

B. Summary of Requirements

Summary of Requirements

Civil Rights Division
 Salaries and Expenses
 (Dollars in Thousands)

	FY 2017 Request		
	Direct Pos.	Estimate FTE	Amount
2015 Enacted 1/	714	565	147,239
Total 2015 Enacted	714	565	147,239
2016 Enacted	714	606	148,239
Base Adjustments			
Pay and Benefits	0	0	1,040
Domestic Rent and Facilities	0	0	2,072
Total Base Adjustments	0	0	3,112
Total Technical and Base Adjustments	0	0	3,112
2017 Current Services	714	606	151,351
Program Changes			
Increases:			
Policing and Criminal Justice	24	12	2,700
Protecting the Rights of Servicemembers	5	3	587
Protecting the Rights of People with Disabilities	7	4	983
Subtotal, Increases	36	19	4,270
Total Program Changes	36	19	4,270
2017 Total Request	750	625	155,621
2016 - 2017 Total Change	36	19	7,382

^{1/} FY 2015 FTE is actual

Summary of Requirements

Civil Rights Division
Salaries and Expenses
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Program Activity	FY 2015 Appropriation Enacted			FY 2016 Enacted			FY 2017 Technical and Base Adjustments			FY 2017 Current Services		
	Direct Pos.	Actual FTE	Amount	Direct Pos.	Est. FTE	Amount	Direct Pos.	Est. FTE	Amount	Direct Pos.	Est. FTE	Amount
Civil Rights Enforcements	714	565	147,239	714	606	148,239	0	0	3,112	714	606	151,351
Total Direct	714	565	147,239	714	606	148,239	0	0	3,112	714	606	151,351
Balance Rescission			0			0			0			0
Total Direct with Rescission			147,239			148,239			3,112			151,351
Reimbursable FTE		38			93			0			93	
Total Direct and Reimb. FTE		603			699			0			699	
Other FTE:												
LEAP		0			0			0			0	
Overtime		4			4			0			4	
Grand Total, FTE		607			703			0			703	

Program Activity	2017 Increases			2017 Offsets			2017 Request		
	Direct Pos.	Est. FTE	Amount	Direct Pos.	Est. FTE	Amount	Direct Pos.	Est. FTE	Amount
Civil Rights Enforcements	36	19	4,270	0	0	0	750	625	155,621
Total Direct	36	19	4,270	0	0	0	750	625	155,621
Balance Rescission			0			0			0
Total Direct with Rescission			4,270			0			155,621
Reimbursable FTE		0			-17			76	
Total Direct and Reimb. FTE		19			-17			701	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			4	
Grand Total, FTE		19			-17			705	

FY 2017 Program Increases/Offsets by Decision Unit

Civil Rights Division
 Salaries and Expenses
 (Dollars in Thousands)

Program Increases	Location of Description by Program Activity	Civil Rights Enforcements				Total Increases			
		Direct Pos.	Agt./Atty.	Est. FTE	Amount	Direct Pos.	Agt./Atty.	Est. FTE	Amount
Policing and Criminal Justice	37	24	17	12	2,700	24	17	12	2,700
Protecting the Rights of Servicemembers	41	5	3	3	587	5	3	3	587
Protecting the Rights of People with Disabilities	44	7	4	4	983	7	4	4	983
Total Program Increases		36	24	19	4,270	36	24	19	4,270

Program Offsets	Location of Description by Program Activity	Civil Rights Enforcements				Total Offsets			
		Direct Pos.	Agt./Atty.	Est. FTE	Amount	Direct Pos.	Agt./Atty.	Est. FTE	Amount
No Program Offsets									
Total Program Offsets									

Resources by Department of Justice Strategic Goal and Objective

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2015 Appropriation Enacted		FY 2016 Enacted		FY 2017 Current Services		FY 2017 Increases		FY 2017 Offsets		FY 2017 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 2 Prevent crime, protect the rights of the American people, and enforce federal law												
2.5 Promote and protect American civil rights by preventing and prosecuting discriminatory practices.	603	147,239	699	148,239	699	151,351	19	4,270	-17	0	701	155,621
Subtotal, Goal 2	603	147,239	699	148,239	699	151,351	19	4,270	-17	0	701	155,621
TOTAL	603	147,239	699	148,239	699	151,351	19	4,270	-17	0	701	155,621

Justifications for Technical and Base Adjustments

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

	Direct Pos.	Estimate FTE	Amount
Pay and Benefits			
<p>1 <u>2017 Pay Raise - 1.6%</u> This request provides for a proposed 1.6 percent pay raise to be effective in January of 2016. The amount requested, \$1,293,000, represents the pay amounts for 3/4 of the fiscal year plus appropriate benefits (\$954,000 for pay and \$339,000 for benefits.)</p>	0	0	1,293
<p>2 <u>Annualization of 2016 Pay Raise</u> This pay annualization represents first quarter amounts (October through December) of the 2015 pay increase of 1.0 percent included in the 2015 President's Budget. The amount requested \$317,000, represents the pay amounts for 1/4 of the fiscal year plus appropriate benefits (\$223,000 for pay and \$94,000 for benefits).</p>	0	0	317
<p>3 <u>Changes in Compensable Days</u> The increased cost for two compensable days in FY 2016 compared to FY 2015 is calculated by dividing the FY 2015 estimated personnel compensation of \$84,997,000 and applicable benefits of \$20,454,000 by 262 compensable days multiplied by the two additional days.</p>	0	0	-805
<p>4 <u>Employees Compensation Fund</u> The -\$10,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.</p>	0	0	-10
<p>5 <u>Health Insurance</u> Effective January 2016, the component's contribution to Federal employees' health insurance increases by 2.9 percent. Applied against the 2015 estimate of \$6,758,620 the additional amount required is \$196,000.</p>	0	0	196
<p>6 <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 1.3 percent per year. The requested increase of \$49,000 is necessary to meet our increased retirement obligations as a result of this conversion.</p>	0	0	49
Subtotal, Pay and Benefits	0	0	1,040

Justifications for Technical and Base Adjustments

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

	Direct Pos.	Estimate FTE	Amount
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 increase of \$49,000 is required to meet our commitment to GSA. The costs associated with GSA rent were derived through the use of an automated system, which uses the latest inventory data, including rate increases to be effective FY 2017 for each building currently occupied by Department of Justice components, as well as the costs of new space to be occupied.	0	0	49
2 <u>Guard Service</u> This includes Department of Homeland Security (DHS) Federal Protective Service charges, Justice Protective Service charges and other security services across the country. The requested increase of \$35,000 is required to meet these commitments.	0	0	35
3 <u>Moves - FY 2017</u> GSA requires all agencies to pay relocation costs associated with lease expirations. This request provides for the costs associated with new office relocations caused by the expiration of leases in FY 2017.	0	0	1,988
Subtotal, Domestic Rent and Facilities	0	0	2,072
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	0	0	3,112

Crosswalk of 2015 Availability

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2015 Appropriation Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2015 Availability		
	Direct Pos.	Actual FTE	Amount	Direct Pos.	Actual FTE	Amount	Amount	Amount	Direct Pos.	Actual FTE	Amount
Civil Rights Enforcements	714	565	147,239	0	0	1,155	751	525	714	565	149,670
Total Direct	714	565	147,239	0	0	1,155	751	525	714	565	149,670
Balance Rescission			-1,172			0	0	0			-1,172
Total Direct with Rescission			146,067			1,155	751	525			148,498
Reimbursable FTE		38			0					38	
Total Direct and Reimb. FTE		603			0					603	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		4			0					4	
Grand Total, FTE		607			0					607	

Reprogramming/Transfers:

Funding of \$1.155M was reallocated from GLA's ALS account to the Civil Rights Division's ALS account.

Carryover:

Funds were carried over into FY 2015 from GLA's 2014 no-year account.

Recoveries/Refunds:

Direct recoveries from the Civil Rights Division's no-year ALS accounts totals \$525 thousand.

Balance Recission

A \$10M unobligated balance rescission was spread among the GLA components' carryover funding.

Crosswalk of 2016 Availability

Civil Rights Division
 Salaries and Expenses
 (Dollars in Thousands)

Program Activity	FY 2016 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2016 Availability		
	Direct Pos.	Est. FTE	Amount	Direct Pos.	Est. FTE	Amount	Amount	Amount	Direct Pos.	Est. FTE	Amount
Civil Rights Enforcements	714	606	148,239	0	0	0	3,912	0	714	606	152,151
Total Direct	714	606	148,239	0	0	0	3,912	0	714	606	152,151
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			148,239			0	3,912	0			152,151
Reimbursable FTE		93			0					93	
Total Direct and Reimb. FTE		699			0					699	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		4			0					4	
Grand Total, FTE		703			0					703	

Carryover:

Funds were carried over into FY 2016 from GLA's 2015 no-year account.

Summary of Reimbursable Resources

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2015 Actual			2016 Estimate			2017 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	178	0	0	200	0	0	200	0	0	0
Community Relations Service	0	0	9	0	0	5	0	0	5	0	0	0
Department of Justice (Justice Management Division)	0	0	3,194	25	21	8,360	21	18	8,360	-4	-3	0
Department of Health and Human Services	19	19	5,961	41	60	14,115	41	46	10,800	0	-14	-3,315
Department of Homeland Security	0	0	31	0	0	32	0	0	32	0	0	0
Drug Enforcement Administration	0	0	104	0	0	130	0	0	130	0	0	0
Executive Office for Immigration Review	0	0	22	0	0	35	0	0	35	0	0	0
Federal Bureau of Investigation	0	0	536	0	0	500	0	0	500	0	0	0
Federal Prison System	10	10	862	10	10	1,150	10	10	1,150	0	0	0
National Security Division	0	0	225	0	0	200	0	0	200	0	0	0
Office of Attorney Recruitment/Management	0	0	2	0	0	7	0	0	7	0	0	0
Office of Justice Programs	0	0	237	0	2	238	0	2	238	0	0	0
Office of the Inspector General	0	0	14	0	0	10	0	0	10	0	0	0
U.S. Attorneys	0	0	325	0	0	288	0	0	288	0	0	0
U.S. Marshals Services	0	0	204	0	0	145	0	0	145	0	0	0
Budgetary Resources	29	29	11,904	76	93	25,415	72	76	22,100	-4	-17	-3,315

Obligations by Program Activity	2015 Actual			2016 Estimate			2017 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	29	38	11,904	76	93	25,415	72	76	22,100	-4	-17	-3,315
Budgetary Resources	29	38	11,904	76	93	25,415	72	76	22,100	-4	-17	-3,315

Note: The Reimbursable resources here include Health Care Fraud resources funded through direct collections that are elsewhere shown as direct resources. The Health Care Fraud resources are presented here to indicate that these positions, FTE, and amounts are not funded through DOJ direct appropriations.

Detail of Permanent Positions by Category

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2015 Enacted		FY 2016 Enacted		FY 2017 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Miscellaneous Operations (001-099)	7	0	7	0	0	0	0	7	0
Social Science, Psychology, Welfare (0100-0199)	19	0	19	5	0	0	0	19	5
Personnel Management (0200-0260)	11	0	11	0	0	0	0	11	0
Clerical and Office Services (0300-0399)	151	5	151	7	0	1	0	152	6
Accounting and Budget (500-599)	7	0	7	0	0	0	0	7	0
Architects	10	0	10	0	0	0	0	10	0
Paralegals / Other Law (900-998)	102	0	102	0	0	11	0	113	0
Attorneys (905)	383	24	383	64	0	24	0	407	61
Information & Arts (1000-1099)	3	0	3	0	0	0	0	3	0
Mathematics and Statistics Group	3	0	3	0	0	0	0	3	0
Information Technology Mgmt (2210-2299)	18	0	18	0	0	0	0	18	0
Total	714	29	714	76	0	36	0	750	72
Headquarters Washington D.C.	714	29	714	76	0	36	0	750	72
US Fields	0	0	0	0	0	0	0	0	0
Foreign Field	0	0	0	0	0	0	0	0	0
Total	714	29	714	76	0	36	0	750	72

Financial Analysis of Program Changes

Civil Rights Division
 Salaries and Expenses
 (Dollars in Thousands)

Grades	Civil Rights Enforcements				Total Program Changes	
	Program Increases		Program Decreases		Direct Pos.	Amount
	Direct Pos.	Amount	Direct Pos.	Amount		
GS-14	24	2,953	0	0	24	2,953
GS-11	1	73	0	0	1	73
GS-9	11	660	0	0	11	660
Total Positions and Annual Amount	36	3,686	0	0	36	3,686
Lapse (-)	-17	-1,844	0	0	-17	-1,844
11.5 - Other personnel compensation		0		0		0
Total FTEs and Personnel Compensation	19	1,842	0	0	19	1,842
12.1 - Civilian personnel benefits		554		0		554
21.0 - Travel and transportation of persons		129		0		129
22.0 - Transportation of things		14		0		14
23.3 - Communications, utilities, and miscellaneous charges		79		0		79
24.0 - Printing and reproduction		3		0		3
25.2 - Other services from non-federal sources		1,061		0		1,061
25.3 - Other goods and services from federal sources		294		0		294
25.6 - Medical care		1		0		1
26.0 - Supplies and materials		12		0		12
31.0 - Equipment		281		0		281
Total Program Change Requests	19	4,270	0	0	19	4,270

Summary of Requirements by Object Class

Civil Rights Division
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2015 Actual		FY 2016 Enacted		FY 2017 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent	565	62,676	606	63,421	625	65,772	19	2,351
11.3 - Other than full-time permanent	0	8,869	0	8,916	0	8,974	0	58
11.5 - Other personnel compensation	4	870	4	870	4	870	0	0
<i>Overtime</i>	4	0	4	0	4	0	0	0
<i>Other Compensation</i>	0	0	0	0	0	0	0	0
11.8 - Special personal services payments	0	207	0	207	0	207	0	0
Total	569	72,622	610	73,414	629	75,823	19	2,409
Other Object Classes								
12.1 - Civilian personnel benefits		21,061		21,269		22,296	0	1,027
13.0 - Benefits for former personnel		27		27		27	0	0
21.0 - Travel and transportation of persons		3,650		3,650		3,779	0	129
22.0 - Transportation of things		657		657		671	0	14
23.1 - Rental payments to GSA		17,423		17,423		17,472	0	49
23.2 - Rental payments to others		380		380		380	0	0
23.3 - Communications, utilities, and miscellaneous charges		2,429		2,429		2,508	0	79
24.0 - Printing and reproduction		99		99		102	0	3
25.1 - Advisory and assistance services		3,945		3,945		3,945	0	0
25.2 - Other services from non-federal sources		17,464		16,273		17,334	0	1,061
25.3 - Other goods and services from federal sources		3,418		11,216		7,633	0	-3,583
25.4 - Operation and maintenance of facilities		202		202		202	0	0
25.6 - Medical care		59		59		60	0	1
25.7 - Operation and maintenance of equipment		107		107		107	0	0
26.0 - Supplies and materials		396		396		408	0	12
31.0 - Equipment		600		600		881	0	281
32.0 - Land and structures		0		0		1,988	0	1,988
42.0 - Insurance Claims and Indemnities		5		5		5	0	0
Total Obligations		144,544		152,151		155,621	0	3,470
Net of:								
Unobligated Balance, Start-of-Year		-751		-3,912		0	0	3,912
Transfers/Reprogramming		-1,155		0		0	0	0
Recoveries/Refunds		-525		0		0	0	0
Balance Rescission		1,172		0		0	0	0
Unobligated End-of-Year, Available		3,912		0		0	0	0
Unobligated End-of-Year, Expiring		42		0		0	0	0
Total Direct Requirements		147,239		148,239		155,621		7,382
Reimbursable FTE								
Full-Time Permanent	38		93		76		-17	0

Direct FTE and obligations here do not include Health Care Fraud resources

The Reimbursable resources here include Health Care Fraud resources funded through direct collections that are elsewhere shown as direct resources. The Health Care Fraud resources are presented here to indicate that these positions, FTE, and amounts are not funded through DOJ direct appropriations.

Civil Rights Division

Salaries and Expenses (Dollars in Thousands)

Status of Congressionally Requested Studies, Reports, and Evaluations

1. Committee Report associated with the FY 2014 Consolidated Appropriations Act, page 37, directs the Civil Rights Division to initiate a review of Federal and State laws, policies and regulations regarding criminal and civil commitment cases involving people living with HIV/AIDS, and to make best practice recommendations to ensure such policies do not place unique or additional burdens on people living with HIV/AIDS and reflect contemporary understanding of HIV transmission routes and associated benefits of treatment.

The Civil Rights Division submitted the report *Best Practices Guide to Reform HIV-Specific Criminal Laws to Align with Scientifically-Supported Factors* on July 21, 2014.