

U.S. DEPARTMENT OF JUSTICE

JUSTICE OPERATIONS, MANAGEMENT, AND ACCOUNTABILITY



FY 2025 PERFORMANCE BUDGET CONGRESSIONAL SUBMISSION

JUSTICE OPERATIONS, MANAGEMENT, AND ACCOUNTABILITY
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I. Overview of Justice Operations, Management, and Accountability

In FY 2024, the Department proposed to rename the General Administration (GA) account as the Justice Operations, Management, and Accountability (JOMA) account to better reflect the vital Departmental functions it supports. The FY 2025 JOMA request totals \$163.9 million and includes 505 authorized positions (166 attorneys) and 490 direct FTE (plus 96 reimbursable and two sub-allotment FTEs). Due to necessary inflationary adjustments, JOMA cannot maintain its current workforce under an annual continuing resolution (ACR) in FY 2024. This would require JOMA to reduce 73 positions (24 attorneys) through attrition, reduced hiring, and potentially reductions in force, reversing many of the critical gains attained in FY 2023.

This budget request represents an increase of \$18.9 million over an FY 2024 ACR. It includes \$3.7 million and 26 FTEs to partially fund the annualization of FY 2023 positions, another \$3.7 million and 30 positions (15 FTEs) to partially fund the FY 2024 pay raise and restore some of the position losses in FY 2024, \$6.5 million for FY 2025 adjustments to base, and \$5.0 million and 11 positions (four attorneys and 11 FTEs) in essential program increases.

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

JOMA consists of four decision units:

- Department Leadership
 - Attorney General, Deputy Attorney General, Associate Attorney General,
 - Office of the Executive Secretariat,
 - Professional Misconduct Review Unit, and
 - Office of Privacy and Civil Liberties (including the Data Protection Review Court);
- Intergovernmental Relations and External Affairs
 - Office of Public Affairs,
 - Office of Legislative Affairs, and
 - Office of Tribal Justice;
- Executive Support and Professional Responsibility
 - Office of Legal Policy,
 - Office of Information Policy,
 - Office of Professional Responsibility, and
 - Professional Responsibility Advisory Office; and
- Justice Management Division.

Department Leadership

These offices develop policies regarding the administration of justice in the United States. They are responsible for directing and overseeing the administration and operations of the Department's bureaus, offices, and divisions to ensure the DOJ successfully meets its strategic goals. These offices also provide advice and opinions on legal issues to the President, Members of the Congress, and heads of Executive Departments and Agencies.

Intergovernmental Relations and External Affairs

These offices conduct legal and policy analysis of the initiatives necessary that are critical for the DOJ to meet its strategic goals. They operate in many areas where the Department holds jurisdiction or responsibilities. They also serve as liaisons between the Department and Federal, state, local and tribal governments, law enforcement officials, the media, and Congress on Department activities.

Executive Support and Professional Responsibility

These offices plan, develop, and coordinate the implementation of major policy initiatives that are of high priority to both the Department and to the Administration. They represent the Department in the Administration's judicial process for Article III judges. Additionally, they oversee investigations into allegations of criminal and ethical misconduct by DOJ attorneys, criminal investigators, and other law enforcement personnel, while also encouraging compliance with the Freedom of Information Act (FOIA).

Justice Management Division (JMD)

The JMD provides advice to senior DOJ officials and develops departmental policies in the areas of management and administration, ensures compliance with departmental and other Federal policies and regulations by DOJ components, and provides a full range of management and administration support services.

II. Summary of Program Changes

Item	Description	Pos.	FTE	Dollars (000)	Page
I.	Evidence Lead	1	1	\$136	24
II.	Multimedia Services and eLitigation	10	10	\$4,200	26
III.	GSA Technology Transformation Services	0	0	\$701	30
	Total	11	11	\$5,037	

III. Appropriations Language and Analysis of Appropriations Language

Appropriations Language

Salaries and Expenses, [General Administration] *Justice Operations, Management, and Accountability*

For expenses necessary for the operations, management, and accountability of the Department of Justice, [\$212,497,000] *\$163,905,000*, of which *not to exceed* \$4,000,000 shall remain available until September 30, [2025] *2026*, and of which not to exceed \$4,000,000 for security and construction of Department of Justice facilities shall remain available until expended: Provided, That any reference to the Department of Justice's "General Administration" appropriations heading (including references that include its subheadings) which appears in any rule, regulation, provision, law, or other official document, shall hereafter be deemed a reference to the Department of Justice's "Justice Operations, Management, and Accountability" appropriations heading.

Analysis of Appropriations Language

The appropriations language, as with the FY 2024 request, proposes to rename the account from "General Administration" to "Justice Operations, Management, and Accountability". Also, the proposed language adds the phrase "not to exceed" for multi-year carryover to allow funds to be transferred from the annual account to multiyear account by end of fiscal year rather than at the start of the fiscal year.

IV. Program Activity Justification

A. Department Leadership

<i>Department Leadership</i>	Direct Pos.	Estimate FTE	Amount (000s)
2023 Enacted	69	50	\$25,044
2024 Continuing Resolution*	69	51	\$25,044
Adjustments to Base and Technical Adjustments	0	2	\$2,150
2025 Current Services	69	53	\$27,194
2025 Program Increases	0	0	\$0
2025 Program Offsets	0	0	\$0
2025 Request	69	53	\$27,194
Total Change 2024-2025	0	3	\$2,150

* All references in this document and tables to an FY 2024 Continuing Resolution are to an FY 2024 Annualized Continuing Resolution.

1. Program Description

The Department Leadership decision unit includes:

- Office of the Attorney General,
- Office of the Deputy Attorney General,
- Office of the Associate Attorney General,
- Professional Misconduct Review Unit,
- Departmental Executive Secretariat (which was moved from the Justice Management Division to Department Leadership in the fourth quarter of FY 2023 as a reorganization), and the
- Office of Privacy and Civil Liberties

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

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

- Coordinate criminal justice matters with Federal, state, and local law enforcement and criminal justice agencies;
- Prepare and disseminate an *Annual Report* to the Congress and the public regarding the programs and accomplishments of the Department of Justice; and
- Develop, review, and oversee the Department's privacy policies and operations to ensure privacy compliance.

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

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

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

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

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

The Associate Attorney General (AAG) is appointed by the President and confirmed by the Senate. As the third-ranking official of the Department, the AAG is a principal member of the AG's senior management team in advising and assisting the AG and the DAG in formulating and

implementing DOJ policies and programs. In addition to these duties, the AAG oversees the work of the following divisions:

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

The AAG also has oversight responsibility for:

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

The Professional Misconduct Review Unit (PMRU) handles disciplinary and state bar referral actions in those instances when Department attorneys fail to meet their professional obligations. The PMRU is dedicated to the fair, but swift resolution of disciplinary issues arising from findings of professional misconduct. Its singular focus ensures the timeliness of resolutions and ensures consistent and equitable treatment of similarly situated employees. The PMRU provides Department attorneys with fair opportunities to contest findings of professional misconduct and any resulting disciplinary actions arising from such findings and serves as a mechanism for supplying essential information regarding factors that must be weighed to determine an appropriate sanction once misconduct is confirmed.

The Office of Privacy and Civil Liberties (OPCL) assists the Department's Chief Privacy and Civil Liberties Officer (CPCLO), who serves within the Office of the Deputy Attorney General (ODAG). This Officer is the principal advisor to DOJ leadership and its components on issues related to privacy and civil liberties affecting the Department's missions and operations. The CPCLO determines the Department's privacy policy and standards, consistent with applicable laws, regulations, and administration policy. The OPCL collaborates with the CPCLO, aiding and in the execution of the CPCLO's statutory duties. The OPCL's primary mission is to implement the Department's privacy policies, related to the protection of individual privacy and civil liberties, especially in areas like the Department's counterterrorism, cybersecurity, and law enforcement efforts. In addition, the OPCL ensures Department is in compliance with federal information privacy laws and requirements. The OPCL also works with the Administration, Congress, the Privacy and Civil Liberties Oversight Board (PCLOB), and other executive branch agencies. It focuses on high-priority privacy and civil liberties issues affecting the United States Government. Additionally, the OPCL also provides administrative support to the Data Protection Review Court (DPRC).

Under Section 3 Executive Order 14086, "Enhancing Safeguards for United States Signals Intelligence Activities," the DPRC was established in FY 2023. The DPRC independently reviews determinations made by the Civil Liberties Protection Officer of the Office of the Director of National Intelligence (ODNI CLPO) in response to qualifying complaints sent by

individuals through appropriate public authorities that allege certain violations of United States law in the conduct of United States signals intelligence activities. Judges on the DPRC are appointed from outside the United States Government and bring relevant experience in the fields of data privacy and national security. They review cases independently. Decisions of the DPRC regarding any violations of applicable United States laws are binding. If a violation is found, the DPRC's decision about the implementation of remediation is also binding. To further enhance the review process, the E.O. allots a selection of a special advocate for each case. This advocate represents the complainant's interest in the matter and ensures that the DPRC is well-informed about the relevant issues and laws with concerning the matter under review.

The Office of the Executive Secretariat (Exec Sec) is responsible for executing correspondence management program policies and oversees the efficient handling of both unclassified and classified correspondence. This includes correspondence for the Office of the Attorney General, ODAG, Office of the Associate Attorney General (OASG), and Office of Legislative Affairs (OLA). The Exec Sec ensures effective capturing, processing, and preservation of this correspondence.

Exec Sec was moved to Department Leadership in an FY 2023 reorganization. The Department is leveraging an elevated and expanded Exec Sec to consolidate, simplify and streamline its internal clearance processes for policy documents and reports. Which improves timeliness and recordkeeping of responses to official correspondence and make critical documents more readily available to senior leadership. The Department expects that these changes will also strengthen relationships with external stakeholders by improving the process for gathering information, responding to correspondence, and managing the receipt of requests for assistance or collaboration.

B. Intergovernmental Relations & External Affairs

<i>Intergovernmental Relations & External Affairs</i>	Direct Pos.	Estimate FTE	Amount (000s)
<i>2023 Enacted</i>	74	47	\$14,328
<i>2024 Continuing Resolution</i>	49	48	\$14,328
<i>Adjustments to Base and Technical Adjustments</i>	15	15	\$2,344
<i>2025 Current Services</i>	64	63	\$16,672
<i>2025 Program Increases</i>	3	3	\$2,700
<i>2025 Program Offsets</i>	0	0	\$0
<i>2025 Request</i>	67	66	\$19,372
<i>Total Change 2024-2025</i>	18	18	\$5,044

1. Program Description

The Intergovernmental Relations & External Affairs decision unit includes:

- Office of Public Affairs,
- Office of Legislative Affairs, and
- Office of Tribal Justice.

The general goals and objectives of the Intergovernmental Relations & External Affairs decision unit are to:

- Improve the Department’s review and clearance process of legislative proposals initiated by other agencies within the Administration;
- Maintain an efficient and responsive legislative liaison service operation;
- Provide support in advancing the Administration's overall legislative agenda;
- Assure policy consistency and coordination of departmental initiatives, briefing materials, and policy statements;
- Disseminate timely and accurate information about the Department, the AG, and the Administration's priorities, policies, and activities to the media and public;
- Enhance and promote the enforcement goals of the Department by distributing news releases and coordinating press, telephone, and video conferences to announce indictments, settlements, and statements on civil rights, environmental, criminal, antitrust, and other Department enforcement efforts;
- Ensure compliance with all applicable laws, regulations, and policies involving the release of information to the public, such that material is not made public that might jeopardize investigations and prosecutions, violate rights of defendants or potential defendants, or compromise interests of national security;
- Promote internal uniformity of Department policies and litigating positions relating to Indian country; and
- Advise Department components in litigating, protecting, or addressing Native American rights and related issues.

The Office of Public Affairs (PAO) is the principal point of contact for the DOJ with the media. The PAO is responsible for informing the public about the Department’s activities and priorities

and policies of the AG with regard to law enforcement and legal affairs. The PAO's staff advises Department officials and coordinates with public affairs units of the Department components on all aspects of media relations and general communications. They ensure the media receives current, complete, and accurate information, and that the Department complies with all applicable laws, regulations, and policies involving the release of information. The PAO also serves reporters by responding to queries, issuing news releases and statements, arranging interviews, and conducting news conferences.

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

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

C. Executive Support & Professional Responsibility

<i>Executive Support & Professional Responsibility</i>	Direct Pos.	Estimate FTE	Amount (000s)
<i>2023 Enacted</i>	60	52	\$18,235
<i>2024 Continuing Resolution</i>	60	53	\$18,235
<i>Adjustments to Base and Technical Adjustments</i>	0	0	\$1,121
<i>2025 Current Services</i>	60	53	\$19,356
<i>2025 Program Increases</i>	0	0	\$0
<i>2025 Program Offsets</i>	0	0	\$0
<i>2025 Request</i>	60	53	\$19,356
<i>Total Change 2024-2025</i>	0	0	\$1,121

1. Program Description

The Executive Support & Professional Responsibility decision unit consists of:

- Office of Legal Policy,
- Office of Information Policy,
- Office of Professional Responsibility, and
- the Professional Responsibility Advisory Office.

The general goals and objectives of this decision unit are to:

- Improve the Department's efficacy and contribute to and review the Administration's law enforcement initiatives and other legislative proposals affecting Department responsibilities;
- Handle the processing of judicial and other nominations efficiently and responsively;
- Oversee the investigation of allegations of criminal and ethical misconduct by the Department's attorneys, criminal investigators, or other law enforcement personnel; and
- Assist Department components in processing Freedom of Information Act (FOIA) requests from the public, while also promoting effective FOIA operations across the Executive Branch.

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

The Office of Information Policy (OIP) was established to provide guidance and assistance to all government agencies in administering the FOIA. The OIP is responsible for promoting agency compliance with the FOIA and overseeing the implementation of this law by agencies. To carry out those responsibilities, the OIP develops legal and policy guidance for agencies, publishes the

Department of Justice Guide to the FOIA, conducts training sessions, and provides counseling services to help agencies properly implement the law. The OIP also establishes reporting requirements for all agencies and assesses their progress in FOIA implementation. In addition to these government-wide responsibilities, the OIP handles the adjudication, on behalf of the Department, of administrative appeals against denials of access to information made by the Department's components. It processes initial requests made for the records of senior leadership offices and manages the defense of certain FOIA litigation cases.

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

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

2. Performance Tables

PERFORMANCE AND RESOURCES TABLE												
Decision Unit: Executive Support & Professional Responsibility (ESPR)												
RESOURCES			Target		Actual		Target		Changes		Requested (Total)	
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		ATBs & FY 2025 Programs		FY 2025	
Program Activity:		Office of Professional Responsibility (OPR)	FTE	\$000s	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			29	7,767	28	6,696	28	7,248	0	113	28	7,361
Key Performance Indicator (KPI)	1.1	Percentage of OPR inquiries resolved within one year (KPI 1.1.2)	75%		98%		75%		N/A		75%	

KPI = Key Performance Indicator, aligned with Strategic Goals

Data Definition, Validation, Verification, and Limitations:

OPR – The OPR maintains data in its case management system on the opening, conversion, and closure of inquiries that are received. The OPR’s analysts routinely update the system and review the accuracy of the information that is stored. The OPR compiles its inquiries data to provide Department leadership with quarterly reports, as well as to respond to data inquiries. On an annual basis, the OPR releases statistical information about its investigations and inquiries along with a summary of the cases reviewed to the public. The information provided in the OPR’s annual report reinforces the Department’s commitment to ensuring that the attorney and law enforcement workforce are professional, well-managed, and adhere to the highest ethical standards. In FY 2022, the OPR implemented a new formula to calculate the percentage of inquiries resolved within one year. For comparison purposes, the prior years’ data provided above was recalculated using this new formula.

PERFORMANCE MEASURE TABLE								
Decision Unit: Executive Support & Professional Responsibility (ESPR)								
Performance Report and Performance Plan Targets		FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
		Actual	Actual	Actual	Actual	Actual	Target	Target
Key Performance Indicator (KPI)	Percentage of OPR inquiries resolved within one year (KPI 1.1.2) [OPR]	93%	89%	93%	92%	98%	75%	75%

3. Performance, Resources, and Strategies

3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

1) Key Performance Indicator 1.1.2 for OPR:

The Office of Professional Responsibility (OPR) exceeded its FY 2023 inquiries performance target by monitoring the timely completion of the inquiries received. Through the dedicated performance of its staff and supervisors, OPR resolved 98 percent of its inquiries within one year of being opened.

b. Strategies to Accomplish Outcomes

1) Key Performance Indicator 1.1.2 and Performance Measure 1 for OPR:

Throughout Fiscal Years 2024 and 2025, OPR will conduct quarterly case reviews and weekly monitor the statuses of its open inquiries to ensure that they are processed in a timely manner.

D. Justice Management Division

<i>Justice Management Division</i>	Direct Pos.	Estimate FTE	Amount (000s)
<i>2023 Enacted</i>	334	282	\$87,393
<i>2024 Continuing Resolution</i>	286	286	\$87,393
<i>Adjustments to Base and Technical Adjustments</i>	15	24	\$8,253
<i>2025 Current Services</i>	301	310	\$95,646
<i>2025 Program Increases</i>	8	8	\$2,337
<i>2025 Program Offsets</i>	0	0	\$0
<i>2025 Request</i>	309	318	\$97,983
<i>Total Change 2024-2025</i>	23	32	\$10,590

1. Program Description

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

The major functions of JMD are to:

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

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

- Direct all Department security programs including: personnel, physical, document, information processing, telecommunications, and special intelligence;
- Formulate and implement Department defense mobilization and contingency planning;
- Review legislation for potential impact on the Department's resources;
- Establish policy and procedures related to debt collection and asset forfeiture; and
- Direct the Department's ethics program by administering the ethics laws and regulations and coordinating the work of the deputy ethics officials throughout the Department, including issuing advice, providing ethics briefings, and reviewing financial disclosure reports.

2. Performance Tables

PERFORMANCE AND RESOURCES TABLE												
Decision Unit: Justice Management Division (JMD)												
RESOURCES			Target		Actual		Target		Changes		Requested (Total)	
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		ATBs & FY 2025 Programs		FY 2025	
Program Activity:		Department Ethics Office (DEO)	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			7	1,606	5	1,708	6	1,266	0	106	6	1,372
Performance Measure 1:	1.1	Conduct ethics training for DOJ employees and ensure all financial disclosures are reviewed timely	training 95% disclosures 90%		training 95% disclosures 88%		training 95% disclosures 90%		N/A		training 95% disclosures 90%	
Program Activity:		Human Resources (HR)	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			34	9,099	29	10,143	31	9,187	3	262	34	9,449
Performance Measure 2:	1.2	Time-To-Hire (in calendar days) for Mission Critical Occupations (MCO)	193 days		156 days		150 days		N/A		145 days	
Key Performance Indicator (KPI)	1.2	Department's average score on selected FEVS questions related to how well managers cultivate innovation, creativity, and collaboration (KPI 1.2.1)	61%		57%		62%		N/A		63%	
Key Performance Indicator (KPI)	1.2	Percent of people involved in hiring who have completed implicit bias and interview skills training within the last three years (KPI 1.2.3)	25%		2%		50%		N/A		75%	
Key Performance Indicator (KPI)	1.2	Disparities in employee attrition rates (KPI 1.2.4)	1.34		1.41		1.32		N/A		1.30	
Program Activity:		Facilities & Administrative Services Staff (FASS)	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			30	9,083	25	7,803	26	8,722	0	186	26	8,908
Key Performance Indicator (KPI)	3.5	Percent reduction in energy intensity used by the Department (KPI 3.5.5)	52.0%		53.6%		54.0%		N/A		56.0%	

KPI = Key Performance Indicator, aligned with Strategic Goals

N/A = data unavailable or measure discontinued

Data Definition, Validation, Verification, and Limitations:

DEO – The Office of Government Ethics’ regulations require new entrant and annual training for federal employees and submission and review of financial disclosure reports in accordance with each employee’s position. The DEO is responsible for providing these services to appropriate JMD employees and senior management offices. The DEO maintains records of employees’ completion of training requirements via sign-in sheets at in-person training, and employee certifications of online training, and of the dates of employees’ submission and DEO review of assigned financial disclosure reports.

HR – Time-to-hire is measured from the time the need is validated by the hiring manager to the time of entry on duty. The JMD sends quarterly data calls to DOJ components requesting time-to-hire data for the Department’s mission critical occupations (MCO). The Department is dependent on its components to provide the data. Additional limitations include untimely responses by components, which creates a data-reporting lag, and unvalidated data submissions since the JMD has no independent mechanism of validation. The average time-to-hire is computed by calculating the total number of days to hire for all the MCOs in DOJ components during the fiscal year and dividing that amount by the total number of MCO hires in DOJ components during the fiscal year.

FASS – JMD Facilities & Administrative Services Staff (FASS) tracks the reduction of energy usage throughout buildings they manage. The Implementing Instructions for Executive Order 14057 (“Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability”) directed the DOJ to submit the FY 2024 Sustainability Strategic Plan.

3. Performance, Resources, and Strategies

3. Performance, Resources, and Strategies

a. Performance Plan and Report for Outcomes

1) Performance Measure 1 for JMD DEO:

In FY 2023, new employee training completion improved to 91.3% completed within three months. The DEO works as diligently as possible but does not always receive timely notification of new employees. The annual training completion rate prior to the end of FY 2023 improved significantly to 99.5%. This improvement resulted from the digital learning system (LEARNDOJ) automatically notifying employees about the need to complete the requirement by December 31st at the beginning of the month. The additional notifications resulted in higher compliance. The DEO purchased and launched a digital system to handle the filing and review of Confidential Financial Disclosure reports in FY 2023, but the system was not launched until May. At the same time, the DEO was staffed at approximately half of its normal level with no dedicated employee assigned to handle the software launch, training, and review Confidential Financial Disclosure reports. The DEO hired a second ethics specialist in December 2023 and is already benefiting from having an experienced specialist on board reviewing reports and managing the system. Staffing levels also impacted the review of OGE-278e. In FY 2023, approximately 88% of reports were reviewed timely.

2) Performance Measure 2 for JMD HR:

The Department was successful in hitting its FY 2023 time-to-hire target of 193 days for mission critical occupations (MCO) (by 37 days).

3) Key Performance Indicator 1.2.1 for JMD HR:

The Department was unsuccessful in hitting its FY 2023 target of 61%. The Department's FY 2023 Actual was 57%.

4) Key Performance Indicator 1.2.3 for JMD HR:

The Department was unsuccessful in hitting its FY 2023 target of 25% of DOJ employees involved in the hiring process taking both implicit bias and interview skills training within the last 3 years. JMD HR queried the DOJ Learning Management System and found out that only 2% of employees have taken both Implicit Bias training and Interview Skills training within the last 3 years.

5) Key Performance Indicator 1.2.4 for JMD HR:

The Department was unsuccessful in hitting its FY 2023 target of a gender attrition disparity rate of 1.34. The Department's FY 2023 Actual was 1.41.

6) Key Performance Indicator 3.5.5 for JMD FASS:

In FY 2023, the DOJ's goal-subject facilities collectively decreased energy intensity by 5.7 percent compared to FY 2022. Primary factors contributing to this observed reduction are steady decreases by several bureaus.

- ATF decreased its energy intensity by 7.8 percent, driven by a 72.6 percent reduction in fuel oil consumption and a 5.1 percent reduction in electricity consumption.
- BOP experienced a 7.8 percent decrease in natural gas consumption and 2.4 percent decrease in purchased electricity consumption across its facilities. The BOP's total energy intensity decreased by 6.3 percent in FY 2023.
- FBI decreased its facility energy intensity by 9.2 percent due to a 10 percent decrease in natural gas consumption and an increase in total gross square footage.

b. Strategies to Accomplish Outcomes

1) Performance Measure 1 for JMD DEO:

DEO continues to work with JMD HR to ensure more timely notification of new employee onboarding. DEO has hired an experienced ethics specialist to manage the review of Confidential Financial Disclosure report. DEO is staffed at 85% of its FSL and is working to obtain an exception to the hiring freeze to fill its last open position. DEO we will also need a second exception to the hiring freeze within the next few weeks, as one of two attorneys will be departing to take a position with another office in JMD.

2) Performance Measure 2 for JMD HR:

JMD HR will leverage existing resources to deliver HR services to supporting the offices, boards, and divisions of the DOJ. These include staffing, recruitment and placement, position management and classification, performance management, and labor and employee relations functions. To help the Department meet its FY 2024 target and reduce its average time-to-hire, the JMD HR will encourage DOJ components to utilize non-competitive special hiring authorities to expedite hiring for the MCOs whenever possible.

3) Key Performance Indicator 1.2.1 for JMD HR:

JMD has hired two employee engagement specialists who will devote their time and attention to communicate with components and managers to cultivate a culture of innovation, creativity and collaboration that meets the goals of the Department, its employees and above all the public they serve. JMD HR will continue to monitor and communicate the Department's score on the relevant FEVS questions to support this effort.

4) Key Performance Indicator 1.2.3 for JMD HR:

The Office of Attorney Recruitment and Management (OARM) is currently working on developing and finalizing their attorney interview training module but will develop the

training in such a way that it can apply to interviewing for any occupational series, not just attorneys. The training will include enough information to address implicit bias as well. The goal is to make the training available to all DOJ employees, regardless of occupational series. Employees involved in the hiring process can satisfy the implicit bias/interviewing skills training requirement, outlined in the KPI, with this single training module. JMD HR is anticipating that the training module will be finalized by Q2 FY 2024. Once the training module is finalized, JMD/HR will: upload the training into LearnDOJ, our Learning Management System; our Chief Learning Officer will inform all the component training officers and HR officers about the availability of the training; they will share the training with components who do not utilize LearnDOJ; and they will continue to advertise its availability and the KPI requirement at all future meetings with component training officers and HR officers. JMD HR will track, on an annual basis, the percentage of employees involved in the hiring process who have taken implicit bias/interviewing skills training by querying the various Learning Management Systems. As a result of these efforts, the percentage of employees involved in the hiring process who have taken implicit/bias and interviewing skills training will increase significantly from FY 2024 through FY 2026.

5) Key Performance Indicator 1.2.4 for JMD HR:

The Department is developing an exit survey pilot program, which among other things, will allow the Department to obtain insight as to the reasons why employees are choosing to leave the agency. More specifically, the Department hopes to identify barriers or challenges in the recruitment, hiring, retention, and employee development lifecycle that is resulting in female attrition rates being higher than that for males, with the goal of developing strategies to mitigate the gender attrition disparities.

6) Key Performance Indicator 3.5.5 for JMD FASS:

The Department maintains its commitment to reducing energy inefficiency, limit emissions and ensure strong progress in the Department and administration's goals of implementing a comprehensive strategy in response to the climate crisis. Specifically, JMD FASS Environmental & Sustainability Services (ESS) will continue to monitor energy intensity in Department infrastructure, ensuring compliance with updated guidance from OMB, and in line with Executive Order 14057.

V. Program Increases by Item

Item Name: Evidence Lead (Evidence Act Title I Implementation and Evaluation)

Strategic Goal: 1. Uphold the Rule of Law

Strategic Objective: 1.2 Promote Good Government

Budget Decision Unit(s): Justice Management Division

Program Increase: Positions: 1 Agt/Atty: 0 FTE: 1 Dollars: \$136,000

Description of Item

The Administration is committed to making evidence-based decisions guided by the best available science and data. To support this commitment, JOMA requests one position and \$136,000 to support the duties of the Evaluation Officer and implementing Title I of the [Foundations for Evidence-based Policymaking Act of 2018](#) (Evidence Act) in the JMD Strategic Planning and Performance Staff (SPPS).

Additional guidance on Evidence Act requirements and program evaluation standards can be found in [M- 21-27](#), [M-19-23](#), [M-20-12](#), and [OMB Circular A-11 Part 6](#). This guidance applies to both FY 2024 proposed funding and execution of appropriated dollars, including for FY 2023.

Justification

The DOJ construct for the Evidence Act includes the Department's Evaluation Officer who provides leadership over evidence-building activities in coordination with the Statistical Official and the Chief Data Officer. This FY 2025 funding of \$136,000 complements the Department's FY 2023 Strategic Management Initiative's increase of three positions for performance management, evidence-building and evaluation, and enterprise risk management support to the SPPS.

Impact on Performance

This enhancement supports the DOJ's ability to enhance evidence-based decision making. This new evaluation specialist position in the JMD will advance the work of the Evaluation Officer under the Foundations for Evidence-Based Policymaking Act of 2018 (Evidence Act). The Evaluation Officer is charged with, among other things, producing and implementing the Department's Learning Agenda that includes 28 priority questions and coordinating the development of the Department's Annual Evaluation Plans. In addition, the Evaluation Officer collaborates with the Chief Data Officer and the Statistical Official to assess and build the Department's capacity for data-driven, evidence-based decision making. The new position will support this work and apply technical expertise with a combination of quantitative and qualitative social science methods to develop and implement technically sound, rigorous evaluations and other research and analyses. This evaluation specialist will greatly expand the

Department’s capacity to work with stakeholders from across the Department to identify priority evidence gaps and design new research and analysis projects.

Funding

Base Funding

None.

Personnel Increase Cost Summary

Type of Position/Series	FY 2025 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				2 nd Year	3 rd Year	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Clerical and Office Svcs (0300-0399)	136	1	278	142	3	142	3
Total Personnel	136	1	278	142	2	142	3

Non-Personnel Increase Cost Summary

None.

Total Request for this Item

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/Atty	FTE	Personnel	Non-Personnel	Total	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Current Services	0	0	0	0	0	0		
Increases	1	0	1	136	0	136	142	3
Grand Total	1	0	1	136	0	136		

Item Name: **Multimedia Services and eLitigation**

Strategic Goal: 1. Uphold the Rule of Law

Strategic Objective: 1.2 Promote Good Government

Budget Decision Unit(s): Intergovernmental Relations & External Affairs,
Justice Management Division

Program Increase: Positions: 10 Agt/Atty: 4 FTE: 10 Dollars: \$4,200,000

Description of Item

In FY 2025, the Department requests \$4.2 million in direct funding to migrate 10 positions and associated expenses for Multimedia Services as well as that of the JMD eLitigation Group from the Working Capital Fund (WCF) to the JOMA appropriation. Both offices have been housed under the Deputy Assistant Attorney General for Policy, Management, and Procurement. Multimedia Services, a staff of three, is being transferred from JMD-FASS to the Public Affairs Office (PAO) to complement PAO's functions to quickly address the need and the work of that office in a more cohesive manner. It was also determined that the work of JMD eLitigation best serves its purpose when JOMA-funded. The expected result is more efficient and effective operational outcomes for both service missions.

Justification

Multimedia Services:

The Department is a frequent subject of the media as the Federal agency responsible for a broad array of national security, law enforcement, and criminal justice activities. As online services and media demands increase and become more complex, the Public Affairs Office, funded by the JOMA appropriation, has sought to transform to a holistic strategy that integrates digital communications with DOJ employees, the media, the American people, and other stakeholders with a cohesive message. This strategy includes comprehensive oversight and management of the Department's digital presence, including websites, social media, multimedia, photographs, audio podcasts, video recordings, blogs, and livestreaming. It involves creating and disseminating digital communications products and content, as well as coordinating the digital units of all Department components.

The funding enables and supports the Department's effort to implement a comprehensive modern media strategy, including the support of critical technical staff and tactical resources, and after-hours broadcast support during emergencies. Moreover, transferring functional portions of this work, which resides in JMD-FASS, and are funded through the WCF, integrates implementation with the roles that manage outreach and communications activities. As the PAO is not a service provider under the WCF, a cohesive framework for multimedia services within the PAO requires direct appropriated resources. The Department's success in providing multimedia services and

support is best ensured through its integration into the activities of the PAO. This approach makes it a suitable program for direct appropriation, as its functions are universal across the Department's components, rather than continuing through the WCF.

JMD eLitigation Office:

As Electronically Stored Information (ESI) becomes key evidence in more criminal and civil cases, having knowledge, skill, and access for eLitigation (eLIT) becomes critical. This expertise is essential for efficient prosecution and litigation of cases in the 21st Century. This requires improved eLIT skills (collection, processing, analysis, and presentation of evidence), an updated governance structure, and embracing new best practices and technology. The resources requested will ensure the Department is well-equipped to effectively and efficiently achieve just and favorable case outcomes, while meeting their legal and ethical discovery obligations in the digital environment.

Case volume in terabytes has increased 4,700% in less than 10 years because of technological advances. DOJ components have been managing this volume of data manually while working to take this bandwidth from people to technology. This funding supports the need for skilled personnel to manage electronic evidence, case managers who are electronic evidence experts, and enables the personnel bandwidth to properly review and efficiently evaluate electronic evidence. The funding also helps to bring what private law firms have in terms of technology and expertise at the Federal level.

The eLIT Office within JMD provides best-practice coordination, training, and capacity building to Department components, crucial for investigative and prosecutorial operations. As it becomes fully staffed and matures, providing maximum benefit to the Department's law enforcement and litigating components, its functions are not purely transactional between the JMD. Therefore, it is better supported through direct appropriation rather than continuing through the WCF.

Impact on Performance

Multimedia services and eLitigation both serve the JOMA accounts principal activities supporting Strategic Objective 1.2, *Promote Good Government*. eLitigation services indirectly enable litigating components to succeed in their performance with other key goals and objectives in the Department's Strategic Plan including:

- 2.2: *Counter Foreign and Domestic Terrorism*
- 2.3: *Combat Violent Crime and Gun Violence*
- 2.4: *Enhance Cybersecurity and Fight Cybercrime*
- 2.5: *Combat Drug Trafficking and Prevent Overdose Deaths*
- 3.2: *Combat Discrimination and Hate Crimes*
- 4.2: *Combat Corruption, Financial Crime, and Fraud*

Funding

Base Funding

None. Funding is currently provided through the Department's Working Capital Fund.

Personnel Increase Cost Summary

Type of Position/Series	FY 2025 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				2 nd Year	3 rd Year	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Misc Admin & Prog (0301)	564	3	564	0	0	0	0
Clerical and Office Svcs (0300-0399)	523	2	523	0	0	0	0
Attorney (0905)	965	4	965	0	0	0	0
Information & Arts (1000-1099)	186	1	186	0	0	0	0
Total Personnel	2,238	10	2,238	0	0	0	0

Annualizations are not requested in outyears as the request is to migrate existing positions between fund sources. The authorized direct position slots requested are expected to be filled for the entirety of FY 2025 and are budgeted accordingly. To that end, onboarding costs typically associated with new positions are not included in the request.

Non-Personnel Increase Cost Summary

Non-Personnel Item	FY 2025 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
25.3 Other Goods & Services (Federal)	234	N/A	N/A	0	0
25.7 Operation and Maintenance of Equipment	1,627	N/A	N/A	0	0
Other Standard Operating Costs (travel, supplies, equipment)	101	N/A	N/A	0	0
Total Non-Personnel	1,962	N/A	N/A	0	0

No non-personnel annualizations are requested for this enhancement, as these are services being absorbed from the Working Capital Fund, and do not reflect new one-time procurement or

equipment refreshes. Standard inflationary adjustments for contractual and equipment costs are anticipated in outyears.

Total Request for this Item

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/ Atty	FTE	Personnel	Non-Personnel	Total	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Current Services	0	0	0	0	0	0		
Increases	10	4	10	2,238	1,962	4,200	0	0
Grand Total	10	4	10	2,238	1,962	4,200		

Item Name: **GSA Technology Transformation Services (TTS)**

Strategic Goal: 1. Uphold the Rule of Law

Strategic Objective: 1.2 Promote Good Government

Budget Decision Unit(s): Justice Management Division (JMD)

Program Increase: Positions: 0 Agt/Atty: 0 FTE: 0 Dollars: \$701,000

Description of Item

The Department of Justice requests \$701,000 for agency contributions to the General Services Administration (GSA) to support of the new Technology Transformation Services (TTS) reimbursable program. The request seeks to transition three existing programs, currently funded by GSA appropriations, to an agency contribution model. Specifically, this will cover FedRAMP, the U.S. Web Design System, and the Data & Analytics portfolio, which includes data.gov and the Digital Analytics Program (DAP).

Justification

The TTS programs are well-suited for a reimbursable model, as they provide direct benefits to agencies that are, in most cases, required to use the programs through statute and OMB policy. Following discussions between the OMB and GSA, additional details on new program have been communicated, resulting in adjusting the DOJ contribution amount in FY 2025.

TTS supports 18 interfaces overall, both directly and on behalf of the public. This effort involves transferring support for the following interfacings:

- FedRAMP, helping agencies avoid spending duplicative funds for security-related costs and saves valuable time by establishing an “authorize once, reuse many times” IT security program for cloud service offerings
- U.S. Web Design System (USWDS), providing guidance and code to transform how the government delivers a seamless, trustworthy, and optimal digital experience to the public;
- Digital Analytics Program (DAP), offering advanced, easy web analytics tools, training, and support to help the government make data-driven decisions to improve the digital public experience, and
- Data.gov, offering the public open access to datasets from across the federal government.

Impact on Performance

TTS serves the public and modernizes the way citizens interact with their government. This includes using technology to improve transparency, security, and the efficiency of federal operations, while also increasing citizen participation. The overall program is focused on the citizen experience with government digital services and are committed to improving the public's interaction with government through technology. The agency contribution model is intended to enhance efficiency and engagement.

Funding

Base Funding

None.

Personnel Increase Cost Summary

None.

Non-Personnel Increase Cost Summary

Non-Personnel Item	FY 2025 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
25.3 Other Goods & Services (Federal)	701	N/A	N/A	0	0
Total Non-Personnel	701	N/A	N/A	0	0

Total Request for this Item

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/Atty	FTE	Personnel	Non-Personnel	Total	FY 2026 (net change from 2025)	FY 2027 (net change from 2026)
Current Services	0	0	0	0	0	0	N/A	N/A
Increases	0	0	0	0	701	701	0*	0*
Grand Total	0	0	0	0	701	701	0	0

Non-personnel annualizations are not included in this request, as the contribution to GSA is a recurring cost. Future contributions to be determined in the outyears, and adjustments to base will be requested in future budget submissions to address changes to this mandatory contribution.

VI. Exhibits