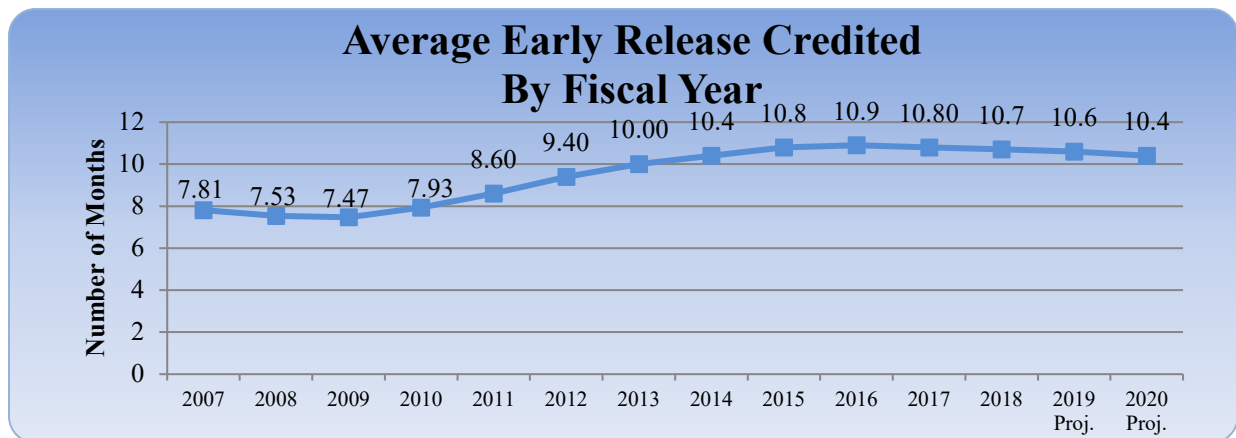
Federal Bureau of Prisons



The following charts show participation and early release information:



*Note: Residential Drug treatment – In FY 2012 the methodology used to calculate RDAP participants was recalculated, with significantly less potential for duplication. Thus, while this change resulted in the number of participants during FY 2012 being less than the target number, it is a preferred method to report inmate participation in RDAP. Additionally, in the last half of FY 2013, the BOP phased in several new programs and expanded others. The impact of adding the new programs was fully realized in FY 2014.



Residential Drug Abuse Treatment Programs and Locations (87):

NORTHEAST REGION

FCI Allenwood –L (PA)

FCI Allenwood – M (PA)
FCI Berlin (NH)
USP Canaan (PA)
FCI Danbury (CT)

FCI Elkton (OH)
FCI Fairton (NJ)
FCI Fort Dix 1 (NJ)
FCI Fort Dix 2 (NJ)

Federal Bureau of Prisons



FPC Lewisburg (PA)
FPC McKean (PA)
FCI Schuylkill (PA)

MID-ATLANTIC REGION

FPC Alderson 1 (WV)
FPC Alderson 2 (WV)
FCI Beckley (WV)
USP Big Sandy (KY)
FCI Butner 1 (NC)
FCI Butner 2 (NC)
FCI Cumberland (MD)
FPC Cumberland (MD)
SFF Hazelton (WV)
FMC Lexington 1 (KY)
FMC Lexington 2 (KY)
FCI Memphis (TN)
FCI Morgantown 1 (WV)
FCI Morgantown 2 (WV)
FCI Petersburg - M (VA)
FCI Petersburg - L (VA)

Contract Facility

Rivers CI (NC)

SOUTHEAST REGION

FCI Coleman -L (FL)
USP Coleman II (FL)
FPC Edgefield (SC)
FSL Jesup (GA)
FCI Marianna (FL)

FCI Miami 1 (FL)
FCI Miami 2 (FL)
FPC Miami (FL)
FPC Montgomery 1 (AL)
FPC Montgomery 2 (AL)
FPC Pensacola (FL)
FPC Talladega (AL)
FCI Tallahassee (FL)
FCI Yazoo City (MS)

NORTH CENTRAL REGION

FPC Duluth (MN)
FCI Englewood (CO)
FPC Florence (CO)
FCI Florence (CO)
FPC Greenville (IL)
FCI Leavenworth (KS)
FPC Leavenworth (KS)
USP Marion (IL)
FCI Milan (MI)
FCI Oxford (WI)
FCI Sandstone (MN)
MCFP Springfield (MO)
FCI Terre Haute (IN)
FCI Waseca (MN)
FPC Yankton 1 (SD)
FPC Yankton 2 (SD)

SOUTH CENTRAL REGION

FCI Bastrop (TX)

FPC Beaumont (TX)
FCI Beaumont - L (TX)
FCI Beaumont - M (TX)
USP Beaumont (TX)
FPC Bryan (TX)
FMC Carswell 1 (TX)
FMC Carswell 2 (TX)
FCI El Reno (OK)
FCI Fort Worth 1 (TX)
FCI Forrest City - M (AR)
FCI Forrest City - L (AR)
FCI La Tuna (TX)
FCI Seagoville 1 (TX)
FCI Seagoville 2 (TX)
FPC Texarkana (TX)

WESTERN REGION

FCI Dublin 1 (CA)
FCI Dublin 2 (CA)
FCI Herlong, (CA)
FCI Lompoc (CA)
FCI Phoenix (AZ)
FPC Phoenix (AZ)
FCI Safford (AZ)
FCI Sheridan (OR)
FPC Sheridan 1 (OR)
FPC Sheridan 2 (OR)
FCI Terminal Island 1 (CA)
FCI Terminal Island 2 (CA)

Additional Residential Psychology Treatment Programs

All residential psychology treatment programs utilize empirically supported interventions, including cognitive-behavioral techniques delivered in a modified therapeutic community environment. These programs have been demonstrated to significantly reduce misconduct among program participants.

The BRAVE Program. The BOP Rehabilitation and Values Enhancement (BRAVE) Program, a program for young offenders serving lengthy sentences, addresses institutional adjustment, antisocial attitudes and behaviors, and motivation to change. Currently BRAVE programs are located at FCI Beckley and FCI Victorville - Medium. Research results covering the first two years of the BRAVE program found inmates who completed the program reduced misconduct by 52 percent, when compared to similar inmates who did not participate in the BRAVE program.

The Challenge Program. The Challenge Program is a residential cognitive-behavioral treatment program for high security inmates with a history of substance abuse and/or mental illness. Inmates may participate in the program at any point during their sentence; however, they must have at least



18 months remaining on their sentence. The duration of the program varies based on inmate need, with a minimum duration of nine months. Challenge Programs are located at 13 BOP penitentiaries.

Mental Health Treatment Programs. The BOP offers a variety of specialized mental health treatment programs dedicated to the management and treatment of inmates with serious mental illnesses. Specifically, these programs are designed to reduce psychological symptoms, improve functioning, facilitate institutional adjustment, reduce incidents of misconduct, reduce the need for psychiatric hospitalization, and increase reentry success. These programs provide intensive, evidence-based mental health services utilizing a cognitive-behavioral treatment model.

- **Mental Health Step Down Units.** Mental Health Step Down Units provide intensive treatment for inmates releasing from psychiatric hospitalization and may also function to intervene before an inmate requires hospitalization. These residential programs are located at FCI Butner (males), USP Allenwood (males), and USP Atlanta (males).
- **Transitional Care Unit.** This residential program supports high security inmates with serious mental illness as they transition from secure treatment settings to a less restrictive environment. It is located at USP Allenwood (males).
- **The Skills Program.** The Skills Program is designed for inmates with significant cognitive limitations and social skills deficits that create adaptive problems in prison and in the community. These residential programs are located at FCI Coleman (males) and FCI Danbury (males).
- **The STAGES Program.** The Steps Toward Awareness, Growth, and Emotional Strength Program is designed to treat inmates who have a diagnosis of Borderline Personality Disorder and have a history of behavioral problems and/or self-harm. These residential programs are located at FCI Terre Haute (males) and USP Florence (males).
- **The FIT Program.** The Female Integrated Treatment Program is a treatment program designed to be responsive to the gender-specific needs of women. It uses an integrated treatment model to address trauma related disorders, mental illness, and substance use disorders. Special emphasis is placed on job skills and reentry. It is located at FCI Danbury (females).
- **The Resolve Program.** The Resolve Program is a non-residential trauma treatment program for inmates. The program was originally developed to address the needs of female inmates with trauma-related mental illnesses, such as post-traumatic stress disorder. This program is located in 13 of the BOP's female institutions and in 2 male institutions – FCI Danbury and ADX Florence.

Sex Offender Management Program. The BOP's psychology staff also provide Sex Offender Management Programs (SOMPs) for sex offenders during confinement. SOMP is a multi-component program that includes the Sex Offender Treatment Program (SOTP), assessment, specialized correctional management, and population management.



The BOP's sex offender treatment programs are stratified into two program levels: the high-intensity Residential (SOTP-R) and the moderate intensity Non-Residential Sex Offender Treatment Programs (SOTP-NR).

- The **Residential Sex Offender Treatment Program (SOTP-R)** is a high intensity program designed for high risk sexual offenders (ordinarily, inmates with multiple sex offenses, or a history of contact sexual offenses). The SOTP-R is offered at FMC Devens and USP Marion.
- The **Non-residential Sex Offender Treatment Program (SOTP-NR)** is a moderate intensity program designed for low to moderate risk sexual offenders. Many of the inmates in the SOTP-NR are first-time offenders serving a sentence for an internet sex crime. All SOMP institutions offer the SOTP-NR. SOTP-NR is available at 8 male institutions and 1 female institution.
- Inmates completing the SOTP-NR and the SOTP-R are expected to participate in community treatment services (if they receive community placement) provided by the Community Treatment Services Section of the National Reentry Affairs Branch.

Since the implementation of the current program model in 2005, 1,490 inmates have completed a Sex Offender Treatment Program. Currently, there are 270 inmates participating in treatment, and 3,007 are awaiting placement in treatment. To maximize public safety and taxpayer value, the Bureau ensures that programming slots are available for sexual offenders with a moderate-to-high risk of re-offending.

Commitment and Treatment Program (CTP). The Adam Walsh Child Protection and Safety Act requires the BOP, Sex Offender Certification Review Branch, to review releasing sex offenders for possible certification as sexually dangerous persons. The BOP has designated FCI Butner as the facility where certified, post-sentence persons and civilly committed sex offenders will be transferred for treatment. Presently, there are 64 civilly committed sex offenders in the CTP, of these 29 are participating in the treatment program.

f. Chaplaincy Services

Chaplains

The BOP employs full-time chaplains in all institutions to accommodate the constitutional right to the free exercise of religion, manage religious programs, and provide pastoral care to inmates and staff. Chaplains routinely evaluate the needs of inmates in the institution and facilitate programs which address those needs. Chaplaincy Services departments offer programs directly related to spiritual development, community reentry, family relationships, personal responsibility, and basic religious instruction. Chaplains provide spiritual programs across the spectrum of faiths represented in the inmate population. Chaplains also train and familiarize staff regarding diverse religious beliefs and practices of inmates, while providing guidance for institution compliance with the First Amendment and legal standard established by the Religious Freedom Restoration Act, and the Second Chance Act of 2007. The passage of the Second Chance Act of 2007 ushered in the opportunity to utilize mentors to assist in the reentry efforts of ex-offenders back to the

community. Mentor Coordinator positions have been allocated at several Life Connections and Threshold Program sites to develop and expand the mentoring components of the programs.

Religious Volunteers and Contractors

Volunteers and contractors participate with chaplains in providing support to the many faith-based programs authorized to meet. Prior to any service rendered, religious volunteers and contractors have credentials verified and are screened through a national volunteer/contractor database to enhance institutional security. All religious volunteers and contractors are monitored consistent with their security clearance.

Religious Diet

A religious diet program is available in the BOP. The religious diet program offers religiously certified foods for those whose religious dietary needs necessitate a certification, and a mainline no-flesh component, which allows inmates to self-select from foods to meet their religious dietary needs.

Life Connections and Threshold Programs

The Life Connections and Threshold Programs offer inmates the opportunity to improve critical areas of their life within the context of their personal faith or value system. Both programs are open to inmates of all faith persuasions, including those who do not claim a religious preference, and who meet the participation criteria.

In FY 2002, the BOP established the Life Connections Program (LCP), an 18-month multi-faith residential program in five institutions. The institutions are FMC Carswell (TX), FCI Leavenworth (KS), FCI Milan (MI), FCI Petersburg (VA), and USP Terre Haute (IN).

The LCP provides opportunities for the development of the participating inmates' faith commitment, with a goal of providing the necessary life skills and tools for successful transition back to their respective communities. The LCP consists of a multi-phase program which instills values and character through a curriculum of personal, social and moral development. Two phases of mentoring,--incarceration and post-incarceration phase--are also provided to the LCP inmates. In addition, the program is being carried out in partnership with a broad spectrum of faith-based contractors, volunteers, and community organizations.

Inmates not eligible for the residential LCP have the opportunity to participate in the Threshold program. Threshold is a non-residential spiritual and values-based program taught by chaplains and volunteers over a six to nine month period. This program strengthens an inmate's institutional adjustment and community reentry efforts. In FY 2018, approximately sixty institutions offered the Threshold program. This will be maintained in FY 2019 and FY 2020.

Volunteer Services

The National Reentry Affairs Branch in the Reentry Services Division has oversight for the BOP's volunteer program. Reentry Affairs Coordinators manage volunteer services at their local institution, including: local recruitment, clearance and security compliance, training, file management, and recognition of volunteers. Volunteers provide an array of services – from one-



on-one intensive mentoring and structured program and service delivery to transition support in the institutions, RRC's, and into the post-release phase. During FY 2018, over 9,300 volunteers provided services at BOP facilities during the year. There were also numerous other individuals who provided volunteer services such as employment seminars, family reunification activities, and mock job fairs.

g. **Occupational & Employee Health**

The BOP's major occupational and employee health responsibilities and initiatives include:

- Pre-Employment Medical Assessments
- Medical/psychological Fitness for Duty
- Drug Free Work Place program
- Workers' Compensation case management
- Industrial Hygiene technical expertise throughout the BOP for all issues and questions concerning: respiratory protection program, hearing conservation program, air quality, mold, asbestos exposure, and industrial processes
- Employee Health to include addressing outbreaks at institutions which would affect BOP employees and Bloodborne Pathogen Program for staff
- OSHA Recordkeeping
- Medical input into reasonable accommodation/medical leave/FMLA/LWOP throughout the BOP

h. **Environmental & Safety Compliance**

- The Environmental and Safety Compliance Branch provides national oversight authority and staff assistance in three program areas: Environmental Compliance, Fire Protection., and Occupational Safety.
- The Environmental Compliance Section provides technical expertise throughout the agency for all issues and questions concerning the environmental management system (EMS). Often, this is accomplished by conducting environmental compliance and EMS audits at all facilities.
- The Fire Protection Section provides technical expertise throughout the BOP for all issues and questions concerning compliance with the National Fire Codes. In addition, this section provides oversight, coordination, evaluation, and monitoring of policy for all facilities fire protection and life safety projects.
- The Occupational Safety Section provides technical expertise throughout the BOP for all issues and questions concerning compliance with the Occupational Safety and Health Administration regulations. In addition, this Section conducts audits and provides staff assistance to facilities.
- Pursuant to the Homeland Security Presidential Directive 5 (HSPD-5) and the BOP's implementation of the National Incident Management System safety, officers serve as subject matter experts for any chemical, biological, radiological, nuclear, and explosive incidents. Additionally, the incident response section designs and implements "shelter-in-place" plans, decontamination protocols, and training for all facilities.



2. Performance and Resource Tables

Performance and Resource Table											
Decision Unit: Inmate Care and Programs											
Resources		Target		Actual		Projected		Changes		Requested (Total)	
		FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Total Costs and FTE		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		38,557	7,114,000	38,557	7,114,000	38,557	7,114,000	(34)	(52,047)	38,523	7,061,953
Type	Performance	FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Program Activity	Inmate Care and Programs	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		13,705	2,713,251	13,705	2,713,251	13,705	2,713,251	0	(61,428)	13,705	2,651,823
Performance Measure	# of Inmates Completing Literacy Program	3,500		3,249		3,000		140		3,140	
Performance Measure	# of Inmates Participating in the Residential Drug Abuse Treatment Program	16,400		15,619		15,700		400		16,100	

Federal Bureau of Prisons



Data Definition: Currently, the Literacy Program measure identifies the number of inmates receiving a certificate for completing the General Educational Development (GED) program. The GED Tests measure high school level skills and knowledge. The GED credential is the most widely accepted high school equivalency credential. The Residential Drug Abuse Program (RDAP) measure is the projected number of BOP inmates who participated in the RDAP within the Fiscal Year.

Data Validation and Verification: Institution education staffs verify and record inmates' high school or General Educational Development (GED) attainment in the SENTRY Education Data System when inmates enter BOP custody, or when they pass the GED Tests and obtain a high school equivalency credential. GED completion data is provided by the GED Testing Service, American Council on Education. GED completion information is posted in the BOP's internal Website (intranet) monthly and all agency personnel have access to the information. Data is collected/entered into the BOP's SENTRY data system and the Bureau Electronic Medical Record (BEMR). Data is collected/entered primarily by Case Managers, Drug Abuse Treatment Specialists and Drug Abuse Treatment Coordinators in the institutions. SENTRY data tracks the inmate's status in RDAP. BEMR tracks the inmate's clinical progress, including: treatment plans; 60 day treatment reviews; group contacts; individual contacts; treatment summaries, etc. Current and historical data uploads from SENTRY are provided monthly. (Although weekly data is available for current participants, it is necessary to use the monthly files to match the historical data). A Statistical Analysis Software (SAS) program was written to identify the number of offenders in BOP custody who were identified in SENTRY as DAP PART (Drug Abuse Program Participation) or DAP PART D (Drug Abuse Program Participation Dually Diagnosed – Mental Illness and Drug Abuse) or DAP PART S (Drug Abuse Program Participation Spanish – Non-English speaking US Citizens) assignments for the current Fiscal Year. Both SENTRY and BEMR are stored electronically. Signed documents are inserted in the inmate's Central File and in some cases scanned and digitally stored in BEMR. Completion numbers are monitored by field education staff via monthly GED statistical reports posted on the agency's intranet. Validation is conducted by the Drug Abuse Program Coordinator through regular treatment meetings, supervision and inmate file and data reviews. Data Verification is conducted through SENTRY data which are monitored by Central Office and the Regional Offices no less than monthly. Also verification is done through routine review of BEMR records in the course of daily activities of inmate documentation related to the RDAP. Examples of reviews conducted include, but are not limited to: programs are operating as intended; participant status and progress are documented appropriately; BEMR documentation meets the clinical standard as outlined by policy and training; inmates are interviewed for RDAP appropriately; and to ensure all inmates qualified for the RDAP are receiving the RDAP before their release from BOP custody.

Data Limitations: Due to the unpredictable environment in prisons, uncertain funding, and other external factors, there may be discrepancies between projected and actual numbers. Most plans are developed based on historical data, past experience and joint agency efforts to project for the future.

Federal Bureau of Prisons



PERFORMANCE MEASURE TABLE									
Decision Unit: Inmate Care and Programs									
Performance Report and Performance Plan Targets		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018		FY 2019	FY 2020
		Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Performance Measure	Increase the # of Inmates Completing Literacy Program	6,598	6,184	6,456	2,667	3,500	3,249	3,000	3,140
Performance Measure	# of Inmates Participating in the Residential Drug Abuse Program	18,102	18,304	17,848	16,641	16,400	15,619	15,700	16,100

3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

Number of Inmates Completing Literacy Program: This measure identifies the number of inmates enrolled in a high school equivalency literacy program receiving a certificate for successfully completing the General Educational Development (GED) assessment. The GED offers adults who did not complete traditional high school an opportunity to pursue education and career opportunities once released to the community. Additionally, beginning in FY 2017 the Bureau accepted non-GED credentials earned through passing the HiSet and TASC high school equivalency tests.

In FY 2018, 3,249 inmates obtained the GED credential. The transition to a more difficult, computer-based test resulted in fewer completions than FY 2016, however, FY 2018 saw a rise in completions from FY 2017 and this number is expected to rise now that all computer-based sites have been activated. For FY 2019, the BOP is projecting 3,000 completions and 3,140 for FY 2020. In January 2014, a new version of the GED test was released with modified content and a computer-based delivery method. As of September 2018, all BOP GED testing centers have been converted to computer-based GED testing.

As part of converting paper-based GED testing to computer-based testing, each BOP institution has been provided with a variety of resource materials designed to assist teachers in guiding students to successful certificate attainment and monitoring their learning progress. The GED Testing Service provides an 8-hour, hands-on training for the new assessment content to all education staff responsible for GED instruction, consistent with funding availability, at the agency's National Corrections Academy in Aurora, Colorado. Training on the modified content is ongoing, and professional development is available through BOP Learn (an in-house learning system) and intranet posting. This training takes educators through an overview of the new GED 2014 test standards, instructional practices, and evidence based writing using the BOP's standardized GED 2014 textbooks.

Number of Inmates Participating in the Residential Drug Abuse Treatment Program (RDAP): In FY 2018, the number of inmates participating in RDAP was 15,619. The fiscal year results were 781 less than initially projected due to the loss of drug treatment program positions. The BOP is projecting 15,700 participants in FY 2019 and 16,100 in FY 2020.



b. Strategies to Accomplish Outcomes

The BOP will continue to provide productive work, education, occupational training, and recreational activities that have a clear correctional management purpose to minimize inmate idleness, while preparing inmates for employment opportunities and a successful reintegration upon release. The BOP will develop and provide programs to address inmates' identified needs and target inmates with the highest risk of recidivating.

The agency's strategy includes a strong component of partnership building with community organizations, state, local, and other federal agencies. The partnerships provide inmates with an increased level of continuity of care, as well as access to resources to assist with housing, employment, and medical and mental health care.

Drug Abuse Treatment

The BOP continues to develop evidence based treatment practices to manage and treat drug-using offenders. The BOP's strategy includes early identification through a psychology screening, drug education, non-residential drug abuse treatment, intensive residential drug abuse treatment and community transition treatment, as discussed earlier.



B. Institution Security and Administration

Institution Security and Administration	Direct Pos.	Estimate FTE	Amount
2018 Enacted	23,507	23,507	3,240,924
2019 Continuing Resolution	23,507	23,507	3,240,924
Adjustments to Base and Technical Adjustments	0	0	65,281
2020 Current Services	23,507	23,507	3,306,205
2020 Request	23,507	23,507	3,306,205
Total Change 2019-2020	0	0	65,281

1. PROGRAM DESCRIPTION: Institution Security and Administration

This budget activity covers costs associated with Institution Security and Administration, Institution Maintenance, and Institution Staff Training.

For FY 2020, the BOP is requesting \$1.813 billion for Institution Security, \$720.3 million for Institution Administration, \$729 million for Institution Maintenance, and \$44 million for staff training.



a. Institution Security and Administration

All institutions are assigned a security classification level based in part on the physical design of each facility. There are four security levels: minimum, low, medium, and high. Additionally, there is an administrative category for institutions with a variety of specialized populations, such as pre-trial, medical, mental health, and sex offenders. Based on BOP research, female offenders generally do not require the same degree of security as male offenders. Therefore, a modified classification system is used for female inmates. Females may also be placed in state and local facilities.

Each inmate is tracked through BOP's SENTRY Information System. Offenders are assigned a security and custody status, which relates to the degree of supervision needed and ensures that offenders are placed in the least restrictive and least costly correctional environment appropriate to their custody and security level needs. The result is a grouping of offenders with similar custodial needs in an institution, and a relative reduction in the mixing of aggressive and non-aggressive offenders.

Within each institution, Correctional Officers are assigned to security posts that are primarily established on the basis of structural/visual considerations. The two basic categories of security are external security and internal security. External security consists of a walled or fenced perimeter supplemented by staffed security towers and/or armed mobile perimeter patrols. There is also razor wire strung between a double fence with high mast lighting to illuminate the perimeter, and highly technical equipment such as alarm systems, and video surveillance. Entrances through the perimeter are controlled by a series of gates, electrical and manual,



supplemented by metal detection systems and search procedures for weapon and contraband control. BOP has fully incorporated Closed Circuit Television technology in its institutions, which has enhanced supervision and provides valuable intelligence in the management of federal inmates. For practical purposes, all other security measures, processes, and activities can be called internal security, commencing when an inmate is admitted and terminating upon his or her release.

Staff supervise inmates in living units, work areas, visiting areas, dining halls, and any other area where inmates may be located or have access. Regularly scheduled counts are conducted several times a day (five on weekdays, six on weekends) in all institutions to monitor the whereabouts of inmates. Work supervisors and program personnel are held strictly accountable for all inmates under their supervision.

Violations of institution regulations are handled through the Inmate Disciplinary Process. Correctional staff members conduct investigations of the alleged misconduct and forward the findings to the Unit Discipline Committee. Depending on the seriousness of the charge, the Unit Discipline Committee will make a finding, or refer the report to the Discipline Hearing Officer for disposition. When practical, inmates have the opportunity to participate in, and present evidence at a due process hearing before findings are made. Inmates may appeal these decisions using the administrative remedy process.

Administrative Detention provides for the separation of inmates who require closer supervision and monitoring from those in the general population. Such cases include, but are not limited to, protective custody, serious escape risks, threats to the security and orderly running of the institution. Disciplinary Segregation provides for segregation of offenders found guilty of violations of rules through the Inmate Disciplinary Process.

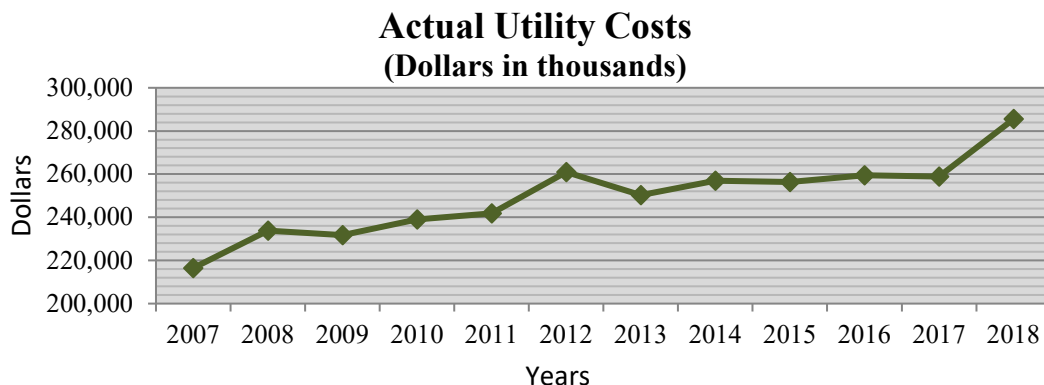
Investigative staff members continue to gather and share a wide variety of intelligence information and products with other law enforcement entities. Staff members are routinely forwarding counter terrorism intelligence data and referrals to the National Joint Terrorism Task Force; local Joint Terrorism Task Force(s); Federal Bureau of Investigation (FBI) Counterterrorism Division; and Central Intelligence Agency liaison personnel. Additionally, a significant amount of data regarding inmate financial transactions, telephone calls, and correspondence are available to law enforcement entities through the Department of Justice's Law Enforcement Information Sharing Program (LEISP).

b. Institution Maintenance

The Facility Maintenance program adequately maintains and safely operates the physical plants of BOP institutions. Facilities vary in age from those recently constructed to those 100 or more years old. Thirty-six of the BOP facilities are over 50 years old. As of December, 2017, BOP facilities are situated on 47 thousand acres of land and contain approximately 66 million square feet of floor area, all of which must be maintained and furnished with utility services. Each institution maintains communication systems including complete private automatic branch exchange telephone systems, radio systems including base station and mobile units, and several electronic detection and control systems.



Complex heating and air conditioning systems, high pressure steam power plants, sophisticated hospital equipment, emergency electrical power systems and fire protection, and life safety systems all require regular maintenance. The following graph illustrates the obligations for actual non-salary utility costs, with about \$285 million incurred in FY 2018.



Physical plant requirements are identified through regular inspections conducted in the on-going preventive maintenance program, formal semi-annual inspections, and requests for specific needs identified by institution staff members. This program finances maintenance and minor improvement projects that normally cost \$10,000 or less. However, there are policy guidelines that allow funding of maintenance projects (work requests) costing more than \$10,000 in certain circumstances. Some exceptions would include emergencies or security threats such as hurricanes or disturbances. Maintenance and repair requirements in excess of \$10,000 are normally included in the "Modernization and Repair" program of the Buildings and Facilities budget.

Inmate crews under staff supervision accomplish the work within the maintenance program almost entirely. Each work crew consists of a staff foreman and 10 to 20 inmates. Each institution must have highly skilled staff with experience and training in every phase of construction and maintenance work including steam fitting, air conditioning, mechanics and/or electronics repair. A few specific jobs are contracted out because special skills or equipment items are required, or because the work may be extremely dangerous. Examples of these jobs include elevator inspection and repair, radio frequency alignment, and water tower painting.

c. **Institution Staff Training**

The Staff Training Academy (STA) at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia, provides introductory and advanced correctional training for BOP law enforcement staff. The Introduction to Correctional Techniques (ICT) program is a five-week program for a total of 184 hours of instruction that is taught in two phases. Phase I consists of two-weeks of training at the institution and Phase II consists of a three-week training program at the STA.

The STA oversees the curriculum development and administration of the three week (104 hours) ICT Phase II course. ICT, Phase II consists of 80 hours of program instruction that covers correctional supervision principles, national policy guidelines, interpersonal communication



skills, offender characteristics, principles of diversity and inclusion, legal issues, self-defense techniques, hostage situations, ethics, special offenders, inmate discipline, practical exercises, physical abilities testing, and 24 hours of firearms training and certification with three different weapons. Successful completion of this program (academics, firearms, and the Physical Abilities Test) is required for continued employment of newly hired staff entering into law enforcement positions.

The STA provides advanced correctional skills training in disturbance control, firearms, bus operations, self-defense, baton, marksman/observer, and witness security escort. The Academy also provides training for trainers in cardiopulmonary resuscitation (CPR), automated external defibrillator (AED), disturbance control, firearms, self-defense, baton, and marksman/observer.

The Management and Specialty Training Center (MSTC) in Aurora, Colorado, provides senior level training courses, Distance Learning programs and audio visual products for the BOP. The training offered at the MSTC is competency-based, providing participants the opportunity to progressively develop leadership skills and specialty competencies. A wide range of courses are available for institution Executive Staff, Department Heads, Supervisors, and Technical Support Staff. These courses include training for Correctional Services, Correctional Programs, Food Service, Finance, Human Resources, Education, Drug Treatment, Psychology, Religious Services, Trust Fund, and many other training specialties. In addition to preparing staff for position specific responsibilities, the MSTC also provides training in collateral responsibilities such as: Hostage Negotiations, Discipline Hearing Officer, and EEO Counselor among others. All classes are evaluated for effectiveness, and an analytical review of participant performance is conducted through a critique of pre/post test scores or performance-based evaluations.

The MSTC (part of the National Corrections Academy along with the National Institute of Corrections) serves as host to large scale training events for most BOP disciplines as well as a focal point for collaboration in training development and delivery with other DOJ agencies. The BOP's History Museum, which captures the agency's rich history and traditions through various displays including documents, pictures, and artifacts, is hosted at the National Corrections Academy, under the direction of the MSTC, to increase its availability to approximately 10,000 state, local, and federal correctional professionals that come to the NCA/MSTC annually.

To maximize the use of training funds, the MSTC develops and provides several alternatives to residential courses that include Distance Learning programs via web-based courses on BOP-Learn, video productions, and videoconferencing. With the addition of various new technologies, the MSTC has improved capabilities in audiovisual services, video on demand, versatile classroom configurations, high-definition videoconferencing, and state-of-the-art classroom technologies.

The Human Resource Services Center (HRSC) located in Grand Prairie, Texas, is comprised of four components: the Consolidated Processing Unit, the Consolidated Benefits Unit, the Consolidated Staffing Unit, and the Security Background Investigation Section. The HRSC supervises and directs the overall management of Human Resources shared services for the Central Office, 6 Regional Offices, and 122 institutions that employ more than 343,400 staff.

2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE											
Decision Unit: Institution Security and Administration											
RESOURCES		Target		Actual		Projected		Changes		Requested (Total)	
		FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Total Costs and FTE		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		38,557	7,114,000	38,557	7,114,000	38,557	7,114,000	(34)	(52,047)	38,523	7,061,953
TYPE	PERFORMANCE	FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Program Activity	Institution Security and Administration	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		23,507	3,240,924	23,507	3,240,924	23,507	3,240,924	0	65,281	23,507	3,306,205
Performance Measure	Rate of serious assaults in Federal Prisons (Rate/5,000)*	11		6		11		0		11	
Performance Measure	% of staff on-board at BOP Inst.	98%		88%		88%		0		88%	
Performance Measure	Medium & high security crowding	Med = 21% High = 24%		Med = 17% High = 26%		Med = 17% High = 15%		Med = 3% High = 3%		Med = 20% High = 18%	
Outcome	Escapes from Secure Institutions	0		0		0		0		0	
Outcome	System-wide Crowding	16%		13%		12%		3%		15%	
*Due to the time required to adjudicate allegations of assaults, there is a lag between the occurrence and reporting guilty findings. Therefore, the figures reported represent incidents that were reported for the preceding twelve months ending several months before the end of the FY. Beginning with the FY 2007 data, data focused on the rate of serious assaults (inmate on inmate per 5,000), which is a more meaningful safety indicator for BOP facilities.											
Data Definition: Reported assault rate is based on guilty findings of serious assaults. Serious assaults involve serious physical injury being attempted or carried out by an inmate, as well as armed assaults on the institution’s secure perimeter. The crowding levels are based on a mathematical ratio of the number of inmates divided by the rated capacity of the institutions at each of the specific security levels. The percent of crowding											



represents the rate of crowding that is over rated capacity. For example, if an institution had a number of inmates that equaled the rated capacity, this would represent 100% occupancy, which equals 0% crowding. Any occupancy above 100% represents a percentage of crowding. System-wide: represents all inmates in BOP facilities and all rated capacity, including secure and non-secure facilities, low, medium, and high security levels, as well as administrative maximum, detention, medical, holdover, and other special housing unit categories. Medium security facilities: strengthened perimeters, mostly cell-type housing, work and treatment programs and a lower inmate-to-staff ratio than low security facilities. High security facilities: also known as U.S. Penitentiaries, highly secure perimeters, multiple and single cell housing, lowest inmate-to-staff ratio, close control of inmate movement. All BOP institutions are assigned a security classification level based in part on the physical design of each facility. Additionally, there is an administrative category for institutions that house a variety of specialized populations such as pre-trial, medical, mental health, and sex offenders. Low, medium, and high security levels and administrative institutions are defined as “secure,” based on increased security features and type of offenders designated.

Data Validation and Verification: The most senior managers in the agency conduct annual reviews of institution performance including assaults and other misconduct. Additionally, during Program Reviews (which are conducted at least every three years), annual operational reviews, and Institution Character Profiles (which are conducted every three years), reviews of assaults and other misconduct patterns are accomplished. The SENTRY system is the BOP’s operational data system, whereas the Management Analysis Portal (MAP) aggregates the SENTRY data and provides an historical perspective. Subject matter experts review and analyze population and capacity levels daily, both overall and by security level. BOP institutions print a SENTRY report, which provides the count of inmates within every institution cell house. The report further subdivides the cell houses into counting groups, based on the layout of the institution. Using this report, institution staff conduct an official inmate count five times per day to confirm the inmate count within SENTRY. The BOP Capacity Planning Committee (CPC), comprised of top BOP officials, meets quarterly to review, verify, and update population projections and capacity needs for the BOP. Offender data are collected regularly from the Administrative Office of the U.S. Courts by the BOP Office of Research and Evaluation in order to project population trends. The CPC reconciles bed space needs and crowding trends to ensure that all available prison space is fully utilized, both in federal prisons and in contract care. The most senior managers in the agency conduct annual reviews of institution performance including escapes. Additionally, during Program Reviews (which are conducted at least every three years), annual operational reviews, and Institution Character Profiles (which are conducted every three years), reviews of escapes (including attempts) are conducted, along with other inmate misconduct. Data for the rate of serious assaults is collected from the BOP’s operational computer system (SENTRY), specifically the Chronological Disciplinary Record (CDR) module, which records all disciplinary measures taken with respect to individual inmates. This data is maintained and stored in the BOP’s management information system (MAP and the Institution Management Dashboard), which permits retrieval of data in an aggregated manner. The data represents guilty findings of serious assaults on inmates. Data for the escape measure are taken from the Significant Incident Reports submitted by the institution where the incident occurred. This has become an automated process, which went nationwide in August of 2009, known as the TruIntel system. The data is captured in data sets and made available to the Office of Research and Evaluation, which analyzes the data and makes the escape information available through the MAP, specifically the Institution Management Dashboard. Data are gathered from several computer systems. Inmate data are collected on the BOP on-line system (SENTRY). The BOP also utilizes a population forecast model to plan for future contracting and construction requirements to meet capacity needs.

Data Limitations: The data represents the number of guilty findings for assaults over a twelve-month period per 5,000 inmates. Due to the time required to adjudicate allegations of assault, there is a lag between the occurrence of the assault and reporting of guilty findings. Due to accelerated reporting requirements (within 15 days of quarter and fiscal year end) and to provide a more accurate assault rate, the BOP is using 12 months of completed/adjudicated CDR data for each quarter and end of fiscal year reporting, showing 12 month periods ending the last month of the previous quarter. Due to the unpredictable environment in prisons and other external factors, there may be discrepancies between projected and actual numbers contained in the performance tables. Most plans are developed based on historical data, past experience and joint agency efforts to project for the future. In addition, budget delays and shortfalls also affect performance results.



PERFORMANCE MEASURE TABLE									
Decision Unit: Institution Security and Administration									
Performance Report and Performance Plan Targets		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018		FY 2019	FY 2020
		Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Performance Measure	Rate of serious assaults in Federal Prisons (Rate /5,000)	7/5,000	8/5,000	7/5,000	6/5,000	11/5,000	6/5,000	11/5,000	11/5,000
Performance Measure	Increase the % of staff on-board at BOP institutions to facilitate programming and maintain safety and security	90%	91%	89%	97%	98%	88%	88%	88%
Performance Measure	Manage medium & high security crowding to assess needs for additional staff and beds	M = 39% / H = 52%	M = 32% / H = 47%	M = 22% / H = 31%	M = 18% / H = 24%	M = 21% / H = 24%	M = 17% / H = 26%	M = 17% / H = 15%	M = 20% / H = 18%
OUTCOME Measure	Escapes from Secure Institutions	0	0	0	1	0	0	0	0
OUTCOME Measure	System-wide Crowding	30%	23%	16%	13%	16%	13%	12%	15%



3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

Escapes from Secure Institutions: As illustrated in the preceding Performance and Resource Table, the outcome measure for the Institution Security and Administration decision unit is “Escapes from Secure Institutions.” In FY 2018, the BOP had zero escapes and the performance targets for FY 2019 through FY 2021 will remain at zero. It should be noted that minimum security or camps are not classified as secure institutions.

Rate of Serious Assaults in Federal Prisons: Every reasonable precaution is taken to ensure that inmates are provided with a safe and secure environment in facilities according to their needs. While it is the objective of the Department and BOP to eliminate all serious assaults, the target reflects projections based on historical data and observed trends. These data represent the number of serious assaults over a 12-month period per 5,000 inmates. Due to the time required to adjudicate allegations of assault, there is a lag between the occurrence and reporting guilty findings. Accordingly, the figure reported represents incidents that were reported for the preceding 12 months ending several months before the end of the fiscal year. BOP was within its target for FY 2018 with 6/5,000 serious assaults. For FY 2019 through FY 2021 the target will remain at 11/5,000. To enhance safety, we added a second officer to the housing units at our high-security institutions and issued stab resistant vests for all staff at high-security institutions, detention centers, and jail units. Pepper spray has been issued to all staff at high and medium security institutions, detention centers, medical centers, and jail units, and cut and puncture resistant gloves have been made available to all staff for use when conducting searches. The Bureau also continued deploying new contraband-detecting technologies, including thermal fences, enhanced walk-through metal detectors, and whole-body imaging devices. These changes help keep our staff safe, and that helps keep America safe.

Percentage of Staff On-board at BOP Institutions: This measure provides the percentage of staff on-board compared to the number of positions at BOP facilities. Managing the crowded federal prison population is particularly challenging at the high security level as more than half of the inmates in this population have sentences in excess of 12 years. Moreover, 79 percent of high security inmates have been sanctioned for violating prison rules, 92 percent of high security inmates have a history of violence, and more than one out of every four inmates at high security institutions is gang affiliated. In FY 2018, the BOP’s actual percentage of staff on board at BOP facilities was 88 percent. The BOP’s target for FY 2019 and FY 2020 will be 88 percent of authorized positions.

Medium and High Security Crowding Conditions: BOP facilities continue to have high crowding rates at high security facilities, which BOP research suggests contributes to increases in the number of serious assaults. The focus with this measure is to manage overcrowding in prisons and ensure inmate care and safety, as well as the safety of BOP staff and surrounding communities. System-wide crowding is a percentage derived from dividing



the number of inmates by the rated capacity (beds) of BOP facilities. Targets reflect planned beds associated with anticipated base funding levels and do not represent BOP goals.

BOP's medium and high security crowding level targets for FY 2018 through FY 2020 are:

Medium Security Targets

FY 2018 – 17 percent

FY 2019 – 17 percent

FY 2020 – 20 percent

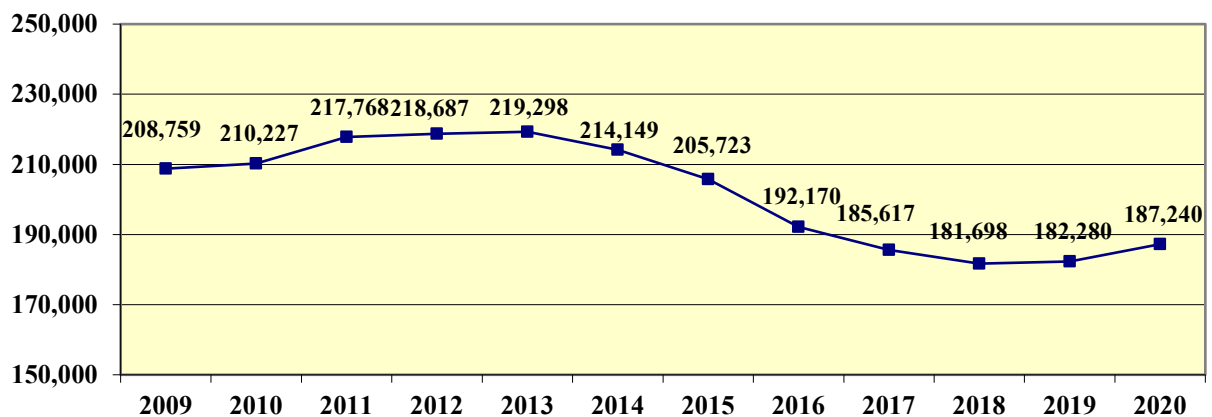
High Security Targets

FY 2018 – 26 percent

FY 2019 – 15 percent

FY 2020 – 18 percent

POPULATION GROWTH



Notes on Population Data:

The chart above includes actual population for FY 2009 through FY 2018 and projected population numbers for FY 2019 through FY 2020. The population projections are based on data and information from a variety of sources including the Administrative Office of the U.S. Courts, the U.S. Sentencing Commission, other DOJ components, and the BOP's own information system (SENTRY).

b. Strategies to Accomplish Outcomes

The BOP will continue to explore opportunities to add capacity efficiently and cost-effectively through expansions of existing facilities, the acquisition and conversion of military and other properties to prison use, and the use of contract facilities, as funding permits. Through the on-going maintenance program (Modernization and Repair), the BOP maintains the infrastructure of federal prisons to promote the safety of Correctional Officers and inmates. The BOP will continue to monitor staffing ratios, inmate misconduct, and schedule regular American Correctional Association accreditation/re-accreditation for its facilities. The BOP will strive to increase staffing to enhance safety as funding permits.



C. Contract Confinement

Contract Confinement	Direct Pos.	Estimate FTE	Amount
2018 Enacted	299	299	909,182
2019 Continuing Resolution	299	299	909,182
Adjustments to Base and Technical Adjustments	-34	-34	-42,457
2020 Current Services	265	265	866,725
2020 Request	265	265	866,725
Total Change 2019-2020	-34	-34	-42,457

1. PROGRAM DESCRIPTION: Contract Confinement

This budget activity covers costs associated with BOP inmates in contract care, costs associated with management, and oversight of contract confinement functions (and for the National Institute of Corrections). As of December 13, 2018, 15.6 percent of the BOP inmate population is housed outside of BOP facilities in alternative confinement. This includes private prisons, Residential Reentry Centers (RRCs or halfway houses), state and local facilities, and home confinement. In 2013, the Residential Reentry Management (RRM) Branch implemented a management consolidation from six regions to three sectors. The RRM Branch now provides management oversight to three sector management teams that in turn provide oversight to the 23 RRM field office locations throughout the nation.

The following chart provides estimated funding (dollars in thousands) amounts for key programs funded in Contract Confinement decision unit:

Program Area	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual
Residential Reentry Centers	\$368,493	\$359,914	\$377,646	\$411,588	\$342,466
Private Prisons	\$639,222	\$542,580	\$564,912	\$451,922	\$450,904

a. Residential Reentry Centers (RRCs)

RRM staff oversee contracted community-based confinement facilities nationwide, as well as provide case management services for inmates and perform liaison activities with the U.S. Marshals Service (USMS), U.S. Probation Office, U.S. Parole Commission (USPC), Federal Courts, other federal agencies, state and local government agencies.

Since January 1982, the number of inmates managed in contract RRCs has increased from a daily population of 1,425 to a daily population of 9,435 as of November 27, 2018. The BOP has approximately 230 RRCs throughout the nation which provide services to federal offenders, all of whom are preparing for their release to the community. These inmates are transferred from federal institutions to RRCs near the end of their sentence for transitional



programming. Gainful employment and the reestablishment of family ties are the major aspects of transitional programs. Home confinement is the last phase of incarceration for offenders who have demonstrated personal responsibility and positive programming while in BOP custody. Strict accountability procedures are required for inmates on home confinement to continue the sanction of the sentence.

b. Privatized Facilities

Since the mid-1980s, the BOP has contracted for the confinement of sentenced offenders in secure facilities. This improved BOP's flexibility to manage a rapidly growing inmate population and to help control crowding, especially in the BOP's low security facilities. The BOP has found that contract confinement is particularly suited to low and minimum security offenders. As of May 31, 2018, 72 percent of the inmates housed in the BOP contract facilities are low security, sentenced criminal aliens.

The BOP remains vigilant and continues to monitor, evaluate, and make appropriate changes to the management and oversight of contracts. The centralized oversight and administration of these facilities ensures consistent, cost effective contract administration procedures across various regions and for different types of contracts.

Through the Privatization Management Branch (PMB), the BOP oversees the operation of secure contract facilities. Contracts are with private companies for facility operations. Staff from the PMB ensure that contractors adhere to established performance standards and facilitate communications between contract facilities and the BOP. The BOP is the largest user of secure contract confinement among all correctional jurisdictions in the country, with more than 19,000 inmates in 11 privately managed secure facilities. Additionally, over 10,700 inmates are in RRCs, home detention, short-term detention, juvenile facilities, or long-term boarder facilities operated by state correctional departments.

Several categories of federal offenders (including inmates who are under probation or supervised release but need more intensive services and/or programs than can be provided under probation) are confined in smaller numbers in state, local, and private facilities. There are approximately 36 juveniles who must be separated from adult offenders and are placed as close to their respective residence as possible in state, local, and privately run community-based and secure facilities. Adult offenders whose lives might be endangered in federal facilities (protection cases) are placed in state correctional facilities. Offenders whose short sentences preclude transfer to a federal facility are placed in local jails to serve their sentences.

Approximately 19 percent of the BOP inmate population are non-U.S. citizens. The BOP, ICE, and the Executive Office for Immigration Review (EOIR) work together to facilitate the Enhanced Institution Removal Programs (IRPs), first implemented in 1997. Fourteen institutions and contract facilities provide either TeleVideo capabilities or courtroom and office space for ICE and EOIR staff to process and complete deportation decisions. The expansion of TeleVideo is progressing within the BOP facilities. The goal of the IRP is to complete removal proceedings for non-U.S. citizen inmates while serving their sentence, thus allowing ICE to remove them from the U.S. immediately upon release from BOP



custody. As a result, ICE can minimize the number of non-U.S. citizen inmates detained after expiration of their sentence, and the BOP can manage its inmate population more efficiently by anticipating the needs of inmates who have a current order of deportation.

Following are Central Office functions for the Residential Reentry Management Branch, Privatization Management Branch, and the National Institute of Corrections:

The Residential Reentry Management Branch (RRMB) is responsible for the general program, policy development, and monitoring for contractual compliance for the BOP's network of approximately 230 RRCs to include contracted facilities as well as those under agreements with state, county or local governmental agreements. RRMB field office staff also review approximately 50,000 referrals for RRC placement each year and monitor each placement until the offender is released from BOP custody. RRMB also works with the contracting branch to offer technical assistance in the acquisition process for RRC services. The three branch sector management teams provide technical assistance to the BOP's 23 RRM offices in the areas of contract oversight, case management and inmate systems management. Responsibility for the BOP's network of contract confinement facilities for federal juvenile offenders also rests with the RRMB.

In addition, RRMB maintains the Memorandum of Understanding (MOU) with the U.S. Marshals Service and the Administrative Office of the U.S. Courts; and administers the MOU with the DC Department of Corrections regarding DC code violations.

The Privatization Management Branch (PMB) has overall responsibility for the administration of privately-operated secure adult correctional facility contracts. The BOP has been contracting with the private sector to help manage its inmate population throughout its more than 75- year history. Contracting with the private sector provides the BOP with the flexibility in managing its inmate population. Activation or cancellation of contract facilities can be relatively quick in response to shifting population pressures.

The PMB coordinates the BOP's efforts in managing a population of more than 19,000 inmates located in contractor operated secure correctional facilities. Staff from this branch oversee the management and operation of facilities, develop new requirements; establish policy and procedures; develop and manage contract budgets; and serve as liaisons between the contractors and the BOP and other members of the federal family.

c. National Institute of Corrections (NIC)

Also included in this decision unit is the National Institute of Corrections, a federal entity that is authorized by statute 18 USC 4351, to provide training, technical assistance, and information services to federal, state, and local correctional agencies-including the BOP. NIC provides technical assistance by sending a technical resource provider and/or staff to the requesting agency, or an individual or team of individuals from the requesting system visits another agency to gain expertise and experience in the specific area of concern.



NIC also provides corrections leaders and staff with information to improve and support their operations. The NIC Information Center is the dedicated information science and curation arm of the agency. It includes the Robert J. Kutak Memorial Library located at the NCA and the NIC website at www.nicic.gov. The Center manages approximately 18,000 corrections and relevant management resources. These resources were accessed online and through the Help Desk by corrections practitioners approximately 1.26 million times in FY 2017.

The FY 2020 request includes an offset of \$19.2 million and 34 positions for the transfer of the NIC to the Office of Justice Programs (OJP)'S National Institute of Justice (NIJ) in order to consolidate all research regarding the criminal justice system.

2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE											
Decision Unit: Contract Confinement											
RESOURCES		Target		Actual		Projected		Changes		Requested (Total)	
		FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Total Costs and FTE		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		38,557	7,114,000	38,557	7,114,000	38,557	7,114,000	(34)	(52,047)	38,523	7,061,953
TYPE	PERFORMANCE	FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Program Activity	Contract Confinement	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		299	909,182	299	909,182	299	909,182	(34)	(42,457)	265	866,725
Workload Measure	#/% of Contract Beds	32,271 / 17%		28,407 / 16%		28,498 / 16%		776 / 0%		29,274 / 16%	
Data Definition: The BOP utilizes privately operated facilities, bed space secured through Intergovernmental Agreements with state and local entities, and community based housing such as Residential Reentry Centers (RRCs or halfway houses) and home confinement.											
Data Validation and Verification: Subject matter experts review and analyze population and capacity levels daily, both overall and by security level. BOP institutions print a SENTRY report, which provides the count of inmates within every institution cell house. The report further subdivides the cell houses into counting groups, based on the layout of the institution. Using this report, institution staff conduct an official inmate count five times per day to confirm the inmate count within SENTRY. The BOP Capacity Planning Committee (CPC), comprised of top BOP officials, meets quarterly to review, verify and update population projections and capacity needs for the BOP. Offender data are collected regularly from the Administrative Office of the U.S. Courts by the BOP Office of Research and Evaluation in order to project population trends. The CPC reconciles bed space needs and crowding trends to ensure that all available prison space is fully utilized, both in federal prisons and in contract care. Data are gathered from several computer systems. Inmate data are collected on the BOP on-line system (SENTRY). The BOP also utilizes a population forecast model to plan for future contracting and construction requirements to meet capacity needs.											
Data Limitations: None known at this time.											

Federal Bureau of Prisons



PERFORMANCE MEASURE TABLE									
Decision Unit: Contract Confinement									
Performance Report and Performance Plan Targets		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018		FY 2019	FY 2020
		Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Workload Measure	#/% of Contract Beds	41,907/ 19%	40,589/ 20%	35,904/ 19%	31,562/ 17%	32,271/ 17%	28,407/ 16%	28,498/ 16%	29,274/ 16%



3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

The BOP ended FY 2018 with 28,407 inmates in contracted beds, which was 16 percent of the total BOP population. The BOP is projecting 28,498 inmates in contracted beds for FY 2019 and 29,274 inmates for FY 2020.

b. Strategies to Accomplish Outcomes

Since the current federal inmate population continues to exceed the rated capacity of BOP facilities, the BOP is taking every possible action to manage institutional crowding and to ensure that federal inmates continue to serve their sentences in a safe and humane environment.



D. Management and Administration

Management and Administration	Direct Pos.	Estimate FTE	Amount
2018 Enacted	1,046	1,046	250,643
2019 Continuing Resolution	1,046	1,046	250,643
Adjustments to Base and Technical Adjustments	0	0	-18,068
2020 Current Services	1,046	1,046	232,575
2020 Program Increases	0	0	4,625
2020 Request	1,046	1,046	237,200
Total Change 2019-2020	0	0	-13,443

1. PROGRAM DESCRIPTION: Management and Administration

This budget activity covers costs associated with general administration and provides funding including oversight functions of the executive staff and regional and central office program managers in the areas of: budget development and execution, financial management, procurement and property management, human resource management, inmate systems management, safety, legal counsel, research and evaluation, and systems support.

The BOP is managed from a Central Office in Washington, DC, where the Director, Deputy Director, and Assistant Directors guide the agency's headquarters functions, along with the six regional offices, each led by a Regional Director. The management staff at each institution, including Wardens, Associate Wardens, Executive Assistants, Camp Administrators, and Jail Administrators, provide overall direction and implement policies. Staff training is provided on site at each institution, central office, regional offices, and training centers; and through external training. The BOP sets and enforces high standards of training for personal and professional conduct in its workforce.

a. Executive Staff

The Executive Staff is comprised of the Director, Deputy Director, six Regional Directors, nine Program Assistant Directors, and the Director of NIC in the central office, which serves as the policy and decision makers for the BOP, with a span of control across the entire agency. They meet regularly in person and via videoconference and teleconference to establish and update strategic plans, goals and objectives, and to assess achievement and redirect strategies as appropriate and consistent with the President's Management Agenda and the DOJ Strategic Plan. The Executive Staff oversees BOP's resources; guides BOP's staffing, training and management development program; sets inmate and capacity standards; and develops and approves budget initiatives and operating plans.



b. Central Office

The Central Office serves as the headquarters for the BOP, which is overseen and managed by Acting Director Hugh J. Hurwitz. Here, national programs are developed and the following divisions provide functional support:

- Administration
- Correctional Programs
- Health Services
- Human Resource Management
- Federal Prison Industries*
- Information, Policy, & Public Affairs
- National Institute of Corrections*
- Office of General Counsel
- Program Review
- Reentry Services*

***Not funded by Management and Administration Program Activity Budget**

Administration Division

The Administration Division provides the resources and support necessary for the BOP to perform in an effective and efficient manner. This includes the development of budget requests, the stewardship of financial resources, and procurement, property management the coordination, and analysis of information related to capacity planning, which covers such varied areas as female offenders, detention needs, and the need for medical facilities. Also, the selection of sites for new prison construction; the design and construction of new correctional facilities; the renovation and maintenance of existing facilities; the development and maintenance of a system of financial systems/services to ensure accountability of inmate commissary funds and the management of merchandise/services to inmates; and other administrative support services required by the organization.

Branches in the Administration Division include:

- | | |
|-------------------------|-------------------------|
| ○ Budget Development | ○ Finance |
| ○ Budget Execution | ○ Procurement Executive |
| ○ Construction | ○ Trust Fund |
| ○ Facilities Management | |

Correctional Programs Division

The Correctional Programs Division (CPD) develops activities and programs designed to appropriately classify inmates, eliminate inmate idleness, and promote the skills necessary to facilitate the successful reintegration of inmates into their communities upon release. Staff are responsible for planning, documenting, monitoring, and providing the delivery of services to inmates such as case management, the agency's Victim and Witness Notification Program and the collection of court-ordered obligations through the Inmate Financial Responsibility Program. The CPD also provides national policy



direction and daily operational oversight of institution correctional services; intelligence gathering; the management of inmates placed in the Federal Witness Security Program; inmate transportation; receiving and discharge, inmate sentence computations, and the processing of inmate mail; emergency preparedness; inmate discipline; and the coordination of the treaty transfer of inmates to other countries. The Division also has responsibilities for a variety of functions in the areas liaison activities with Immigration Customs Enforcement and the U.S. Marshals Service, and secure privatized prisons. CPD staff are responsible for direct oversight of field staff who monitor contract compliance and coordinate the BOP's privatization management efforts.

Branches in the Correctional Programs Division include:

- Correctional Services
- Intelligence and Counter Terrorism
- Correctional Programs
- Designation and Sentence Computation
- Sex Offender Certification Review
- Privatization Management

Health Services Division

The Health Services Division has three primary missions relating to its concerns and responsibilities in medical care, safety and environmental health, and food services:

The health care mission of the BOP is to deliver medically necessary health care to inmates effectively in accordance with proven standards of care without compromising public safety concerns inherent to the BOP's overall mission.

The occupational safety and environmental health mission of the BOP is to provide a safe and healthful environment in which staff and inmates can work and live.

The food service mission of the BOP is to provide healthy, nutritionally-sound, and appetizing meals that meet the needs of the general population and those at nutritional risk.

Branches in the Health Services Division Include:

- | | | |
|------------------------|-------------------------|-------------------------------------|
| ○ Dentist | ○ Food Service | ○ Occupational & Employee Health |
| ○ Nurse | ○ Health Informatics | ○ Quality Management |
| ○ Pharmacist | ○ Health Programs | ○ Safety & Environmental Compliance |
| ○ Psychiatrist | ○ Health Services | ○ Staffing & Recruitment |
| ○ Social Worker | ○ Infectious Disease | |
| ○ Therapist | ○ MAST | |
| ○ Drug-Free Workplace | ○ Medical Des. & Trans. | |
| ○ Financial Management | ○ MSP Advisory Board | |

Human Resource Management Division

The Human Resource Management Division oversees and administers personnel policy and programs developed to address the needs of BOP employees covering all areas of



personnel management. The Human Resource Management Division is a valued essential component of our organizational success, meeting the human resource and developmental needs of the BOP and all its employees. The BOP embraces the human element of our business and invests in the developmental needs of all employees.

Branches in the Human Resource Management Division include:

- Human Resources Office for Central Office Employees
- Human Resource Services Center
- Labor Relations Office
- Learning and Career Development
- Personnel and Staff Development

Information, Policy and Public Affairs Division

The Information, Policy and Public Affairs Division is committed to furthering the mission of the BOP by collecting, developing, and disseminating useful, accurate, and timely information to BOP staff, DOJ, Congress, other government agencies, and the public.

Branches in the Information, Policy and Public Affairs Division include:

- Advanced Systems
- Computer Services Administration and User Support
- IT Planning and Development
- Legislative Affairs
- National Network Communications
- National Policy and Information Management
- Network Management
- Office of Public Affairs
- Office of Research and Evaluation
- Security Technology
- Systems Development

Office of General Counsel

The Office of General Counsel provides legal advice, assistance, and representation to BOP officials in the areas of Correctional Law, Commercial Law, Real Estate and Environmental Law, Inmate Civil and Criminal Litigation, Inmate Remedies, Administrative Claims, Employment Law and Ethics, Freedom of Information and Privacy Acts, Administrative Rulemaking, and legislation affecting the BOP.

Branches in the Office of General Counsel include:

- Commercial Law
- Employment Law
- Ethics
- Legal Administrative
- Legislative Correctional Issues Litigation
- Real Estate & Environmental Law

Program Review Division

The Program Review Division is responsible for analyzing BOP programs and guiding BOP managers in the assessment of their operations. The division assists management in the strategic planning process, coordinates and monitors oversight activities of audit and regulatory authorities, and ensures effective management and operational procedures exist



throughout the BOP. Additionally, the division's chief executive officer serves as the BOP's Affirmative Employment Programs Director and EEO Director.

Branches in the Program Review Division include:

- Affirmative Employment Programs Branch
- EEO Office
- External Auditing Branch
- Planning and Analysis Branch
- Program Review



2. Performance and Resource Tables

PERFORMANCE AND RESOURCE TABLE											
Decision Unit: Management and Administration											
RESOURCES		Target		Actual		Projected		Changes		Requested (Total)	
		FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Total Costs and FTE		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		38,557	7,114,000	38,557	7,114,000	38,557	7,114,000	(34)	(52,047)	38,523	7,061,953
TYPE	PERFORMANCE	FY 2018		FY 2018		FY 2019		Current Services Adjustments and FY 2020 Program Changes		FY 2020 Request	
Program Activity	Management and Administration	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		1,046	250,643	1,046	250,643	1,046	250,643	0	(13,443)	1,046	237,200
Performance Measure	Facilities accredited: ACA	100%		100%		100%		0		100%	
Data Definition: Initial American Correctional Association (ACA) is awarded when an institution demonstrates 100% compliance with mandatory ACA standards, and substantial compliance with non-mandatory ACA standards. The BOP’s policy requires all institutions, except for newly activated institutions, to maintain ACA Accreditation.											
Data Validation and Verification: On an annual basis, Program Review personnel develop a schedule for initial accreditation and re-accreditation of all eligible BOP facilities to ensure reviews are conducted on a regular and consistent basis. BOP policy requires institutions to initially be ACA accredited within two years of activation. Therefore, non-accredited institutions that have been activated for less than two years are excluded from calculations regarding this performance measure. Subject matter experts review report findings to verify accuracy and develop any necessary corrective measures. The ACA accreditation meeting minutes, identifying the institutions receiving accreditation and re-accreditation, are now on file and maintained by the BOP Accreditation Manager. Once an audit is completed, an electronic report is received from ACA. These reports are maintained in GroupWise shared folders by institutions, and in Word files.											
Data Limitations: None known at this time.											



PERFORMANCE MEASURE TABLE									
Decision Unit: Management and Administration									
Performance Report and Performance Plan Targets		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018		FY 2019	FY 2020
		Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Performance Measure	Facilities accredited: ACA	99%	99%	100%	100%	100%	100%	100%	100%



3. Performance, Resources and Strategies

a. Performance Plan and Report for Outcomes

In FY 2018, the BOP reached the target of 100 percent ACA accreditation. For FY 2019 through FY 2021 the targets will remain at 100 percent for ACA accreditation.

b. Strategies to Accomplish Outcomes

The BOP will continue to monitor staffing ratios, inmate crowding, inmate misconduct, schedule regular accreditation/re-accreditation for its facilities, and strive to increase staffing and bed space to maintain safety and security, consistent with funding.



V. Program Increases by Item

Item Name: Cellphone Detection Technology

Budget Decision Unit(s): Management and Administration

Organizational Program:

Program Increase: Positions 0 Correctional Officers 0 FTEs 0 Dollars \$4,625,000

Description of Item

The BOP requests funding to implement cell phone detection and mitigation technology. The funding will allow BOP to conduct a proof-of-concept of a Managed Access Solution (MAS) or Micro-Jamming Solution (MJS) at two facilities. MAS and MJS are the two viable wireless interdiction technologies that are technically feasible and deployable today. MAS is deployed by a vendor under a sub-license from a wireless carrier, captures all cellular signals within the geo-spatial confines of a prison and disables unauthorized cellular signals from contraband devices. It can be configured to provide intelligence for internal prison security and is favored by the wireless industry. In contrast, MJS jams all cellular signals within the geo-spatial confines of a prison, but does not provide intelligence for internal prison security. The objective is to render cellular communication within the geospatial area useless. The length of the pilot will be for one year. BOP expects to gauge the efficacy of both technologies, as well as determine their cost-effectiveness. BOP must do both pilots to assess the technologies' ability to address the compelling public safety issue of contraband cell phones. This testing is mission critical as these devices are used by inmates and co-conspirators to conduct illicit criminal activity, foment escape, facilitate the introduction of dangerous contraband, and threaten staff, other inmates and members of the public.

On January 17, 2018, the BOP, in collaboration with the National Telecommunications and Information Administration (NTIA), DOJ and the Federal Communications Commission, conducted a test of micro-jamming technology at the Federal Correctional Institution at Cumberland, Maryland. The test was conducted to determine if micro-jamming could prevent wireless communication by an inmate using a contraband device at the individual cell housing unit level. A report by NTIA validated the positive test results. BOP has previously supported NTIA's congressionally-mandated study of cellphone interdiction technologies, including facilitating a jamming test at FCI Cumberland, Maryland in February 2010. The Cellular Telecommunications Industry Association (CTIA) have expressed significant concern that jamming solutions "bleed over" to the public sector and interfere with public use of the cellular spectrum and thus prefer the use of MAS by correctional agencies.

A MAS is a system of directional RF antennas installed in a prison that theoretically captures all contraband cellphone signals and blocks them from reaching an approved wireless carrier network.



BOP has received product briefings from a variety of managed access solution providers and attended demonstrations of these systems at various Department of Corrections. BOP has also participated in discussions of such technology with state correctional systems and the National Institute of Justice. Such solutions are extremely expensive to install because the solution provider in essence contracts with each telecommunications provider to install interdiction equipment on their local cell towers. These charges are passed on by the managed access provider to the corrections customer.

To further validate its observations, the BOP conducted a field evaluation of a MAS solution in the summer of 2014 at FCI Florence, Colorado. The evaluation was conducted as a proof-of concept to determine MAS efficacy in a typical medium security BOP facility. The proof-of concept was limited to a subset of cellphone frequencies and installed in a single housing unit. The testing occurred over 60 days and showed that a MAS could assist in limiting the use of cellphones (but not detection, confiscation, or prevention of introduction).

The typical quotes received from solution providers usually exceed \$1 million per facility to install a system with only cellular wireless interdiction. The infrastructure costs (network, fiber optic cabling, switches, sensors, etc.) are comparable for MAS or MJS applications. While no two sites are exactly the same, there are three general contexts for implementation: an institution in a rural location, an institution in a light urban area, and finally, an institution in a metropolitan location. Each context has its own unique set of challenges and concerns. Metropolitan sites possess a complex RF propagation map, have multiple wireless providers and have critical RF systems contiguous to prison sites that cannot be interfered with, making deployment of a MJS or MAS difficult. Rural sites have limited wireless providers and a simpler RF propagation map in which to deploy a MAS or MJS. Light urban sites fall between the two and have characteristics of both problem sets for deploying either technology.

By grouping sites in this manner, and using MAS or MJS as the technology solution, BOP can provide a gross estimate of the required pre-deployment efforts to modify the facility infrastructure, deploy system electronics, and sustain the capability with a focus on efficacy, affordability, and maintainability. The current estimated cost to implement a viable cell phone detection and mitigation technology in these three contexts ranges are as follows:

Rural Sites Surveys and Deployments \$795,000 - \$1,795,000

Light Urban Sites Surveys and Deployments \$1,050,000 - \$2,050,000

Metropolitan Sites Surveys and Deployments \$2,080,000 - \$3,080,000

The BOP emphasizes that any MAS or MJS solution should augment existing sound correctional procedures and physical security technologies already in operational daily use. So as to avoid potential adverse reaction to testing within a metropolitan area as concerns noted above, the proposed tests would occur instead in a rural and light urban setting. Thus, the BOP is requesting \$2 million for a MAS pilot and \$2 million for a MJS pilot.



The BOP also requests 25 mobile MAS assessment kits for \$625,000. Mobile MAS assessments are used by the agency to dynamically target correctional facilities which have made significant contraband cell phone seizures. Such kits cost \$25,000 per assessment. This technology is portable and can be relocated as needed; it is a valuable and flexible measure to react quickly to an identified or trending threat without a requirement to install infrastructure.

Justification

Contraband cellphones have been an ongoing correctional security and public safety concern for the BOP as well as for state and local correctional agencies across the country. Despite the addition of correctional security technology (e.g. implementation of whole body image scanners, sophisticated walk thru metal detectors, thermal fencing, etc.), bad actors are introducing cellphones using new sophisticated methods such as drone incursion. BOP must do both pilots to assess the technologies' ability to address the compelling public safety issue of contraband cell phones. This testing is mission critical as these devices are used by inmates and co-conspirators to conduct illicit criminal activity, foment escape, facilitate the introduction of dangerous contraband, and threaten staff, other inmates and members of the public. Implementing both a MAS and MJS pilot will facilitate direct comparison of the wireless interdiction technologies and provide a sound roadmap for going forward for DOJ and BOP to interdict contraband cell phones, increasing correctional institution and public safety – a wise and timely investment.

As noted in FY 2018 House Report 115-231, "The Committee remains concerned about the rising use of contraband cellular devices in BOP or BOP-contracted facilities. BOP must ensure that incarcerated individuals, who use these illicit devices, will no longer have access to the networks and spectrum to direct activities in or beyond the prison. The Committee directs the BOP to act upon the recommendations of its 2016 report on this subject and to take steps to thwart illegal inmate telecommunications and help protect officers and the public, while not interfering with the rights of law-abiding citizens to use the public airwaves." Any MAS solution should augment existing sound correctional procedures and physical security technologies already in operational daily use. To implement a MAS (or a MJS) across the 122 Federal prisons, BOP reported a cost estimate of \$242 million dollars to the Senate Appropriations Committee in 2016.

Impact on Performance

Contraband cellphones pose a serious risk concern for correctional security as well as public safety. Additional funding would further allow the BOP to stem the introduction of contraband cellphones into the secure facilities.

BOP GOAL FOUR (Correctional Leadership and Effective Public Administration/Objective 4.01/Increasing the Use of Technology: Research and evaluations of emerging security technologies.



BOP GOAL FIVE (Public Safety, National Security & Inmate Programming)/5.11 Deter inmates from engaging in organized gang/group activities or continuing criminal activity during incarceration.

The performance measures for this technology installation are that all cellular communications (i.e. call, SMS, etc.) emanating from the geo-fenced institution confines will be detected by the proprietary technology and the cellular signal from the contraband cell phone will be disabled not allowing connection to a wireless carrier network. Daily, weekly and monthly reports will be contractually required from the vendor to designated agency technical, intelligence and administrative personnel to monitor system effectiveness and performance.

Federal Bureau of Prisons



Funding

Base Funding

FY 2018 Enacted				FY 2019 President's Budget				FY 2020 Current Services			
Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)
0		0	0	0		0	0	0		0	0

Personnel Increase Cost Summary

Type of Position/Series	Full-year Modular Cost per Position (\$000)	1 st Year Annual -ization	Number of Positions Requested	FY 2020 Request (\$000)	2 nd Year Annual- ization	FY 2021 Net Annuali- -zation (change from 2019) (\$000)	FY 2022 Net Annuali- -zation (change from 2020) (\$000)
N/A							
Total Personnel	n/a						

Non-Personnel Increase/Reduction Cost Summary

Non- Personnel Item	Unit Cost	Quantity	FY 2020 Request (\$000)	FY 2021 Net Annualization (change from 2019) (\$000)	FY 2022 Net Annualization (change from 2020) (\$000)
Total Non- Personnel			4,625	-0-	-0-

Federal Bureau of Prisons



Total Request for this Item

	Pos	Agt/ Atty	FTE	Person nel (\$000)	Non- Person nel (\$000)	Total (\$000)	FY 2021 Net Annualization (change from 2020) (\$000)	FY 2022 Net Annualization (change from 2021) (\$000)
Current Services	0	0	0	0	0	0	0	0
Increases	0	0	0	0	4,625	4,625	0	0
Grand Total	0	0	0	0	4,625	4,625	0	0

Affected Crosscut: None



Item Name: **Medication Assisted Treatment**

Budget Decision Unit(s): Inmate Care and Programs

Organizational Program:

Program Increase: Positions 0 Correctional Officers 0 FTEs 0 Dollars \$1,000,000

Description of Item

Medication-assisted treatment (MAT) is the use of medications with counseling and behavioral therapies to treat substance use disorders and prevent opioid overdose.

The BOP will expand the MAT program nationally which requires development and implementation of the following program areas: additional Transitional Care Staffing, robust staff education and training, offender education, expansion of policy, data integration for program oversight, and MAT services provided by RSD managed care contractors.

Justification

Approximately 8,000 offenders within the BOP are estimated to have a history of opioid use disorder at any given time. It is estimated that 1,400 of these offenders will go to an RRC each year. To address this potential of increased risk for those with opioid use concerns, the BOP has implemented a MAT program. The medication selected for this program is naltrexone extended release injection (Vivitrol®) that works by blocking opioid receptors in the brain, thereby interfering with the pleasurable feelings associated with taking opioids and can significantly enhance the ability of individuals to resist opioid-seeking behaviors.

Providing offenders with tools to re-enter society as productive citizens is a central mission of the BOP. By providing MAT to individuals at risk for opioid use, especially during the known high-risk re-entry period, this initiative seeks to provide a tool to increase successful transition.

Transitional Care Staffing and team support is pivotal to program success. Currently, two (2) staff provide oversight for this program encompassing one (1) geographic region of the three (3) RSD Sectors within the BOP. Staffing requirements for national program expansion is currently estimated at four (4) additional staff members. Additional staffing or funding may also be required for community transition work.

In order to support ongoing program success, expansion of the current training program managed by the Transitional Care Team, for both staff and offenders, is required for implementation. Providing training to each institution along with monitoring and oversight of additional institutions included in the program is time consuming but essential for consistency, standardization, and continued program success.

Federal Bureau of Prisons



A part of the \$1,000,000 increase will directly support the cost associated with ongoing MAT healthcare services provided to offenders upon release to the RRC's. This ongoing cost includes, training, medication administration, essential health care services, and behavioral health counseling.

Impact on Performance

MAT decreases illicit opiate use and other criminal activity among people with substance use disorders. Increases inmates' ability to gain and maintain employment.

Funding

Base Funding

FY 2018 Enacted				FY 2019 President's Budget				FY 2020 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
2	0	2	1,000	2		2	1,000	2		2	1,000

Personnel Increase Cost Summary

Type of Position/Series	Full-year Modular Cost per Position (\$000)	1 st Year Annual-ization	Number of Positions Requested	FY 2020 Request (\$000)	2 nd Year Annual-ization	FY 2021 Net Annuali-zation (change from 2019) (\$000)	FY 2022 Net Annuali-zation (change from 2020) (\$000)
N/A							
Total Personnel	n/a						

Non-Personnel Increase/Reduction Cost Summary

Non-Personnel Item	Unit Cost	Quantity	FY 2020 Request (\$000)	FY 2021 Net Annualization (change from 2019)	FY 2022 Net Annualization (change from 2020)
--------------------	-----------	----------	-------------------------	--	--

Federal Bureau of Prisons



				(\$000)	(\$000)
Total Non-Personnel			1,000	-0-	-0-

Total Request for this Item

	Pos	Agt/ Atty	FTE	Person nel (\$000)	Non- Personnel (\$000)	Total (\$000)	FY 2021 Net Annualization (change from 2020) (\$000)	FY 2022 Net Annualization (change from 2021) (\$000)
Current Services	2	0	2	250	750	1,000	0	0
Increases	0	0	0	0	1,000	1,000	0	0
Grand Total	2	0	2	250	1,750	2,000	0	0

Affected Crosscut: Reentry



Item Name: **Innovations in Corrections**

Budget Decision Unit(s): Inmate Care and Programs

Organizational Program:

Program Increase: Positions 0 Correctional Officers 0 FTEs 0 Dollars \$14,000,000

Description of Item

The funding is requested to incentivize development of innovative, evidence-based pilot projects in reentry and recidivism reduction approaches. The funding would be used to fund post-secondary programming, particularly with regard to expanding access to living-wage career education and college level courses leading towards a degree. Much of this expenditure would be related to contracting with local educational institutions who would deliver these courses. Additionally, funding would be utilized to increase the number of short duration certificate courses or programs available to the inmate population and to evaluate their outcome in comparison to more intensive apprenticeship or educational programs. Some existing curricula related to other, non-educational reentry programming would also be purchased with these funds. Examples include programs developed for specific high-need populations and evaluating integrated approaches to treatment.

This initiative is more than a new program, it is a new model of framing the reentry process that moves from fairly unstructured case management assessments and success defined as program completions to a highly structured and focused competency based model that measures success by skill acquisition and ultimately reentry success.

Justification

The BOP's mission statement has two equally important parts: the first part addresses our obligation to help protect public safety through the secure and safe confinement of inmates; the second part addresses our obligation to help inmates prepare to return to their communities and to remain crime-free. Post-release success is as important to public safety as is inmates' secure incarceration.

Offenders come to prison with a variety of characteristics they cannot change, such as criminal history and employment history. There are, however, many other very important characteristics and behaviors that can change and are often important in determining post-release success, including antisocial attitudes and beliefs, substance abuse, anger and aggression, criminal associations, educational/vocational deficiencies, and life/social skills deficiencies.

This Initiative is needed to provide offenders with the necessary skills to succeed upon release to the community. It is a multi-tiered process that provides a clear framework for delivery of services and efficient methods for information collection and distribution to facilitate skill development for

Federal Bureau of Prisons



successful reentry. This framework is predicated on initiating the preparation of inmates for release to the community when they first come into our system and on a continuous basis throughout their incarceration, as well as developing partnership and resources to assist in a successful transition to the community.

Impact on Performance

Inmate Programs like education and vocational training are a critical part of the BOP's mission to keep our communities safe, and are also helpful in reducing recidivism. Inmates releasing with a program completion and an industry recognized certificate greatly increases their employability. Additional funding would allow for continued programming opportunities, resource acquisitions, and a greater number of inmates receiving credentials that lead to livable wage employment opportunities, therefore reducing the chance of recidivism.

Funding

Base Funding

FY 2018 Enacted				FY 2019 President's Budget				FY 2020 Current Services			
Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)
1,376		1,120	155,960			1,120	155,960	1,376		1,120	136,919

Personnel Increase Cost Summary

Type of Position/Series	Full-year Modular Cost per Position (\$000)	1 st Year Annual-ization	Number of Positions Requested	FY 2020 Request (\$000)	2 nd Year Annual-ization	FY 2021 Net Annuali-zation (change from 2019) (\$000)	FY 2022 Net Annuali-zation (change from 2020) (\$000)
N/A							
Total Personnel	n/a						

Non-Personnel Increase/Reduction Cost Summary

Federal Bureau of Prisons



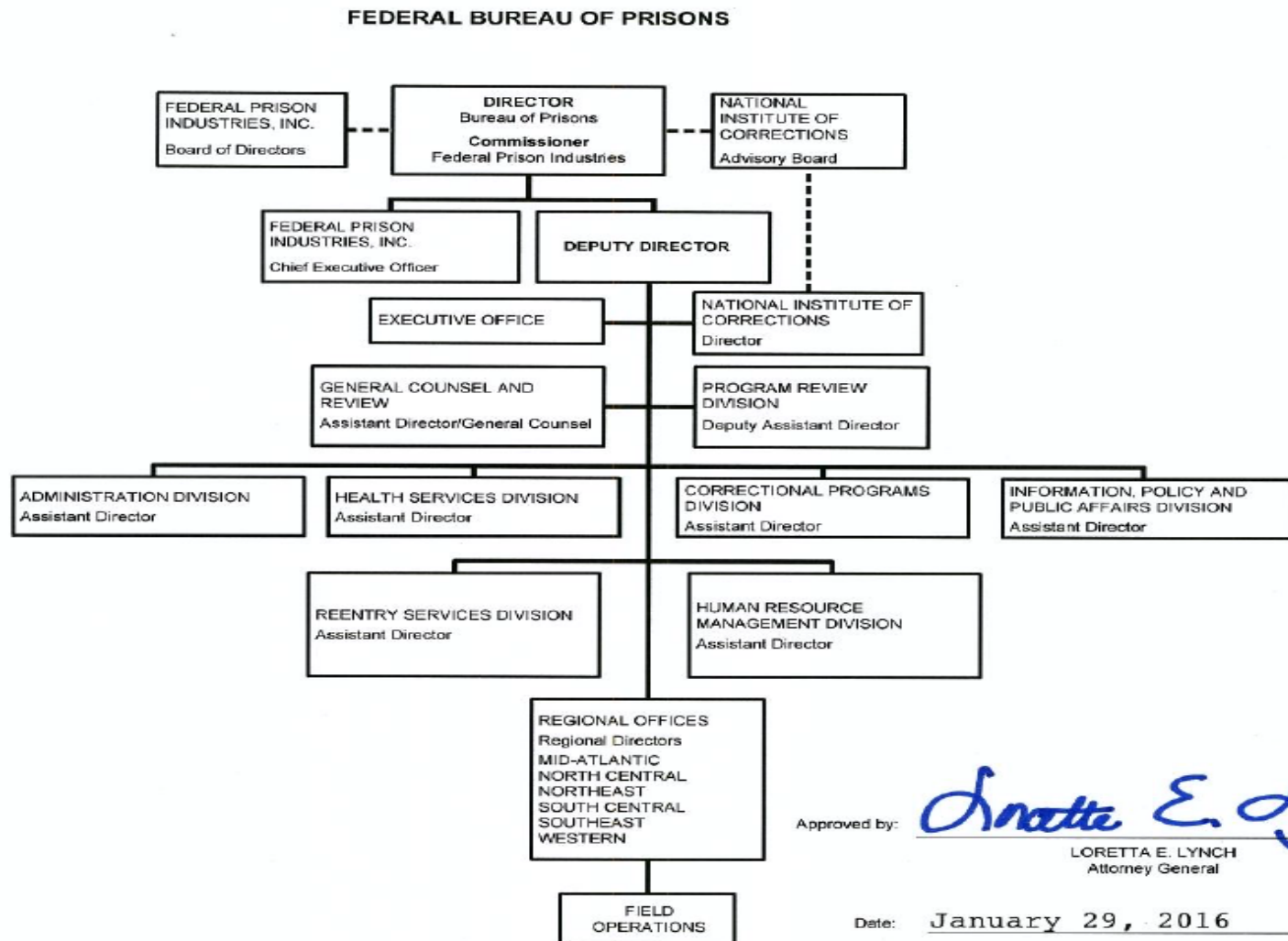
Non- Personnel Item	Unit Cost	Quantity	FY 2020 Request (\$000)	FY 2021 Net Annualization (change from 2019) (\$000)	FY 2022 Net Annualization (change from 2020) (\$000)
Total Non- Personnel			14,000	-0-	-0-

Total Request for this Item

	Pos	Ag t/ At ty	FTE	Personn el (\$000)	Non- Person nel (\$000)	Total (\$000)	FY 2021 Net Annualizat ion (change from 2020) (\$000)	FY 2022 Net Annualization (change from 2021) (\$000)
Current Services	1,376	0	1,120	119,070	17,849	136,919	0	0
Increases	0	0	0	0	14,000	14,000	0	0
Grand Total	1,376	0	1,120	119,070	31,849	150,919	0	0

Affected Crosscut: Reentry

A. Organization Chart



Summary of Requirements

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

1/ FY 2018 FTE is actual

Summary of Requirements

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

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

FY 2020 Program Increases/Offsets by Decision Unit

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

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

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

Program Offsets	Location of Description by Program Activity	Management and Administration - BOP				Total Offsets			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
No Program Offsets									
Total Program Offsets									

Resources by Department of Justice Strategic Goal and Objective

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Technical Adjustments			
1 Expected Change from FY 2019 CR	2,541	2,771	71,672
Subtotal, Technical Adjustments	2,541	2,771	71,672
Pay and Benefits			
1 <u>Employees Compensation Fund</u> The \$1,040 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	1,040
2 <u>FERS Rate Increase</u> Per 2018 OMB Circular A-11 section 32, Personnel Compensation, Benefits, and Related Costs, the agency contribution of regular retirement under FERS will increase from 13.7% to 16%. The FERS contribution for Law Enforcement retirement will increase from 30.1% to 33.4%. The amount requested, \$85,927, represents the funds needed to cover this increase.	0	0	85,927
3 <u>Health Insurance</u> Effective January 2020, the component's contribution to Federal employees' health insurance increases by 2.4 percent. Applied against the 2019 estimate of \$10,235, the additional amount required is \$10,487.	0	0	10,487
4 <u>Retirement</u>	0	0	7,330
5 <u>Retirement FERS Revised Annuity Employees (RAE) Savings</u> Agency retirement contributions increase as employees under CSRS retire and are replaced by FERS employees. Based on U.S. Department of Justice Agency estimates, we project that the DOJ workforce will convert from CSRS to FERS at a rate of 0.8 percent per year, for both LEO and Non-LEO, based on the past 5 years of DOJ retirement data. The requested increase of \$7,330 is necessary to meet our increased retirement obligations as a result of this conversion.	0	0	166
Subtotal, Pay and Benefits	0	0	104,950
Domestic Rent and Facilities			
1 <u>GSA Rent</u>	0	0	482

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

E. Justifications for Technical and Base Adjustments

Justifications for Technical and Base Adjustments

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

Crosswalk of 2018 Availability

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

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

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

Crosswalk of 2019 Availability

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

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

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

Summary of Reimbursable Resources

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

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

Detail of Permanent Positions by Category

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

Financial Analysis of Program Changes

Federal Prison System

Salaries and Expenses

(Dollars in Thousands)

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

Summary of Requirements by Object Class

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

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

Federal Prison System
Salaries and Expenses
(Dollars in Thousands)

Status of Congressionally Requested Studies, Reports, and Evaluations

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

L. Status of Congressionally Requested Studies

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

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

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

N. Summary by Appropriation

Summary by Appropriation (FY 2018 - FY 2020)

Federal Prison System
Salaries and Expenses

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

Physicians' Comparability Allowance (PCA) Worksheet**Federal Bureau of Prisons****Table 1**

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

* 2020 Projections:

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

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

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

Yes

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

N/A

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

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

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

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

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

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

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

N/A