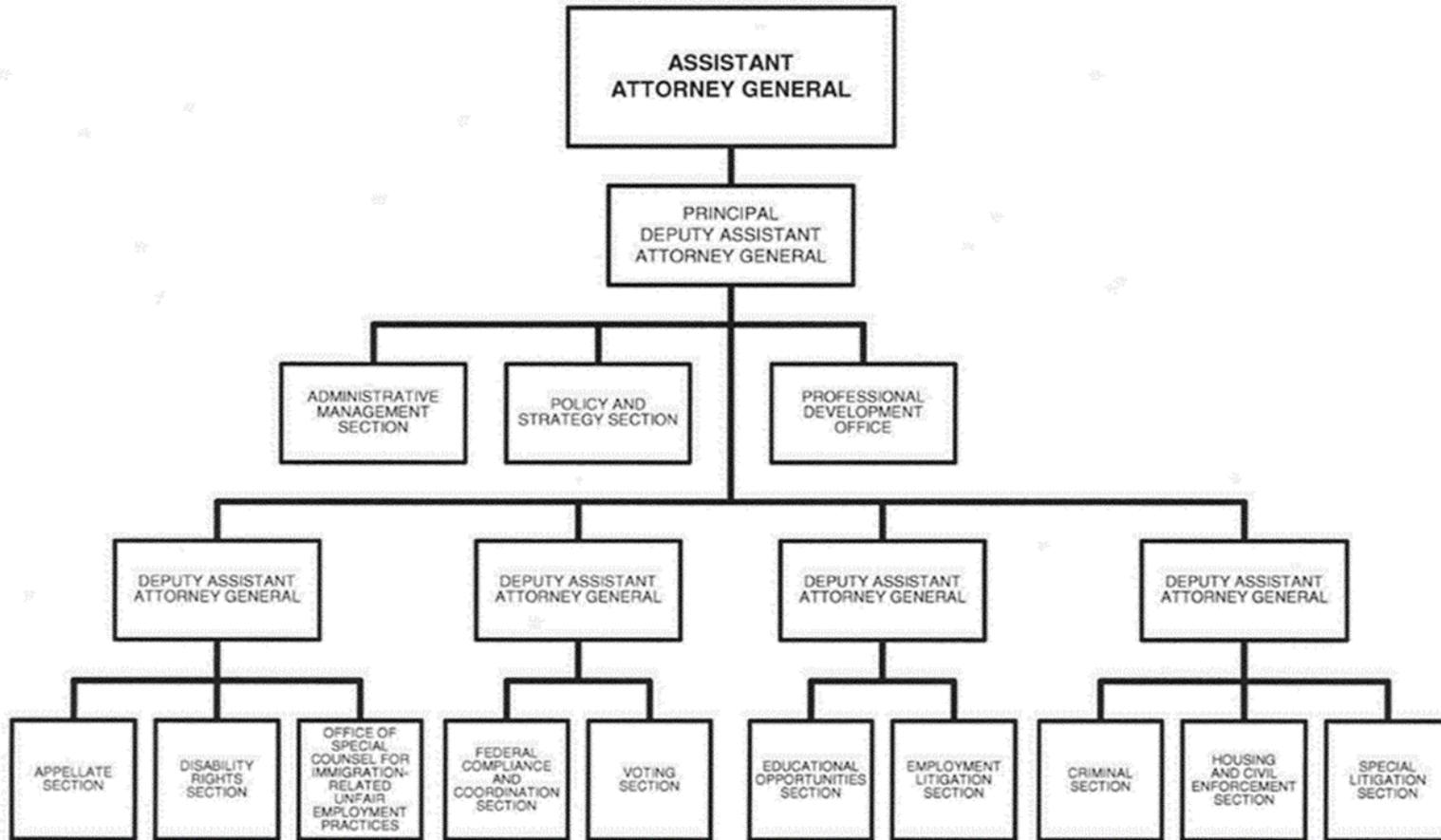
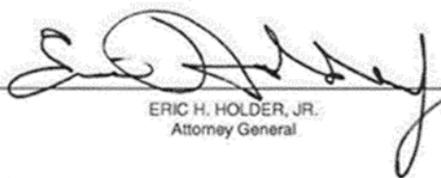


A: Organizational Chart

CIVIL RIGHTS DIVISION



Approved by:  Date: April 22, 2010
ERIC H. HOLDER, JR.
Attorney General

B. Summary of Requirements

Summary of Requirements

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

	FY 2020 Request		
	Positions	Estimate FTE	Amount
2018 Enacted	593	540	148,239
Total 2018 Enacted	593	540	148,239
2019 Continuing Resolution	593	552	148,239
Base Adjustments			
Pay and Benefits	0	0	2,000
Domestic Rent and Facilities	0	0	-2,025
Other Adjustments	15	15	5,009
Total Base Adjustments	15	15	4,984
Total Technical and Base Adjustments	15	15	4,984
2020 Current Services	608	567	153,223
2020 Total Request	608	567	153,223
2019 - 2020 Total Change	15	15	4,984

Summary of Requirements

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2018 Enacted			FY 2019 Continuing Resolution			FY 2020 Technical and Base Adjustments			FY 2020 Current Services		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Civil Rights Enforcements	593	540	148,239	593	552	148,239	15	15	4,984	608	567	153,223
Total Direct	593	540	148,239	593	552	148,239	15	15	4,984	608	567	153,223
Balance Rescission			0			0			0			0
Total Direct with Rescission			148,239			148,239			4,984			153,223
Reimbursable FTE		56			18			0			18	
Total Direct and Reimb. FTE		596			570			15			585	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		596			570			15			585	
Suballotments and Direct Collections FTE					44			0			44	
Other FTE:												
LEAP												
Overtime												
Grand Total, FTE		596			614			15			629	

Program Activity	2020 Increases			2020 Offsets			2020 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Civil Rights Enforcements	0	0	0	0	0	0	608	567	153,223
Total Direct	0	0	0	0	0	0	608	567	153,223
Balance Rescission			0			0			0
Total Direct with Rescission			0			0			153,223
Reimbursable FTE		0			0			18	
Total Direct and Reimb. FTE		0			0			585	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			585	
Suballotments and Direct Collections FTE								44	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		0			0			629	

Note: The Suballotments and Direct Collections positions and FTE were reflected under Reimbursable positions and FTE in FY 2018 and prior fiscal years. They are broken out separately beginning with FY 2019.

Resources by Department of Justice Strategic Goal and Objective

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2018 Enacted		FY 2019 Continuing			FY 2020 Current Services			FY 2020 Increases		FY 2020 Offsets		FY 2020 Total Request				
	Direct & Reimb FTE	Direct Amount	Resolution					Direct & Reimb FTE	Suballot/Dir Coll FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Suballot/Dir Coll FTE	Direct Amount
			Direct & Reimb FTE	Suballot/Dir Coll FTE	Direct Amount	Direct & Reimb FTE	Suballot/Dir Coll FTE										
Goal 2 Secure the Borders and Enhance Immigration Enforcement and Adjudication																	
2.2 Ensure an immigration system that respects the rule of law, protects the safety of U.S. Citizens and serves the national interest	29	7,442	29	0	7,442	29	0	7,442	0	0	0	0	0	29	0	7,442	
Subtotal, Goal 2	29	7,442	29	0	7,442	29	0	7,442	0	0	0	0	0	29	0	7,442	
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	89	22,937	89	0	22,938	89	0	22,938	0	0	0	0	0	89	0	22,938	
Subtotal, Goal 3	89	22,937	89	0	22,938	89	0	22,938	0	0	0	0	0	89	0	22,938	
Goal 4 Promote Rule of Law, Integrity, and Good Government																	
4.1 Uphold the rule of law and integrity in the proper administration of justice	466	114,642	440	44	114,641	455	44	119,625	0	0	0	0	0	455	44	119,625	
4.2 Defend first amendments rights to exercise religion and free speech	10	2,627	10	0	2,627	10	0	2,627	0	0	0	0	0	10	0	2,627	
4.3 Pursue regulatory reform initiatives	2	591	2	0	591	2	0	591	0	0	0	0	0	2	0	591	
Subtotal, Goal 4	478	117,860	452	44	117,859	467	44	122,843	0	0	0	0	0	467	44	122,843	
TOTAL	596	148,239	570	44	148,239	585	44	153,223	0	0	0	0	0	585	44	153,223	

Note: The Suballotments and Direct Collections positions and FTE were reflected under Reimbursable positions and FTE in FY 2018 and prior fiscal years. They are broken out separately beginning with FY 2019.

Justifications for Technical and Base Adjustments

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate	Amount
		FTE	
Pay and Benefits			
1 <u>Changes in Compensable Days</u> The increased cost for one compensable day in FY 2020 compared to FY 2019 is calculated by dividing the FY 2018 estimated personnel compensation by 261 compensable days.	0	0	334
2 <u>Employees Compensation Fund</u> The decrease of \$16,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.	0	0	-16
3 <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, \$1,406,000, represents the funds needed to cover this increase.	0	0	1,406
4 <u>Health Insurance</u> Effective January 2020, the component's contribution to Federal employees' health insurance increases by 4.2 percent. Applied against the 2019 estimate of \$3,904,477, the additional amount required is \$164,000.	0	0	164
5 <u>Retirement</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 \$112,000 is necessary to meet our increased retirement obligations as a result of this conversion.	0	0	112
Subtotal, Pay and Benefits	0	0	2,000
Domestic Rent and Facilities			
1 <u>GSA Rent</u> GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested decrease of \$2,025,000 is required to meet our commitment to GSA. The costs associated with GSA rent were derived through the use of an automated system, which uses the latest inventory data, including rate decreases to be effective FY 2020 for each building currently occupied by Department of Justice components, as well as the costs of new space (Four Constitution Square) to be occupied. GSA provides data on the rate increases as well as decreases	0	0	-2,025
Subtotal, Domestic Rent and Facilities	0	0	-2,025
Other Adjustments			
1 <u>Community Relations Service Consolidation</u> The President's FY 2020 Budget is not requesting an appropriation specifically for the Community Relations Service (CRS). Rather, the Administration proposes to move CRS' functions to the Civil Rights Division, where an additional 15 positions and \$5 million are requested to continue the work performed by CRS.	15	15	5,000
2 <u>Security Investigations</u> Includes OPM charges for investigation and reinvestigation. The requested increases of \$9,000 for FY2020 is required to meet this commitment.	0	0	9
Subtotal, Other Adjustments	15	15	5,009
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	15	15	4,984

Crosswalk of 2018 Availability

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2018 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2018 Availability		
	Position s	Est. FTE	Amount	Position s	Est. FTE	Amount	Amount	Amount	Position s	Est. FTE	Amount
Civil Rights Enforcements	593	540	148,239	0	0	0	6,163	58	593	540	154,460
Total Direct	593	540	148,239	0	0	0	6,163	58	593	540	154,460
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			148,239			0	6,163	58			154,460
Reimbursable FTE		56			0					56	
Total Direct and Reimb. FTE		596			0					596	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		596			0					596	

Reprogramming/Transfers:

Carryover:

Carryover of \$6,162,778 million for election monitoring.

Recoveries/Refunds:

Recovery of \$58,327 for ALS.

Crosswalk of 2019 Availability

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2019 Continuing Resolution			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
Civil Rights Enforcements	593	552	148,239	0	0	0	9,454	0	593	552	157,693
Total Direct	593	552	148,239	0	0	0	9,454	0	593	552	157,693
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			148,239			0	9,454	0			157,693
Reimbursable FTE		18			0					18	
Total Direct and Reimb. FTE		570			0					570	
Suballotments and Direct Collections FT		44			0					44	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		614			0					614	

Reprogramming/Transfers:

Carryover:

\$9,454,175 in funds were carried forward into FY2019 from GLA's FY2018 No-Year account.

Recoveries/Refunds:

Summary of Reimbursable Resources

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2018 Estimate			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
Bureau of Alcohol, Tobacco, Firearms and Explosives	0	0	152	1	1	160	1	1	168	0	0	8
Civil Division	0	0	42	0	0	0	0	0	0	0	0	0
Community Oriented Policing Services	0	0	12	0	0	13	0	0	14	0	0	1
Community Relations Service	0	0	55	0	0	0	0	0	0	0	0	0
Department of Justice (Justice Management Division)	25	18	6,379	0	0	2,034	0	0	36	0	0	-1,998
Criminal Division	0	0	11	0	0	12	0	0	13	0	0	1
Department of Health and Human Services	41	26	8,051	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration	0	0	93	0	0	98	0	0	103	0	0	5
Executive Office for Immigration Review	0	0	52	0	0	55	0	0	58	0	0	3
Federal Bureau of Investigation	0	0	362	2	2	380	2	2	399	0	0	19
OVC/NAVC	0	1	66	0	0	62	0	0	65	0	0	3
Federal Prison System	10	10	1,333	13	13	1,602	13	13	1,681	0	0	79
National Security Division	0	0	204	0	0	250	0	0	263	0	0	13
Office of Justice Programs	0	0	17	0	0	0	0	0	0	0	0	0
Office of the Inspector General	0	0	9	0	0	9	0	0	9	0	0	0
U.S. Attorneys	0	1	371	2	2	383	2	2	402	0	0	19
U.S. Marshals Services	0	0	152	0	0	40	0	0	42	0	0	2
U.S. Trustees	0	0	38	0	0	41	0	0	43	0	0	2
Equal Employment Opportunity Commission	0	0	58	0	0	0	0	0	0	0	0	0
Overseas Prosecutorial Development Assistance & Training (OPDAT)	0	0	49	0	0	0	0	0	0	0	0	0
INTERPOL	0	0	4	0	0	0	0	0	0	0	0	0
Office of Solicitor General	0	0	2	0	0	0	0	0	0	0	0	0
Office on Violence Against Women	0	0	150	0	0	0	0	0	0	0	0	0
FEMA	0	0	17	0	0	0	0	0	0	0	0	0
Budgetary Resources	76	56	17,679	18	18	5,139	18	18	3,296	0	0	-1,843

Obligations by Program Activity	2018 Estimate			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
Civil Rights Enforcements	76	56	17,679	18	18	5,139	18	18	3,296	0	0	-1,843
Budgetary Resources	76	56	17,679	18	18	5,139	18	18	3,296	0	0	-1,843

Note: The Suballotments and Direct Collections positions and FTE were reflected under Reimbursable positions and FTE in FY 2018 and prior fiscal years. They are broken out separately beginning with FY 2019.

Summary of Suballotment and Direct Collections Resources

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Suballotments and Direct Collections: FROM	2018 Estimate			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
Department of Justice (Justice Management Division) - 3%	0	0	0	7	7	1,590	7	7	1,590	0	0	0
Department of Health and Human Services (HCFAC)	0	0	0	37	37	9,295	37	37	9,295	0	0	0
Budgetary Resources	0	0	0	44	44	10,885	44	44	10,885	0	0	0

Obligations by Program Activity	2018 Estimate			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
Civil Rights Enforcements	0	0	0	44	44	10,885	44	44	10,885	0	0	0
Budgetary Resources	0	0	0	44	44	10,885	44	44	10,885	0	0	0

Note: The Suballotments and Direct Collections positions, FTE, and resources were reflected in exhibit H (now titled H-R) in FY 2018 and prior fiscal years. They are broken out separately on a separate exhibit (now titled H-S) beginning with FY 2019.

Detail of Permanent Positions by Category

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2018 Enacted		FY 2019 Continuing Resolution			FY 2020 Request					
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	Suballot - Dir Coll Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.	Suballot - Dir Coll Pos.
Miscellaneous Operations (001-099)	2	0	2	0	0	0	0	0	2	0	0
Social Science, Psychology, Welfare (0100-0199)	17	5	17	0	0	0	0	0	17	0	0
Personnel Management (0200-0260)	11	0	11	0	0	0	0	0	11	0	0
Clerical and Office Services (0300-0399)	116	7	116	5	13	13	0	0	129	5	13
Accounting and Budget (500-599)	7	0	7	1	0	0	0	0	7	1	0
Architects	5	0	5	0	0	0	0	0	5	0	0
Paralegals / Other Law (900-998)	51	0	43	0	0	0	0	0	43	0	0
Attorneys (905)	369	64	369	12	31	2	0	0	371	12	31
Information & Arts (1000-1099)	2	0	2	0	0	0	0	0	2	0	0
Mathematics and Statistics Group	3	0	3	0	0	0	0	0	3	0	0
Information Technology Mgmt (2210-2299)	18	0	18	0	0	0	0	0	18	0	0
Others	-8	0	0	0	0	0	0	0	0	0	0
Total	593	76	593	18	44	15	0	0	608	18	44
Headquarters Washington D.C.	593	76	593	18	44	0	0	0	608	18	44
US Fields	0	0	0	0	0	0	0	0	0	0	0
Foreign Field	0	0	0	0	0	0	0	0	0	0	0
Total	593	76	593	18	44	0	0	0	608	18	44

Note: The Suballotments and Direct Collections positions and FTE were reflected under Reimbursable positions and FTE in FY 2018 and prior fiscal years. They are broken out separately beginning with FY 2019.

Summary of Requirements by Object Class

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2018 Enacted		FY 2019 Continuing		FY 2020 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	540	64,309	552	66,000	567	67,524	15	1,524
11.3 - Other than full-time permanent	0	6,172	0	6,337	0	6,481	0	144
11.5 - Other personnel compensation	0	1,604	0	1,604	0	1,604	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	2	0	207	0	207	0	0
Total	540	72,087	552	74,148	567	75,816	15	1,668
Other Object Classes								
12.1 - Civilian personnel benefits		22,129		22,182		22,683	0	501
13.0 - Benefits for former personnel		16		27		27	0	0
21.0 - Travel and transportation of persons		3,049		3,650		3,650	0	0
23.1 - Rental payments to GSA		17,335		17,423		15,398	0	-2,025
23.2 - Rental payments to others		376		380		380	0	0
23.3 - Communications, utilities, and miscellaneous charges		2,638		3,086		3,086	0	0
24.0 - Printing and reproduction		140		99		99	0	0
25.1 - Advisory and assistance services		10,452		21,600		20,066	0	-1,534
25.2 - Other services from non-federal sources		525		1,085		848	0	-237
25.3 - Other goods and services from federal sources		2,566		5,304		4,145	0	-1,159
25.4 - Operation and maintenance of facilities		1,675		3,461		2,705	0	-756
25.7 - Operation and maintenance of equipment		2,054		4,247		3,319	0	-928
26.0 - Supplies and materials		196		396		396	0	0
31.0 - Equipment		3,090		600		600	0	0
42.0 - Insurance claims and indemnities		59		5		5	0	0
Total Obligations		138,387		157,693		153,223	0	-4,470
Net of:								
Unobligated Balance, Start-of-Year		-6,163		-9,454		0	0	9,454
Transfers/Reprogramming		0		0		0	0	0
Recoveries/Refunds		-58		0		0	0	0
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		9,454		0		0	0	0
Unobligated End-of-Year, Expiring		6,619		0		0	0	0
Total Direct Requirements		148,239		148,239		153,223		4,984
Reimbursable FTE								
Full-Time Permanent	56		18		18		0	0
Suballotments and Direct Collections FTE								
Full-Time Permanent	0		44		44		0	

Note: The Suballotments and Direct Collections positions and FTE were reflected under Reimbursable positions and FTE in FY 2018 and prior fiscal years. They are broken out separately beginning with FY 2019.