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Description of document: Justice Management Division (JMD) Presidential Transition Briefings for the Trump, Obama, Bush, and Clinton Administrations, 2000 - 2016

Requested date: 17-January-2021

Release date: 01-December-2022

Posted date: 16-January-2024

Source of document: FOIA Request
Justice Management Division
Department of Justice
Room 1111 RFK, 950 Pennsylvania Avenue, N.W.
Washington, DC 20530-0001
Email: JMDFOIA@usdoj.gov

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U.S. Department of Justice
Justice Management Division
Office of General Counsel

Washington, D.C. 20530

December 1, 2022

VIA EMAIL

RE: JMD FOIA #124983 - Response

I am responding on behalf of the Justice Management Division (JMD) to your Freedom of Information Act (FOIA) request dated January 17, 2021, for “a copy of the Presidential Transition Briefing provided by the Department of Justice to each of these incoming transition teams - 1) of President Trump (December 2016 - January 2017); 2) of President Obama (December 2008 - January 2009); 3) of President Bush (December 2000 - January 2001); 4) of President Clinton (December 1992 - January 1993).” Enclosed are 601 pages of records responsive to your request. We searched for but did not locate responsive records from the 1993 presidential transition.

You may contact our FOIA Public Liaison, Karen McFadden at (202) 514-3101 or JMDFOIA@usdoj.gov for further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001; e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

If you are not satisfied with JMD’s determination in response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, 441 G Street, NW, 6th Floor, Washington, D.C. 20530, or you may submit an appeal through OIP’s FOIA STAR portal by creating an account following the instructions on OIP’s website: <https://www.justice.gov/oip/submit-and-track-request-or-appeal>. Your appeal must be postmarked or electronically transmitted within 90 days of the date of my

FOIA # 124983

Page 2

response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal."

Sincerely,

MORTON POSNER

Digitally signed by
MORTON POSNER
Date: 2022.12.01
16:47:44 -05'00'

Morton J. Posner
General Counsel

Enclosures



December 2000

TRANSITION OVERVIEW



U.S. Department of Justice

U.S. DEPARTMENT OF JUSTICE

**TRANSITION
OVERVIEW**

December 2000

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INTRODUCTION

This Transition Overview book describes the mission, functions, and organization of the Department of Justice. It is divided into three parts. Part One provides a brief departmentwide summary. Part Two provides information on each of the Department's 38 component organizations. These component-specific sections describe the mission and functions of the component, its FY 2000 resources, its organizational structure, its key personnel, and, where applicable, its field structure. Key personnel are identified by name on the component organization chart and color-coded to indicate the type of appointment they hold. Part Three identifies key intra departmental coordinating entities.

This book should be used in conjunction with separate volumes providing more detailed information on the Department's budget and personnel processes.

THE DEPARTMENT OF JUSTICE AT-A-GLANCE



THE DEPARTMENT OF JUSTICE

AT-A-GLANCE

HISTORY

The Office of the Attorney General was established by the Judiciary Act of 1789. Originally a part-time position, the Attorney General was to be "learned in the law" with the duty to "prosecute and conduct all suits in the Supreme Court in which the United States shall be concerned, and to give his advice and opinion upon questions of law when required by the President of the United States, or when requested by the heads of any of the departments, touching any matters that concern their departments." In 1870, legislation was enacted establishing a Department of Justice headed by the Attorney General and consolidating under the Attorney General authority for supervising all criminal prosecutions and civil suits in which the United States has an interest. In addition, the 1870 Act created the Office of the Solicitor General and placed the U.S. Attorneys and U.S. Marshals under the direction and control of the Attorney General.

MISSION STATEMENT

The mission of the Department of Justice is:

"...to enforce the law and defend the interests of the United States according to the law; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful

behavior; to administer and enforce the nation's immigration laws fairly and effectively; and to ensure fair and impartial administration of justice for all Americans."

STRATEGIC GOALS

The strategic goals of the Department of Justice for Fiscal Years 2000-2005 are:

GOAL 1: Keep America Safe by Enforcing Federal Criminal Laws

GOAL 2: Prevent and Reduce Crime and Violence by Assisting State, Tribal, Local and Community-based Programs

GOAL 3: Protect the Rights and Interests of the American People by Legal Representation, Enforcement of Federal Laws and Defense of U.S. Interests

GOAL 4: Fairly and Effectively Administer the Immigration and Naturalization Laws of the United States

GOAL 5: Protect American Society by Providing for the Safe, Humane and Secure Confinement of Persons in Federal Custody

GOAL 6: Protect the Federal Judiciary and Provide Critical Support to the Federal Justice System to Ensure it Operates Effectively

GOAL 7: Ensure Excellence, Accountability and Integrity in the Management and Conduct of Department of Justice Programs

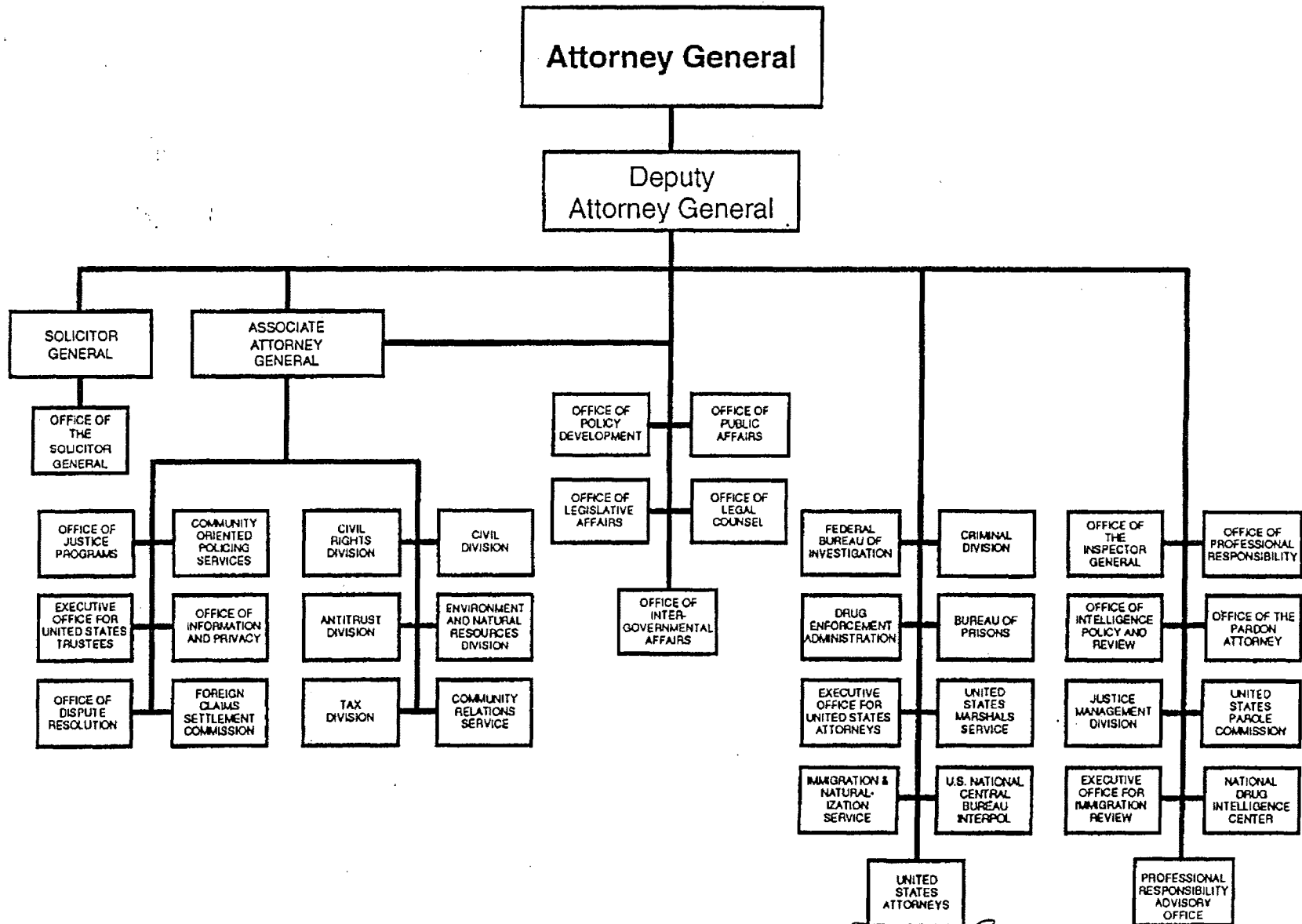
ORGANIZATION

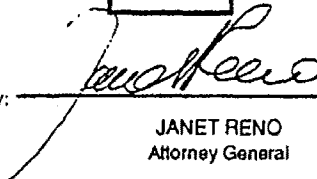
The Department of Justice is headed by the Attorney General of the United States. It is comprised of 38 separate component organizations (see organization chart). These include the U.S. Attorneys (USAs) who prosecute offenders and represent the United States Government in court; the major investigative agencies - - the Federal Bureau of Investigation (FBI) and the Drug Enforcement Administration (DEA) - - which prevent and deter crime and arrest criminal suspects; the Immigration and Naturalization Service (INS) which controls the border and provides services to lawful immigrants; the U.S. Marshals Service (USMS) which protects the federal judiciary, apprehends fugitives and detains persons in federal custody; and the Bureau of Prisons (BOP) which confines convicted offenders. Litigating divisions enforce federal criminal and civil laws, including

civil rights, tax, antitrust, environmental, and civil justice statutes. The Office of Justice Programs (OJP) and the Office of Community Oriented Policing Services (COPS) provide leadership and assistance to state, tribal, and local governments. Other major departmental components include the National Drug Intelligence Center (NDIC), the United States Trustees (UST), the Justice Management Division (JMD), the Executive Office for Immigration Review (EOIR), the Community Relations Service (CRS), and the Office of the Inspector General (OIG).

Although headquartered in Washington, D.C., the Department conducts most of its works outside Washington. Most of its employees are located in Justice field offices around the country (see map: DOJ Domestic Office Locations). In addition, the Department has a presence in a number of cities overseas (see map: DOJ International Office Locations). The Department has law enforcement personnel stationed in every state, with a significant number located at or near the southern border of the United States (see map: Total Onboard Law Enforcement Staffing by State).

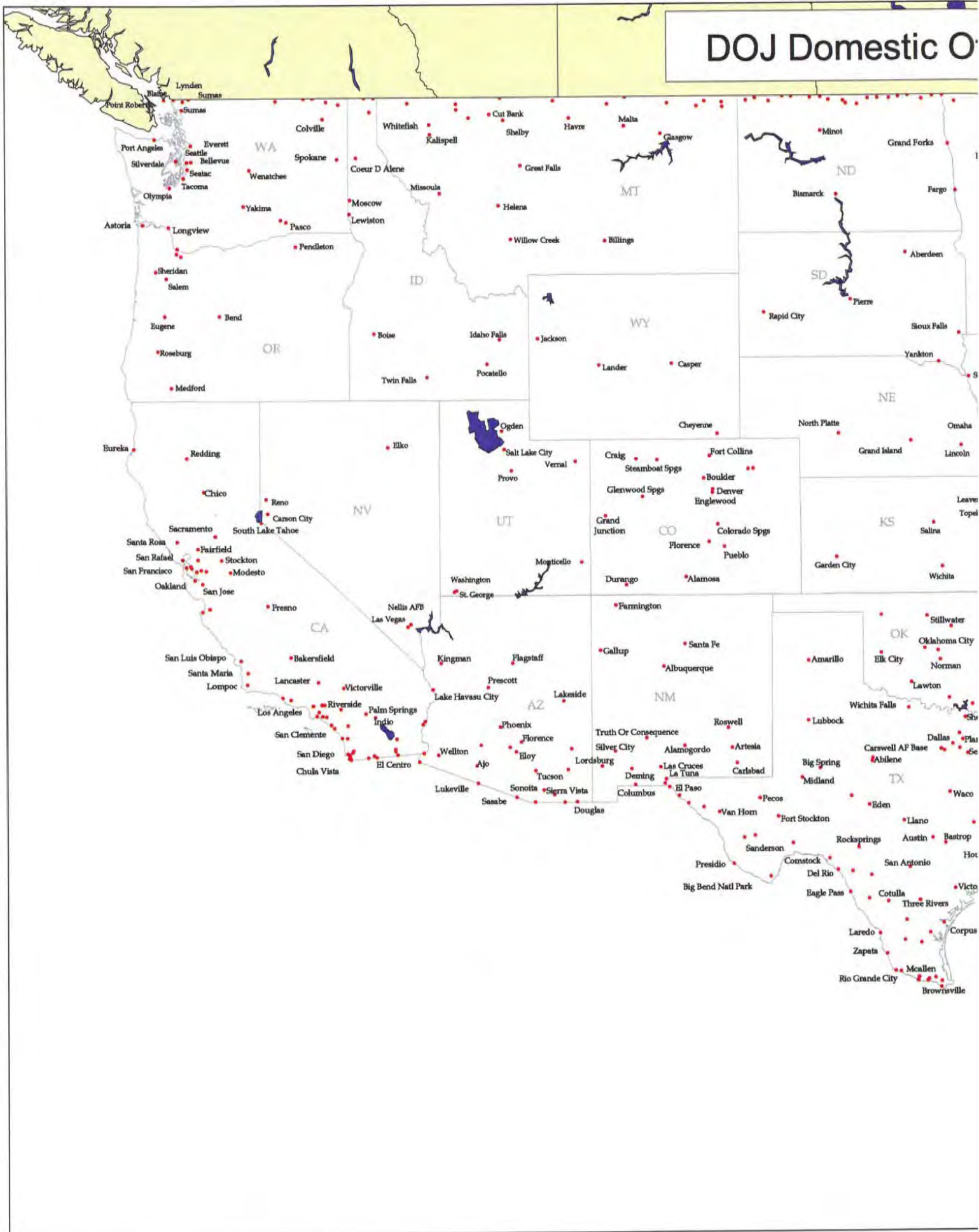
U.S. DEPARTMENT OF JUSTICE



Approved by: 
JANET RENO
 Attorney General

Date: 9/14/99

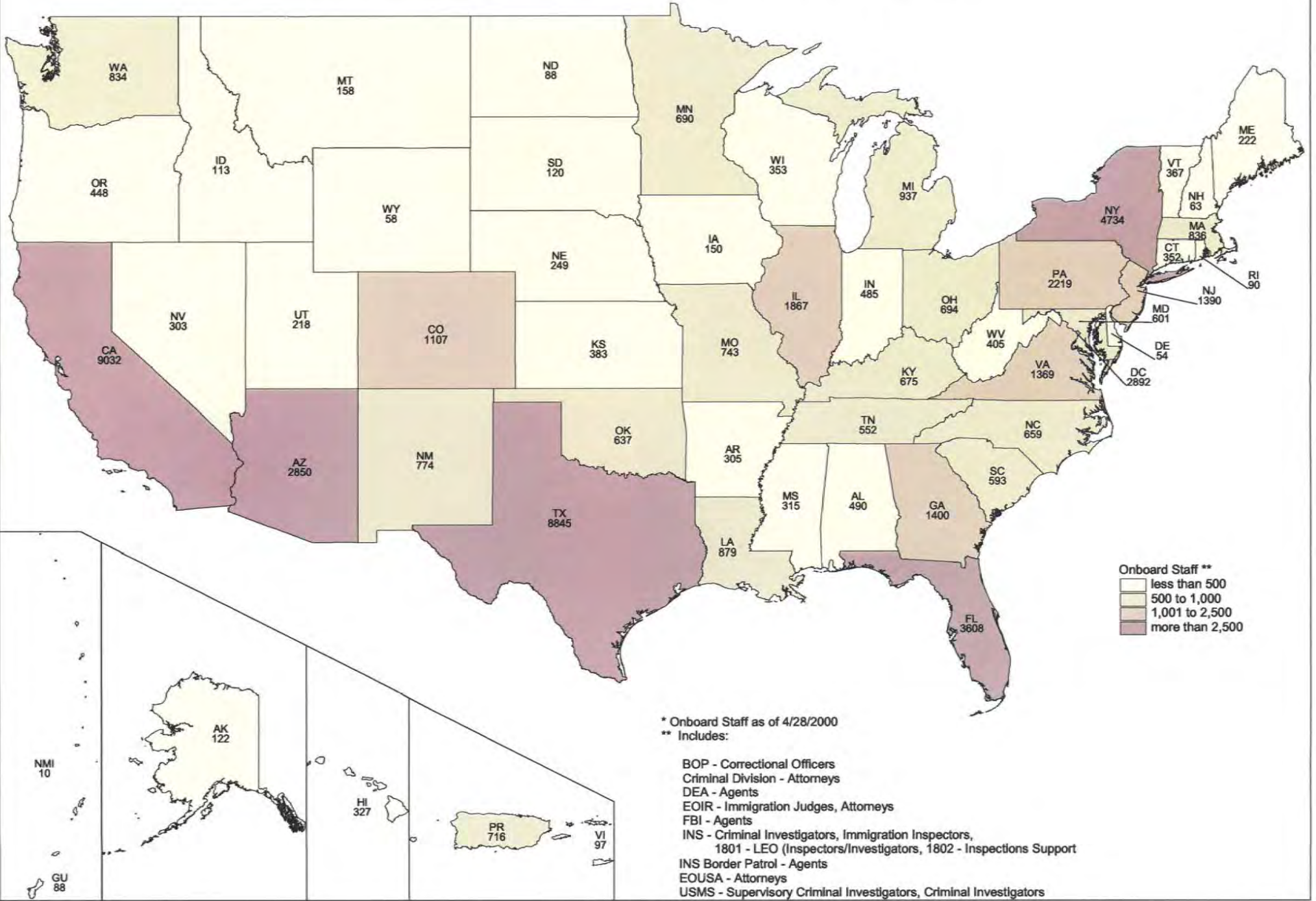
DOJ Domestic O



DOJ - Internation



Total Onboard Law Enforcement (LE) Staffing by State *



Onboard Staff **

- less than 500
- 500 to 1,000
- 1,001 to 2,500
- more than 2,500

* Onboard Staff as of 4/28/2000
 ** Includes:

- BOP - Correctional Officers
- Criminal Division - Attorneys
- DEA - Agents
- EOIR - Immigration Judges, Attorneys
- FBI - Agents
- INS - Criminal Investigators, Immigration Inspectors,
 1801 - LEO (Inspectors/Investigators, 1802 - Inspections Support)
- INS Border Patrol - Agents
- EOUSA - Attorneys
- USMS - Supervisory Criminal Investigators, Criminal Investigators

RESOURCES

In FY 2000, the Department of Justice received resources totaling 109,973 positions and \$21.7 billion. Approximately \$3 billion of this amount was generated through fees and collections. The bulk of the Department's FY 2000 budget authority supported the activities

of the INS (20%), OJP (18%), the BOP (17%), the FBI (14%), the DEA (6%), and the U.S. Attorneys (5%).

The Department's FY 2001 appropriation was signed on December 21, 2000, and provides a total appropriation of \$24.1 billion, an increase of \$2.4 billion over FY 2000.

THE DEPARTMENT OF JUSTICE COMPONENTS



LEADERSHIP OFFICES

OFFICE OF THE ATTORNEY GENERAL

The mission of the Office of the Attorney General is to supervise and direct the administration and operation of the Department of Justice.

The major functions of the Office of the Attorney General are to:

- Represent the United States in legal matters.
- Supervise and direct the administration and operation of the offices, boards, divisions, and bureaus which comprise the Department.
- Furnish advice and opinions, formal and informal, on legal matters to the President and the Cabinet and to the heads of the executive departments and agencies of the Government, as provided by law.
- Make recommendations to the President concerning appointments to federal judicial positions and to positions within the Department, including U.S. Attorneys and U.S. Marshals.
- Represent or supervise the representation of the United States Government in the Supreme Court of the United States and all other courts, foreign and domestic, in which the United States is a party or has an interest as may be deemed appropriate.
- Perform or supervise the performance of other duties required by statute or Executive Order.

In FY 2000, the Office of the Attorney General received resources of \$3,478,000 and 14 authorized positions.

OFFICE OF THE ATTORNEY GENERAL KEY PERSONNEL

Janet Reno	Attorney General
Ann M. Harkins	Chief of Staff
Lisa Monaco	Counsel to the Attorney General
Alexandria M. Quinn	Assistant to the Attorney General
Thane J. Fake	Staff Assistant

Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

OFFICE OF THE DEPUTY ATTORNEY GENERAL

The mission of the Office of the Deputy Attorney General is to advise and assist the Attorney General in formulating and implementing Department policies and programs and in providing overall supervision and direction to all organizational units of the Department.

The major functions of the Deputy Attorney General are to:

- Exercise all the power and authority of the Attorney General unless any such power or authority is required by law to be exercised by the Attorney General personally or has been specifically delegated exclusively to another Department official.
 - Except as assigned to the Associate Attorney General by 28 CFR § 0.19(a)(1), exercise the power and authority vested in the Attorney General to take final action in matters pertaining to:
 1. The employment, separation, and general administration of personnel in the Senior Executive Service and of attorneys and law students regardless of grade or pay in the Department;
 2. The appointment of special attorneys and special assistants to the Attorney General (28 U.S.C. 515(b));
 3. The appointment of Assistant United States Trustees and fixing of their compensation; and
 4. The approval of the appointment by United States Trustees of standing trustees and the fixing of their maximum annual compensation and percentage fees as provided in 28 U.S.C. 586(e).
- Administer the Attorney General's recruitment program for honor law graduates and judicial law clerks.
 - Coordinate departmental liaison with White House staff and the Executive Office of the President.
 - Coordinate and control the Department's reaction to civil disturbances and terrorism.
 - Perform such other activities and functions as may be assigned from time to time by the Attorney General.

In FY 2000, the Office of the Deputy Attorney General received resources of \$3,439,000 and 24 authorized positions.

OFFICE OF THE DEPUTY ATTORNEY GENERAL KEY PERSONNEL

Eric H. Holder, Jr.	Deputy Attorney General
Ronald D. Lee	Associate Deputy Attorney General
Bernard J. Delia	Associate Deputy Attorney General and White House Liaison
James E. Castello	Associate Deputy Attorney General
David Margolis	Associate Deputy Attorney General
Paula A. Bradley	Confidential Assistant

Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

OFFICE OF THE ASSOCIATE ATTORNEY GENERAL

As the third-ranking official at the Department of Justice, the Associate Attorney General is a principal member of the Attorney General's senior management team, and advises and assists the Attorney General and Deputy Attorney General on the formulation and implementation of Department of Justice policies and programs.

In addition to these duties, the ASG oversees the work of the Civil, Civil Rights, Antitrust, Tax, and Environment and Natural Resources Divisions. He also has oversight responsibility

for the Office of Justice Programs, the Office of Community Oriented Policing Services, the Office of Tribal Justice, the Office of Dispute Resolution, the Office of Information and Privacy, the Community Relations Service, the Executive Office for United States Trustees, and the Foreign Claims Settlement Commission.

In FY 2000, the Office of the Associate Attorney General received resources of \$1,219,000 and 5 authorized positions.

OFFICE OF THE ASSOCIATE ATTORNEY GENERAL

KEY PERSONNEL

Daniel Marcus

Principal Deputy Associate Attorney
General

I. Michael Greenberger

Principal Deputy Associate Attorney
General

Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

OFFICE OF THE SOLICITOR GENERAL

The mission of the Office of the Solicitor General is to represent the interests of the United States before the Supreme Court and to oversee appellate and certain other litigation on behalf of the United States in the lower federal and state courts.

The major functions of the Office of the Solicitor General are to:

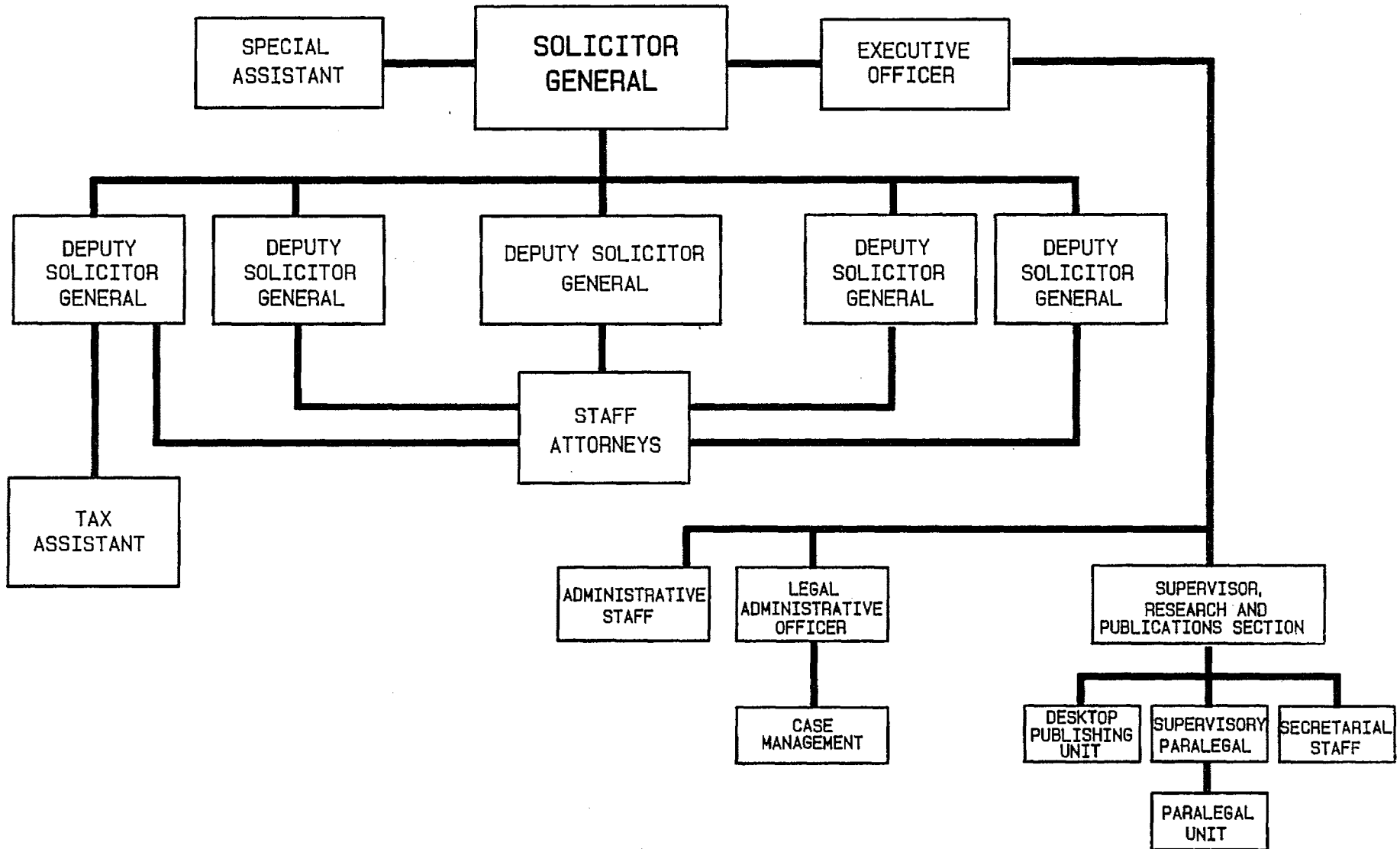
- Conduct, or assign and supervise all Supreme Court cases, including appeals, petitions for and in opposition to certiorari, briefs and arguments.
- Determine whether, and to what extent, appeals will be taken by the government or whether the government

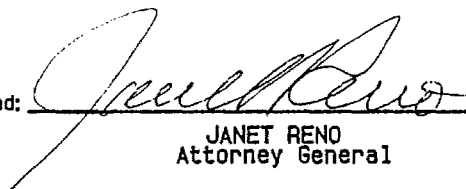
will file a brief amicus curiae in any appellate court.

- Determine when and whether the United States should intervene in any court to defend the constitutionality of an Act of Congress.
- Assist the Attorney General, the Deputy Attorney General, and the Associate Attorney General, as requested, in the development of Department programs and policy.

In FY 2000, the Office of the Solicitor General received resources of \$6,770,000 and 48 authorized positions.

OFFICE OF THE SOLICITOR GENERAL

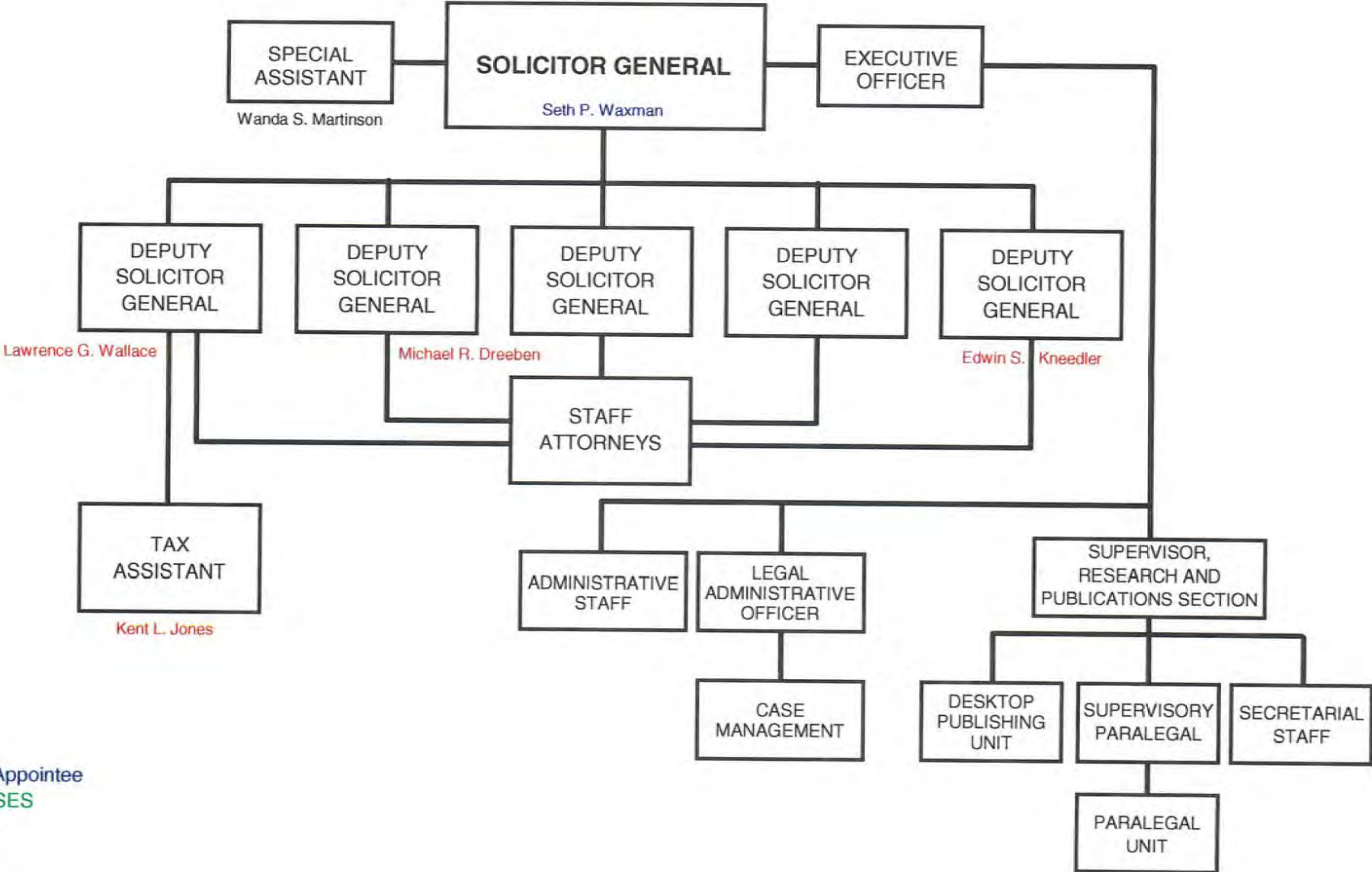


Approved:  Date: 1995
 JANET RENO
 Attorney General

OFFICE OF THE SOLICITOR GENERAL

KEY PERSONNEL

As of November 3, 2000



Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

LEADERSHIP SUPPORT

OFFICE OF POLICY DEVELOPMENT

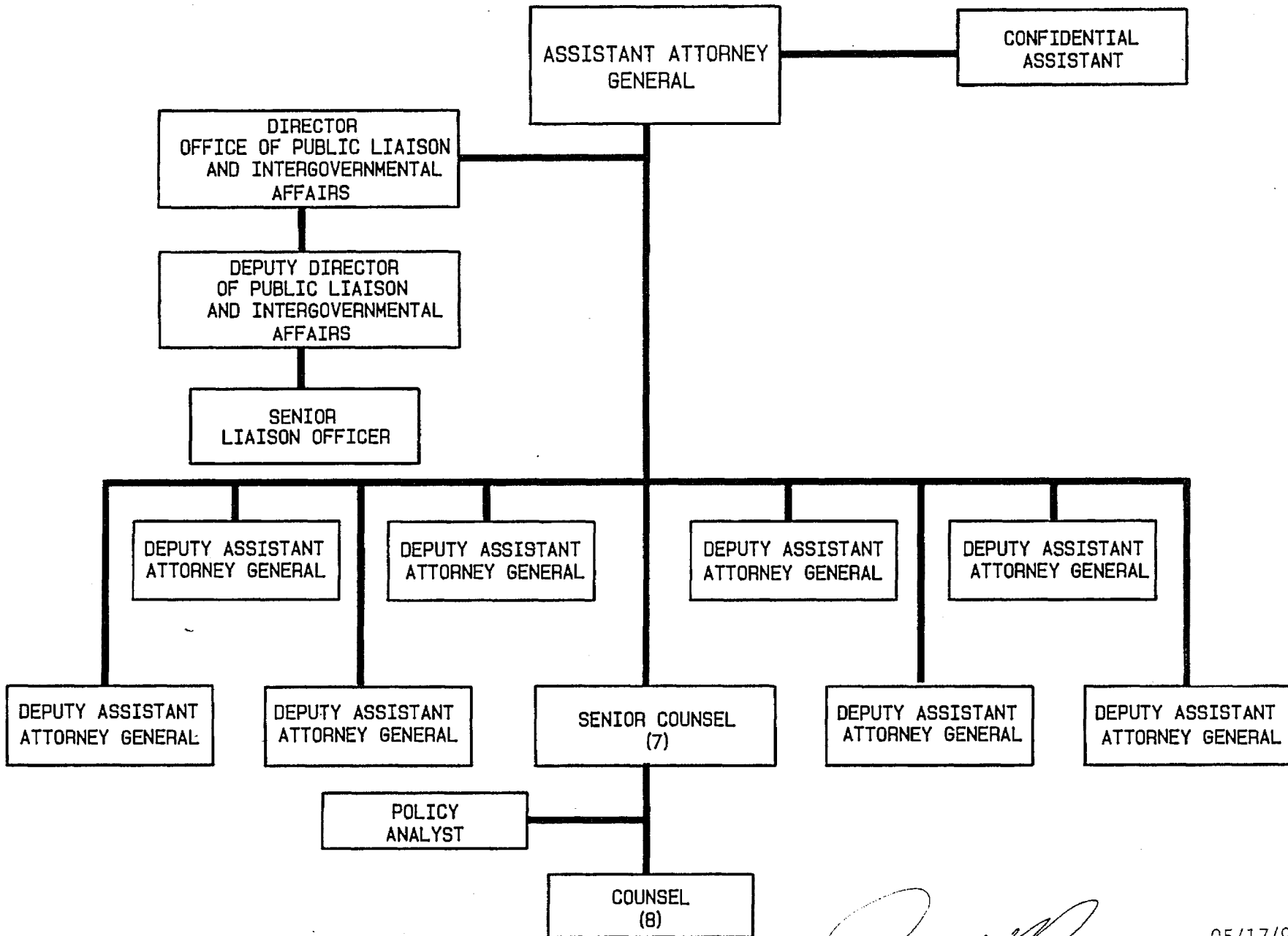
The mission of the Office of Policy Development is to plan, develop, and coordinate the implementation of major policy initiatives of high priority to the Department and to the Administration; and to represent the Department of Justice in the Administration's judicial selection process for Article III judges.


The major functions of OPD are to:

- Assist the President and the Attorney General in filling all Article III and certain Article I judicial vacancies as may occur during the Administration.
- Assure policy consistency and coordination of Departmental initiatives, briefing materials, and policy statements.
- Conduct policy reviews of legislation and other proposals and support and coordinate departmental efforts to advance the Administration's legislative and policy agenda.
- Develop strategies and programs to implement legislative, programmatic, and policy initiatives.
- Coordinate regulatory development and the review of all proposed and final rules developed by all Department components.
- Serve as liaison to the Office of Management and Budget and other agencies on regulatory matters.
- Provide support and policy expertise in conjunction with other components to implement effectively a number of major ongoing Departmental and Administration initiatives in the criminal and civil justice areas.
- Implement the Department's "Volunteer to End Tribal Youth Violence" (VETV) initiative to assist American Indian tribes in their efforts to reduce youth and gang violence through increased volunteerism.
- Track and coordinate Department implementation of statutory responsibilities and reporting requirements.
- Coordinate the implementation of the Department's Pro Bono program.
- Implement the battered alien provisions and Attorney General Order provisions of the welfare reform and immigration reform legislation of 1996.

In FY 2000, the Office of Policy Development received resources of \$4,202,000 and 29 authorized positions.

OFFICE OF POLICY DEVELOPMENT

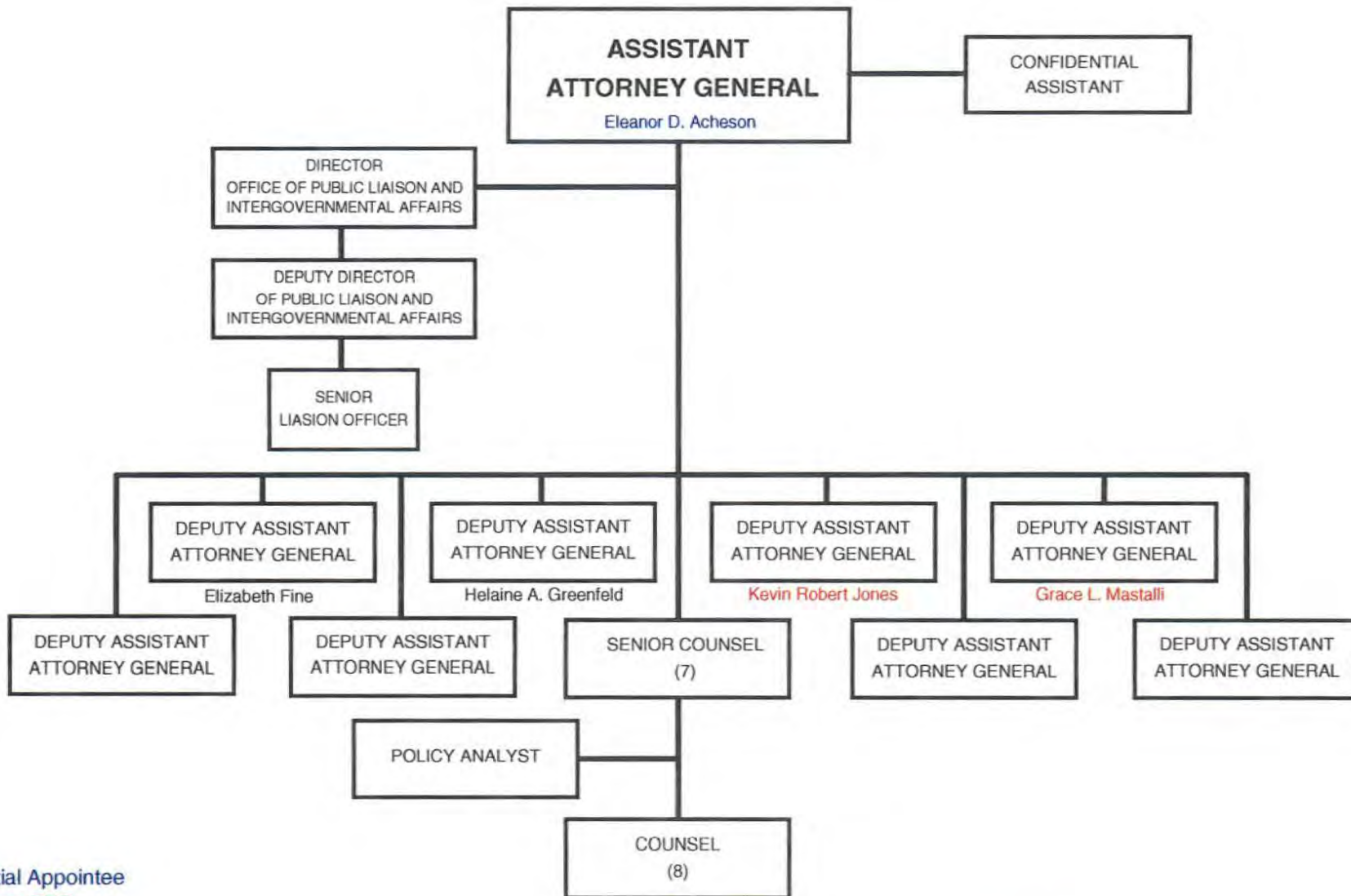


Approved:  Date: 05/17/95
JANET RENO
Attorney General

OFFICE OF POLICY DEVELOPMENT

As of November 3, 2000

KEY PERSONNEL



- Key:**
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

Maria L. Olsen

OFFICE OF LEGISLATIVE AFFAIRS

The mission of the Office of Legislative Affairs is to advise appropriate components of the Department on the congressional positions and preferences in the development of the Department's official policies with respect to legislation initiated inside the Department, by other parts of the executive Branch, or by Members of Congress and to explain and advocate those policies with maximum effectiveness with the Congress. The Office also serves as the Attorney General's focal point for dealing with Department nominees, congressional oversight, congressional correspondence and congressional requests for documents and access to Department employees.

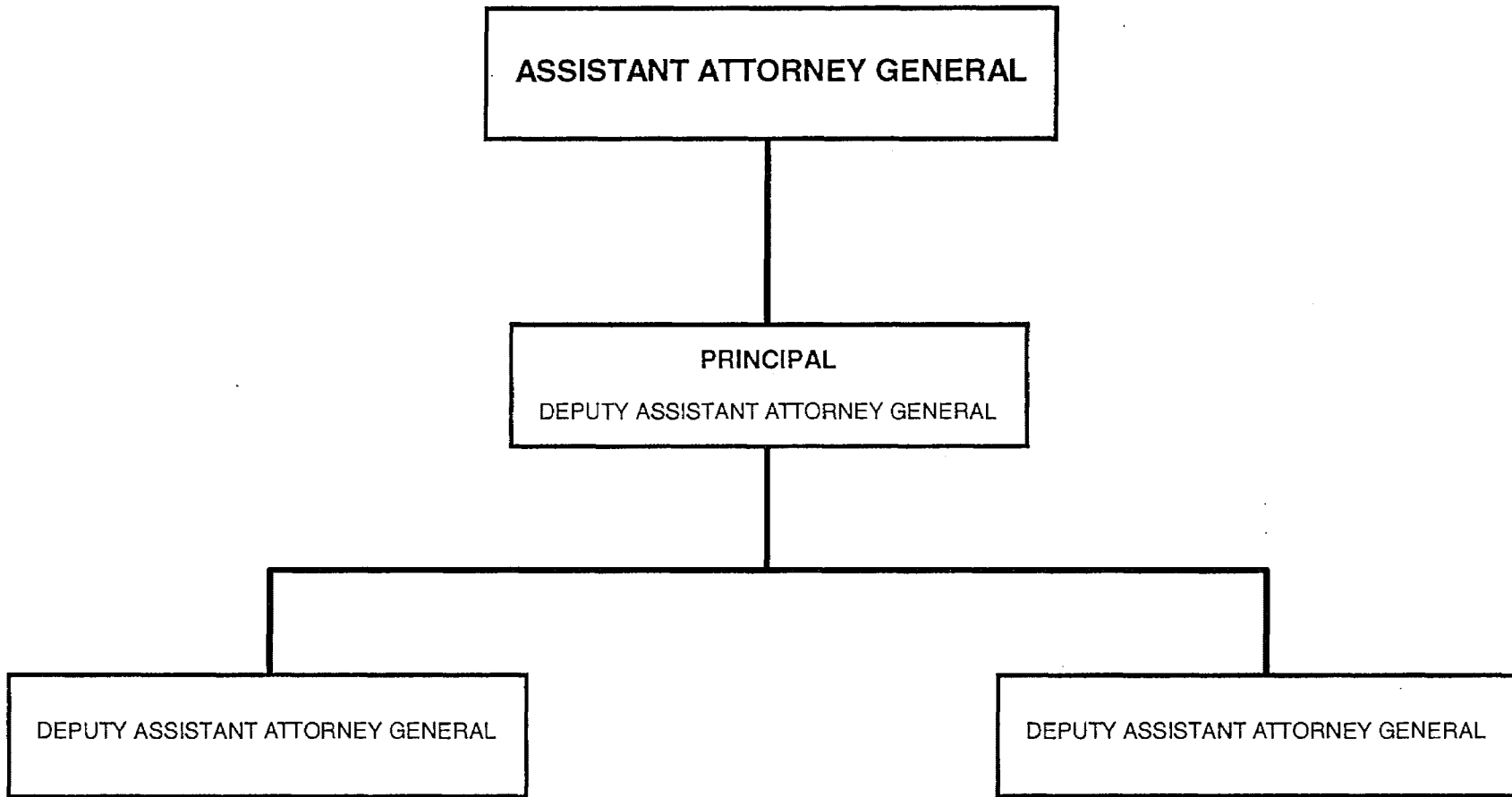
The major functions of OLA are to:

- Maintain liaison between the Department and the Congress.
- Manage and direct all legislative functions between Congress and the Department.

- Consult with and advise the Attorney General, the Deputy Attorney General and the Associate Attorney General on controversial matters and policy considerations, important policy decisions, new legislative initiatives, and priority decisions.
- Serve as the Department's spokesperson with the Congress.
- Issue guidelines or instructions in order to assure a coordinated approach is being taken on legislative actions.
- Participate in the coordination of the Department's position on all proposed legislation.

In FY 2000, the Office of Legislative Affairs received resources of \$3,089,000 and 26 authorized positions.

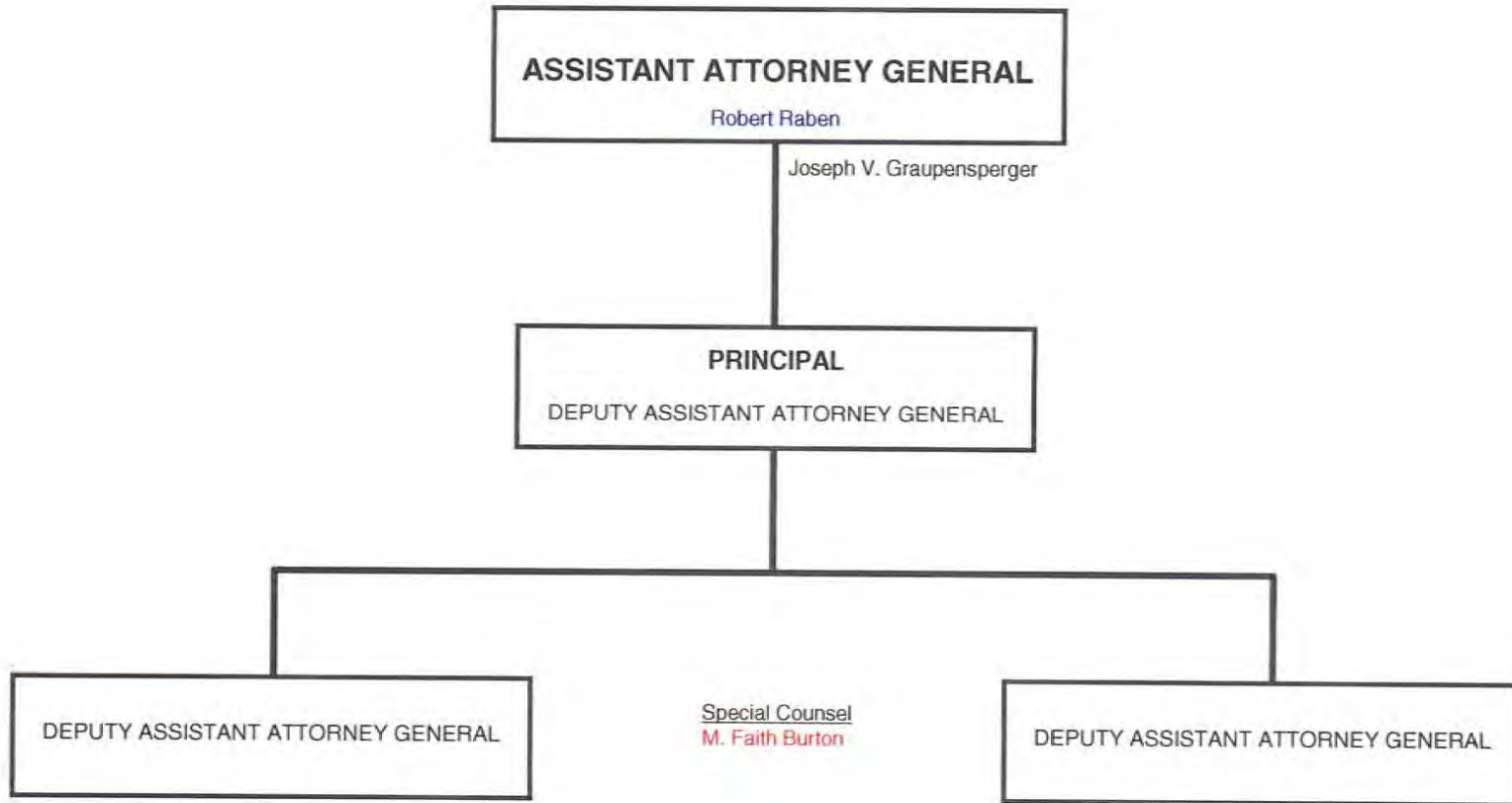
OFFICE OF LEGISLATIVE AFFAIRS



Approved by: *Janet Reno*
JANET RENO
Attorney General

Date: 5/10/99

OFFICE OF LEGISLATIVE AFFAIRS KEY PERSONNEL



- Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

OFFICE OF INTERGOVERNMENTAL AFFAIRS

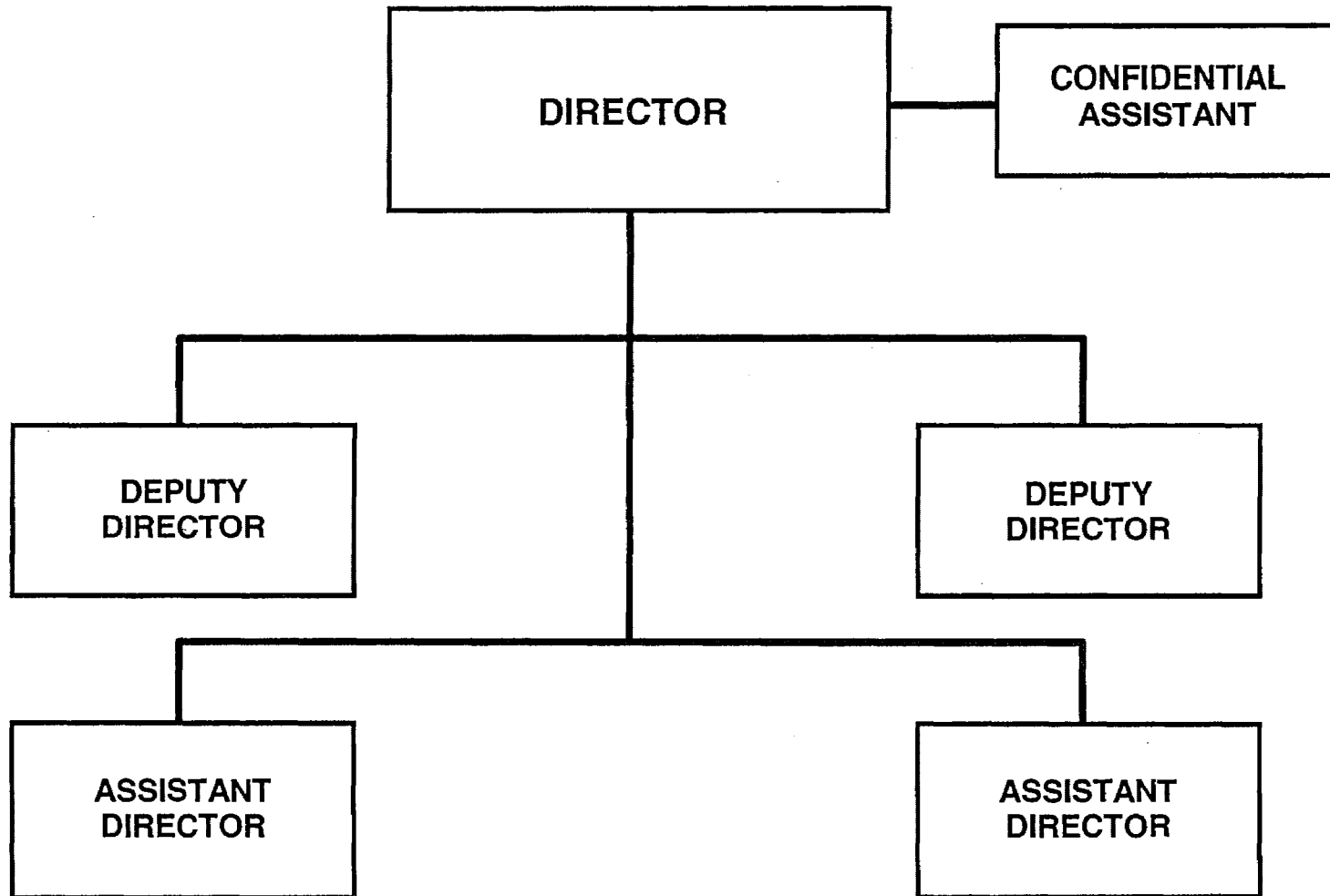
The mission of the Office of Intergovernmental Affairs is to coordinate the Attorney General's and other leadership officials' relationships with state and local government and the interest groups that represent them; to provide advice on strategic planning of the Attorney General's public appearances; to perform speech writing duties for the Attorney General and the Deputy Attorney General as needed; to provide event-planning and consulting services to the Attorney General and the Deputy Attorney General; and to advise and assist, as required, the White House on these same issues.

The major functions of IGA are to:

- Identify, recommend, and facilitate the solution of emerging intergovernmental issues and recommend and coordinate personal involvement by the Attorney General and other leadership officials, as well as White House officials, including the President and Vice President.
- Maintain liaison between the Department and various divisions and bureaus of the Department and the state, county, and local governments, leaders of organizations that represent state and local governments, some professional organizations, and some special interest groups.
- Represent the Attorney General and the Department in frequent contacts with officials of these groups.
- Coordinate Department policies and priorities related to these groups.
- Ensure that the Department's policies and positions on a variety of complicated matters are clearly communicated to these groups.

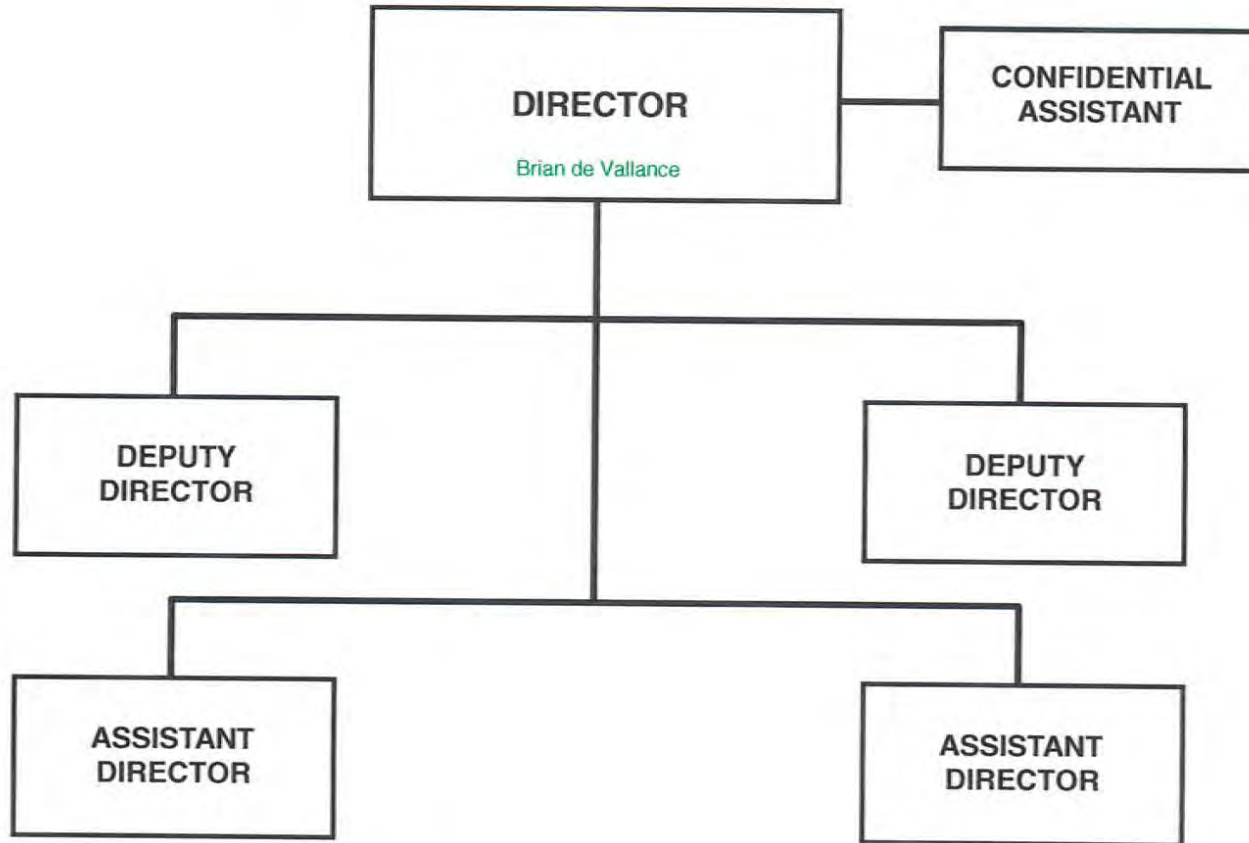
In FY 2000, the Office of Intergovernmental Affairs received resources of \$682,000 and 6 authorized positions.

OFFICE OF INTERGOVERNMENTAL AFFAIRS



Approved by: *Janet Reno* Date: 1/21/98
JANET RENO
Attorney General

OFFICE OF INTERGOVERNMENTAL AFFAIRS KEY PERSONNEL



Laura K. Demeo

- Key:**
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

OFFICE OF PUBLIC AFFAIRS

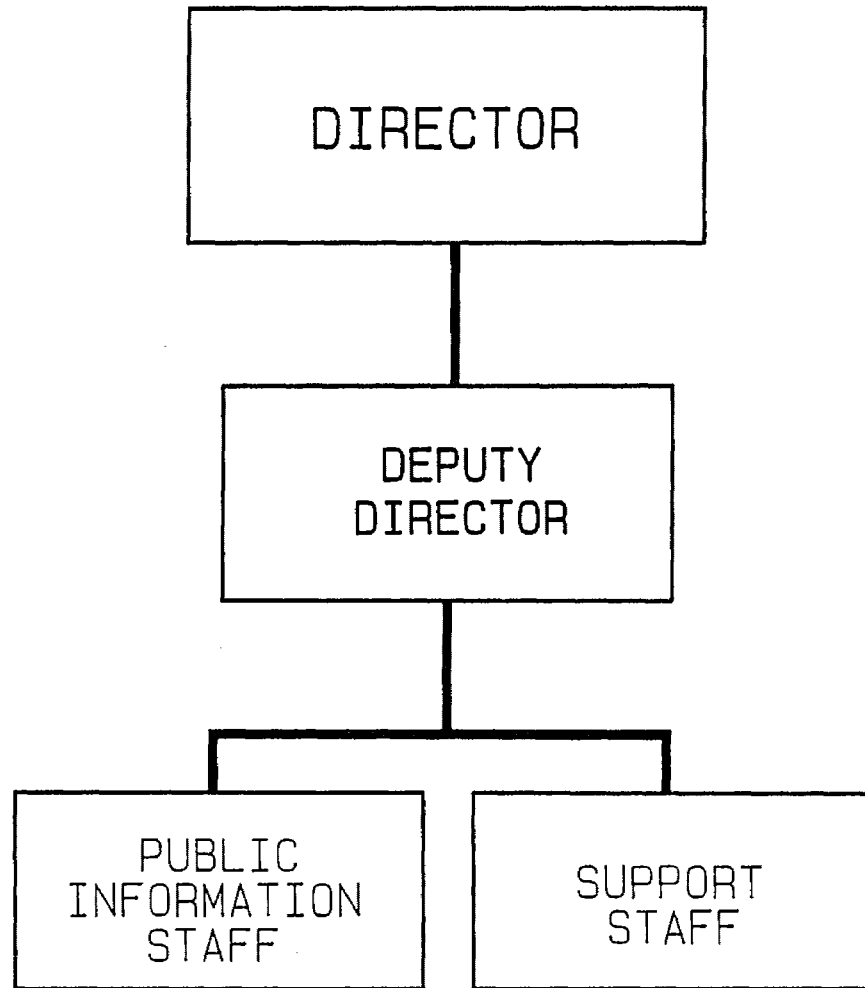
The mission of the Office of Public Affairs is to coordinate the relations of the Department of Justice with the news media and serve as the center for information about all organizational units of the Department.

The major functions of PAO are to:

- Ensure that the public is informed about the Department's activities and about the priorities and policies of the Attorney General and the President in the fields of law enforcement and legal affairs.
- Advise the Attorney General and other Department officials on all aspects of media relations and communications issues.
- Coordinate the public affairs units of all Department component organizations.
- Prepare and issue all news releases for headquarters, and edit and approve some of those issued by component agencies.
- Serve reporters assigned to the Department by responding to queries, issuing new releases and statements, arranging interviews and conducting news conferences.
- Ensure that information provided to the news media by the Department is current, complete and accurate.
- Ensure that all applicable laws, regulations and policies involving the release of information to the public are followed so that material is not made public that might jeopardize investigations and prosecutions, violate rights of defendants or potential defendants or compromise national security interests.

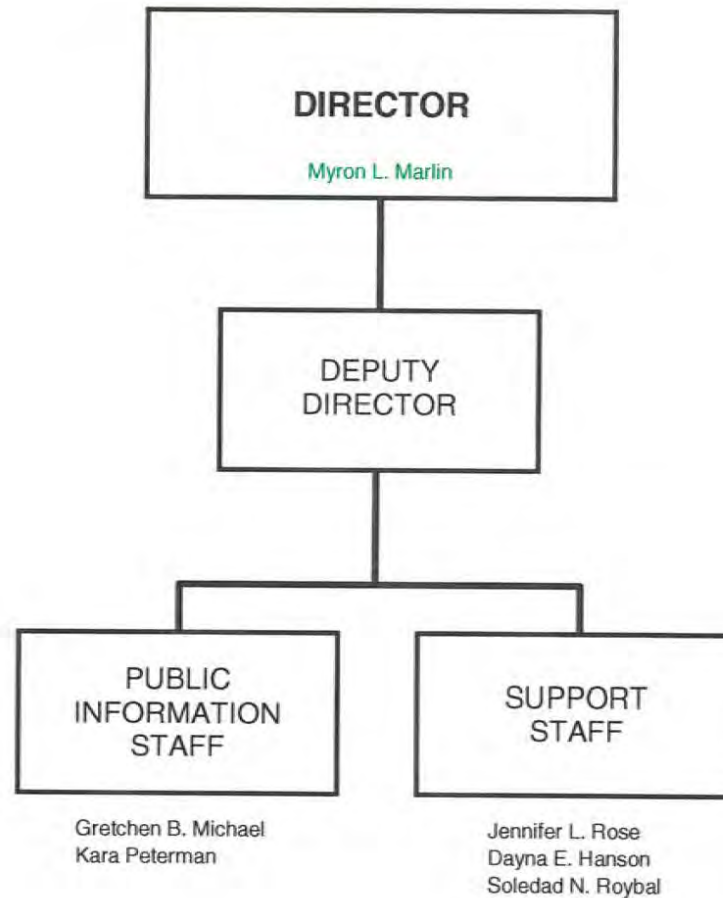
In FY 2000, the Office of Public Affairs received resources of \$1,722,000 and 15 authorized positions.

OFFICE OF PUBLIC AFFAIRS



Approved: *Janet Reno* Date: 1/23/94
JANET RENO
Attorney General

OFFICE OF PUBLIC AFFAIRS KEY PERSONNEL



Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

LAW ENFORCEMENT

FEDERAL BUREAU OF INVESTIGATION

The mission of the FBI is to uphold the law through the investigation of violations of federal criminal law; to protect the United States from foreign intelligence and terrorist activities; to provide leadership and law enforcement assistance to federal, state, local and international agencies; and to perform these responsibilities in a manner that is responsive to the needs of the public and is faithful to the Constitution of the United States.

The major functions of the FBI are to:

- Investigate violations of the laws of the United States and collect evidence in cases in which the United States is or may be a party in interest, except in cases in which such responsibility is by statute or otherwise specifically assigned to another investigative agency.
- Conduct professional investigations and authorize intelligence collection to identify and counter the threat posed by domestic and international terrorists and their supporters within the United States, and to pursue extraterritorial criminal investigations to bring the perpetrators of terrorist acts to justice. In furtherance of this function, the FBI designs, develops and implements counter-terrorism initiatives which enhance the FBI's ability to minimize the terrorist threat.
- Conduct counterintelligence activities and coordinate counterintelligence activities of other agencies in the intelligence community within the United States. (Executive Order 12333 includes international terrorist activities in its definition of counterintelligence.)
- Locate and apprehend fugitives for violations of specified federal laws and, when so requested, state and local fugitives pursuant to federal statutory authority as the sole federal agency so mandated.
- Coordinate the efforts of U.S. Government agencies and departments in protecting the nation's critical infrastructure by identifying and investigating criminal and terrorist group intrusions through physical and cyber attacks.
- Conduct professional investigations to identify, disrupt, and dismantle existing and emerging criminal enterprises whose activities affect the United States. Address international criminal organizations and terrorist groups, which threaten the American people and their property, through expanded international liaison and through the

conduct of extraterritorial investigations as mandated by laws and Executive Order.

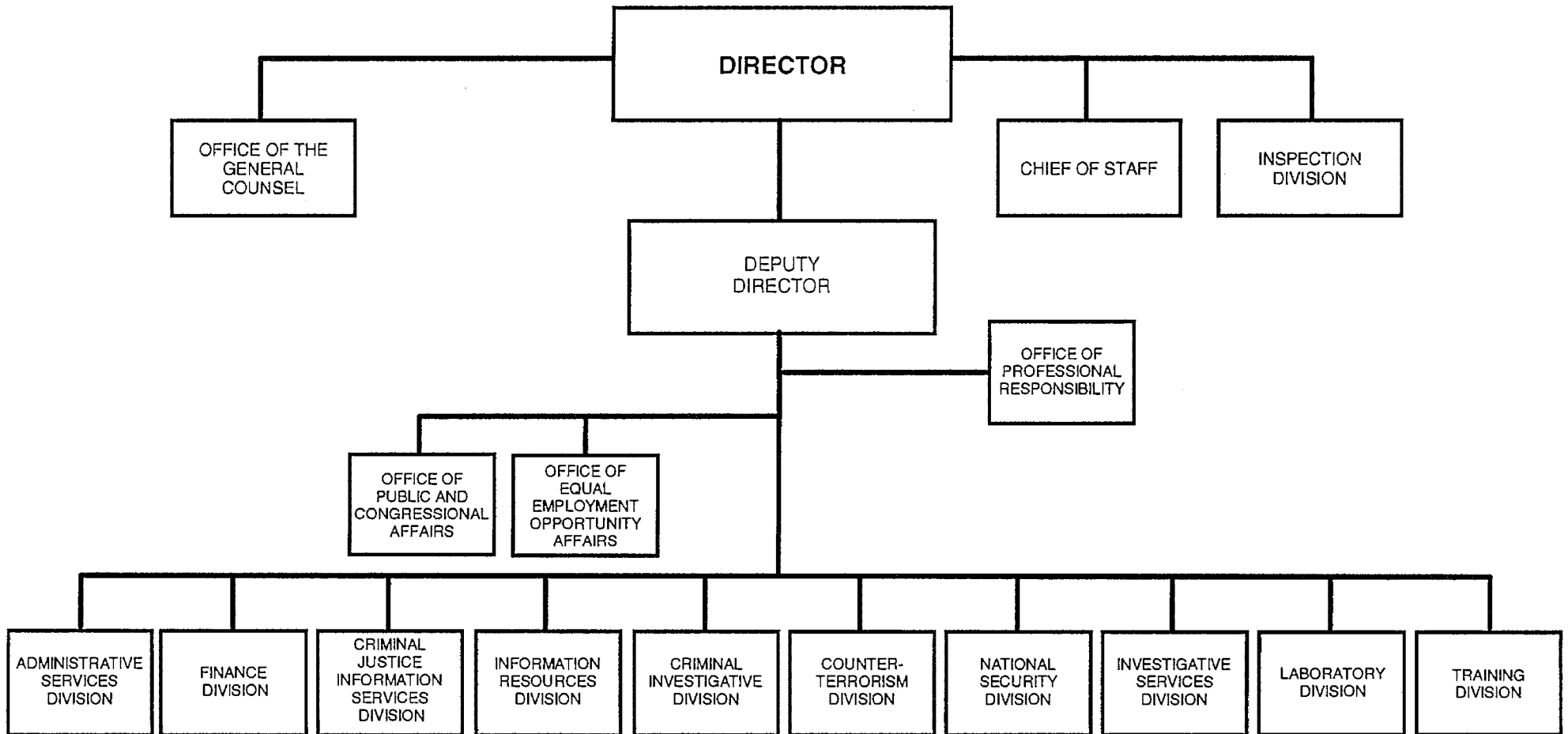
- Gather, analyze and assess information and intelligence of planned or committed criminal acts.
- Establish and implement quality outreach programs that will ensure FBI and community partnerships and sharing.
- Conduct personnel investigations requisite to the work of the Department of Justice and whenever required by statute or otherwise.
- Establish and conduct law enforcement training programs and conduct research to provide assistance to state and local law enforcement personnel. Participate in interagency law enforcement initiatives which address crime problems common to federal/state/local agencies.
- Develop new approaches, techniques, systems, equipment and devices to improve and strengthen law enforcement and assist in conducting state, local and international law enforcement training programs.
- Provide timely and relevant criminal justice information and identification services concerning individuals, stolen property, criminal organizations and

activities, crime statistics, and other law enforcement related data, not only to the FBI, but to qualified law enforcement, criminal justice, civilian, academic, employment, licensing, and firearms sales organizations.

- Operate the Federal Bureau of Investigation Laboratory to serve not only the FBI, but also to provide, without cost, technical and scientific assistance, including expert testimony in federal or local courts, for all duly constituted law enforcement agencies, other organizational units of the Department of Justice, and other federal agencies; and to provide identification assistance in mass disasters and for other humanitarian purposes.
- Review and assess operations and work performance to ensure compliance with laws, rules and regulations and to ensure efficiency, effectiveness, and economy of operations.
- Effectively and appropriately communicate and disclose information on the FBI mission, accomplishments, operations, and values to Congress, the media, and the public.

In FY 2000, the Federal Bureau of Investigation received resources of \$3,117,095,000 and 26,561 authorized positions.

FEDERAL BUREAU OF INVESTIGATION



Approved by: 
JANET RENO
Attorney General

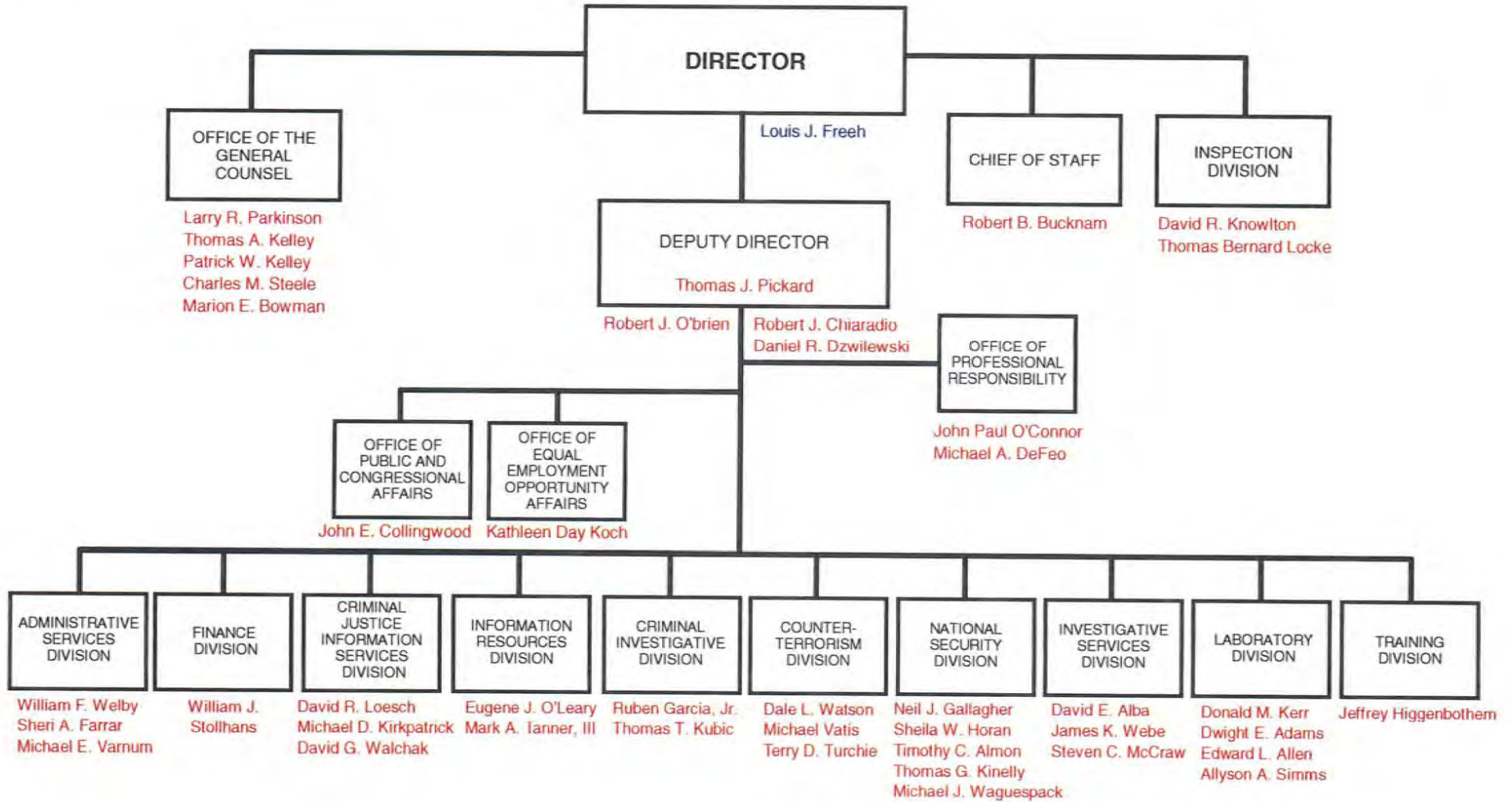
Date: 7/23/98

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

As of October 26, 2000

FEDERAL BUREAU OF INVESTIGATION

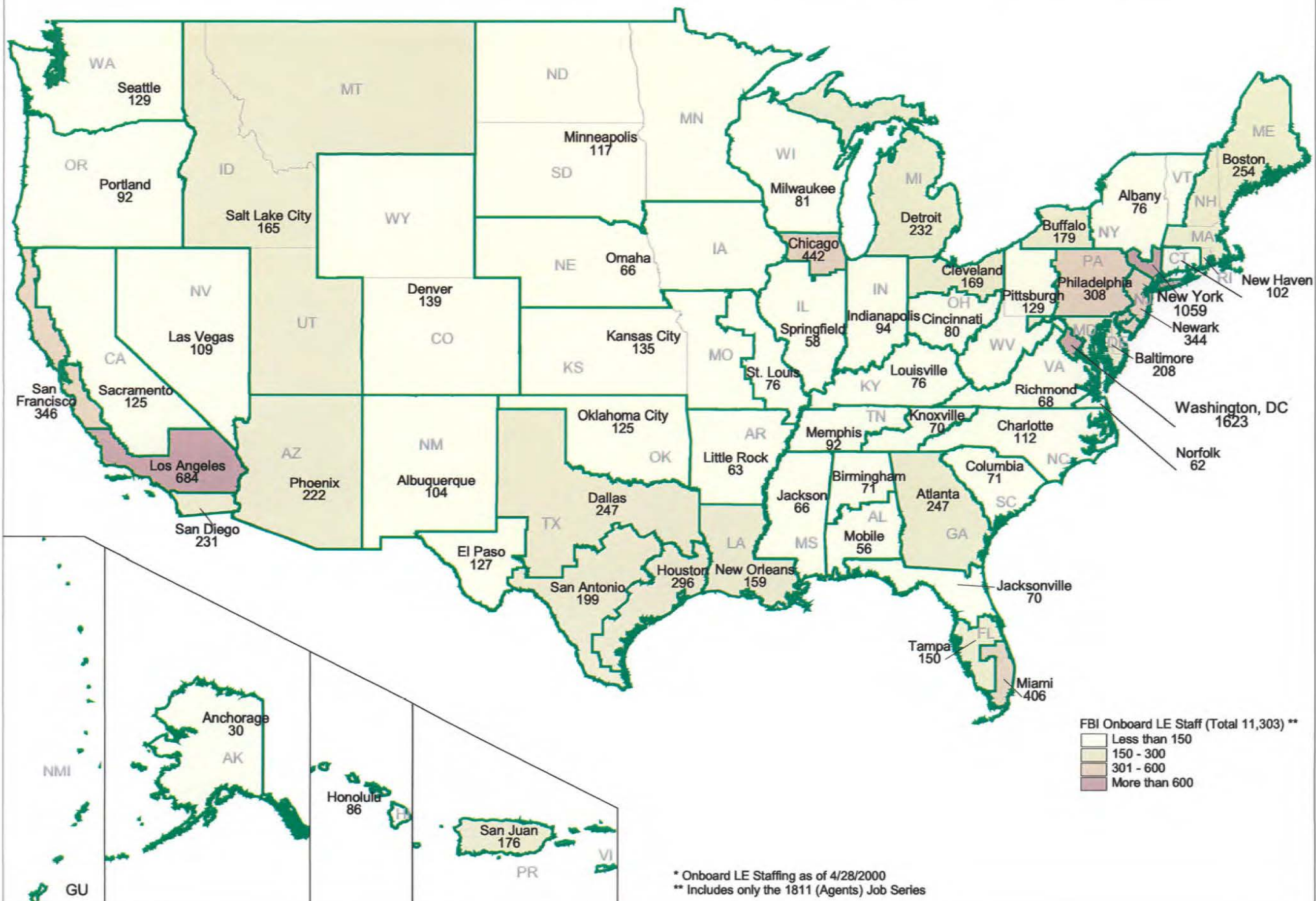
KEY PERSONNEL



*Does not include all Career headquarters SES positions.
 *Does not include field positions.

Special Advisor
 Edward J. Curran

FBI - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



FBI Onboard LE Staff (Total 11,303) **

- Less than 150
- 150 - 300
- 301 - 600
- More than 600

* Onboard LE Staffing as of 4/28/2000
 ** Includes only the 1811 (Agents) Job Series

DRUG ENFORCEMENT ADMINISTRATION

The mission of the DEA is to enforce the controlled substances laws and regulations of the United States and bring to the criminal and civil justice system of the United States, or any other competent jurisdiction, those organizations and principal members of organizations, involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States; and to recommend and support non-enforcement programs aimed at reducing the availability of illicit controlled substances on the domestic and international markets.

In carrying out its mission as the agency responsible for enforcing the controlled substances laws and regulations of the United States, DEA's primary responsibilities include:

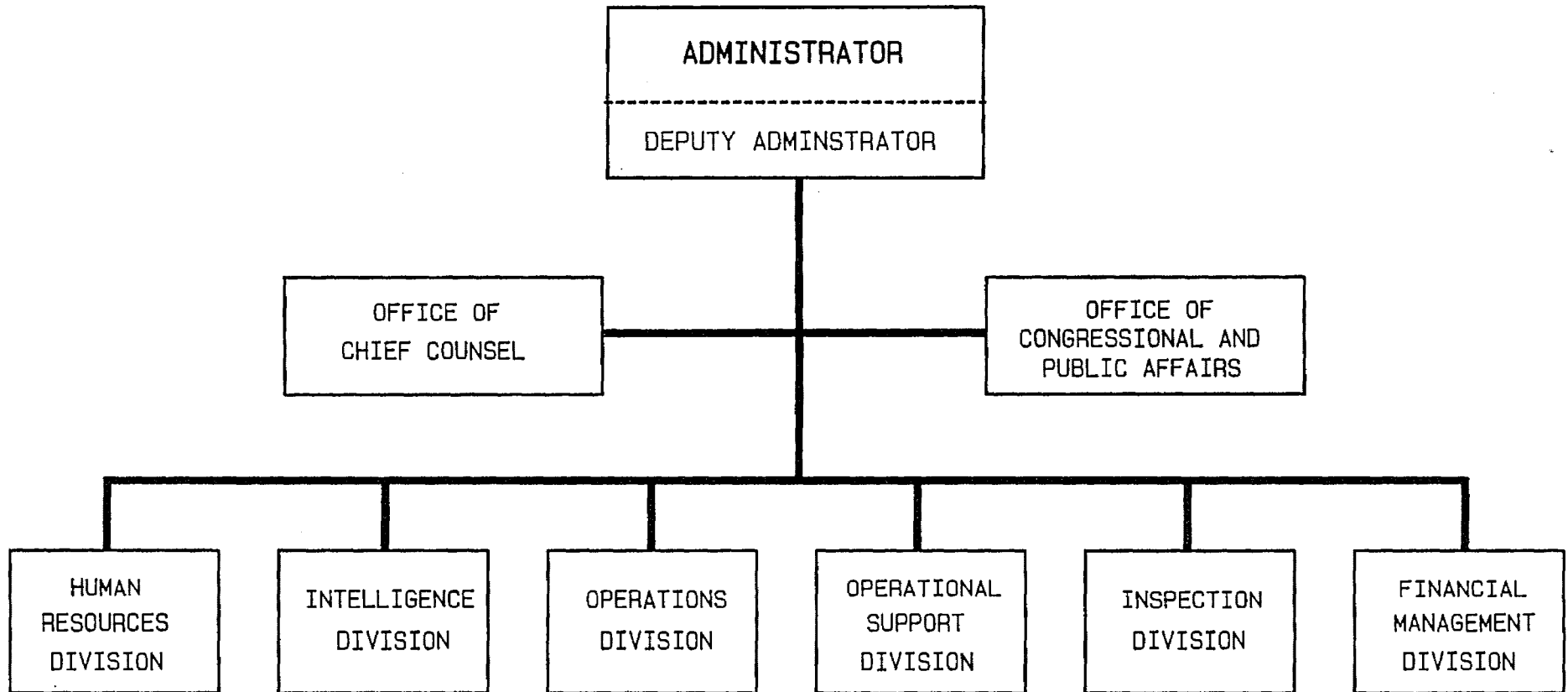
- Investigation and preparation for the prosecution of major violators of controlled substances laws operating at interstate and international levels.
- Management of a national drug intelligence system in cooperation with federal, state, local, and foreign officials to collect, analyze, and disseminate strategic, investigative, and tactical intelligence information.
- Seizure and forfeiture of assets derived from, traceable to, or intended to be used for illicit drug trafficking.

- Enforcement of the provisions of the Controlled Substances Act as they pertain to the manufacture, distribution, and dispensing of legally produced controlled substances.
- Coordination and cooperation with federal, state, local, and foreign law enforcement officials on mutual drug enforcement efforts and enhancement of such efforts through exploitation of potential interstate and international investigations beyond local or limited federal jurisdictions and resources.
- Leadership, coordination and cooperation with other federal, state, and local agencies, and with foreign governments in programs designed to reduce the availability of drugs on the United States market through development of drug enforcement institutions and enhancement of drug enforcement agencies' capabilities as well as through the development and promotion of non-enforcement methods such as crop eradication.
- Responsibility, under the policy guidance of the Secretary of State and U.S. Ambassadors, as the single point of contact for the coordination for all programs associated with drug law enforcement counterparts in foreign countries.

- Liaison with the United Nations, INTERPOL, and other organizations on matters relating to international drug control programs.

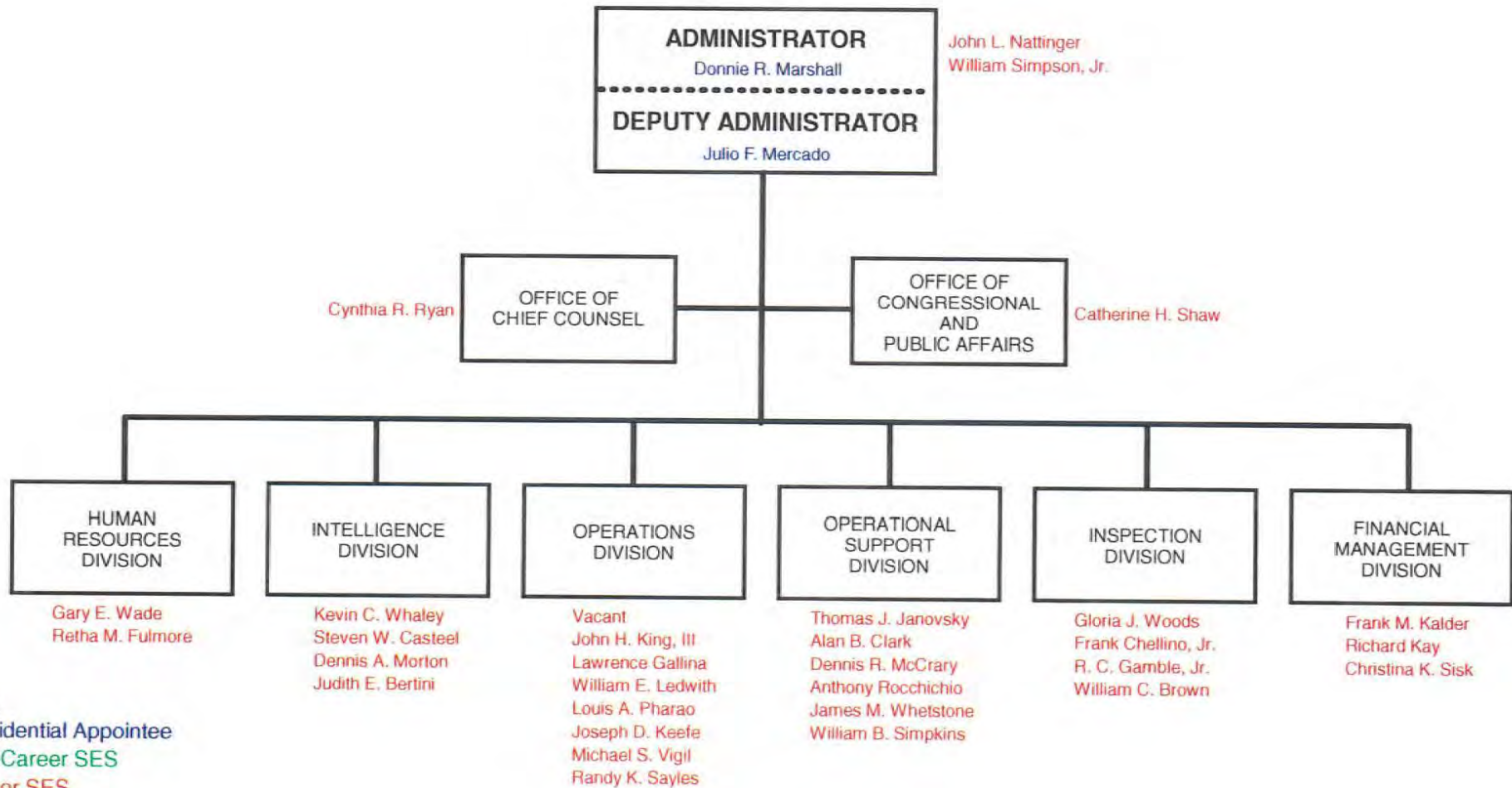
In FY 2000, the Drug Enforcement Administration received resources of \$1,341,323,000 and 8,112 authorized positions.

DRUG ENFORCEMENT ADMINISTRATION



Approved *Janet Reno* Date 5/23/95
JANET RENO
Attorney General

DRUG ENFORCEMENT ADMINISTRATION KEY PERSONNEL



Key:

Presidential Appointee

Non-Career SES

Career SES

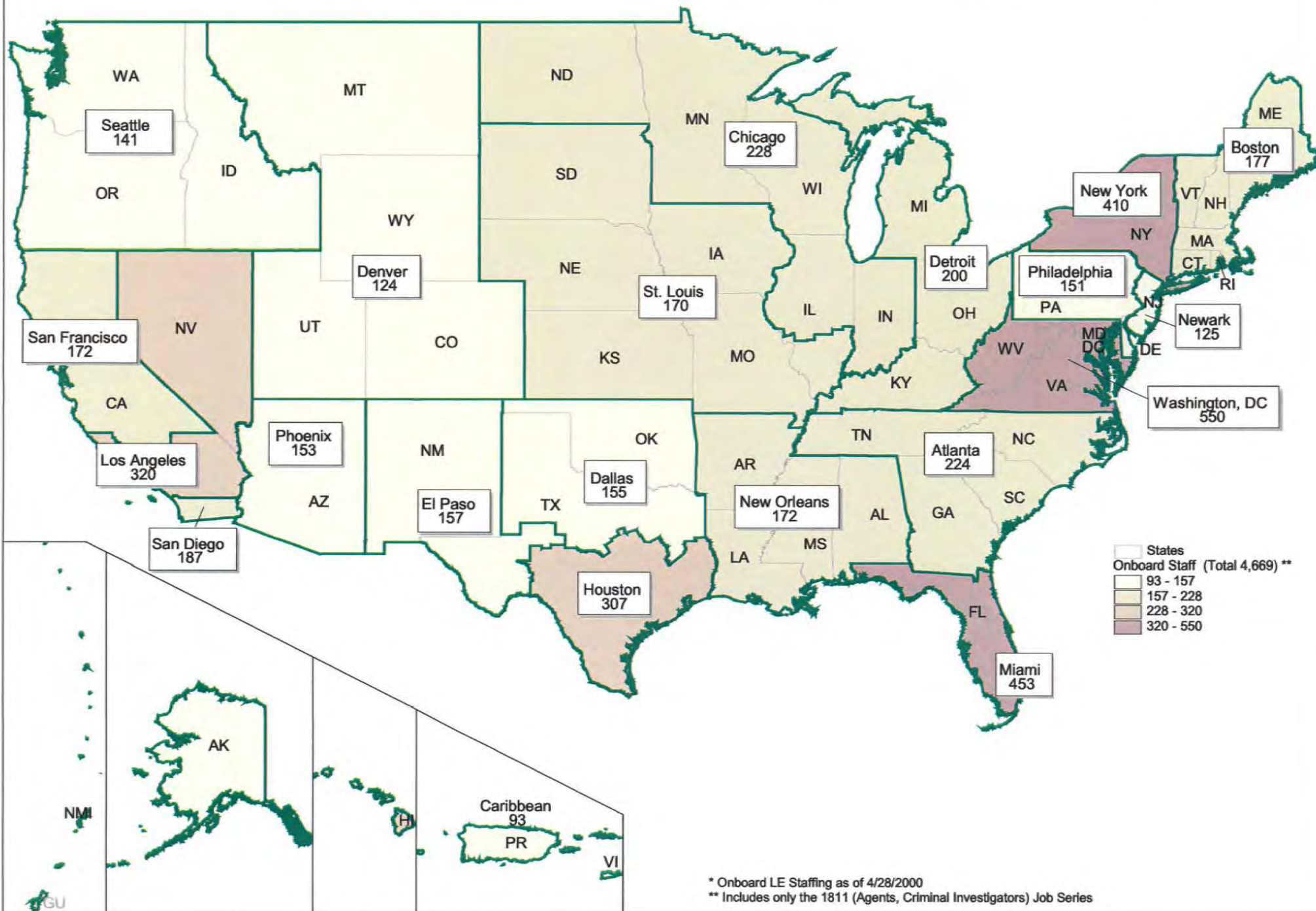
Schedule C

Consultants

Experts

*Does not include all Career SES positions for headquarters and field offices.

DEA - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



* Onboard LE Staffing as of 4/28/2000

** Includes only the 1811 (Agents, Criminal Investigators) Job Series

EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS

The mission of the EOUSA is to provide general executive assistance to the 94 Offices of the United States Attorneys; and to coordinate the relationship between the United States Attorneys and the organizational components of the Department of Justice and other federal agencies.

The major functions of the EOUSA are to:

- Facilitate coordination between the Offices of the United States Attorneys and other organizational units of the Department of Justice.
- Evaluate the performance of the Offices of the United States Attorneys, making appropriate reports and inspections and taking corrective action where indicated.
- Publish and maintain a United States Attorneys' Manual and a United States Attorneys' Bulletin for the internal guidance of the United States Attorneys' offices and those other organizational units of the Department concerned with litigation.
- Supervise the operation of the Office of Legal Education, which develops, conducts, and assists in the training of all Department of Justice legal personnel and other federal legal personnel.
- Provide the Attorney General's Advisory Committee of United States Attorneys and all of its subcommittees, with such staff assistance and funds as are reasonably necessary to carry out the Committee's responsibilities.
- Provide support to the Deputy Attorney General regarding United States Attorney appointments.
- Plan and execute United States Attorneys' conferences and other conferences in the direct support of the United States Attorneys' management of their offices.
- Provide general direction and supervision of the management and policy activities of the United States Attorneys' legal programs, including debt collection, health care fraud, affirmative civil enforcement, asset forfeiture, bank fraud, bankruptcy litigation, and money laundering.
- Provide litigating and technical support, training, coordination, and implementation of legislative initiatives in legal program areas. This includes the tracking and analysis of areas designated by the Attorney General as national priorities.

- Establish, coordinate, and interpret policy, guidelines, and procedures on criminal fine collection issues.
- Provide legal advice and representation to United States Attorneys, and other managers in the United States Attorneys' offices on discipline, grievances, labor relations and EEO, ethics, standards of conduct, recusals outside activities, and an array of administrative, civil, and criminal legal issues.
- Provide general support to the United States Attorneys in matters involving Assistant United States Attorneys and Special Assistant United States Attorney appointments.
- Promote, facilitate, and monitor programs with the Offices of the United States Attorneys designated by the Attorney General as priorities of the Department.
- Provide overall administrative management oversight, technical and direct support to the United States Attorneys in the program areas of facilities management (to include acquisition of real property/space, construction, renovation, repair and relocation); and support service programs (to include personal property management, simplified acquisition, motor vehicle support, records disposition, forms management, audio visual, graphics, printing, metered mailing, and telephone systems).
- Provide management oversight, technical and direct support to the United States Attorneys in the planning, development, implementation, and administration of comprehensive security programs encompassing all aspects of physical, communication, information, personnel, and computer security.
- Analyze, design, and provide automated services and systems in support of the litigation mission and of selected administrative functions of the United States Attorneys' offices including development, implementation, and monitoring of policies and programs for office automation, systems development activities and data base maintenance.
- Arrange for the acquisition and installation of integrated office automation systems in the Offices of the United States Attorneys.
- Provide technical support to users of automated systems in the Offices of the United States Attorneys to manage and support the acquisition and maintenance of office automation equipment.
- Design, program, and support the operations and software for caseload and collections systems and administrative/litigative applications in the districts and the central systems; provide technical assistance, produce

the annual Statistical Report, and monitor the quality of the data of the Offices of the United States Attorneys.

- Formulate, implement and administer bureau-level human resource management policies and programs for the 94 United States Attorneys' offices (USAOs) located nationwide.
- Support the Offices of the United States Attorneys in the conduct of their Law Enforcement Coordination Programs as directed by the Attorney General.
- Serve as liaison on Victim-Witness assistance activities within the Offices of the United States Attorneys, supporting the United States Attorneys in their efforts to ensure compliance with the Attorney General's Guidelines in relation to victim and witness assistance.
- Manage the United States Attorneys' appropriations including direct and indirect budget authority and personnel resources. Provide budget and fiscal assistance and guidance to the 94 Offices of the United States Attorneys.
- Analyze and provide data related to the work and resources of the United States Attorneys' offices to assist in litigative, management, and budget priorities. Assist Department and United States Attorney office managers in all aspects of data, trends and management analysis, also serving as a

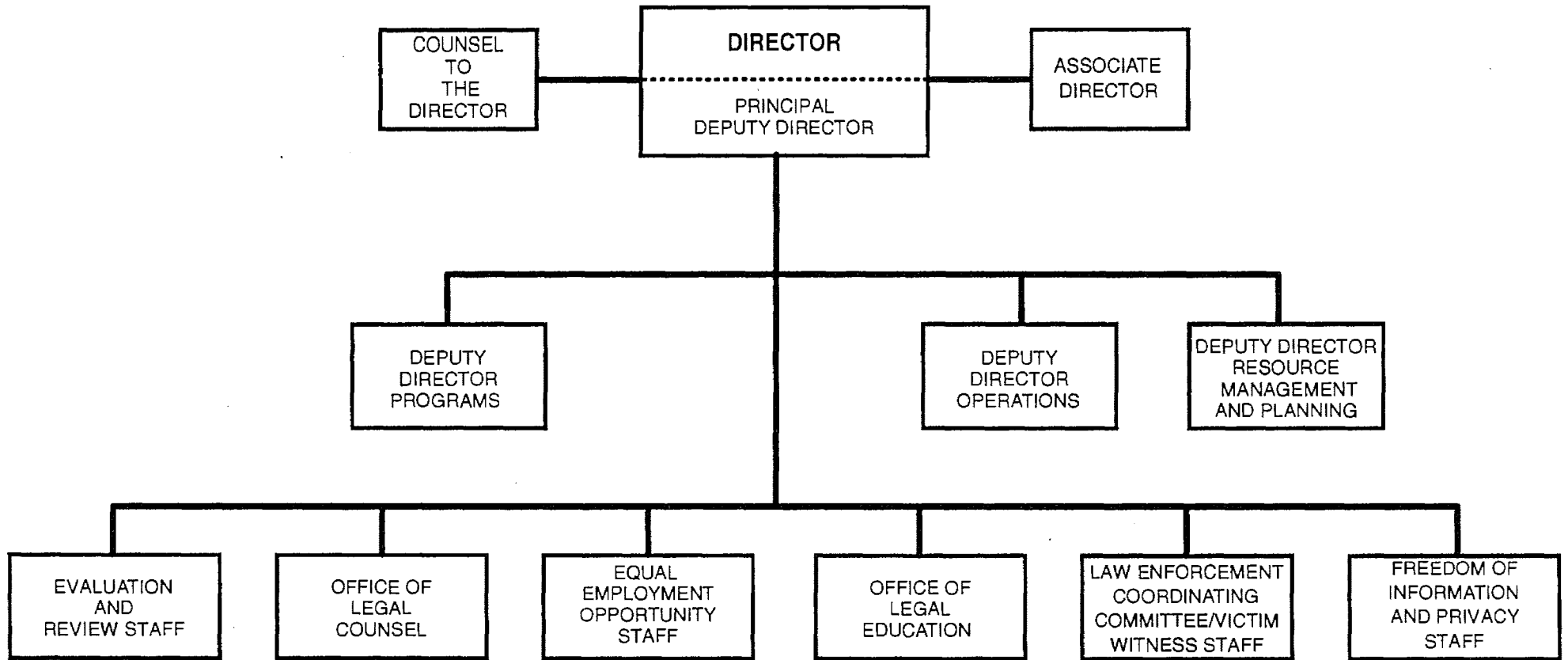
resource and repository for data. Ensure quality control in the use of data and its interpretation.

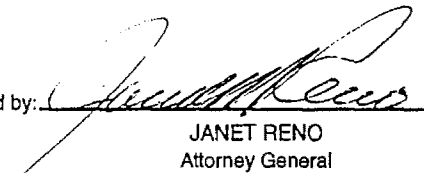
- Respond to requests under the Freedom of Information Act and Privacy Act on behalf of the Offices of the United States Attorneys, coordinate and respond to litigation arising from these matters and provide advice and training to the United States Attorneys' staffs relating to FOIA/PA.
- Provide centralized leadership, coordination and evaluation of all equal employment efforts throughout the Offices of the United States Attorneys, administering both the Affirmative Action and Complaints Processing Programs.
- Respond to inquiries from members of Congress and private citizens and review and comment on legislative and regulatory proposals relating to the activities of the Offices of the United States Attorneys.
- Provide technical, administrative, design, and maintenance support in the areas of voice, data, and video telecommunications to provide efficient communications and to enhance cooperative efforts among the Offices of the United States Attorneys and the Litigating Divisions of the Department.
- Provide information and guidance to United States Attorneys' offices on pending legislation pertinent to the work

of the United States Attorneys' offices; prepare testimony and background for Congressional oversight and appropriations hearings.

In FY 2000, the Executive Office for United States Attorneys received resources of \$1,173,935,000 and 9,120 authorized positions. This includes funding to support EOUSA as well as the U.S. Attorneys' offices nationwide.

EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS

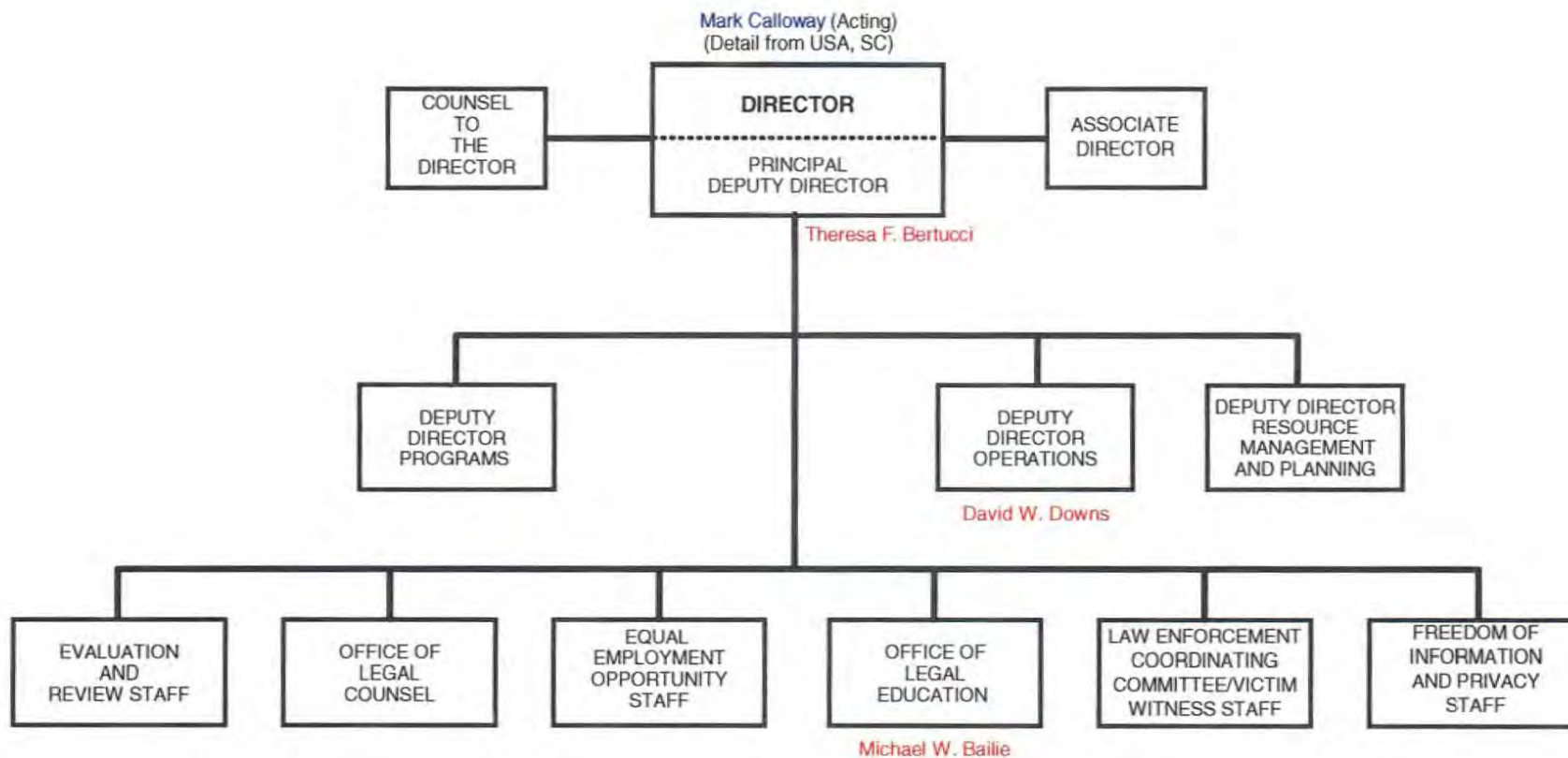


Approved by: 
JANET RENO
Attorney General

Date: 1/21/88

EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS

KEY PERSONNEL



Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

Lynn M. Blum

Martha C. Glut

Susan J. Keefer

Connie Posey-Harris

Sherrie O. Lemings

Judith O'Connell

Darlene E. Graham

Sharon R. Taub

Cynthia J. Conner

Marcia A. Murphy

Ann M. Feaver

Sandra C. Kalokathis

UNITED STATES ATTORNEYS

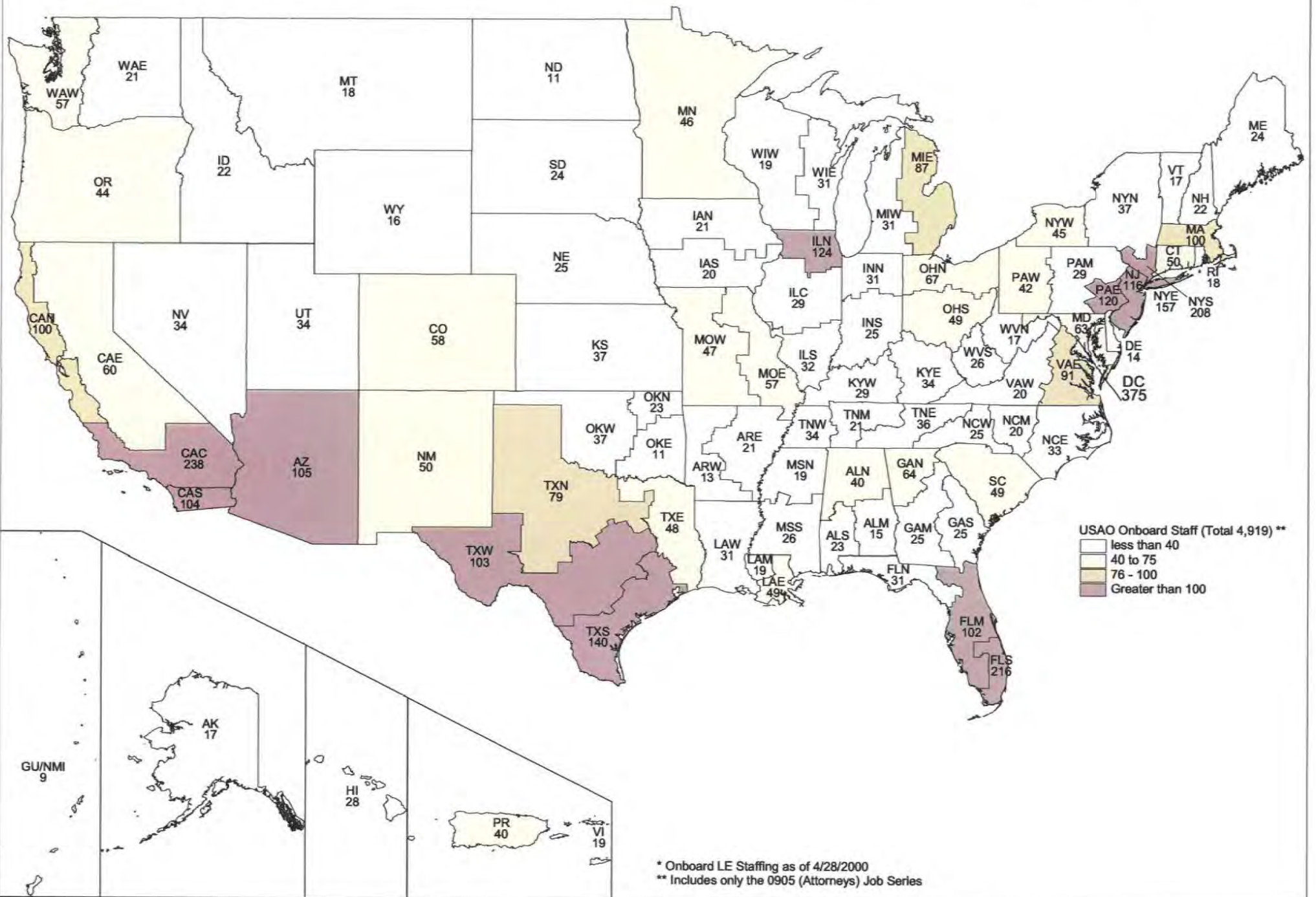
The United States Attorneys serve as the nation's principal litigators under the direction of the Attorney General. There are 93 United States Attorneys stationed throughout the United States, Puerto Rico, the Virgin Islands, Guam, and the Northern Mariana Islands. United States Attorneys are appointed by, and serve at the discretion of, the President of the United States, with advice and consent of the United States Senate. One United States Attorney is assigned to each of the judicial districts, with the exception of Guam and the Northern Mariana Islands, where a single United States Attorney serves in both districts. Each United States Attorney is the chief federal law enforcement officer of the United States within his or her particular jurisdiction.

United States Attorneys conduct most of the trial work in which the United States Attorney is a party. The United States Attorneys have three statutory responsibilities under Title 28, Section 507 of the United States Code:

- the prosecution of criminal cases brought by the Federal government;
- the prosecution and defense of civil cases in which the United States is a party; and
- the collection of debts owed the Federal government which are administratively uncollectible.

Although the distribution of caseload varies between districts, each has every category of cases and handles a mixture of simple and complex litigation. Each United States Attorney exercises wide discretion in the use of his/her resources to further the priorities of the local jurisdictions and needs of their communities. United States Attorneys have been delegated, and will continue to be delegated, full authority and control in the areas of personnel management, financial management, and procurement.

USAO - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



USAO Onboard Staff (Total 4,919) **

- less than 40
- 40 to 75
- 76 - 100
- Greater than 100

* Onboard LE Staffing as of 4/28/2000
 ** Includes only the 0905 (Attorneys) Job Series

UNITED STATES MARSHALS SERVICE

The mission of the USMS is to enforce federal laws and provide support to virtually all elements of the federal justice system by providing for the security of federal court facilities and the safety of judges and other court personnel; apprehending criminals; exercising custody of federal prisoners and providing for their security and transportation to correctional facilities; executing federal court orders; seizing assets gained by illegal means and providing for the custody, management and disposal of forfeited assets; assuring the safety of endangered government witnesses and their families; and collecting and disbursing funds.

The major functions of the USMS are to:

OFFICE OF THE DIRECTOR AND DEPUTY DIRECTOR

- Provide the vision, direction, and leadership for the agency.
- Establish the core values, policy, and business rules for the agency.
- Oversee the business activities of the agency.
- Maintain liaison with agency customers, stakeholders, and employees to determine agency performance levels and to aid in setting agency goals and objectives.
- Ensure the equal employment opportunity of all employees.

- Oversee special assignments and operations.

OFFICE OF THE ASSOCIATE DIRECTOR FOR ADMINISTRATION

- Assist the Deputy Director with establishing and accomplishing the goals and objectives within the administrative programs.
- Direct and coordinate the functions and policy implementation for the administrative divisions and programs of the service.

GENERAL COUNSEL

- Provide legal counsel and services in support of agency missions and personnel.
- Manage the Freedom of Information Act (FOIA) Program.

MANAGEMENT AND BUDGET

- Manage the strategic planning program.
- Coordinate and monitor the annual performance management program.
- Prepare annual agency budget requests and monitor the expenditure of funds.
- Provide accounting and finance services.

- Conduct program reviews and audits of district and Headquarters units.
- Identify ways to improve the performance and efficiency of the agency.
- Provide for the development of information systems, networks, automated data processing (ADP) technology applications and set ADP standards.
- Provide network, computer, telephone and radio support services.

EXECUTIVE SERVICES

- Represent the missions and programs of the agency to the public, Congress, and other agencies.
- Conduct investigations regarding alleged employee misconduct and other special investigations.
- Maintain policy directives systems and file retention.

JUDICIAL SECURITY

- Provide personal security for the judiciary.
- Respond to threats against Judges, U.S. Attorneys, the Courts and U.S. Marshals Service personnel and protectees.

- Provide facility security and design for the judiciary and others as assigned.

PRISONER SERVICES DIVISION

- Provide for the housing and care of prisoners.
- Ensure the safe and secure receipt and processing of prisoners, including production for court hearings, medical services, or other purposes.

INVESTIGATIVE SERVICES

- Locate and apprehend fugitives under the jurisdiction of the United States Marshals Service.
- Participate in Law Enforcement Coordinating Committee (LECC), Organized Crime Drug Enforcement Task Force (OCDETF), and other task force operations.
- Participate in international investigations.
- Execute civil and criminal processes.
- Collect, analyze, and disseminate information from U.S. Marshals Service operational areas and other agencies.
- Provide liaison with other law enforcement and analytical groups to gather timely information on groups and individuals who may pose a threat to U.S. Marshals Service operations, personnel, or protectees.

- Provide personal security for protected witnesses and their families.
- Provide documentation, relocation and other services to participants in the protected witness program.

HUMAN RESOURCE MANAGEMENT

- Determine the human resource needs of the agency.
- Manage the background investigation program.
- Recruit and employ a culturally diverse workforce.
- Provide for the health, safety, and well-being of the workforce.
- Provide for the career advancement, continuing education and skills development of the workforce.
- Promote union and employee participation in setting the goals, objectives, and business practices of the agency.
- Take corrective or disciplinary action for employees who do not contribute to the organization.

- Determine the best equipment, materials and processes to assist the workforce in performing agency missions.

BUSINESS SERVICES

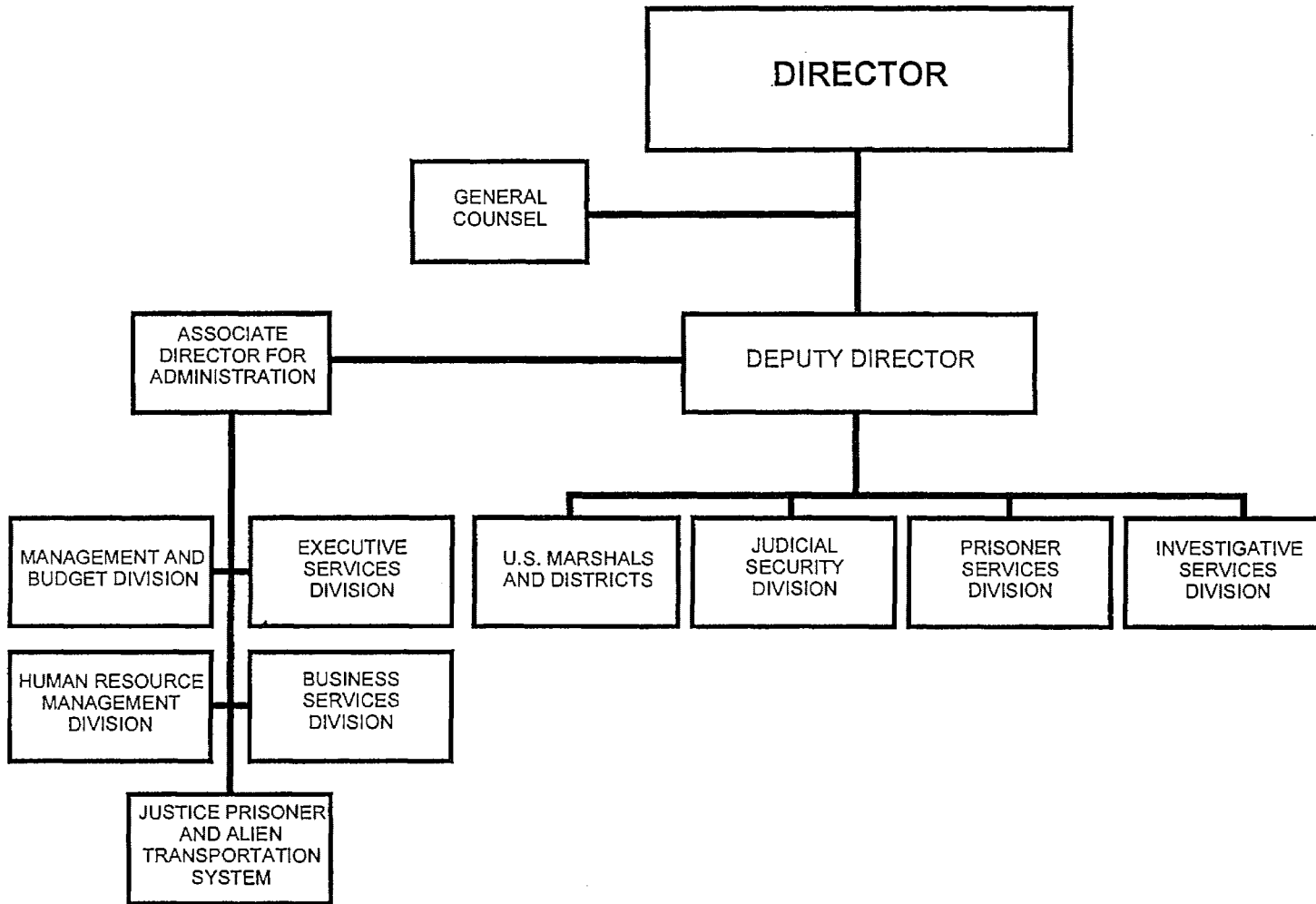
- Provide contracting and procurement services.
- Provide program management and contract services for seized and forfeited property.
- Provide property management services, purchase and maintenance of vehicles and other equipment.
- Provide printing, mail, and graphics services.

JUSTICE PRISONER AND ALIEN TRANSPORTATION SYSTEM (JPATS)

- Transport federal prisoners and detainees, including sentenced, pretrial, and illegal aliens in the custody of the USMS, Bureau of Prisons or the Immigration and Naturalization Service.

In FY 2000, the United States Marshals Service received resources of \$546,593,000 and 4,262 authorized positions. In addition, for FY 2000, the Federal Prisoner Detention Program received \$525,000,000.

UNITED STATES MARSHALS SERVICE



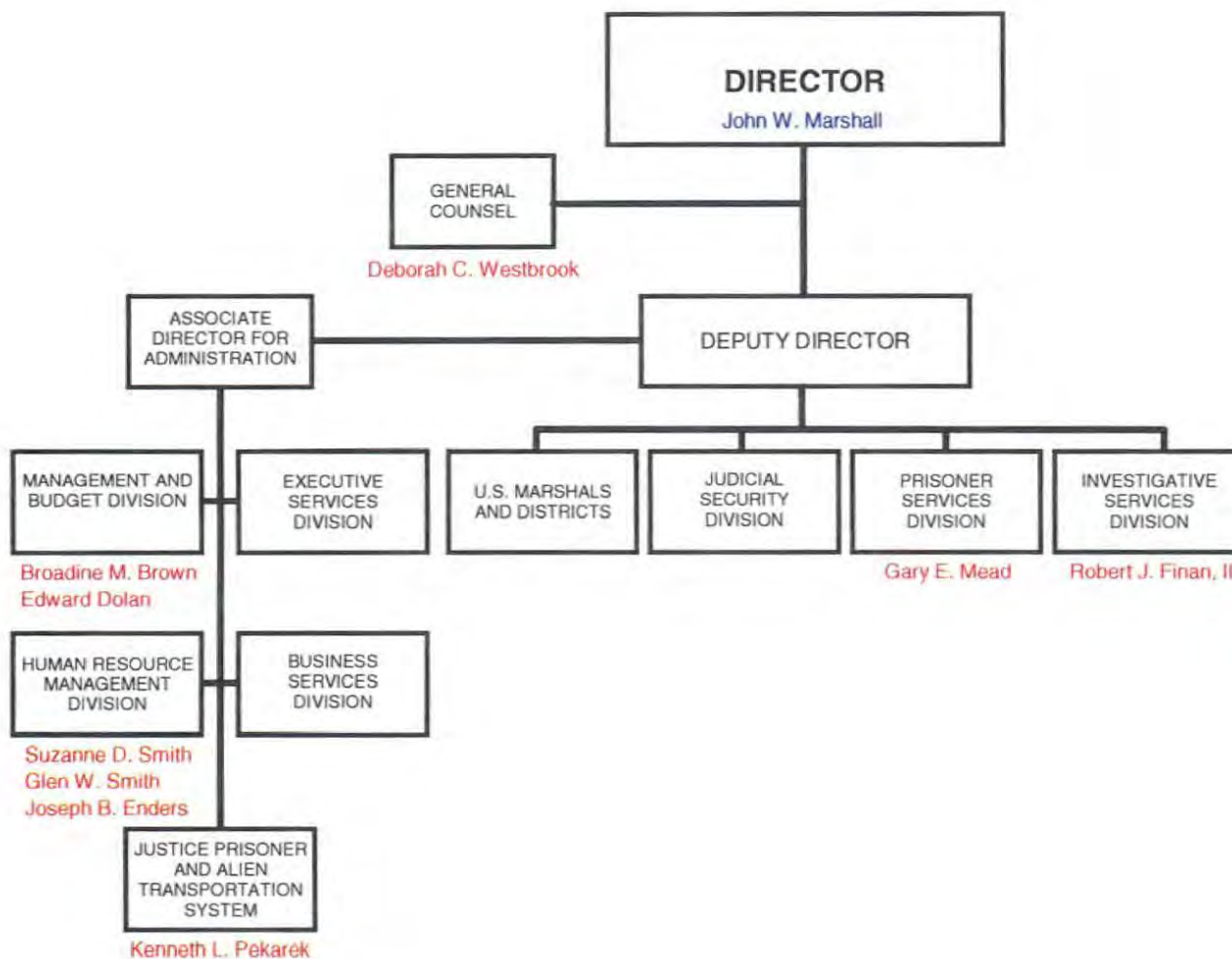
Approved by: 
JANET RENO
Attorney General

Date: June 10, 1998

UNITED STATES MARSHALS SERVICE

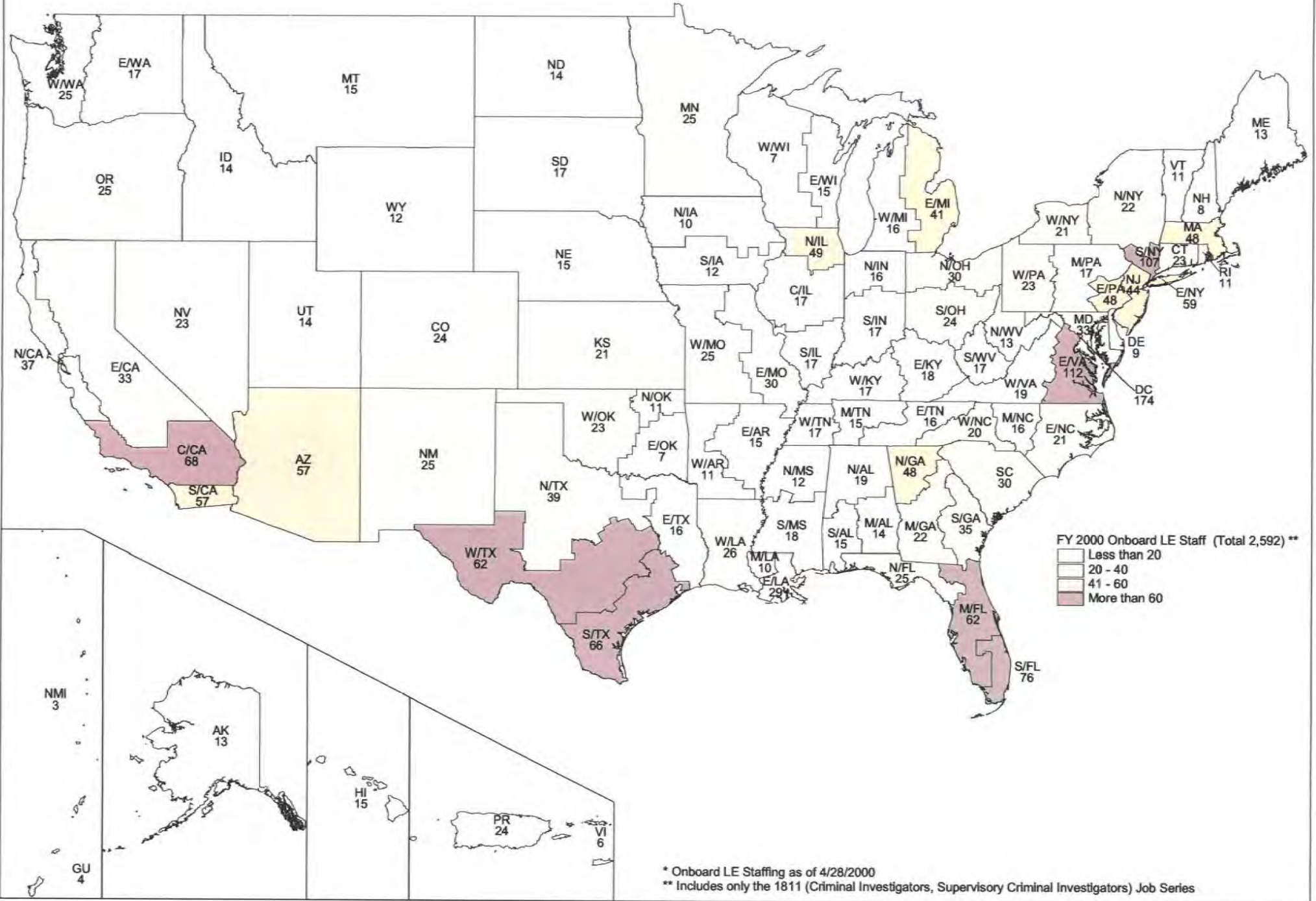
KEY PERSONNEL

As of November 3, 2000



- Key:
- Presidential Appointee
 - Non-Career SES
 - Career SES
 - Schedule C
 - Consultants
 - Experts

USMS - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



* Onboard LE Staffing as of 4/28/2000
 ** Includes only the 1811 (Criminal Investigators, Supervisory Criminal Investigators) Job Series

NATIONAL DRUG INTELLIGENCE CENTER

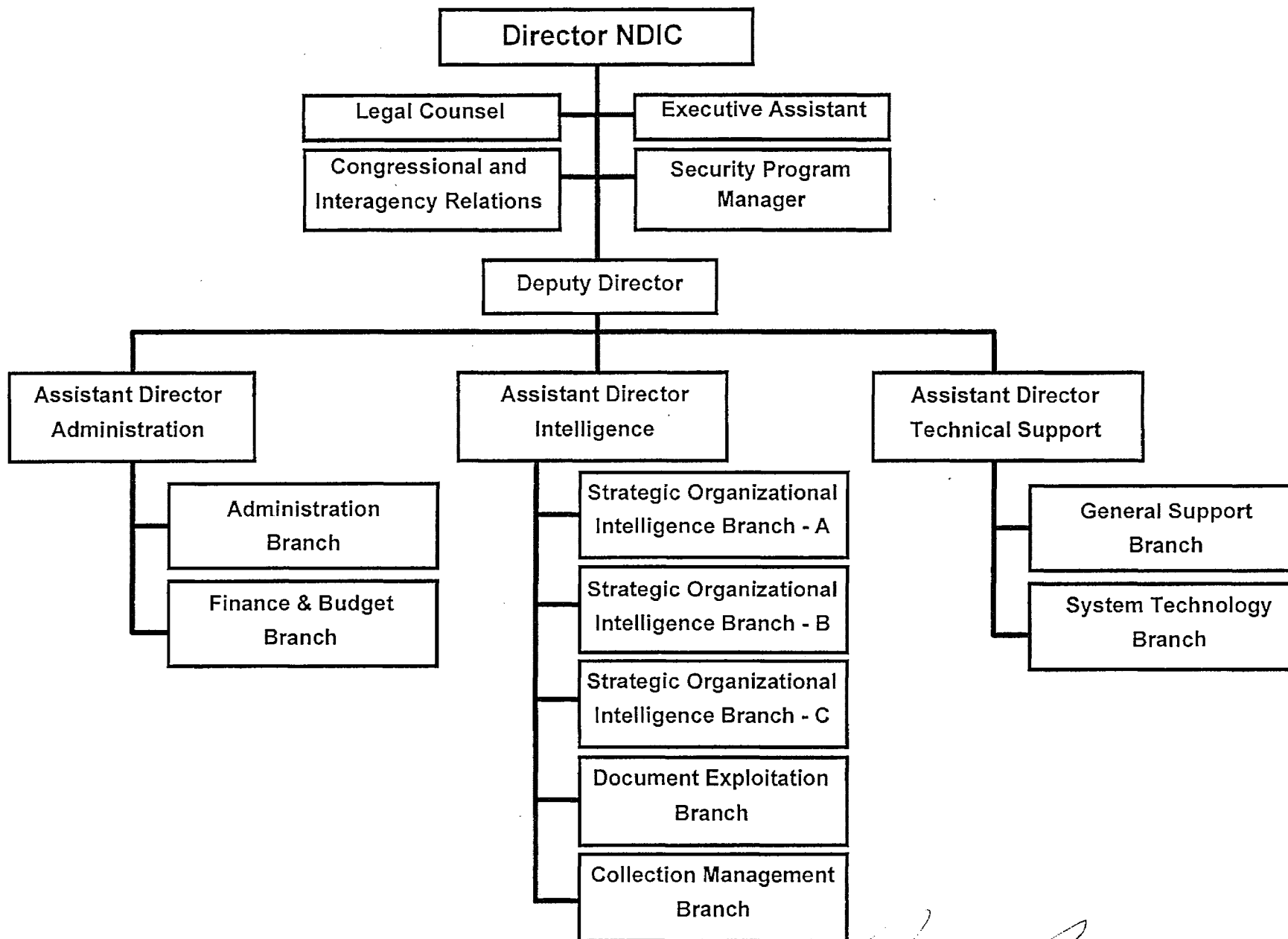
The mission of the NDIC is to coordinate and consolidate strategic organizational drug intelligence from national security and law enforcement agencies.

The major functions of NDIC are to:

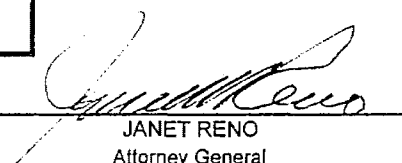
- Produce an annual National Drug Threat Assessment on the subjects of drugs, gangs and violence and the threat they pose to our society.
- Produce assessments and analyses regarding the structure, membership, finances, communication, transportation, logistics and other activities of drug trafficking organizations.
- Develop intelligence on all aspects of those organizations that threaten the national security of our country.
- Provide a steady flow of timely information that assists counterdrug agencies to make preemptive rather than reactive decisions.
- Maintain the support of counterdrug agencies that provide the information needed to produce drug intelligence.
- Provide timely support to federal drug law enforcement authorities to conduct document exploitation of materials seized in domestic law enforcement actions.
- Manage and maintain the National Drug Intelligence Library--an electronic collection of drug intelligence documents not classified beyond the law enforcement sensitive level from participating agencies and from open sources that are readily accessible to the public.

In FY 2000, the National Drug Intelligence Center received resources of \$27,000,000. The NDIC is supported entirely by funds transferred from the Department of Defense.

NATIONAL DRUG INTELLIGENCE CENTER



Approved by:


JANET RENO
Attorney General

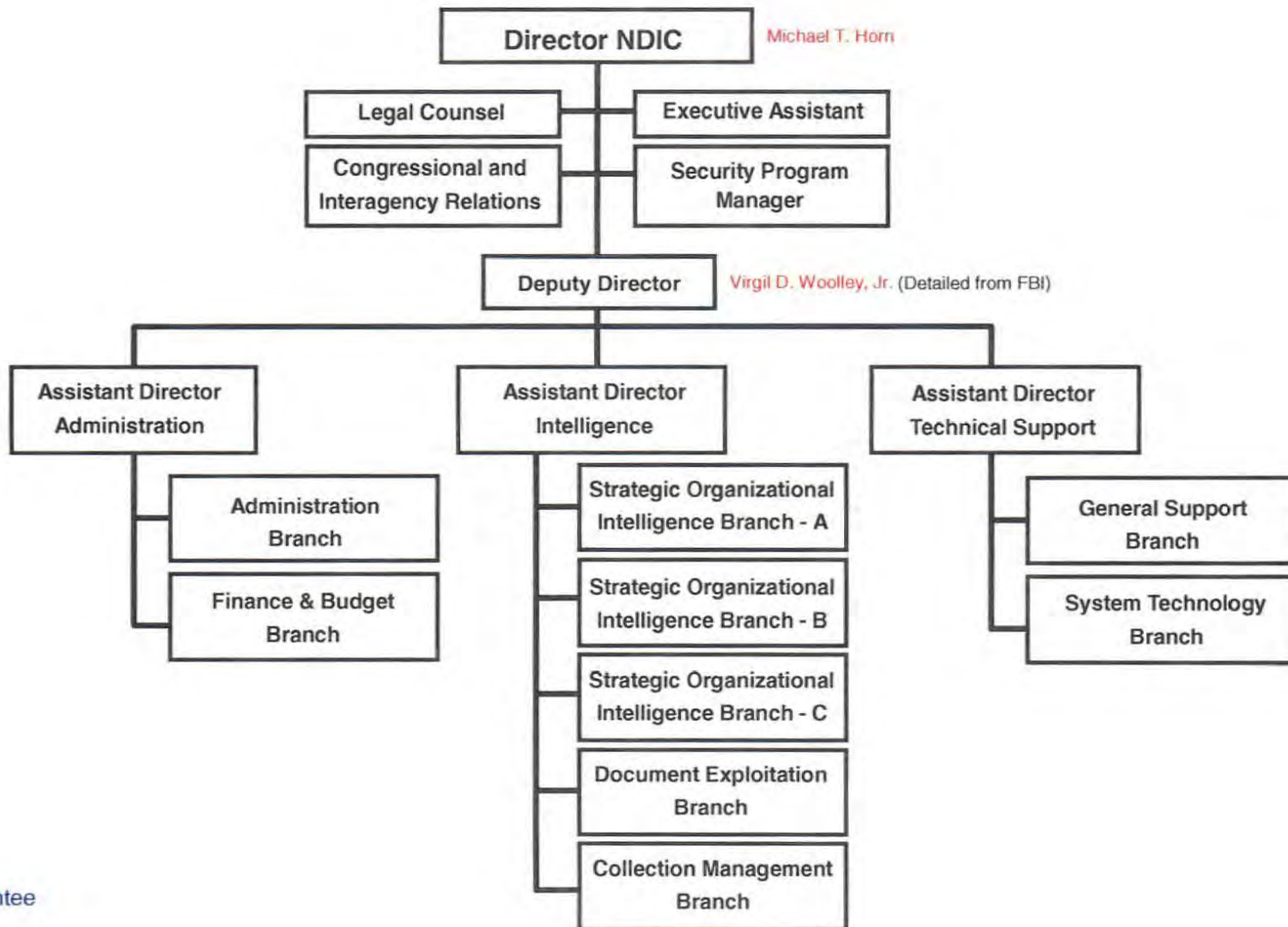
Date:

2/12/98

NATIONAL DRUG INTELLIGENCE CENTER

KEY PERSONNEL

As of November 3, 2000



Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

OFFICE OF INTELLIGENCE POLICY AND REVIEW

The mission of the Office of Intelligence Policy and Review is to assist the Attorney General and other senior Justice Department officials in fulfilling national security-related responsibilities; to provide legal advice and guidance to various elements of the United States Government that are engaged in national security-related activities; and to oversee the implementation of the Foreign Intelligence Surveillance Act and other statutory, Executive Order, or Attorney General-based operational authorities for national security-related activities.

The major functions of OIPR are to:

- Advise and assist the Attorney General in carrying out his/her responsibilities under Executive Order No. 12333, "United States Intelligence Activities."
- Serve as the Department representative on interdepartmental boards, committees and other groups dealing with national security-related matters.
- Serve as the general point of contact between the Department and the National Security Council.
- Participate in the development, implementation and review of United States intelligence policies, including procedures for the conduct of intelligence and counterintelligence activities.
- Evaluate existing and proposed national security-related activities to determine their consistency with relevant policies and law.
- Formulate policy alternatives and recommend action by the Department and other executive agencies in achieving lawful United States intelligence and counterintelligence objectives.
- Draft, analyze and interpret current statutes, Executive Orders, guidelines, and other directives pertaining to national security-related activities.
- Review and comment upon proposed statutes, guidelines, and other directives with regard to intelligence activities; and, in conjunction with the Office of Legal Counsel, review and comment upon the form and legality of proposed Executive Orders that relate to the functions of this Office.
- Supervise the preparation of certifications and applications for orders under the Foreign Intelligence Surveillance Act and represent the United States before the United States Foreign Intelligence Surveillance Court.
- Recommend action by the Department of Justice with regard to applications

for foreign intelligence and counterintelligence electronic surveillance, as well as for other investigative activities by Executive Branch agencies.

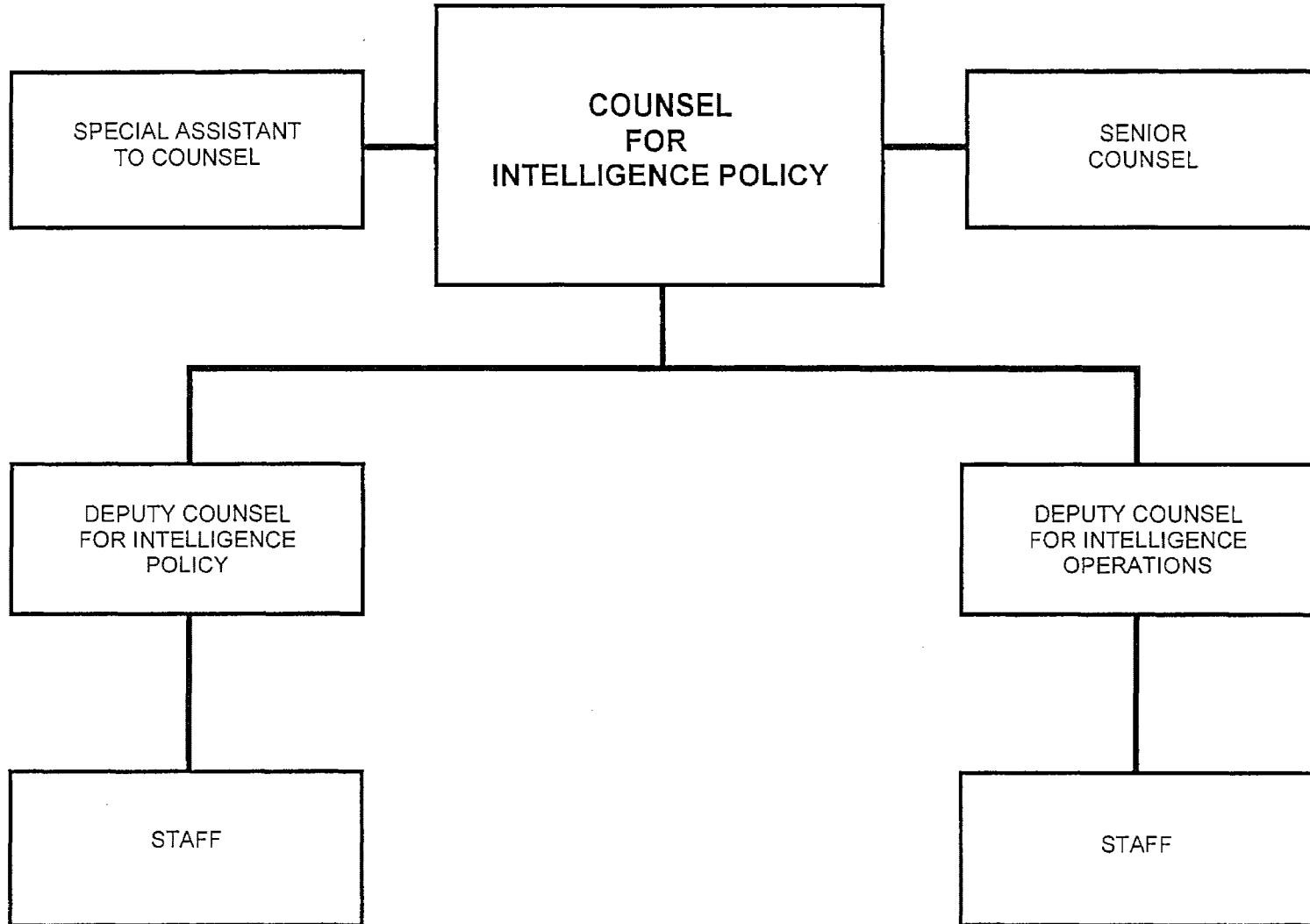
- Monitor intelligence and counterintelligence activities of other agencies to ensure conformity with Department objectives.
- Prepare reports evaluating domestic and foreign intelligence and counterintelligence activities and assessing trends or changes in these activities.
- Provide legal and policy advice regarding classification of national security information and perform pre-publication review of materials

proposed to be published by present and former employees of the Department.

- Maintain and supervise the Intelligence Analysis Unit (IAU), which provides liaison with the intelligence community and timely intelligence product to the Attorney General and Deputy Attorney General, supporting their national security responsibilities.
- Provide legal and policy advice regarding access to classified information, including the granting and denial of security clearances.

In FY 2000, the Office of Intelligence Policy and Review received resources of \$4,084,000 and 29 authorized positions.

OFFICE OF INTELLIGENCE POLICY AND REVIEW



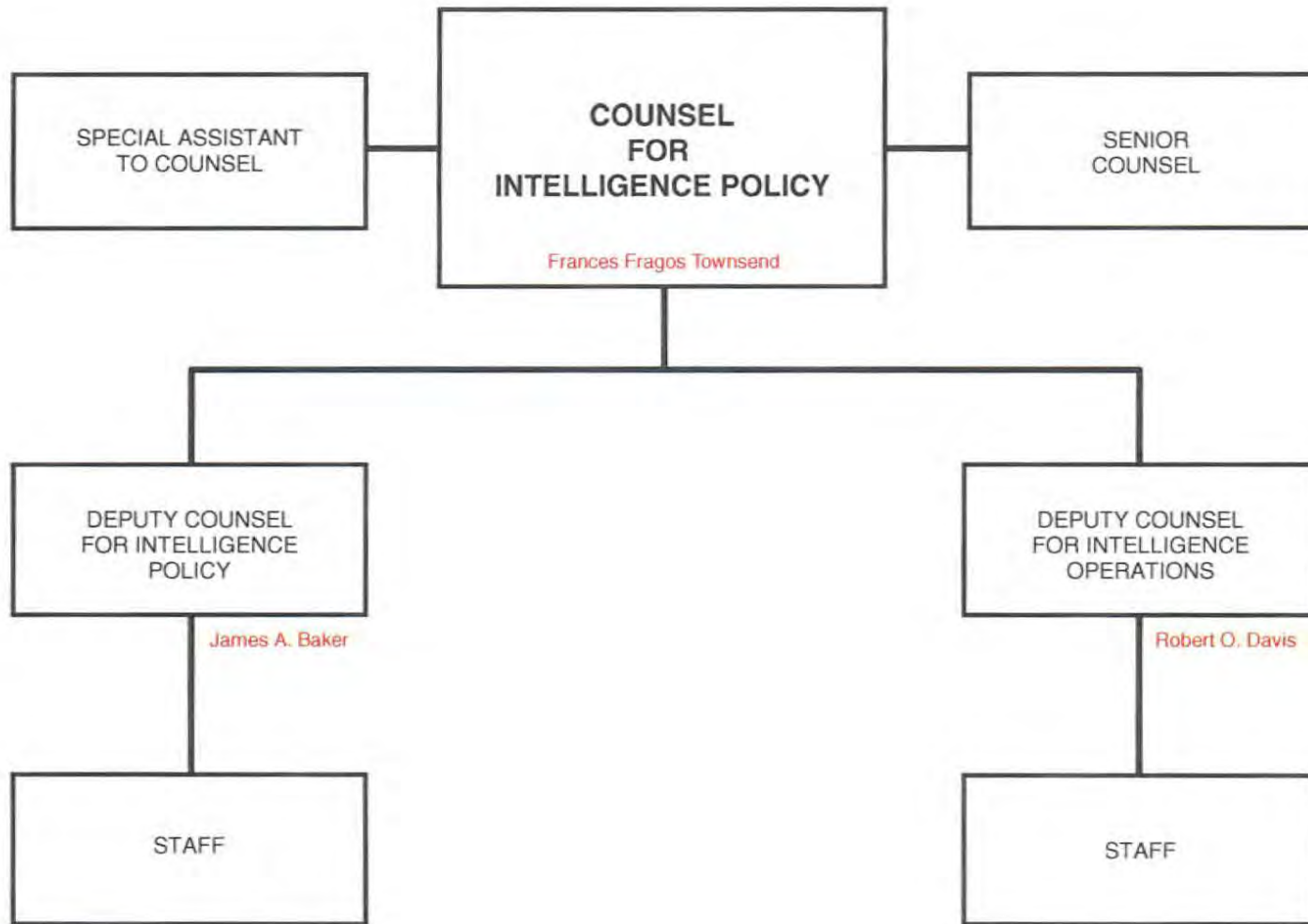
Approved by: *Janet Reno*
JANET RENO
Attorney General

Date: 4/10/99

OFFICE OF INTELLIGENCE POLICY AND REVIEW

KEY PERSONNEL

As of November 3, 2000



Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

INTERPOL - UNITED STATES NATIONAL CENTRAL BUREAU

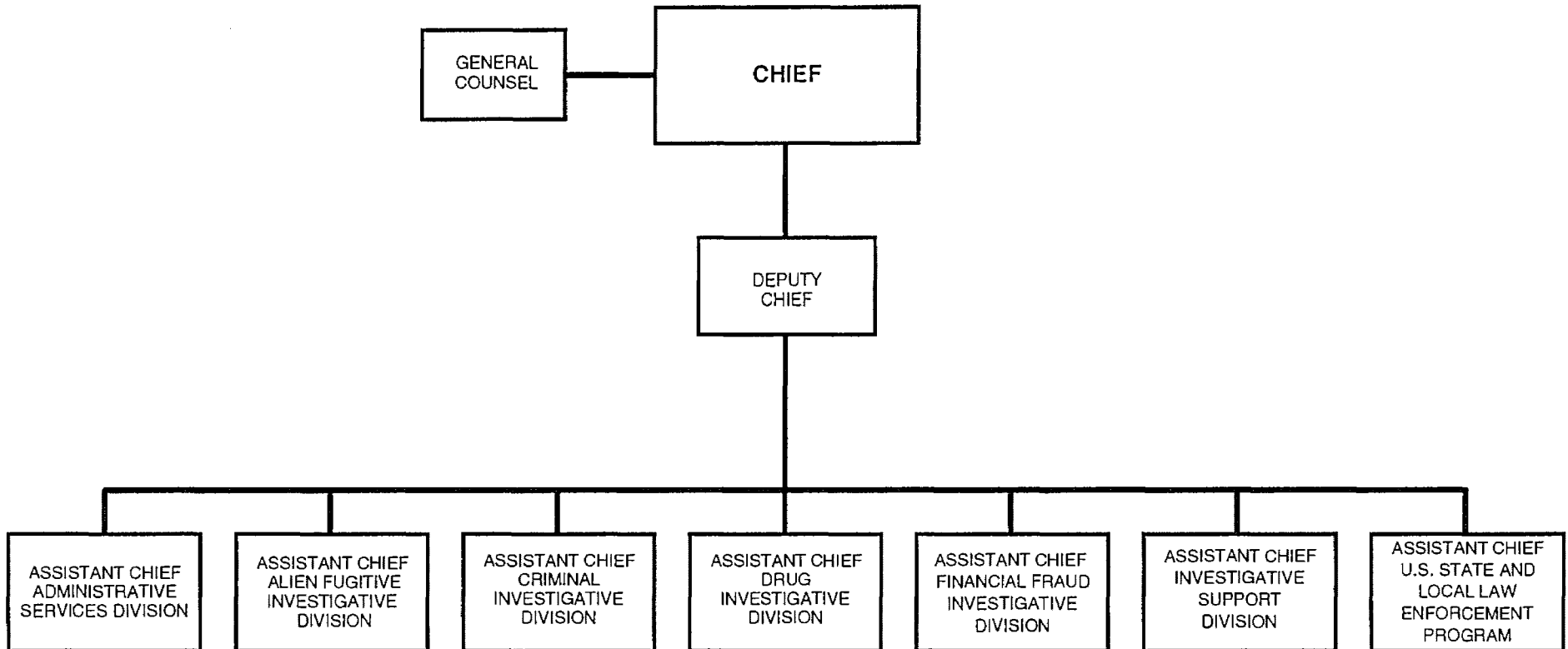
The mission of the U.S. National Central Bureau is to facilitate international law enforcement cooperation as the United States representative with the International Criminal Police Organization (INTERPOL), on behalf of the Attorney General.

The major functions of the USNCB are to:

- Represent the USNCB at criminal law enforcement and international law enforcement conferences and symposia.
- Transmit information of a criminal justice, humanitarian, or other law enforcement related nature between National Central Bureaus of INTERPOL member countries, and law enforcement agencies within the United States and abroad.
- Respond to requests by law enforcement agencies, and other legitimate requests by appropriate organizations, institutions and individuals, when in agreement with the INTERPOL constitution.
- Coordinate and integrate information for investigations of an international nature and identify those involving patterns and trends of criminal activities.
- Conduct analyses of patterns of international criminal activities when specific patterns are observed.

In FY 2000, INTERPOL-U.S. National Central Bureau received resources of \$7,360,000 and 62 authorized positions.

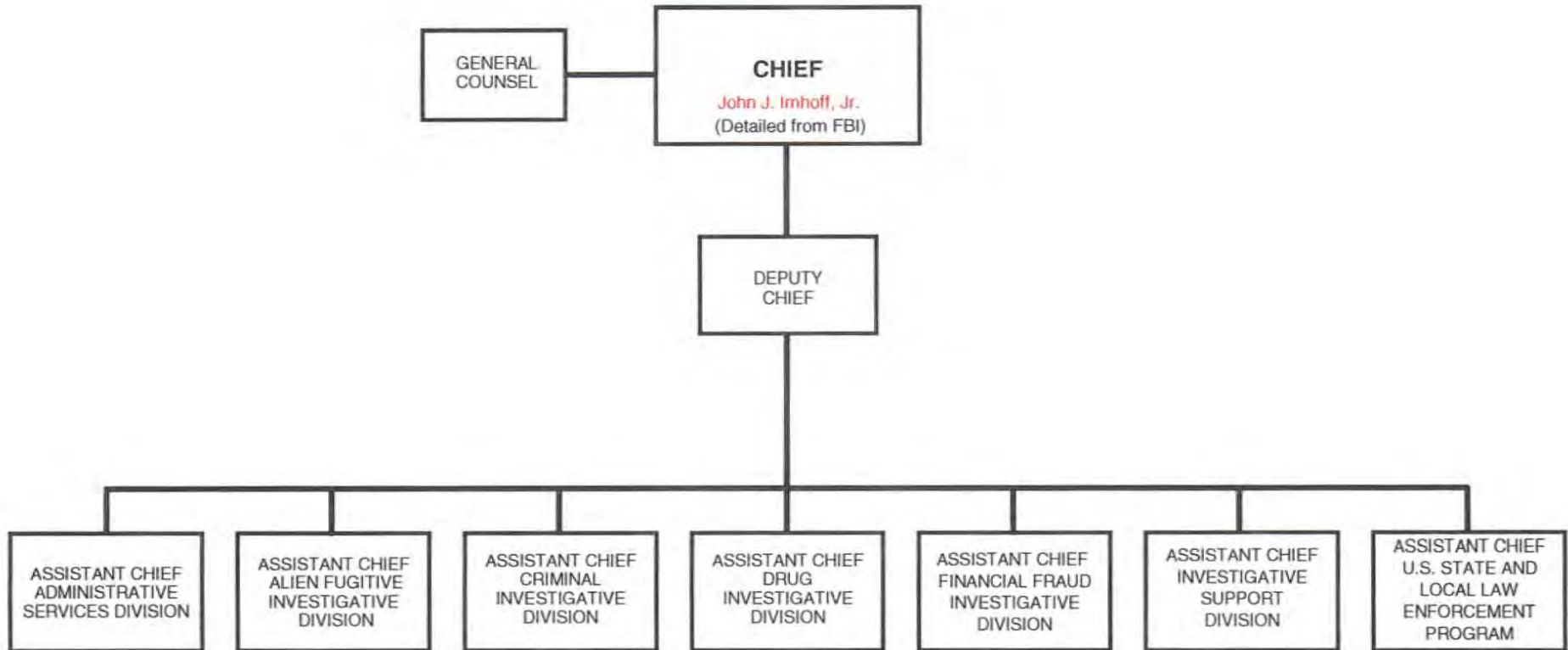
INTERPOL - U.S. NATIONAL CENTRAL BUREAU



Approved by: *Janet Reno* Date 2/29/00
JANET RENO
Attorney General

INTERPOL - U.S. NATIONAL CENTRAL BUREAU

KEY PERSONNEL



Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

CRIMINAL DIVISION

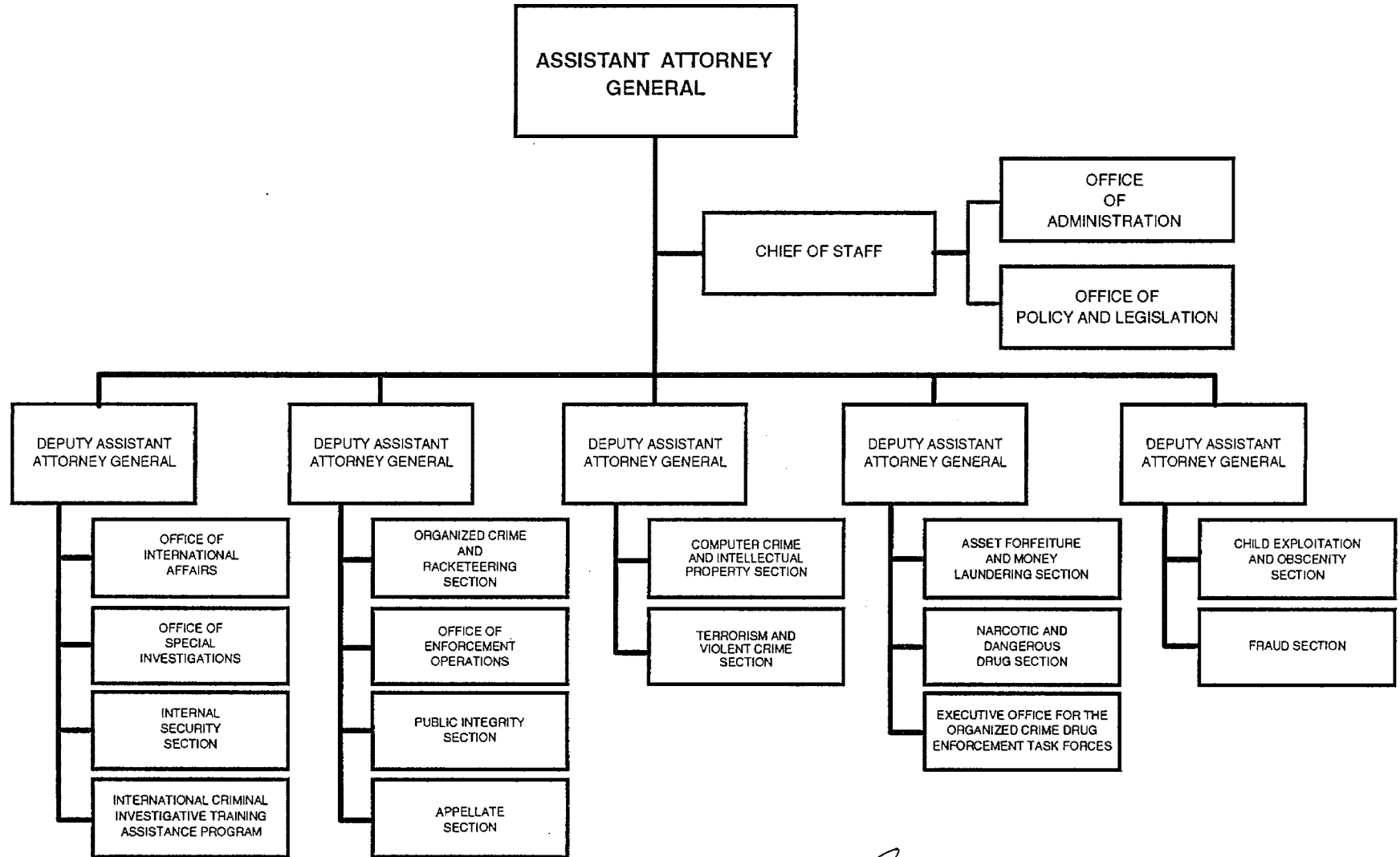
The mission of the Criminal Division is to serve the public interest through the development and enforcement of criminal statutes in a vigorous, fair and effective manner, and to exercise general supervision over the enforcement of all federal criminal laws, with the exception of those statutes specifically assigned to the Antitrust, Civil Rights, Environment and Natural Resources, or Tax Divisions.

The major functions of the Division are to:

- Formulate criminal law enforcement policies and guide their implementation throughout the federal justice system.
- Conduct criminal investigations, including grand jury proceedings, and litigation in major cases arising from offenses against the statutes supervised by the Division.
- Mediate the interactions of the various Executive Branch agencies responsible for the enforcement of federal criminal laws, especially the U.S. Attorneys and the federal investigative agencies, in areas where their responsibilities intersect.
- Supervise the application of sensitive law enforcement techniques such as the use of electronic surveillance, the authorization of immunity from federal prosecution, and the provision of witness protection measures.
- Negotiate with foreign governments for assistance in criminal law enforcement matters, coordinate the acquisition of such assistance in specific instances, and arrange for reciprocal assistance from the United States as appropriate.
- Decide petitions from remission or mitigation of judicial forfeitures, authorize the transfer of forfeited property to state and local law enforcement as provided under the equitable sharing program, and assist federal prosecutors with civil and criminal forfeiture litigation.
- Investigate possible instances of wrongful entry into the United States and conduct civil law enforcement proceedings relative to the denaturalization and deportation of alleged Nazi war criminals residing in the United States.
- Supervise other civil litigation pertaining to law enforcement activities.
- Support U.S. policy by providing assistance to foreign criminal justice systems based on internally recognized principles of human rights and the rule of law.

In FY 2000, the Criminal Division received resources of \$104,477,000 and 792 authorized positions.

CRIMINAL DIVISION

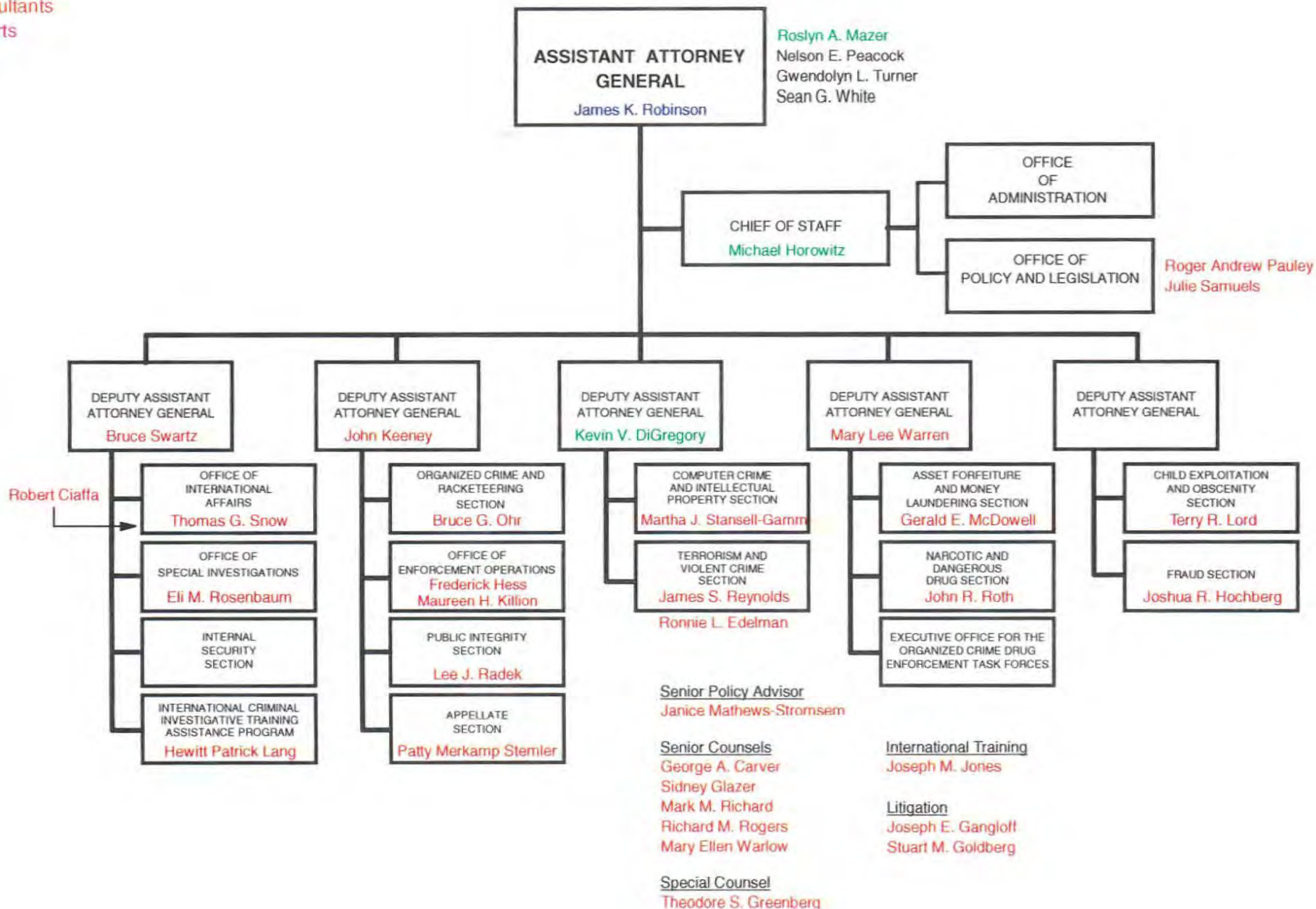


Approved by: *Janet Reno* Date: 2/29/00
JANET RENO
Attorney General

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

CRIMINAL DIVISION KEY PERSONNEL

As of November 3, 2000



STATE AND LOCAL ASSISTANCE

OFFICE OF JUSTICE PROGRAMS

The mission of OJP is to provide federal leadership in developing the nation's capacity to prevent and control crime, improve the criminal and juvenile justice systems, increase knowledge about crime and related issues, and assist crime victims. The agency strives to make the nation's criminal and juvenile justice systems more efficient and effective.

OJP is headed by an Assistant Attorney General who is responsible for overall management and oversight of OJP. The Assistant Attorney General sets policy and ensures that OJP policies and programs reflect the priorities of the President, the Attorney General, and the Congress. The Assistant Attorney General promotes coordination among the bureaus and offices within OJP.¹

Through the programs developed and funded by its bureaus and offices, OJP works to form partnerships among federal, state, local, and tribal government officials to control drug abuse and trafficking; reduce and prevent crime; rehabilitate neighborhoods; improve the administration of justice in America; meet the needs of crime victims; address problems such

as gang violence, prison crowding, juvenile crime and school violence, and white-collar crime including cybercrime; support state and local response to terrorist events; and respond to emerging justice issues. The functions of each bureau or program office are interrelated. For example, the statistics generated by the Bureau of Justice Statistics may drive the research that is conducted through the National Institute of Justice and the Office of Juvenile Justice and Delinquency Prevention. Research results, in turn, spawn new programs that receive support from the Bureau of Justice Assistance and the Office of Juvenile Justice and Delinquency Prevention.

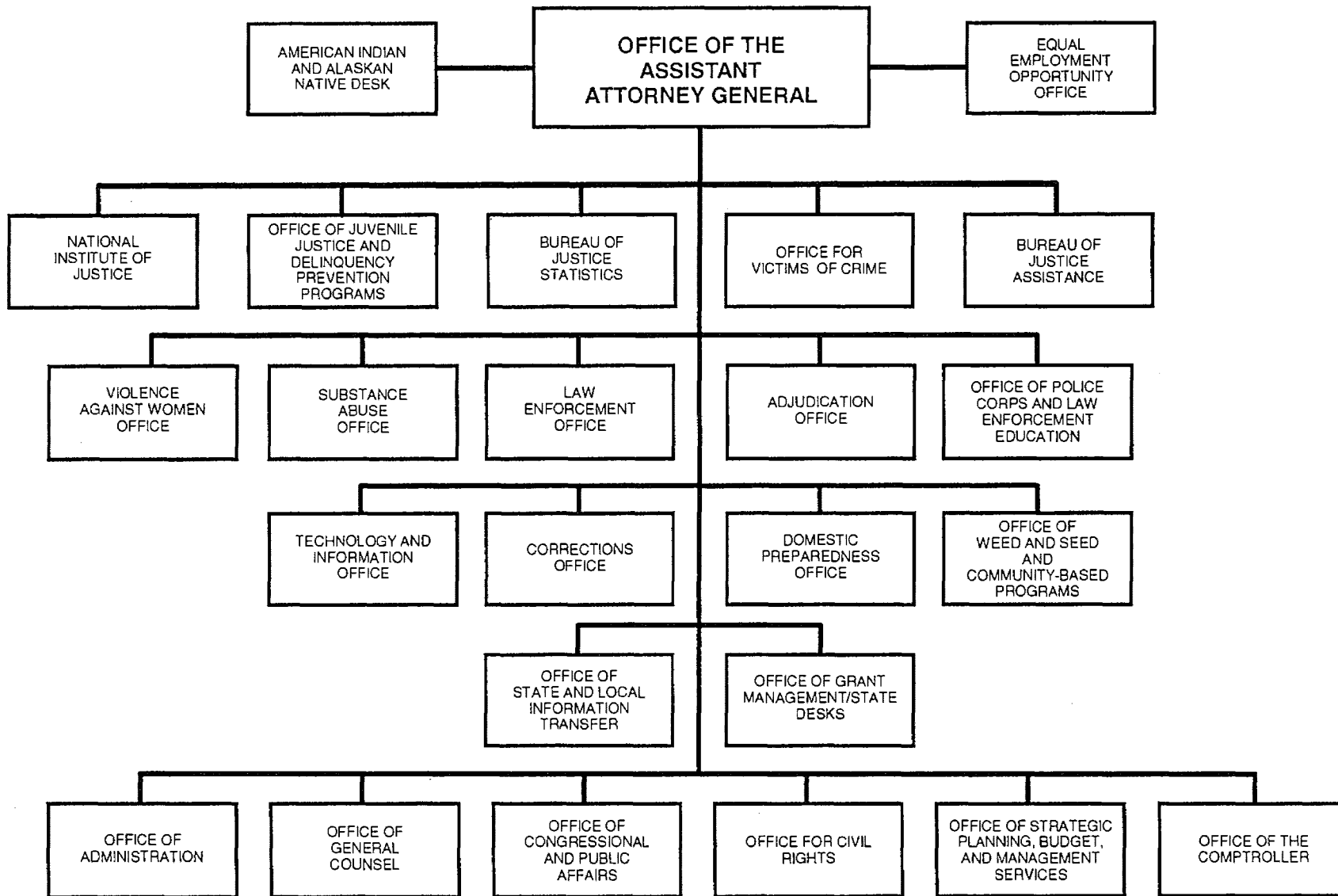
OJP's major functions include the following:

- Implement national and multi-state programs, provide training and technical assistance, and establish demonstration programs to assist state, local, and tribal governments and community groups in: reducing crime, enforcing state and local drug laws, and improving the function of the criminal justice system.

¹ OJP's bureaus include the Bureau of Justice Assistance, the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, and the Office for Victims of Crime. OJP's program offices include the Violence Against Women Office, the Substance Abuse Office, the Law Enforcement Office, the Adjudication Office, the Office of Police Corps and Law Enforcement Education, the Technology and Information Office, the Corrections Office, the Domestic Preparedness Office, the Office of Weed and Seed and Community-Based Programs, the Office of State and Local Information Transfer, and the Office of Grant Management/State Desks.

- Collect, analyze, publish, and disseminate timely and accurate statistical information on crime, criminal offenders, victims of crime, and the operations of justice systems at all levels of government. Enhance the quality, completeness, and accessibility of the nation's criminal history records system.
 - Sponsor research in crime and criminal justice and evaluations of justice programs. Support the development, testing, evaluation, adoption, and implementation of new and innovative technologies and techniques to support and enhance law enforcement, courts and/or corrections options. Disseminate research findings to practitioners and policymakers.
 - Provide national leadership, direction, coordination, and resources to prevent, treat, and control juvenile violence and delinquency; improve the effectiveness and fairness of the juvenile justice system; and combat the problem of missing and exploited children.
 - Enhance the nation's capacity to assist crime victims and provide leadership in changing attitudes and practices to promote justice and healing for all victims of crime.
 - Support the development and implementation of effective drug control programming at the state, local and tribal levels.
 - Implement and support those portions of the Crime Act which relate directly to correctional institutions.
 - Administer programs designed to help protect, detect, and stop violence against women, including domestic violence, sexual assault, and stalking.
 - Implement Operation Weed and Seed, a community-based, multi-disciplinary approach to combating crime.
 - Improve the capability of state and local jurisdictions to prepare for and respond to incidents of domestic terrorism involving chemical and biological agents, radiological and explosive devices, and other weapons of mass destruction.
 - Provide college level educational assistance to students who commit to public service in law enforcement and scholarships, with no service commitment, for dependents of law enforcement officers who died in the line of duty.
- In FY 2000, the Office of Justice Programs received resources of \$3,957,158,000 and 865 authorized positions. In addition, \$32,541,000 was provided for the Public Safety Officers Benefits program administered by the OJP.

OFFICE OF JUSTICE PROGRAMS



Approved by: *Janet Reno*
 JANET RENO
 Attorney General

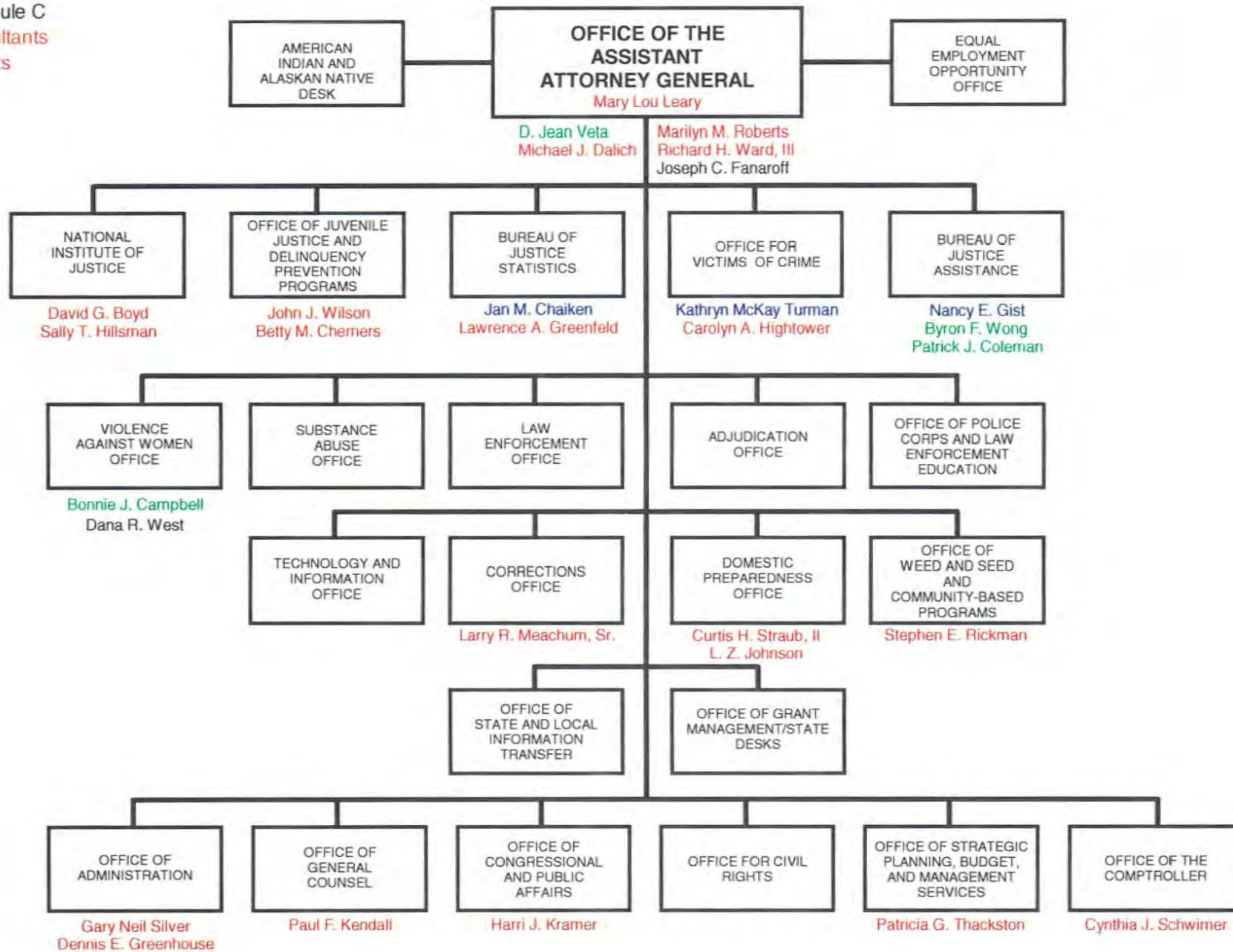
Date: 2/25/2000

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

OFFICE OF JUSTICE PROGRAMS

KEY PERSONNEL

As of November 3, 2000



OFFICE OF COMMUNITY ORIENTED POLICING SERVICES

The primary activity of the COPS Office is the awarding of competitive, discretionary grants directly to law enforcement agencies across the United States and its territories. The COPS Office is headed by a Director, appointed by the Attorney General, and is organized into eight divisions. The descriptions follow:

THE GRANT ADMINISTRATION DIVISION

- Responsible for the design and development of hiring, redeployment, and innovative grants programs to further the adoption and implementation of community policing. Reviews grant applications and makes awards to applicants.

TRAINING AND TECHNICAL ASSISTANCE (TTA) DIVISION

- Create change in the police profession and in the communities they serve by providing the training and technical assistance necessary to assist agencies, officers and communities to implement and sustain community policing. Through cooperative agreements with a national network of Regional Community Policing Institutes, the Community Policing Consortium, and targeted training initiatives, training conferences and workshops, the TTA Division creates and encourages

partnerships between law enforcement, educational institutions and community groups to provide a broad spectrum of innovative and specialized training.

ADMINISTRATIVE DIVISION

- Provide support services to the COPS Office, including human resource management to recruit, train and maintain a professional workforce; fiscal resource management to perform the accounting, budget formulation and execution functions necessary to administer the COPS appropriation; facilities management to acquire and maintain space, provide security, and procure supplies, equipment, telephones and other services; and information resources management.

GENERAL COUNSEL

- Provide legal advice to the Director and other functional areas of the COPS Office to ensure compliance with the legal requirements applicable to the activities of the COPS Office. Works directly with COPS grantees to ensure compliance with COPS grant requirements and to address compliance issues arising from complaints, audits, and monitoring site visits.

EXTERNAL AFFAIRS DIVISION

- Assist members of Congress in serving their constituents, thereby facilitating greater dissemination of information about COPS programs and activities, and provides input to policy formulation and program design and development so that these reflect legislative intent and address Congressional needs.
- Provide ongoing information about community policing and COPS programs to grantees, the public and the media and ensures timely and accurate responses to media inquiries, interviews, public events, publications and related materials produced by and for any telecommunications format.

INTERGOVERNMENTAL AND PUBLIC LIAISON DIVISION

- Maintain channels for communication and feedback regarding COPS programs with representatives of interested local, state, and national organizations and with local and state law enforcement and elected officials.

PROGRAM/POLICY SUPPORT AND EVALUATION DIVISION

- Engage in program design, provide policy support and assessment activities, and disseminate information on community policing activities for the COPS office. This is achieved through programmatic assessments and evaluations of the practice of

community policing, developing and maintaining databases to support policy making, and participating in the evaluation of the various grant programs.

MONITORING DIVISION

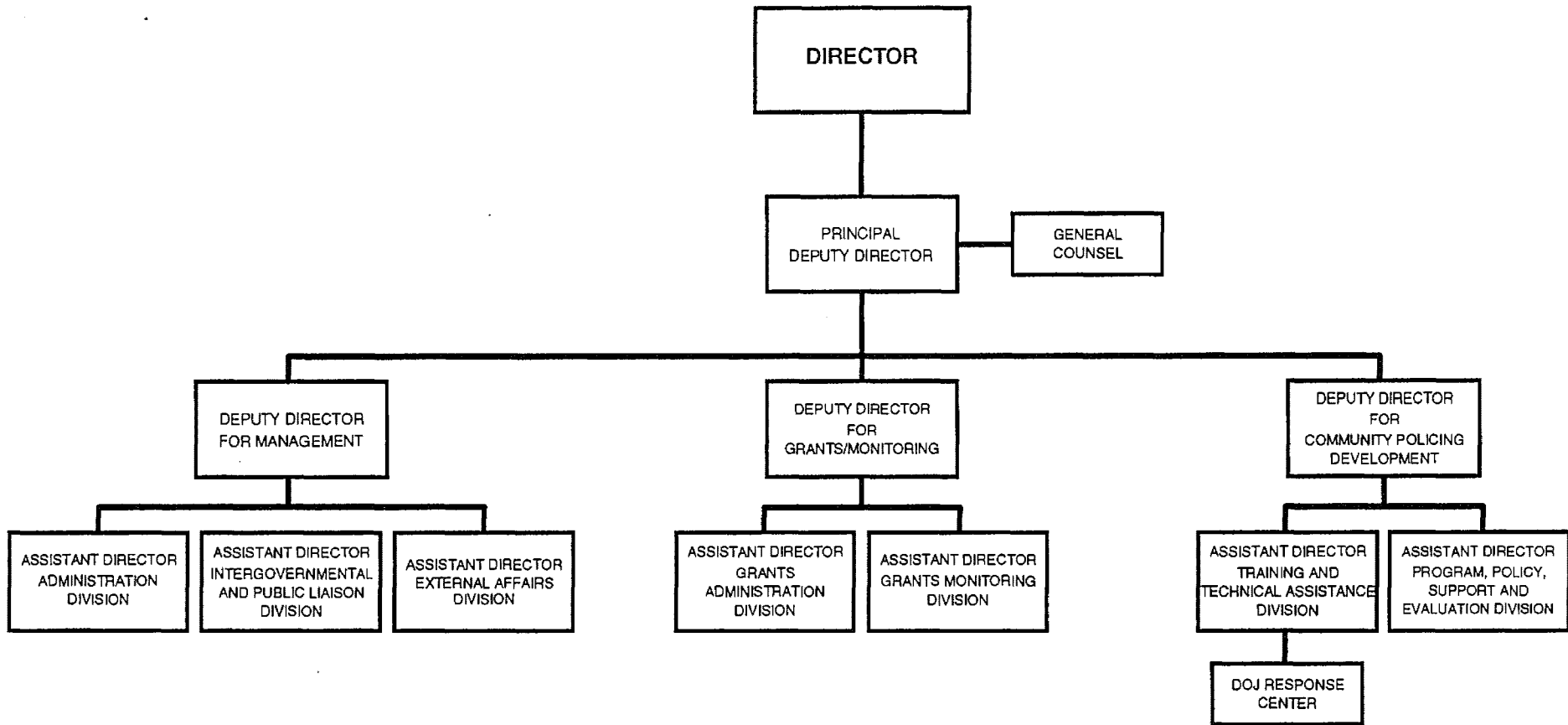
- Conduct site visits and internal grant reviews to ensure that grantees are meeting their programmatic commitments and obligations, to determine if grantees require any special assistance from COPS, and to gather information about effective community policing strategies and practices. Conducts COPS Count survey by contacting all grantees twice a year to ascertain actual number of officers hired or redeployed as a result of COPS grants. Work together with the Office of the Comptroller and the Office of the Inspector General to ensure grantee compliance with their programmatic financial requirements.

DEPARTMENT OF JUSTICE RESPONSE CENTER

- Provide the public and the criminal justice community with assistance by answering inquiries about available grant programs, funding opportunities, and legislative initiatives as they relate to Justice agencies.

In FY 2000, the Office of Community Oriented Policing Services received resources of \$595,000,000 and 235 authorized positions.

OFFICE OF COMMUNITY ORIENTED POLICING SERVICES



Approved by:

Janet Reno
JANET RENO
Attorney General

Date:

2/25/2000

COMMUNITY RELATIONS SERVICE

The mission of CRS is to provide violence prevention and conflict resolution services for community conflicts and tensions arising from differences of race, color, or national origin. CRS is the only federal agency mandated to help state and local government agencies, public and private organizations, and community groups resolve and prevent community racial conflicts through the use of mediation, conciliation, and other conflict resolution approaches.

The major functions of the CRS are to:

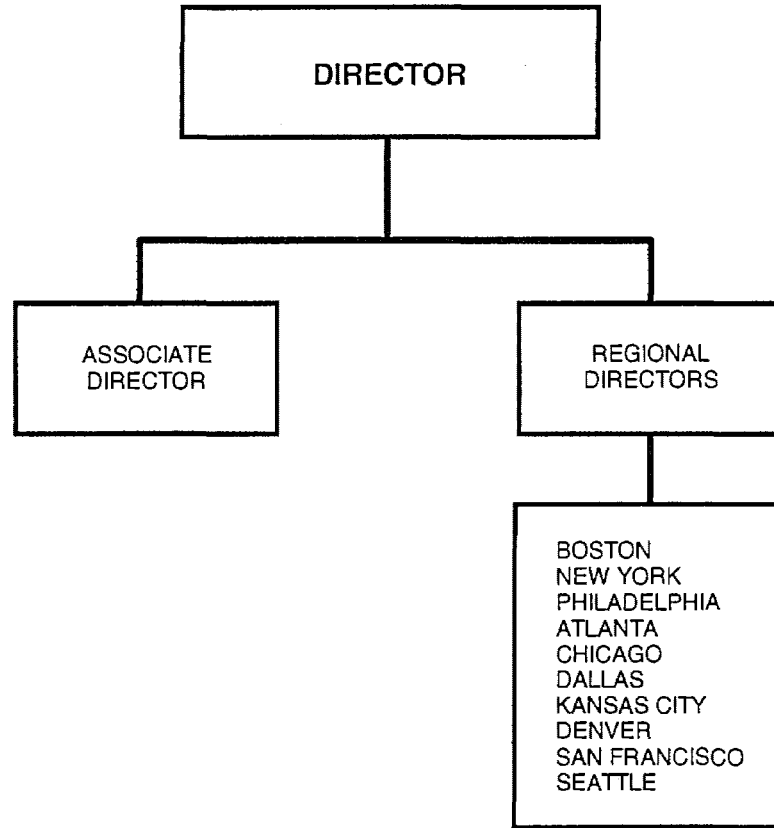
- Provide assistance through conflict prevention and resolution services using such techniques as (1) conciliation, (2) mediation, and (3) technical assistance

to help communities in addressing community conflicts arising out of actions, policies, and practices perceived to be discriminatory on the basis of race, color or national origin.

- Represent the Department in community relations matters regarding racial and ethnic conflicts within the scope of CRS legislated and delegated authority and responsibilities before Congress, the Executive Branch, and private and public agencies.

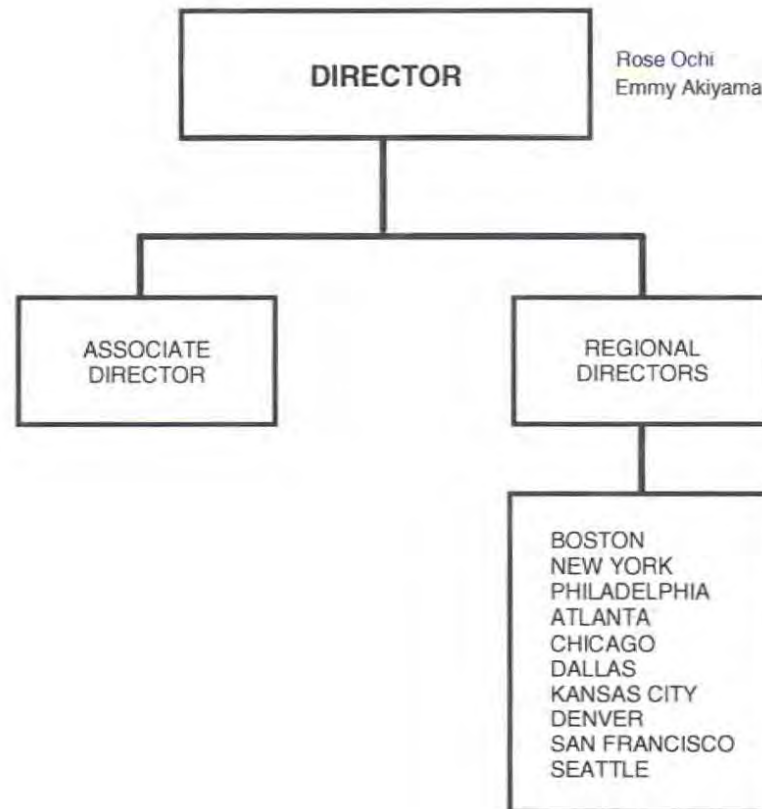
In FY 2000, the Community Relations Service received resources of \$7,199,000 and 56 authorized positions.

COMMUNITY RELATIONS SERVICE



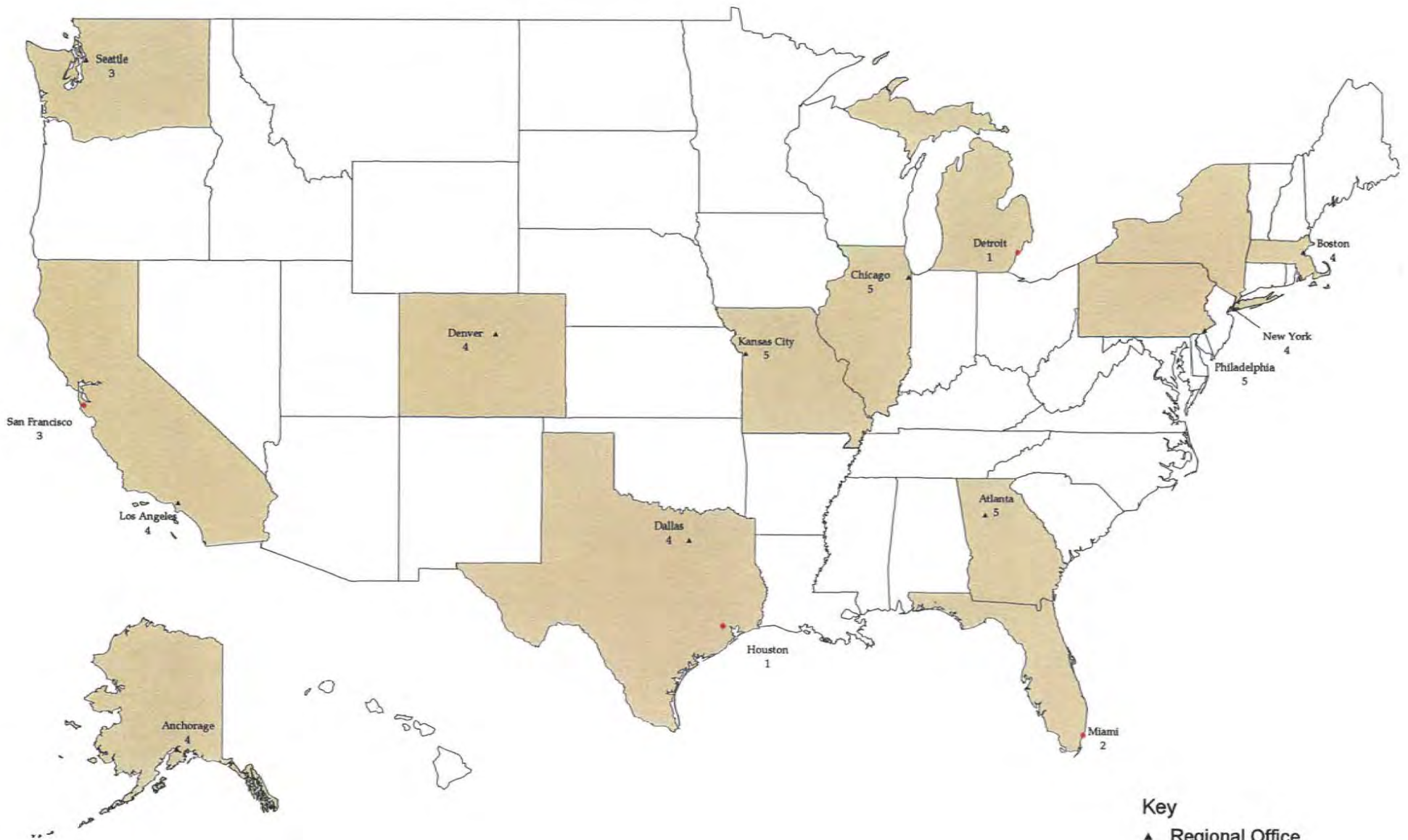
Approved by: *Janet Reno* Date: 2/29/00
JANET RENO
Attorney General

COMMUNITY RELATIONS SERVICE KEY PERSONNEL



- Key:
- Presidential Appointee
 - Non-Career SES
 - Career SES
 - Schedule C
 - Consultants
 - Experts

COMMUNITY RELATIONS SERVICE REGIONAL AND FIELD OFFICES



Total onboard FTE per regional/field office as of 10/13/00

Key

- ▲ Regional Office
- Field Office
- States with no field offices

LEGAL REPRESENTATION AND ADVICE

OFFICE OF LEGAL COUNSEL

The mission of the Office of Legal Counsel is to assist the Attorney General in carrying out his/her statutory responsibility of furnishing legal advice to the President and the heads of the executive and military departments, and to provide legal advice and assistance to other components of the Department of Justice upon request.

The major functions of OLC are to:

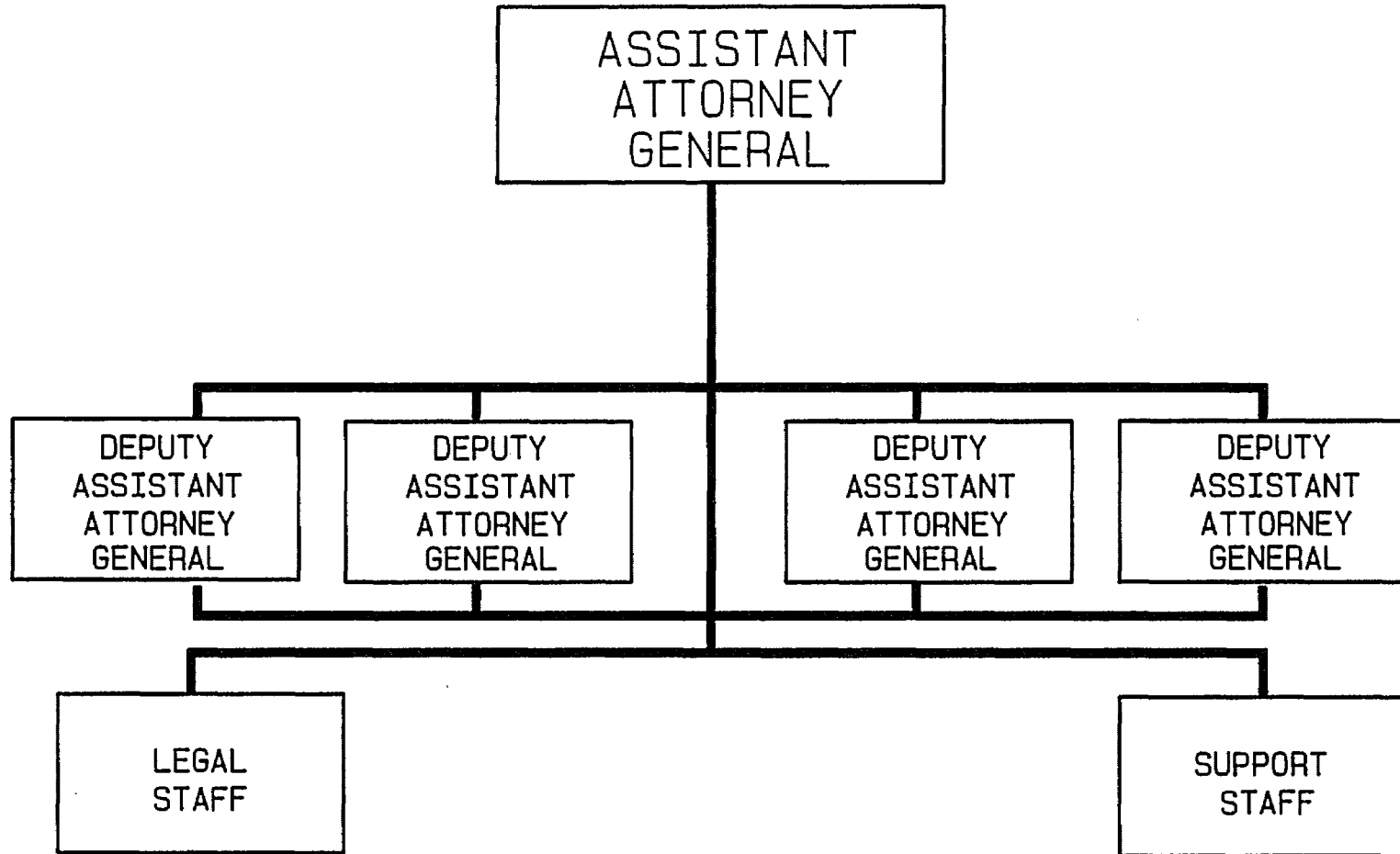
- Draft the Attorney General's formal opinions and render its own opinions on a variety of legal questions involving the operations of the Executive Branch.
- Review all proposed Executive Orders, certain Presidential proclamations, and regulations requiring approval by the President or the Attorney General as to form and legality.
- Render opinions to the Attorney General and to the heads of the various

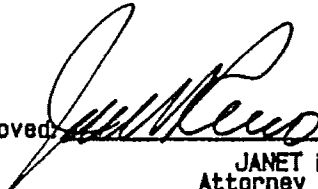
organizational units of the Department on questions of law arising in the administration of the Department.

- Render opinions to the White House and to the heads of executive departments and agencies on questions of law.
- Advise the Attorney General in connection with the review of the Board of Immigration Appeals and other organizational units of the Department.
- Prepare reports on proposed legislation submitted to the Department for comment, and reports to the Office of Management and Budget on enrolled bills.

In FY 2000, the Office of Legal Counsel received resources of \$4,698,000 and 37 authorized positions.

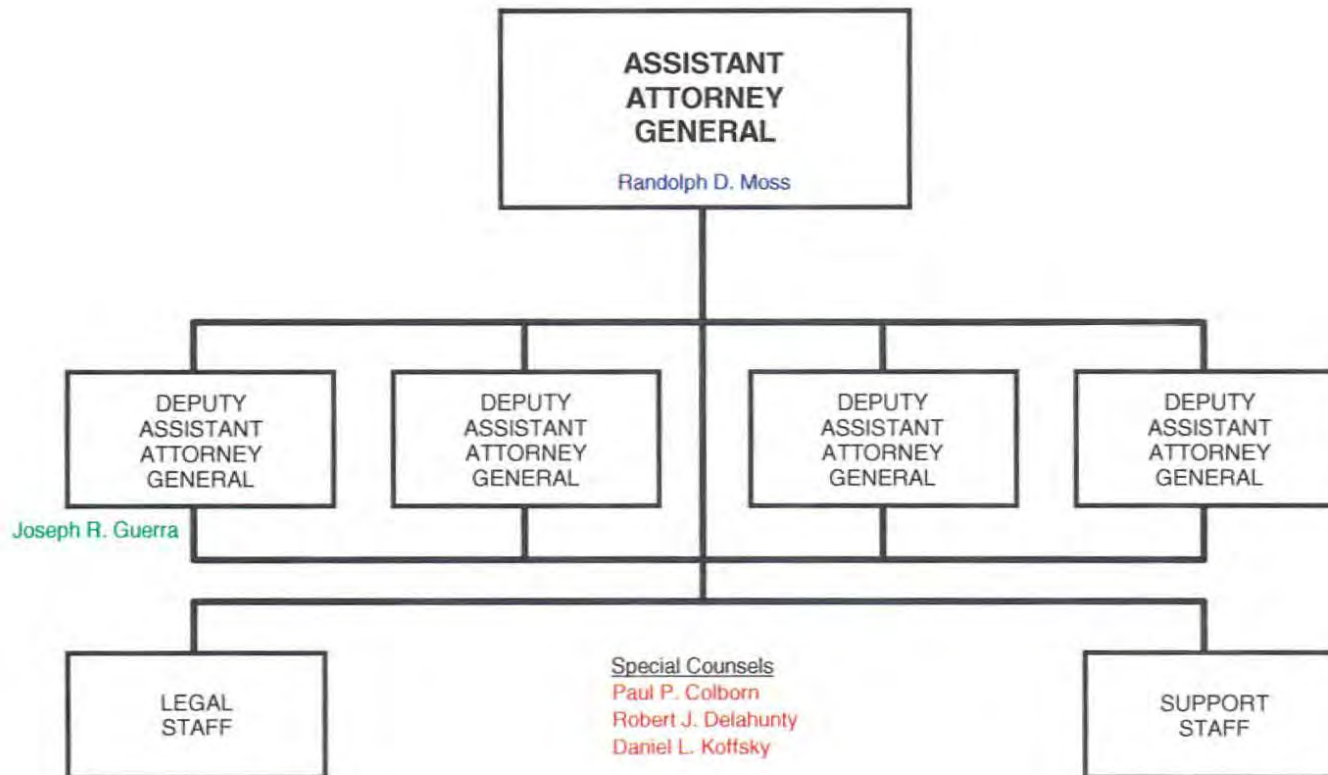
OFFICE OF LEGAL COUNSEL



Approved:  Date: ²³11/27/94

JANET RENO
Attorney General

OFFICE OF LEGAL COUNSEL KEY PERSONNEL



- Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

TAX DIVISION

The mission of the Tax Division is to represent the United States and its officers in civil and criminal litigation arising under the internal revenue laws, other than proceedings in the United States Tax Court.

The major functions of the Division are to:

- Prosecute and defend in all courts, other than the Tax Court, civil suits, and the handling of other matters, arising under the internal revenue laws, and litigation resulting from the taxing provisions of other federal statutes.² These matters primarily include: defending the United States in tax refund suits, representing the interests of the United States in bankruptcy cases involving federal tax claims, enforcing administrative summonses, instituting collection actions, and defending tort actions against Internal Revenue Service officials.
- Enforce the criminal tax laws by supervising or directly handling all criminal proceedings arising under the internal revenue laws.³ Criminal prosecutions handled or supervised by the Division primarily include cases involving the violation of criminal tax laws by taxpayers. The Division also handles tax violations arising in cases involving financial institution fraud, health care fraud, organized crime activities, and narcotics trafficking.
- Enforce tax liens, mandamus, injunctions, and other special actions or general matters arising in connection with internal revenue matters.
- Handle appellate proceedings in connection with civil and criminal cases.
- Serve as consultant and advisor on questions of major policy and matters pertaining to the Division's handling of civil litigation in the trial courts; for formulating policy, strategy, and tactics; and for coordinating civil trial activities

² Civil forfeiture and civil penalty matters arising under laws relating to liquor, narcotics, gambling, and firearms generally are assigned to the Criminal Division.

³ The following criminal proceedings are not handled by the Tax Division: proceedings pertaining to misconduct of Internal Revenue Service personnel; taxes on liquor, narcotics, firearms, coin-operated gambling and amusement machines; wagering; forcible rescue of seized property; forcible interference with an officer or employee acting under the Internal Revenue laws; unauthorized disclosure of information; and counterfeiting, mutilation, removal, or reuse of stamps.

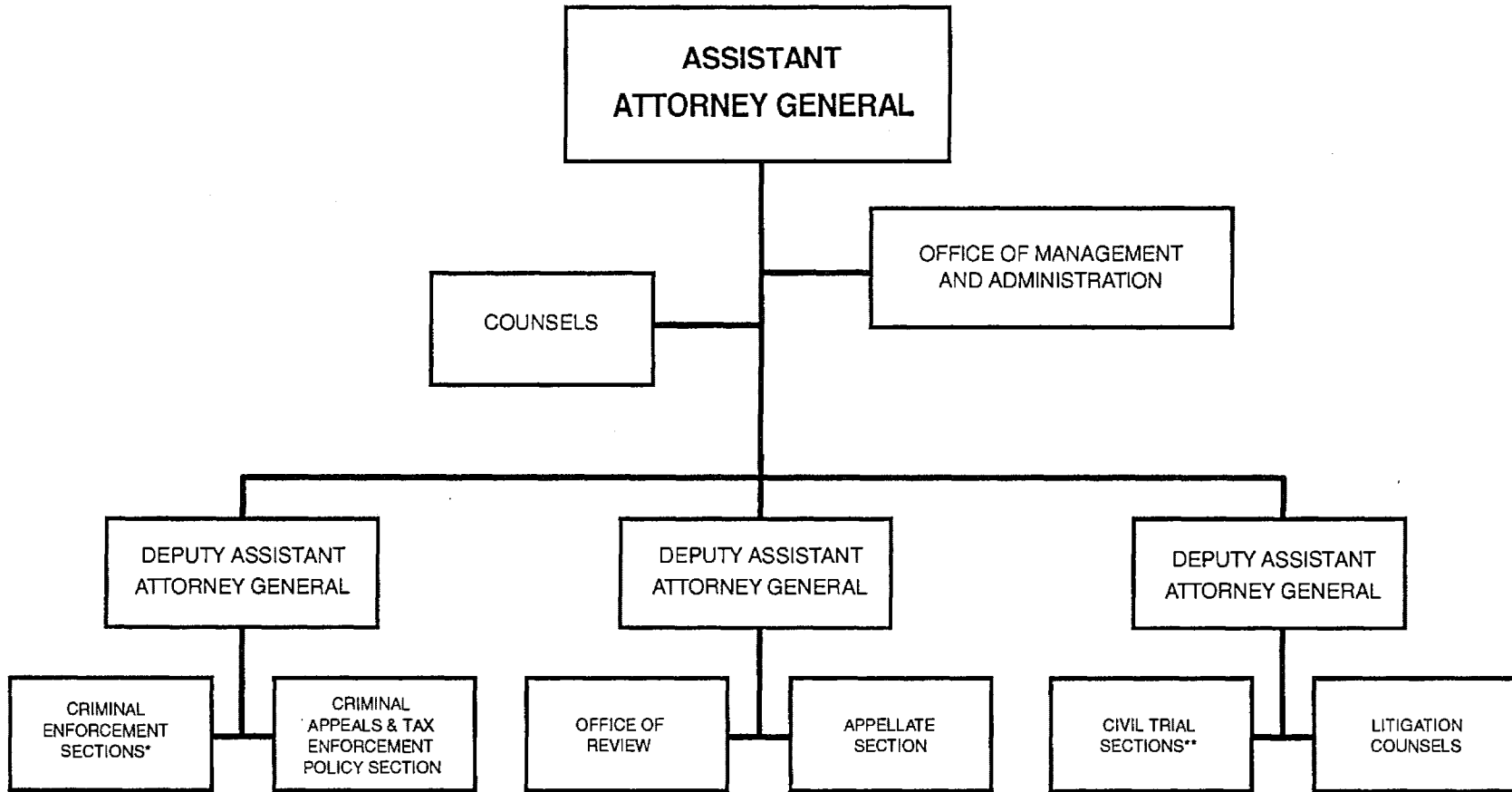
in order to focus attention and resources upon the most important cases and legal issues.

- Serve as consultant and advisor on questions of major policy and matters pertaining to the Division's defense and prosecution of both civil and criminal appeals in the various appellate courts.

- Supervise active legislative proposals and special projects aimed at developing legislative remedies for tax administration problems, as well as the assessment of the litigative impact of already enacted legislation and the formulation of litigative tax policies.

In FY 2000, the Tax Division received resources of \$67,200,000 and 586 authorized positions.

TAX DIVISION



* Northern, Southern, Western
** Northern, Eastern, Central, Southern, Southwestern, Western, Court of Federal Claims

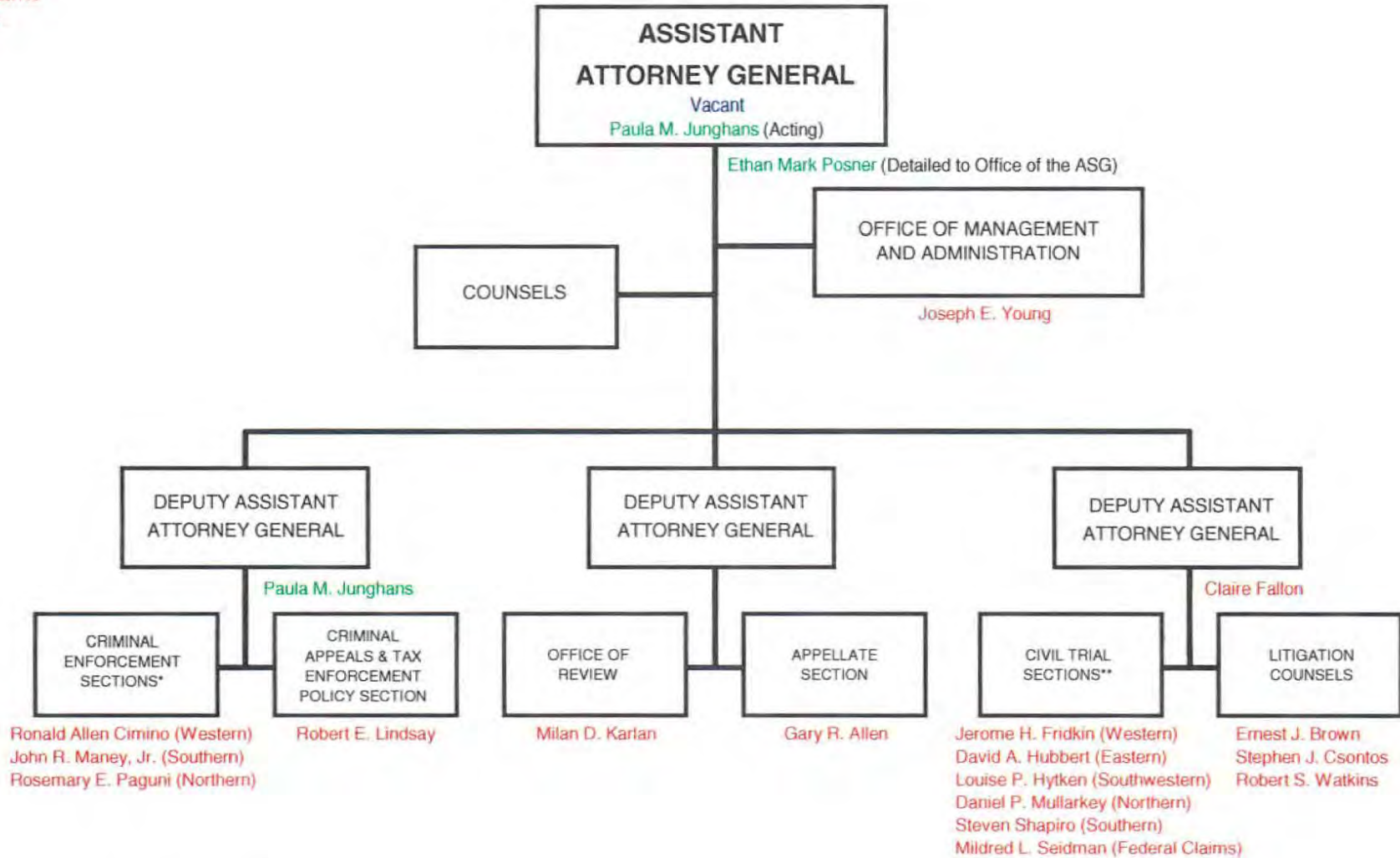
Approved by: 
JANET RENO
Attorney General

Date: 2/29/00

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

TAX DIVISION KEY PERSONNEL

As of November 3, 2000



* Northern, Southern, Western

** Northern, Eastern, Central, Southern, Southwestern, Western, Court of Federal Claims

ENVIRONMENT AND NATURAL RESOURCES DIVISION

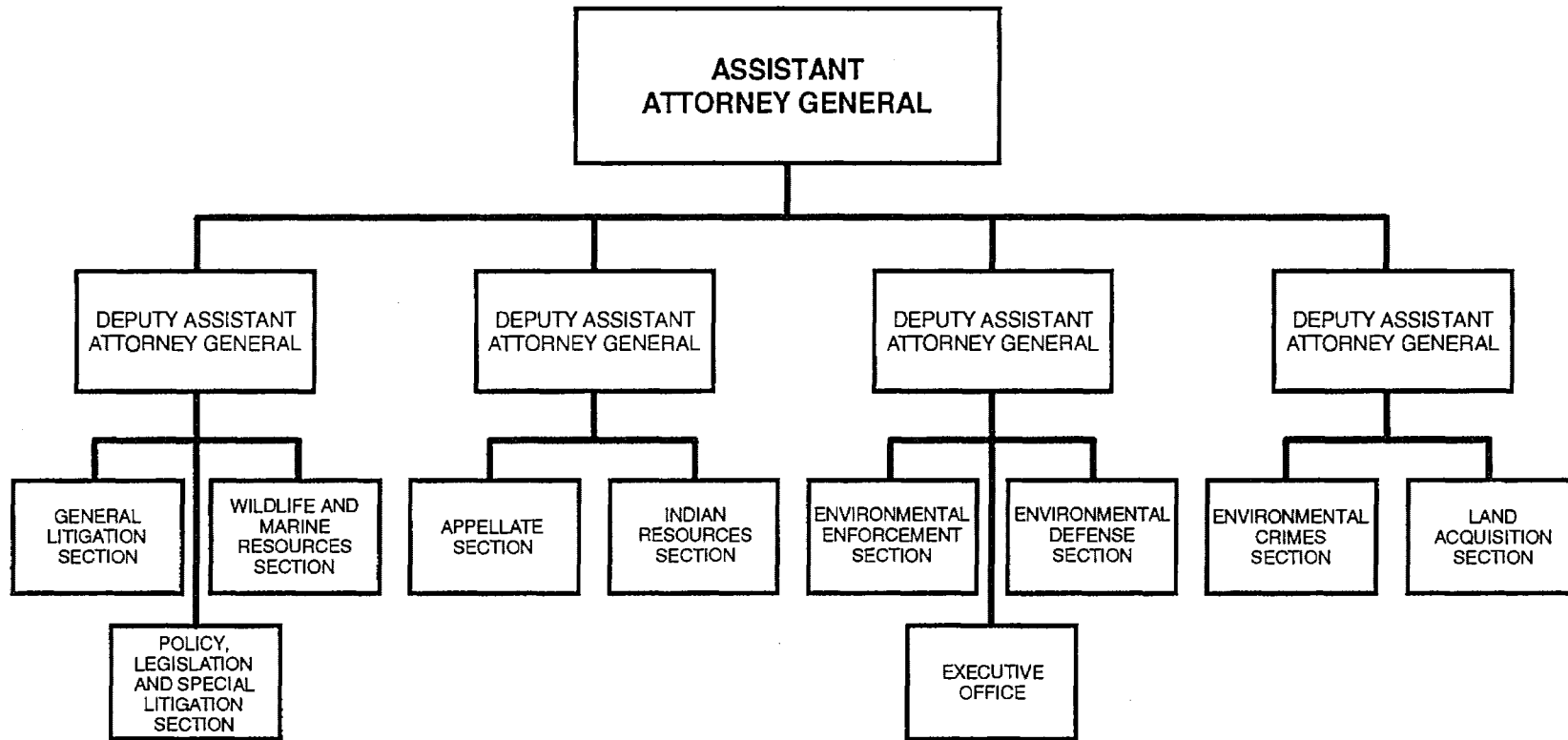
The mission of the Environment and Natural Resources Division is, through litigation in the federal and state courts, to safeguard and enhance the American environment; acquire and manage public lands and natural resources; and protect and manage Indian rights and property.

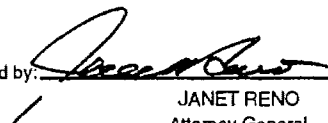
The major functions of the Division are to:

- Conduct litigation under federal statutes enacted to protect the environment; require the cleanup of hazardous waste or recover the costs of cleanup; regulate air and water pollution; control dredging and filling in navigable waters; and control the use of pesticides.
- Conduct litigation related to the control and abatement of pollution to the nation's air and water resources, the regulation and control of toxic substances, pesticides, and solid wastes.
- Prosecute criminal cases for violations of the criminal provisions of applicable federal statutes.
- Conduct litigation concerning the management of the fisheries and other living resources of the coastal and marine environments, and the management of the coastal zone.
- Conduct litigation under numerous federal statutes and laws involving public land matters, in general, on behalf of the Departments of the Interior, Agriculture, Defense and others.
- Conduct litigation under the National Environmental Policy Act, the Surface Mining and Reclamation Act, and the Tucker Act (principally in the United States Court of Federal Claims).
- Prosecute eminent domain (condemnation) proceedings by which lands necessary for congressionally authorized public purposes are acquired on behalf of the United States, its agencies and departments.
- Conduct civil litigation affecting the rights of Indians under treaties, acts of Congress, and Executive Orders in which the United States is acting as trustee on behalf of the Indians.
- Defend the United States against monetary claims of tribes, bands, or other identifiable groups of American Indians, primarily before the United States Claims Court.
- Conduct the Division's appellate litigation in federal circuit courts of appeals and state appellate tribunals.

- Provide policy direction and legislative guidance for all programs in the Division. Information and Privacy Acts, and provide advice on applicable ethical responsibilities.
- Provide for management, direction, budget formulation and execution, and ensure compliance with Freedom of In FY 2000, the Environment and Natural Resources Division received resources of \$65,209,000 and 452 authorized positions.

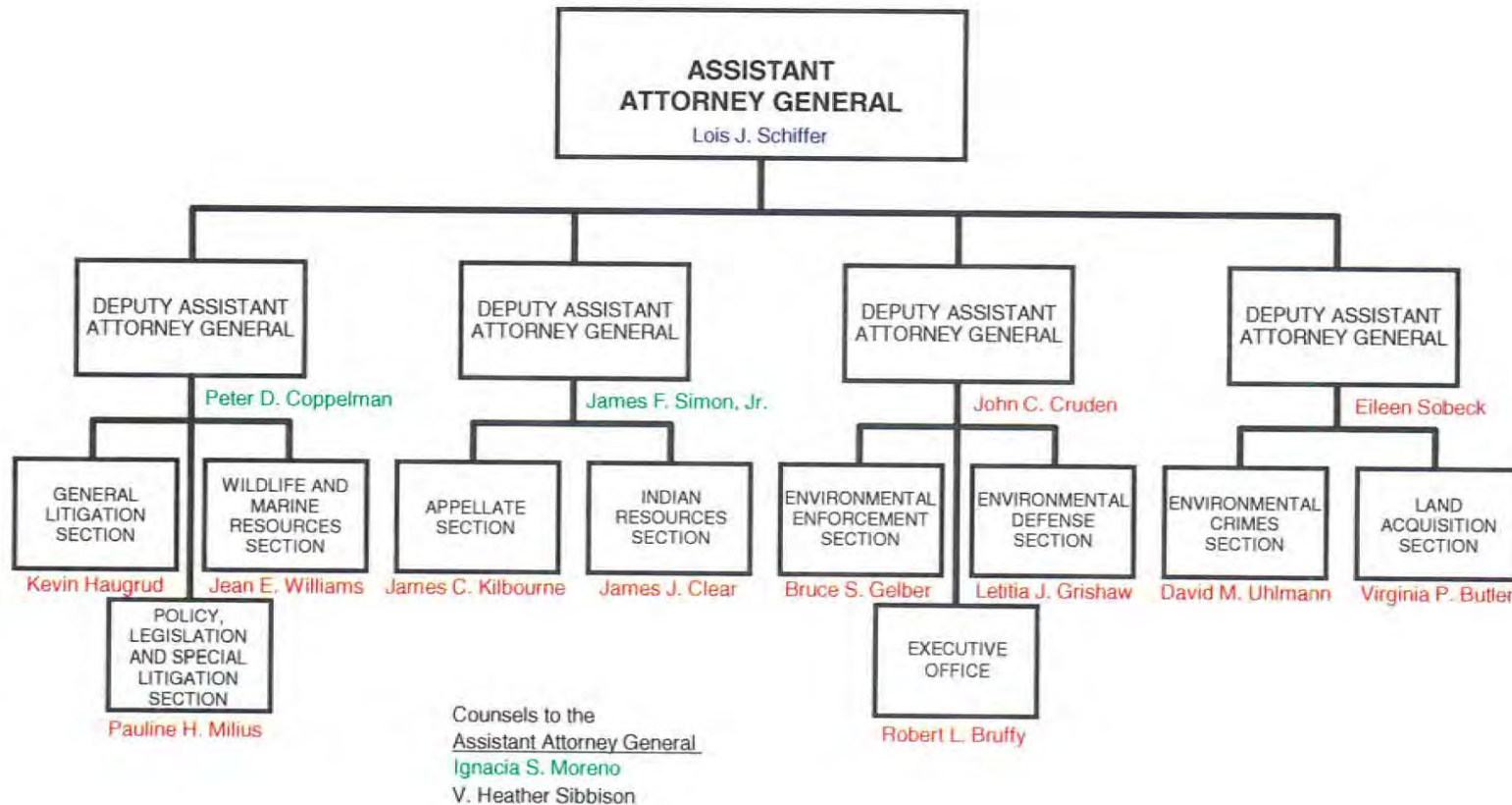
ENVIRONMENT AND NATURAL RESOURCES DIVISION



Approved by: 
JANET RENO
Attorney General

Date: 8/10/99

ENVIRONMENT AND NATURAL RESOURCES DIVISION KEY PERSONNEL

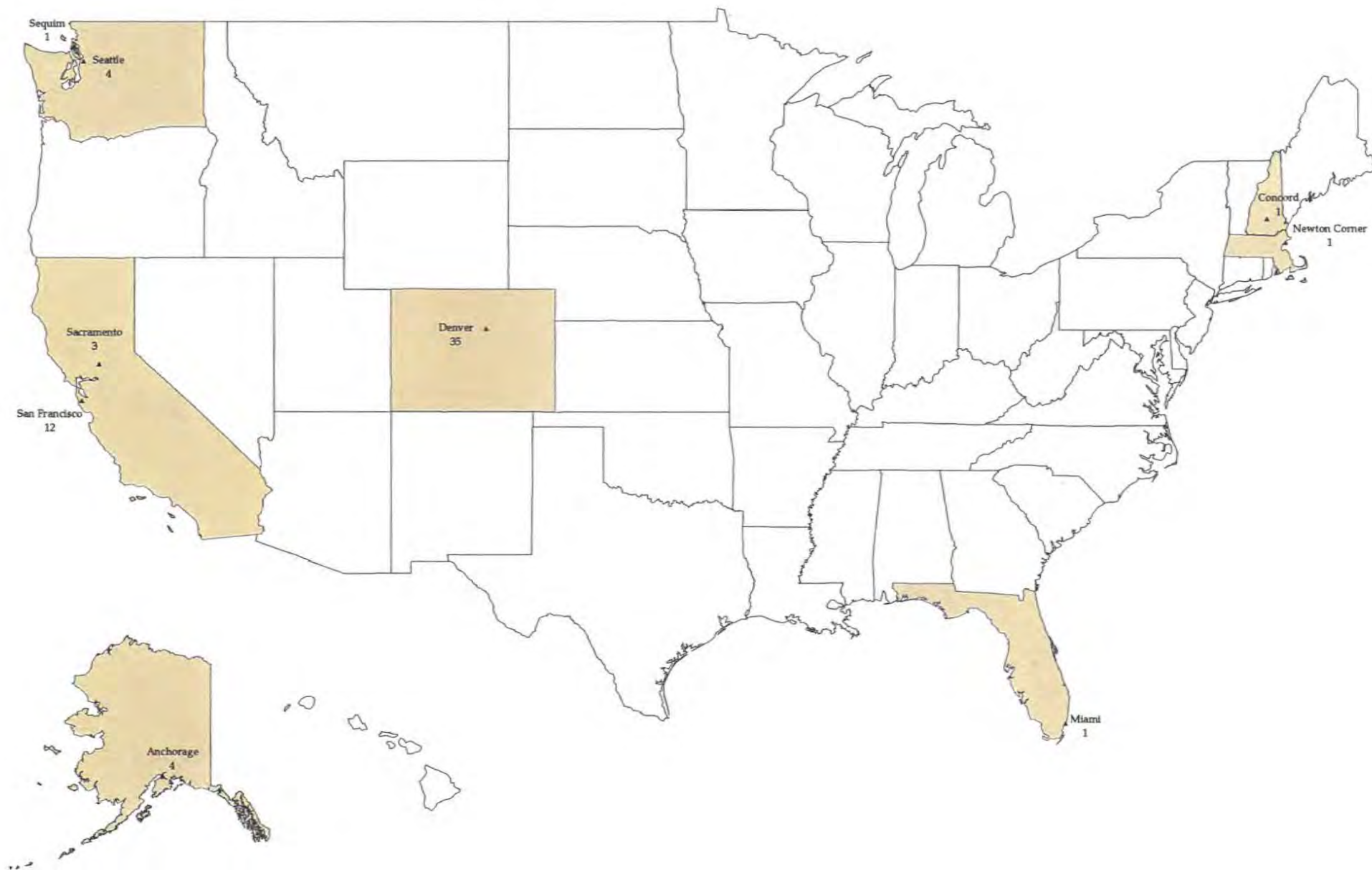


Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

Special Litigation Counsels
Fred R. Disheroon
Joel H. Meshorer
Howard P. Stewart

Supervisory Trial Attorney
Walker B. Smith

ENVIRONMENT AND NATURAL RESOURCES DIVISION FIELD OFFICES



Total onboard FTE per field office as of 11/14/00

States with no field offices

ANTITRUST DIVISION

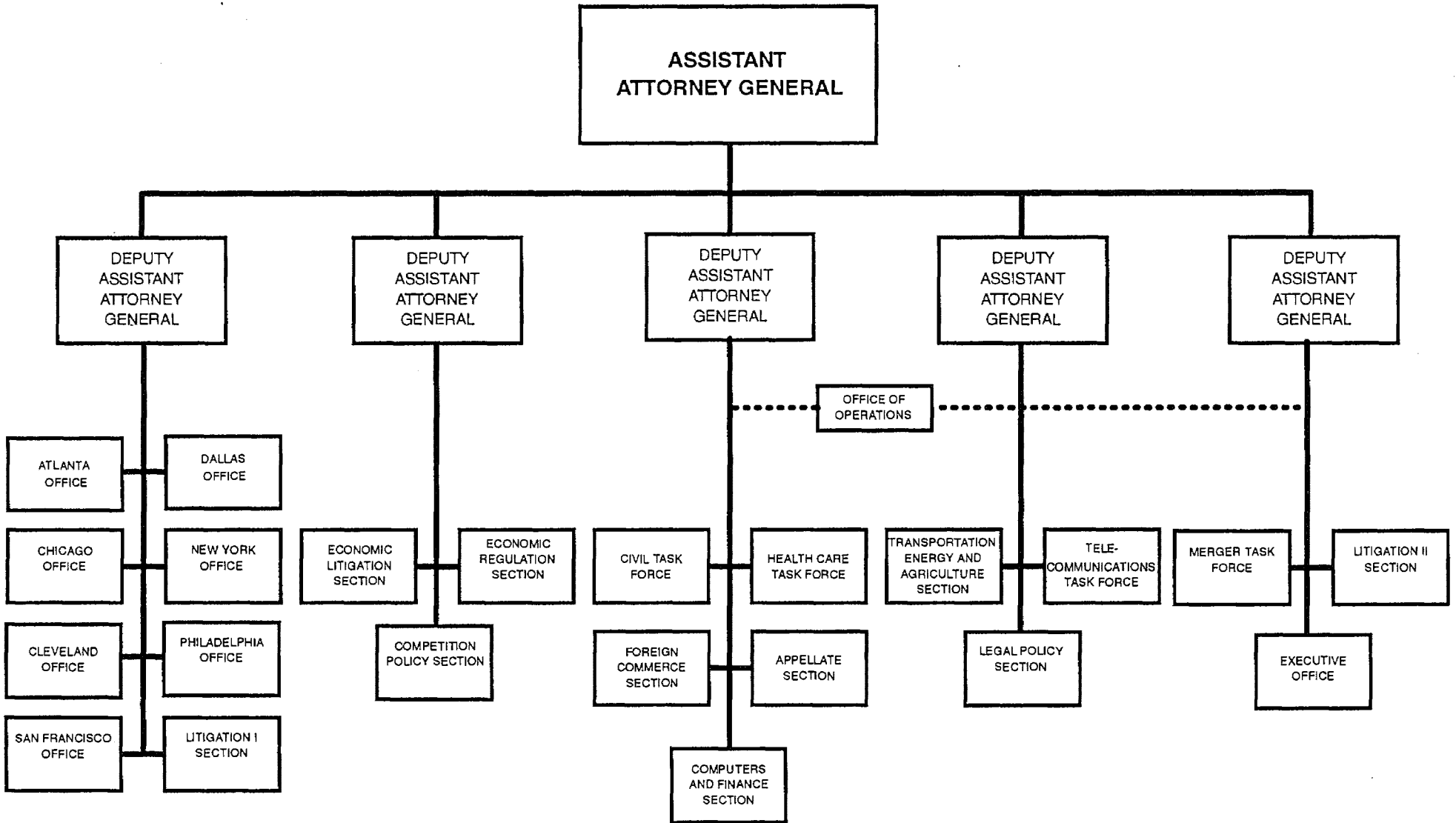
The mission of the Antitrust Division is to promote and maintain competition in the United States economy.

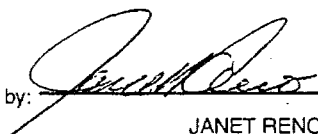
The major functions of the Division are to:

- Seek to prevent or terminate private anti-competitive conduct which is subject to criminal and civil action under the Sherman and Clayton Acts and related statutes that prohibit conspiracies in restraint of trade, monopolization and anti-competitive mergers.
- Through participation in the Executive Branch regulatory and legislative processes, seek to ensure that government action is pro-competitive or not unnecessarily anti-competitive.
- Assemble information and prepare reports required or requested by the Congress or the Attorney General as to the effect upon the maintenance and preservation of competition under the free enterprise system of various federal laws or programs.
- Review proposed mergers and acquisitions to assess their competitive effect and challenge those that threaten to harm competition.
- Develop and present legislative proposals of the Department relating to the antitrust laws and competition generally and respond to requests for advice and comments on such matters from Congress and from other agencies.
- Advise the President and the departments and agencies of the Executive Branch on the competitive implications of governmental action.
- Investigate possible violations of the federal antitrust laws, conduct grand jury proceedings, issue and enforce civil investigative demands, and handle all litigation that arises out of these criminal and civil investigations.
- Investigate and prosecute violations of criminal law that affect the integrity of the investigatory process, and enforce various criminal statutes related to Sherman Act violations.

In FY 2000, the Antitrust Division received resources of \$110,000,000 and 824 authorized positions. Funding for the Division is supported through offsetting collections.

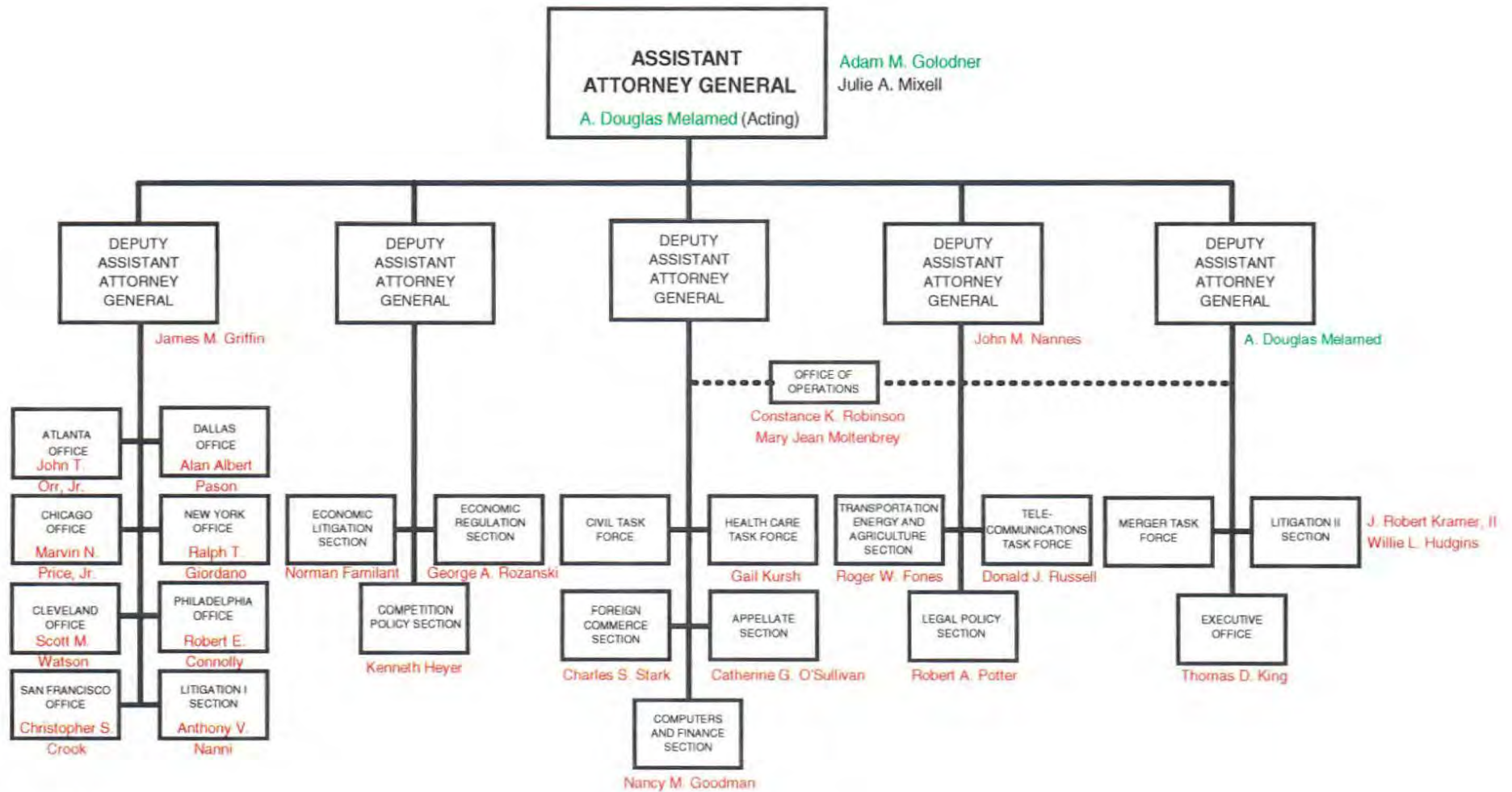
ANTITRUST DIVISION



Approved by:  _____ Date: 2/3/97

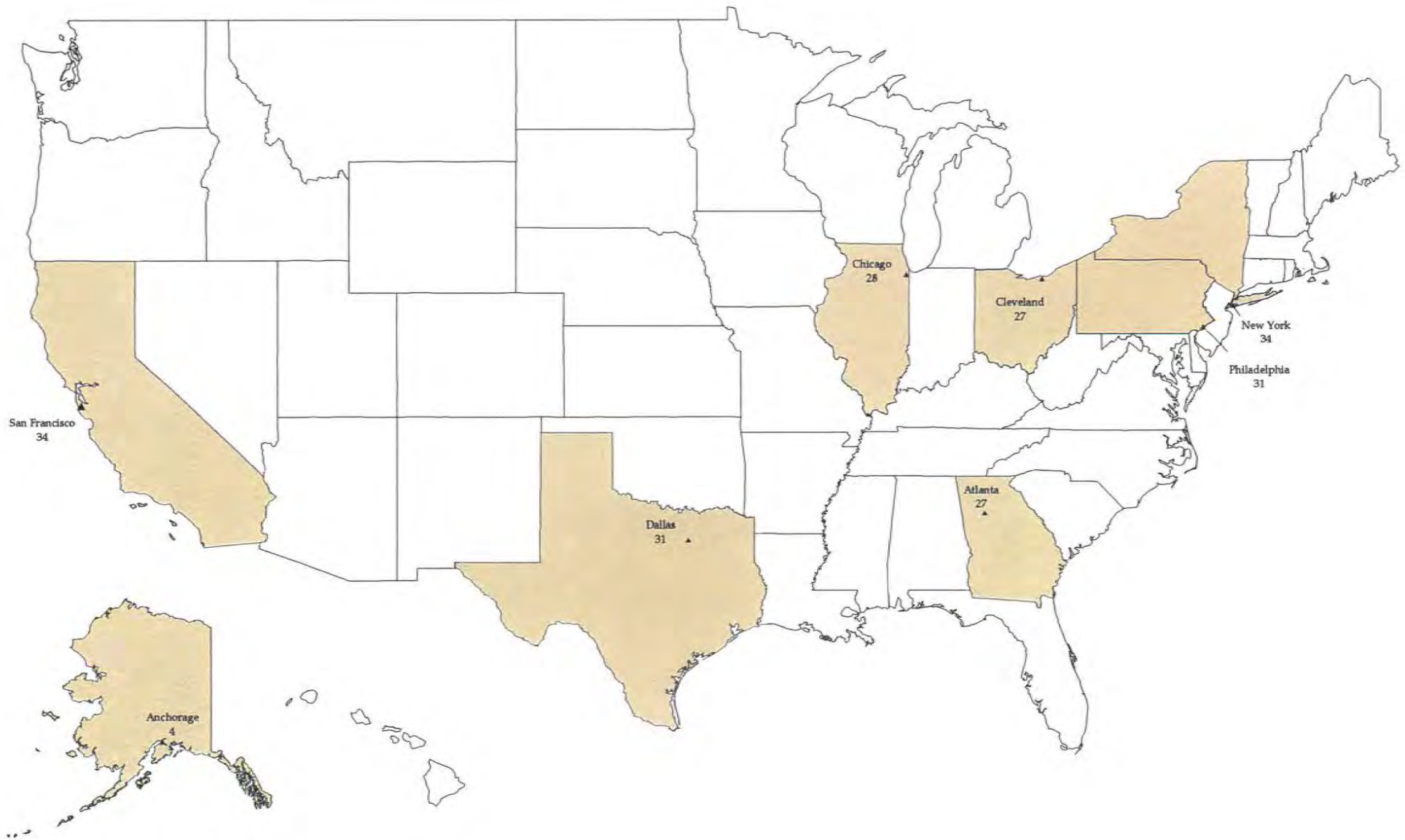
JANET RENO
Attorney General

ANTITRUST DIVISION KEY PERSONNEL



- Key:**
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

ANTITRUST DIVISION FIELD OFFICES



Total onboard FTE per field office as of 10/17/00

States with no field offices

CIVIL DIVISION

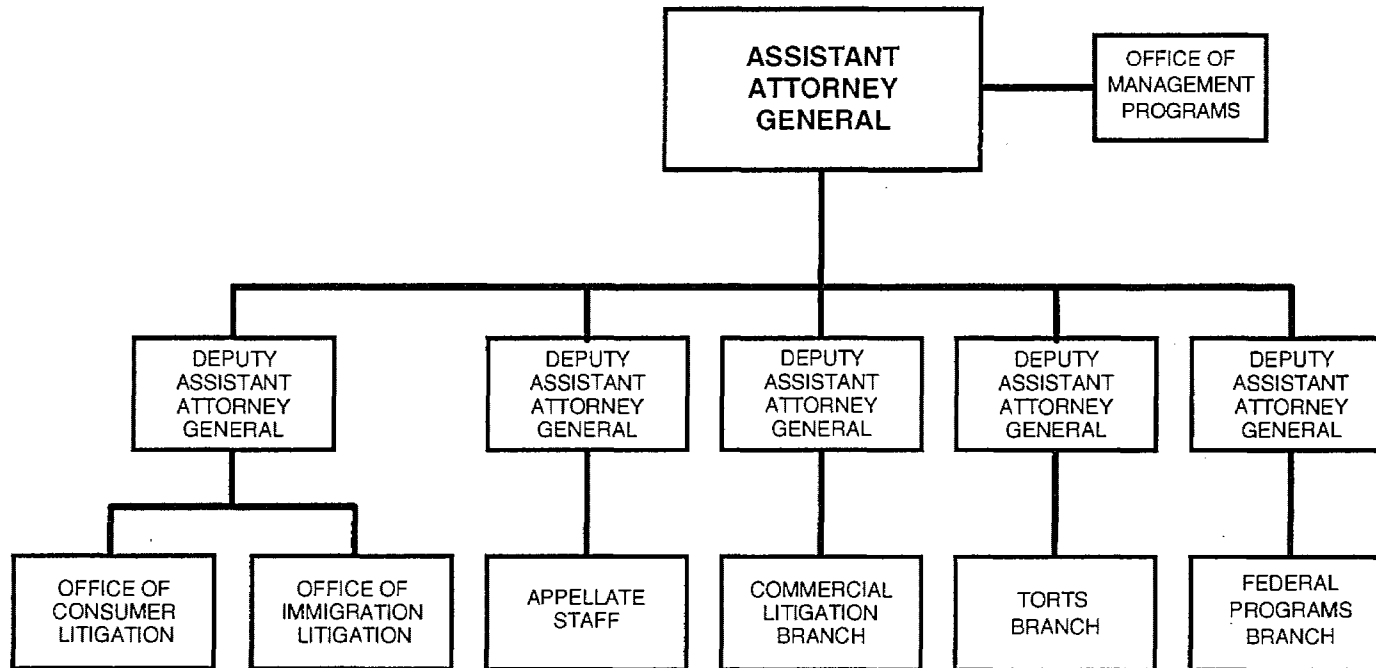
The mission of the Civil Division is to represent the interests of the United States fairly, successfully, and consistently in civil litigation and selected criminal cases.


The major functions of the Division are to:

- Defend or assert the programs and initiatives of the Federal Government, including the President's domestic and foreign policy initiatives and the statutory and regulatory integrity of many other federal programs.
- Bring suit to collect money owed the United States and recover sums lost to the government through waste, fraud, and corruption.
- Defend the government and its officers and employees in lawsuits seeking damages from the United States Treasury or from its employees personally.
- Enforce federal consumer protection laws, the nation's immigration laws and policies, and other program initiatives.

In FY 2000, the Civil Division received resources of \$147,616,000 and 1,034 authorized positions. In addition, the Division received \$5,200,000 from the Department of Defense for administrative expenses and the payment of claims under the Radiation Exposure Compensation Act.

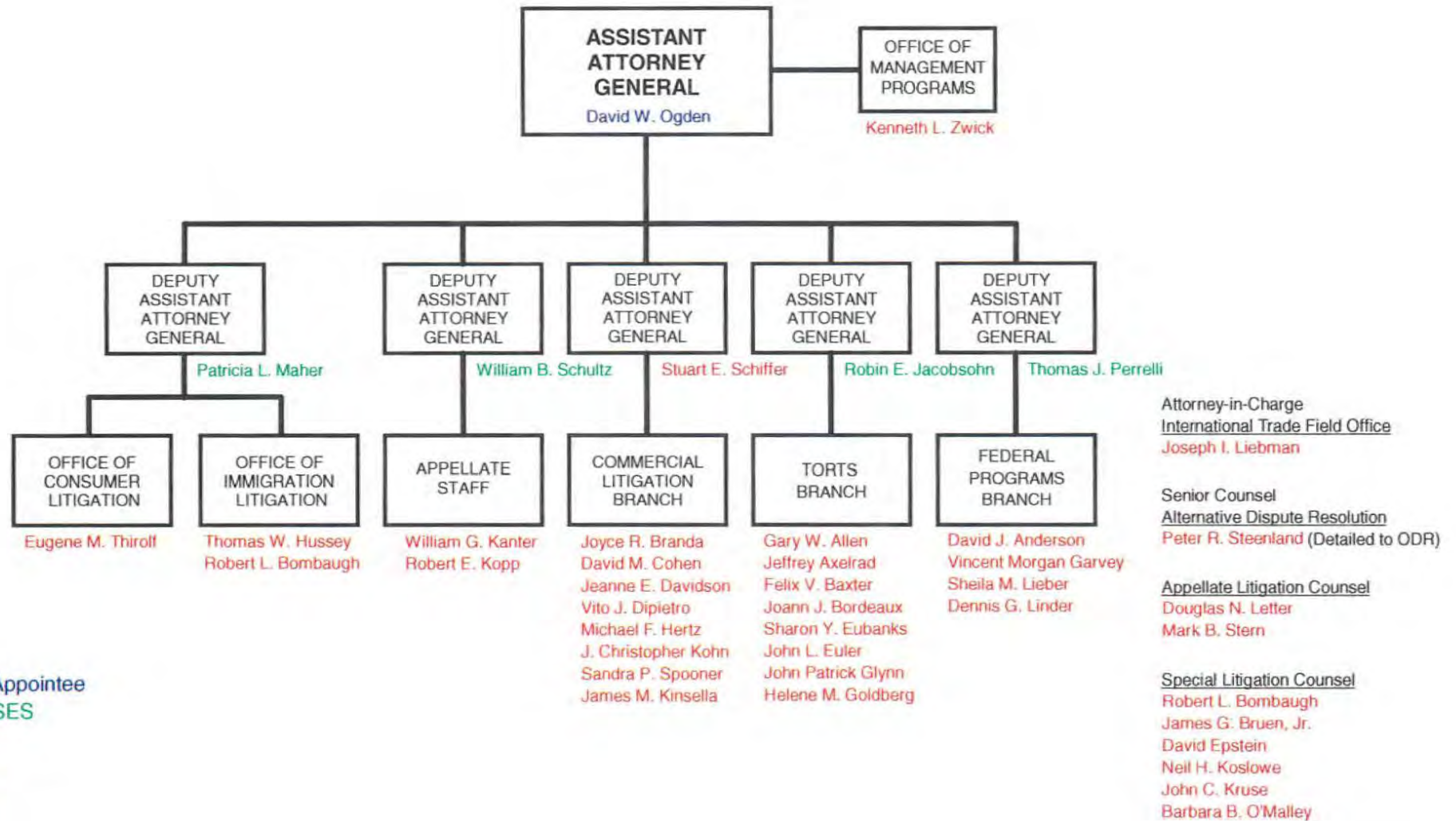
CIVIL DIVISION



Approved by: 
JANET RENO
Attorney General

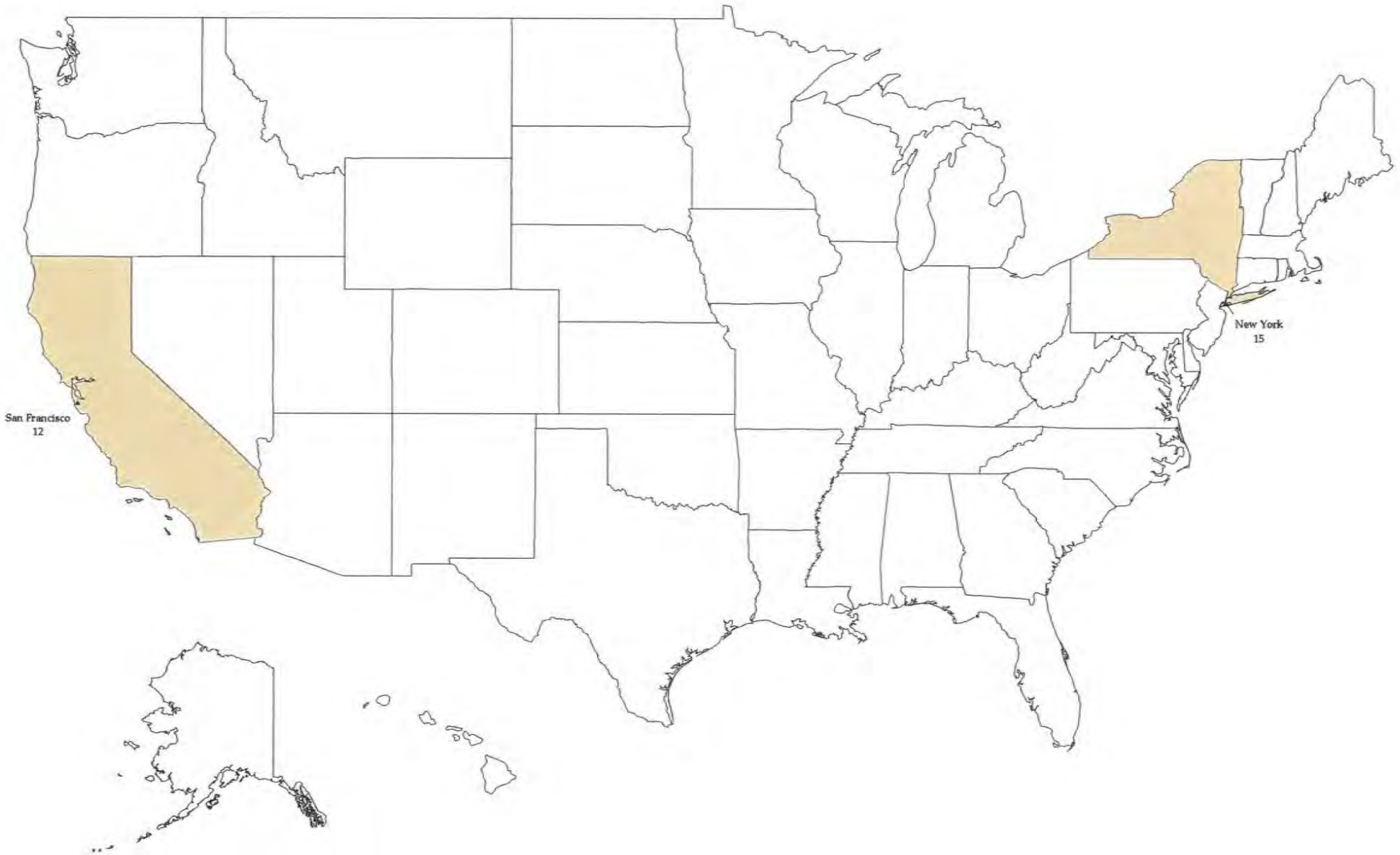
Date: 2/29/00

CIVIL DIVISION KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

CIVIL DIVISION FIELD OFFICES



Total onboard FTE per field office as of 11/15/00

States with no field offices

CIVIL RIGHTS DIVISION

The mission of the Civil Rights Division is to enforce the Civil Rights Act of 1957, 1960, 1964 and 1968, as amended; the Voting Rights Act of 1965, as amended; the Equal Credit Opportunity Act, as amended; the Fair Housing Act of 1968 and the Fair Housing Amendments Act of 1988; Executive Order 12250 (inter alia, Title VI, Title IX and Section 504 of the Rehabilitation Act of 1973, as amended); and the Civil Rights of Institutionalized Persons Act.

The Division also enforces the Freedom of Access to Clinic Entrances Act; the Police Misconduct Provision of the Violent Crime Control and Law Enforcement Act of 1994; and Section 102 of the Immigration Reform and Control Act of 1986 (IRCA), as amended, which prohibits discrimination on the basis of national origin and citizenship status as well as document abuse and retaliation. In addition, the Division is charged with all departmental responsibilities under the Americans with Disabilities Act of 1990 (ADA).

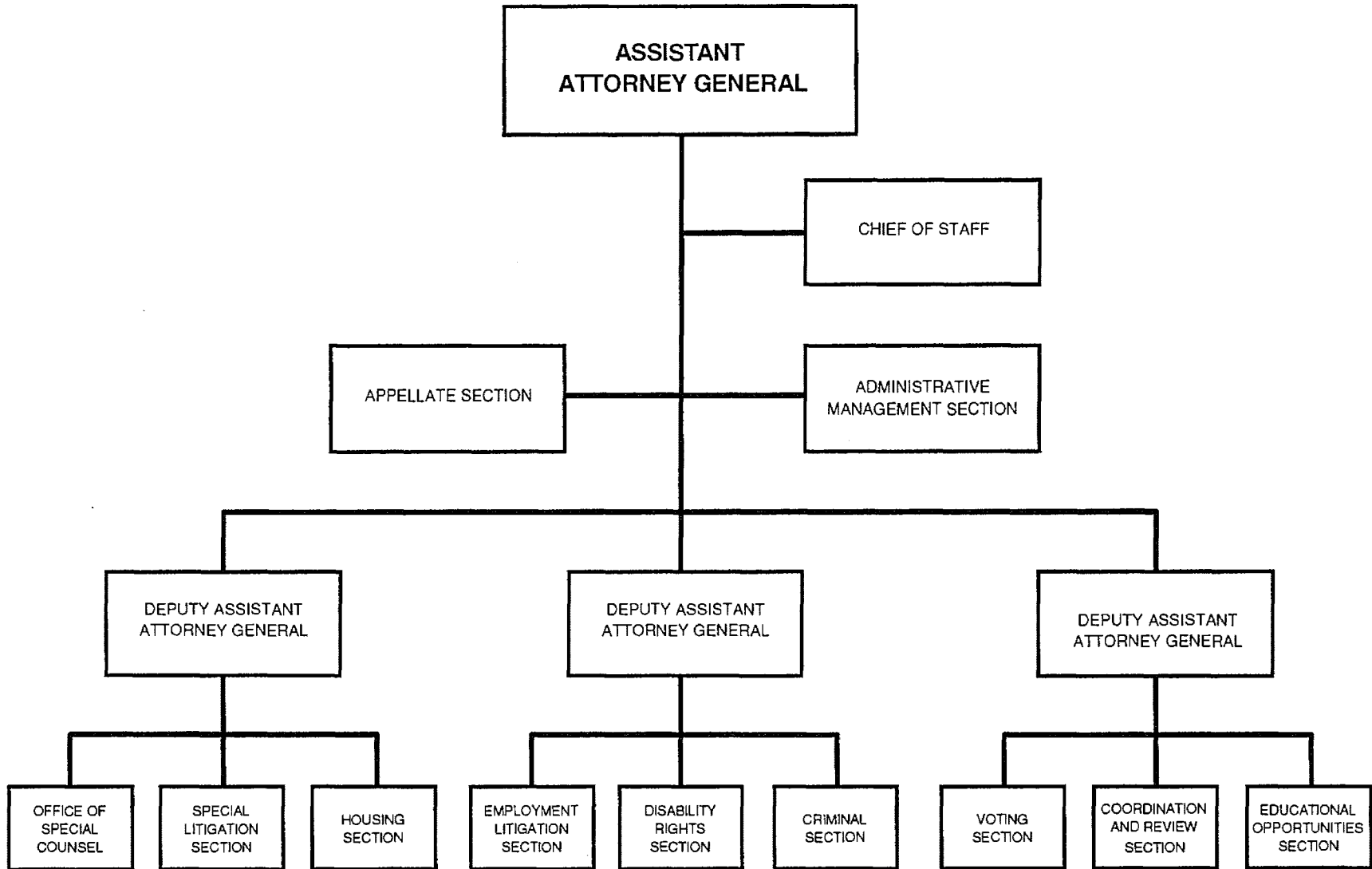
The major functions of the Division are to:

- Investigate and, when warranted by the findings, initiate legal proceedings seeking injunctive and other relief in cases involving discrimination in areas of education, credit, employment, housing, public accommodations and facilities, federally funded programs, voting, and the rights of prisoners, mentally and physically disabled persons and senior citizens.
- Prosecute violations of criminal statutes which prohibit specified acts of interference with federally protected rights and activities, such as conspiracies to interfere with or deny a certain individual or group of individuals the exercise of these rights.
- Rule on voting changes and recommend observer and examiner activities covered under the special provisions of the Voting Rights Act of 1965, as amended.
- Implement Executive Order 12250 by studying, reviewing and approving regulatory changes proposed by all Executive Branch agencies as they pertain to civil rights, including Titles VI and IX and Section 5 of the Rehabilitation Act of 1973, as amended.
- Under the ADA, coordinate the technical assistance activities of other federal agencies and provide technical assistance to places of public accommodation and state and local governments.
- Serve as the principal advisor to the Attorney General on all matters pertaining to civil rights.
- Provide Department representation to, and maintain close liaison and cooperation with, principal officials and

representatives of other divisions,
federal agencies, state and municipal
governments and private organizations
on subjects relating to civil rights issues.

In FY 2000, the Civil Rights Division received
resources of \$82,150,000 and 671 authorized
positions.

CIVIL RIGHTS DIVISION



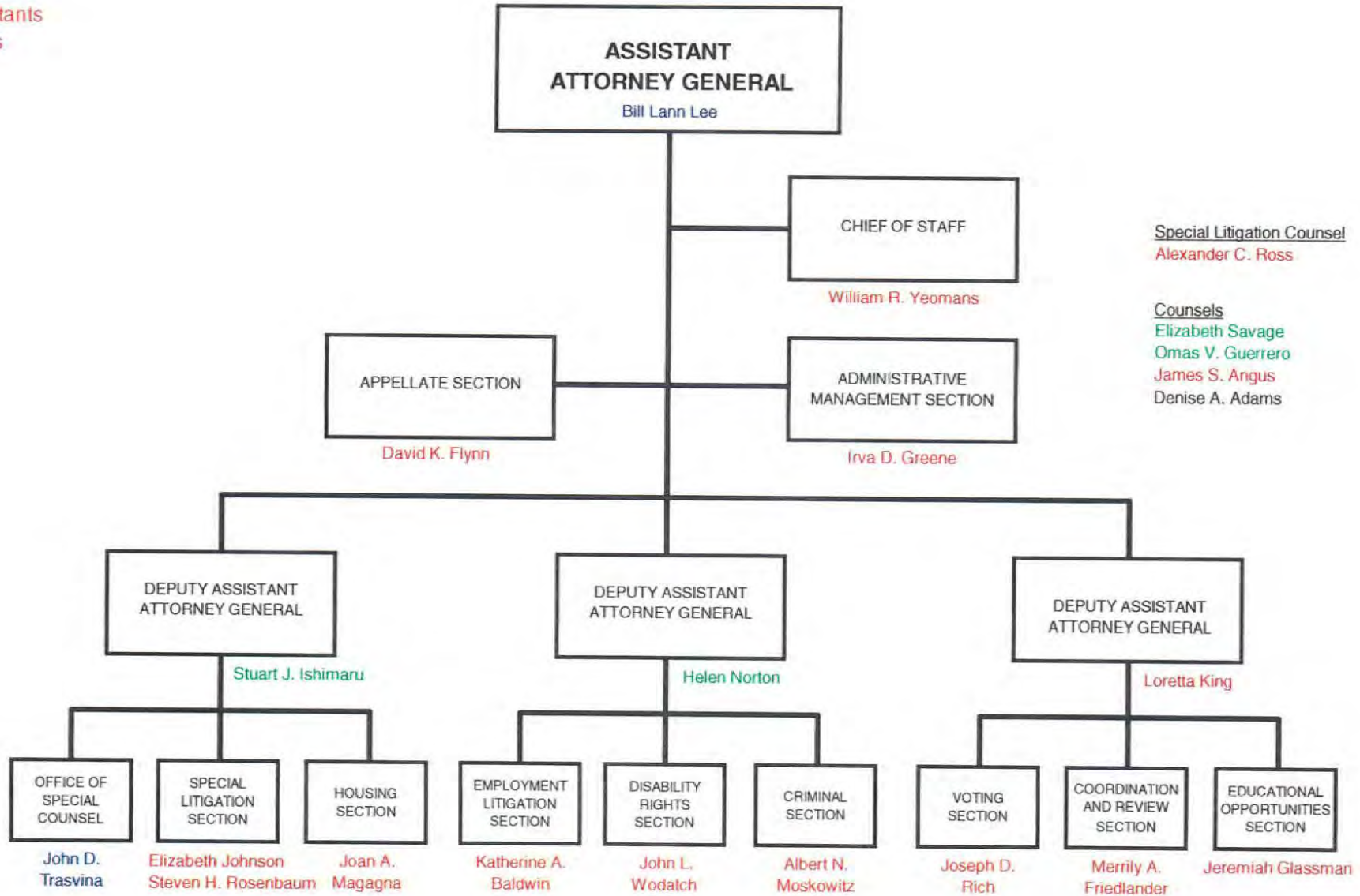
Approved by:  Date: 2/29/00
JANET RENO
Attorney General

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

CIVIL RIGHTS DIVISION

KEY PERSONNEL

As of November 3, 2000



OFFICE OF DISPUTE RESOLUTION

The mission of the Office of Dispute Resolution is to promote the broader use of alternative dispute resolution (ADR) in appropriate cases.

The major functions of ODR are to:

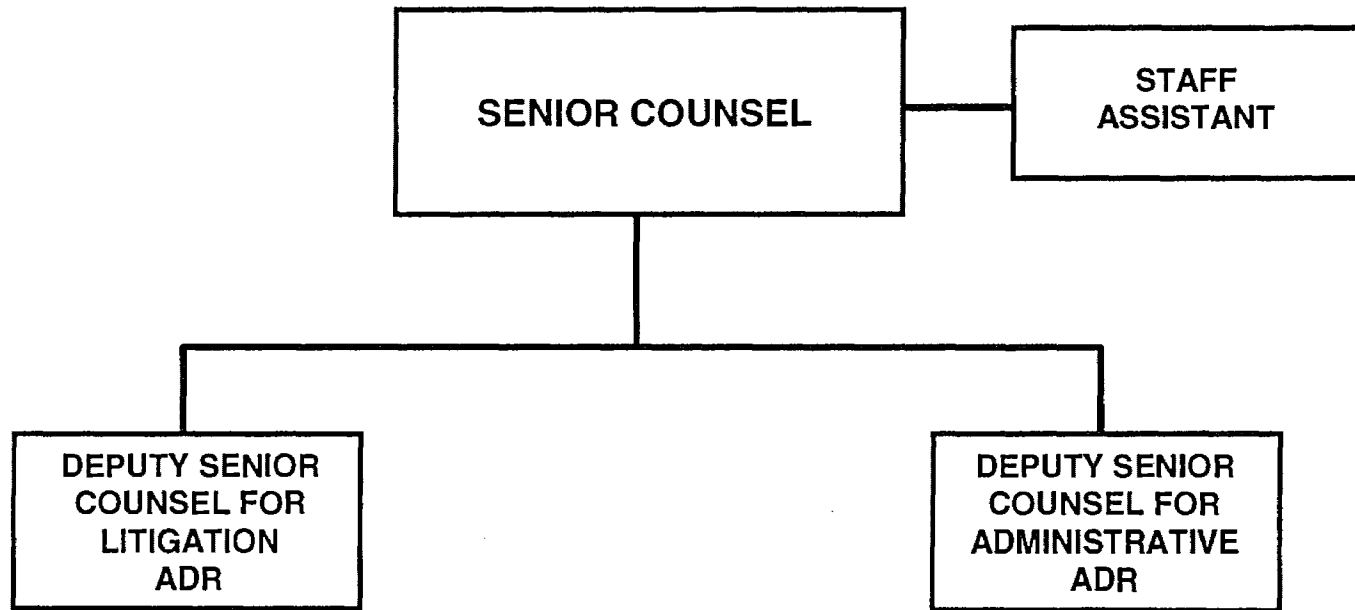
- Assist senior management in developing policies for the use of ADR, including revising the Department guidance on the use of ADR for litigation in the federal courts.
- Assist with the design and execution of ADR related training, record keeping, program evaluation and reporting functions.
- Provide advice and assistance to Department supervisors and employees on selecting appropriate cases for using ADR and on the application of particular ADR techniques.
- Report regularly to the Attorney General, through the Associate Attorney General, on the status of the Department's ADR activities.
- Represent the Department in governmentwide ADR activities, including programs and projects with

the Administrative Conference of the United States, the Office of Management and Budget and the federal courts.

- Advise senior management on legislation, rule making, and other policy matters relating to ADR.
- Serve as the Dispute Resolution Specialist for the Department as defined in Section 3(b) of the Administrative Dispute Resolution Act, 104 Stat. at 2737.
- Perform such other duties and functions related to the promotion of ADR as may be assigned by the Attorney General, the Deputy Attorney General and the Associate Attorney General.
- Serve as the Attorney General designee to monitor and supervise the day-to-day activities of the Alternative Dispute Resolution Coordinating Committee and its working groups.

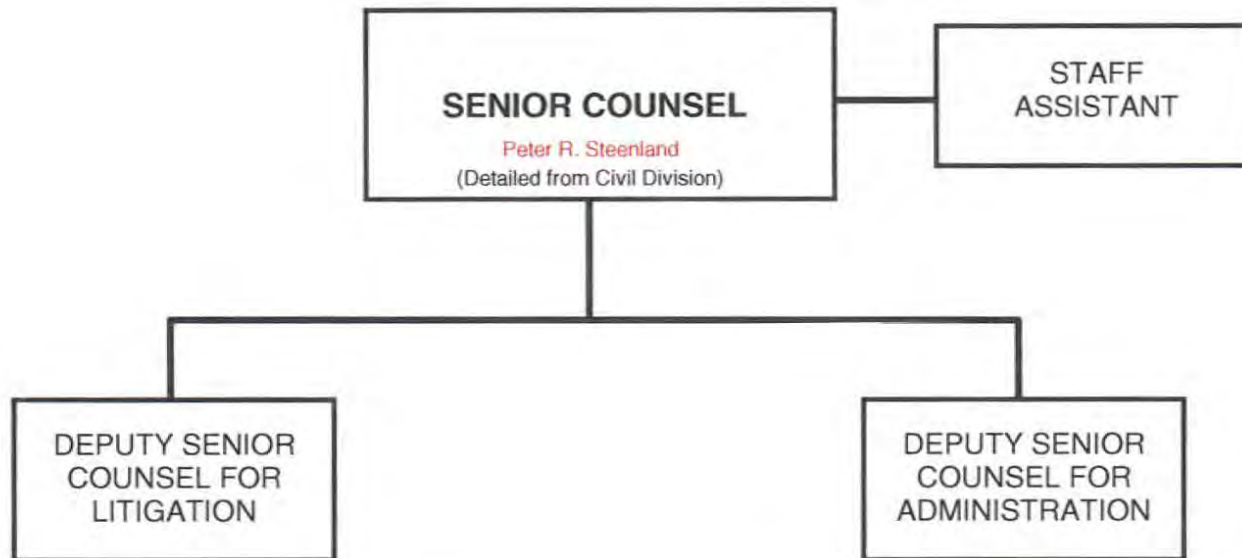
In FY 2000, the Office of Dispute Resolution received resources of \$312,000 and 3 authorized positions.

OFFICE OF DISPUTE RESOLUTION



Approved by: *Janet Reno* Date: 1/26/98
JANET RENO
Attorney General

OFFICE OF DISPUTE RESOLUTION KEY PERSONNEL



Key:

Presidential Appointee

Non-Career SES

Career SES

Schedule C

Consultants

Experts

IMMIGRATION

IMMIGRATION AND NATURALIZATION SERVICE

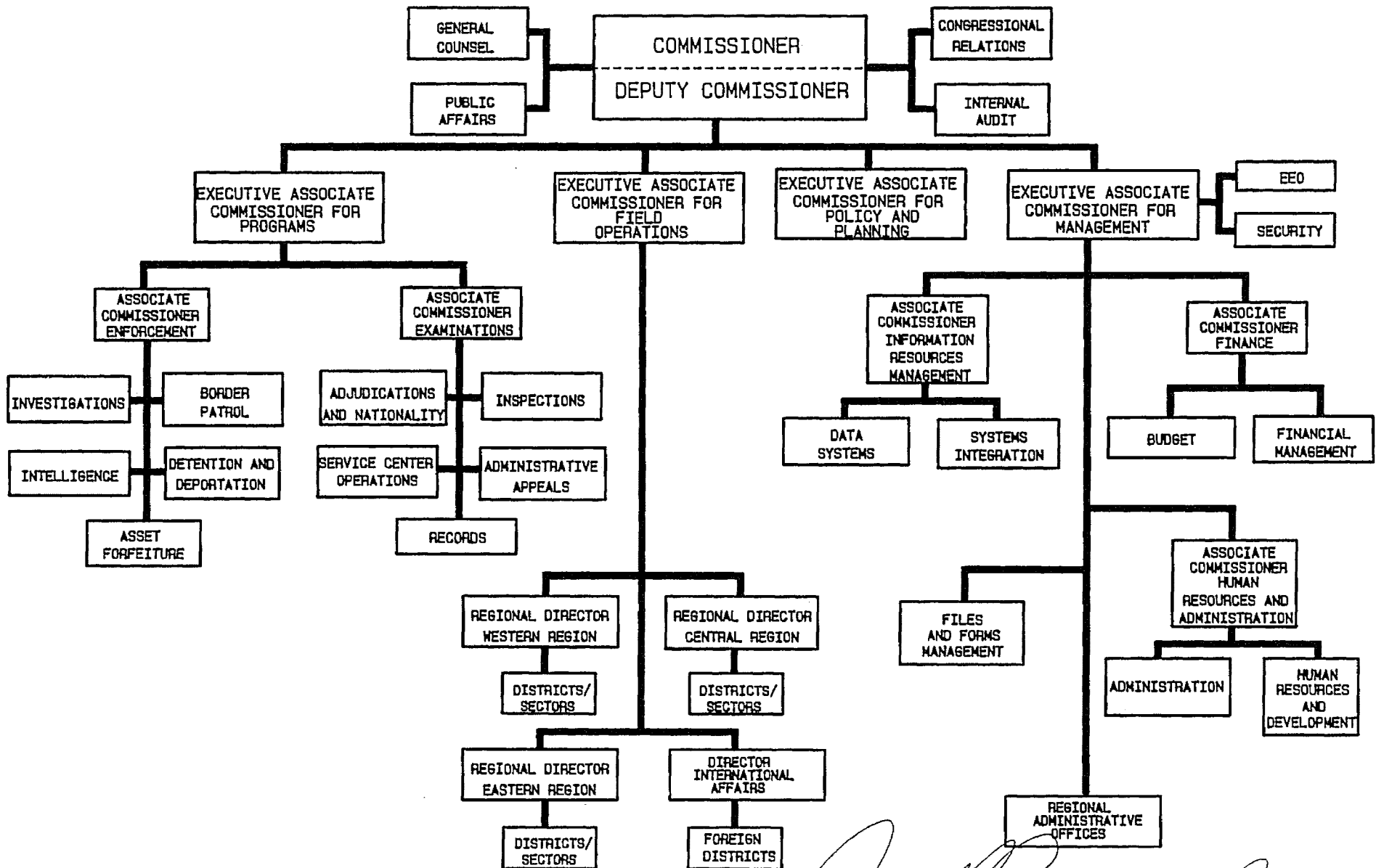
The mission of the INS is to facilitate entry of those legally admissible as visitors or immigrants and to grant them benefits to which they are entitled; prevent improper entry and the granting of benefits to those not legally entitled to them; apprehend and remove those aliens who enter illegally and/or whose stay is not in the public interest; and to enforce sanctions against those who act or conspire to subvert the requirements for selective and controlled entry, including sanctions against employers who knowingly hire aliens not authorized to work in the United States.

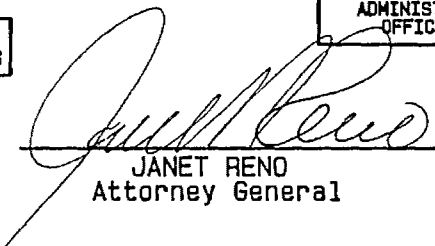
The major functions of the INS are to:

- Determine the admissibility of persons seeking entry into the country, ensure appropriate documentation at entry, and control the status of aliens in the country during their stay.
- Provide service to the public including adjudication of applications and petitions submitted for benefits under the Immigration and Nationality Act and the Immigration Reform and Control Act of 1986; process naturalization and citizenship petitions and applications; and provide information and forms to clients at INS offices.
- Patrol the borders of the United States to prevent entry of aliens into the country in violation of the law.
- Deter future illegal entry and stay, including enforcement of criminal provisions against those who act or conspire to promote illegal entry and stay.
- Locate, apprehend and remove those aliens whose entry was illegal, whether undocumented or fraudulent, and those found to have violated the conditions of their stay within the nation.
- Enforce the provisions of the Immigration Reform and Control Act of 1986 relative to sanctions against employers who knowingly hire aliens not authorized to work in the United States.

In FY 2000, the Immigration and Naturalization Service received resources of \$4,305,520,000 and 31,817 authorized positions. Approximately 31% of this amount is collected from fee accounts.

IMMIGRATION AND NATURALIZATION SERVICE

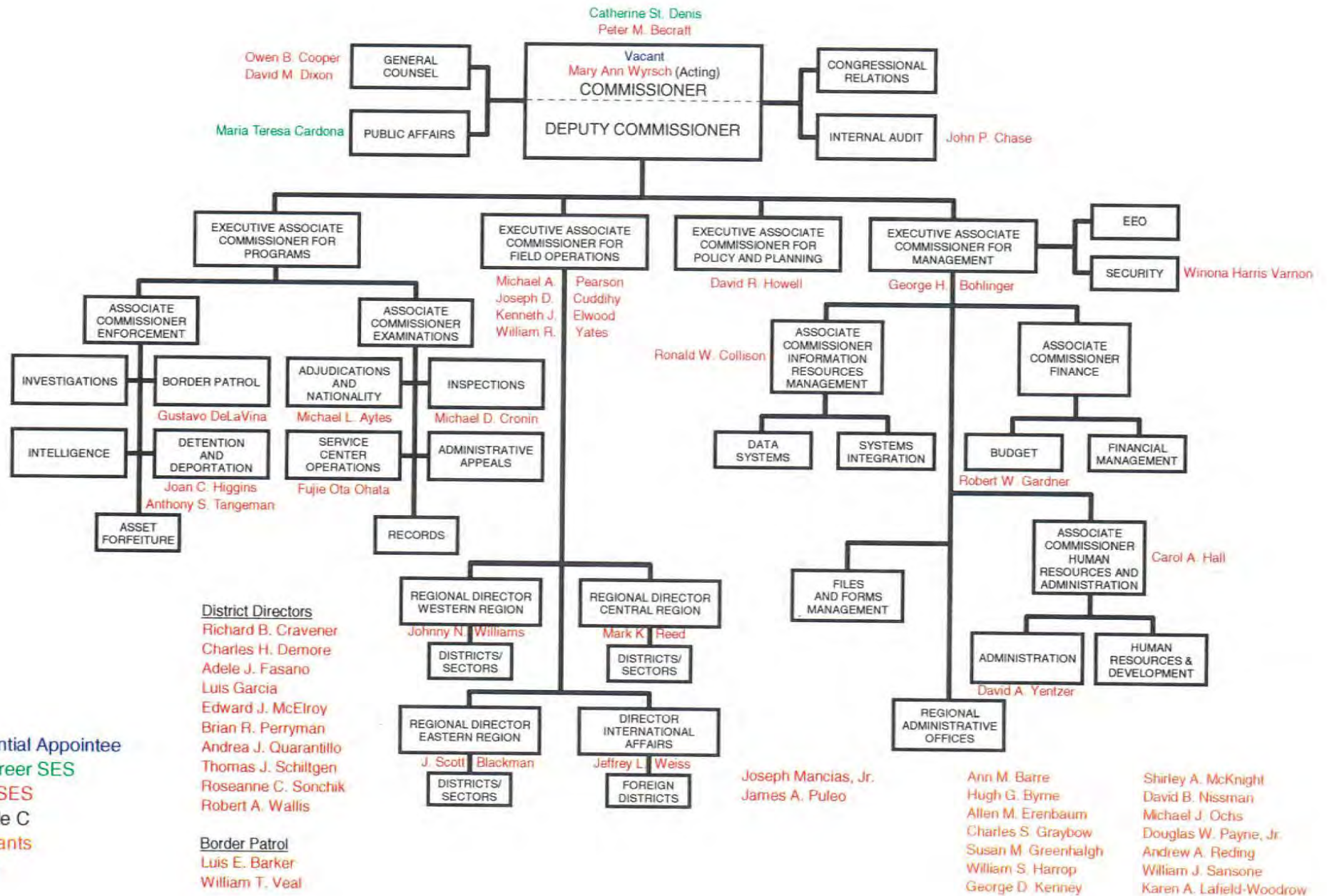


Approved:  Date: *January 14, 1994*
 JANET RENO
 Attorney General

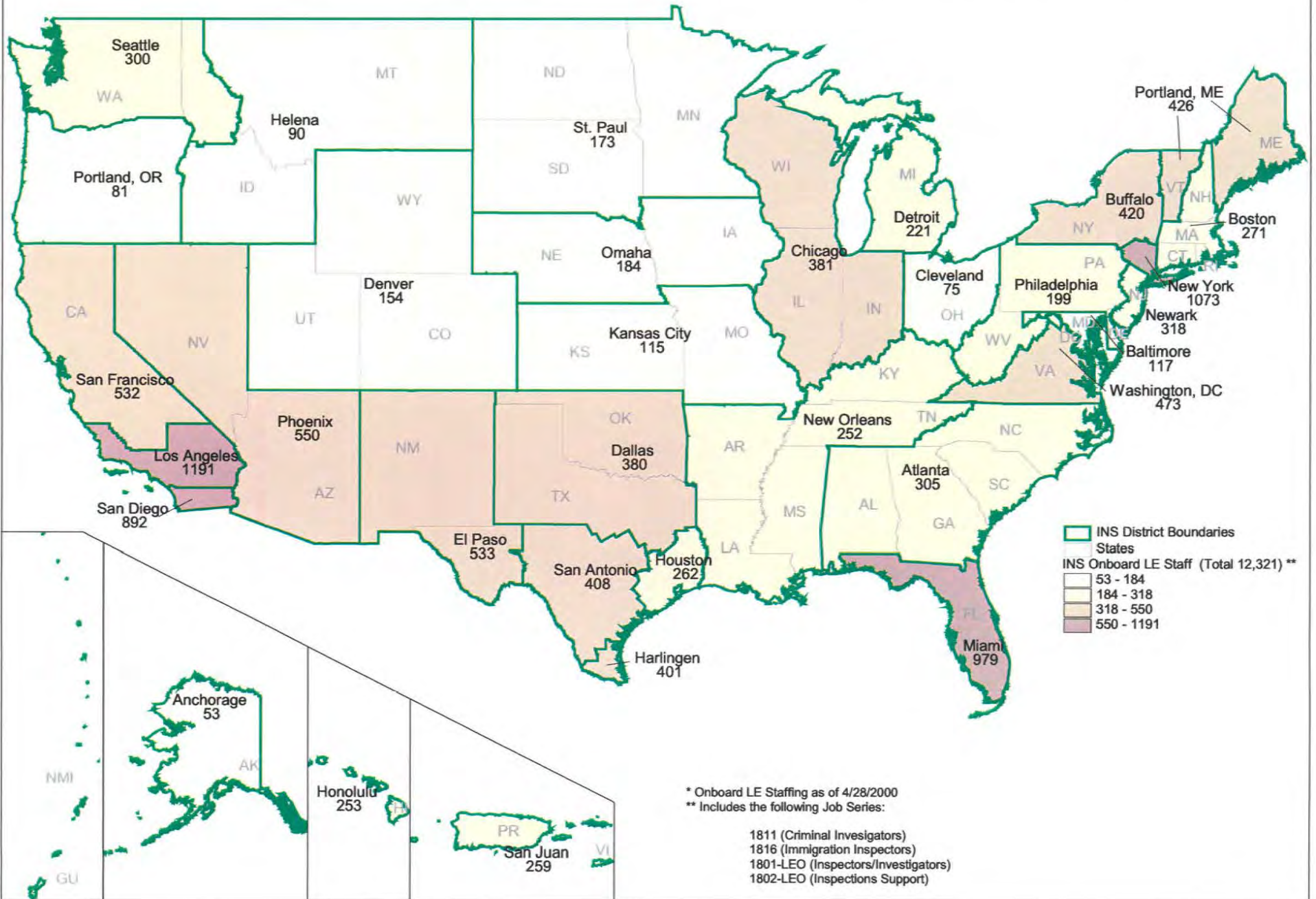
IMMIGRATION AND NATURALIZATION SERVICE

KEY PERSONNEL

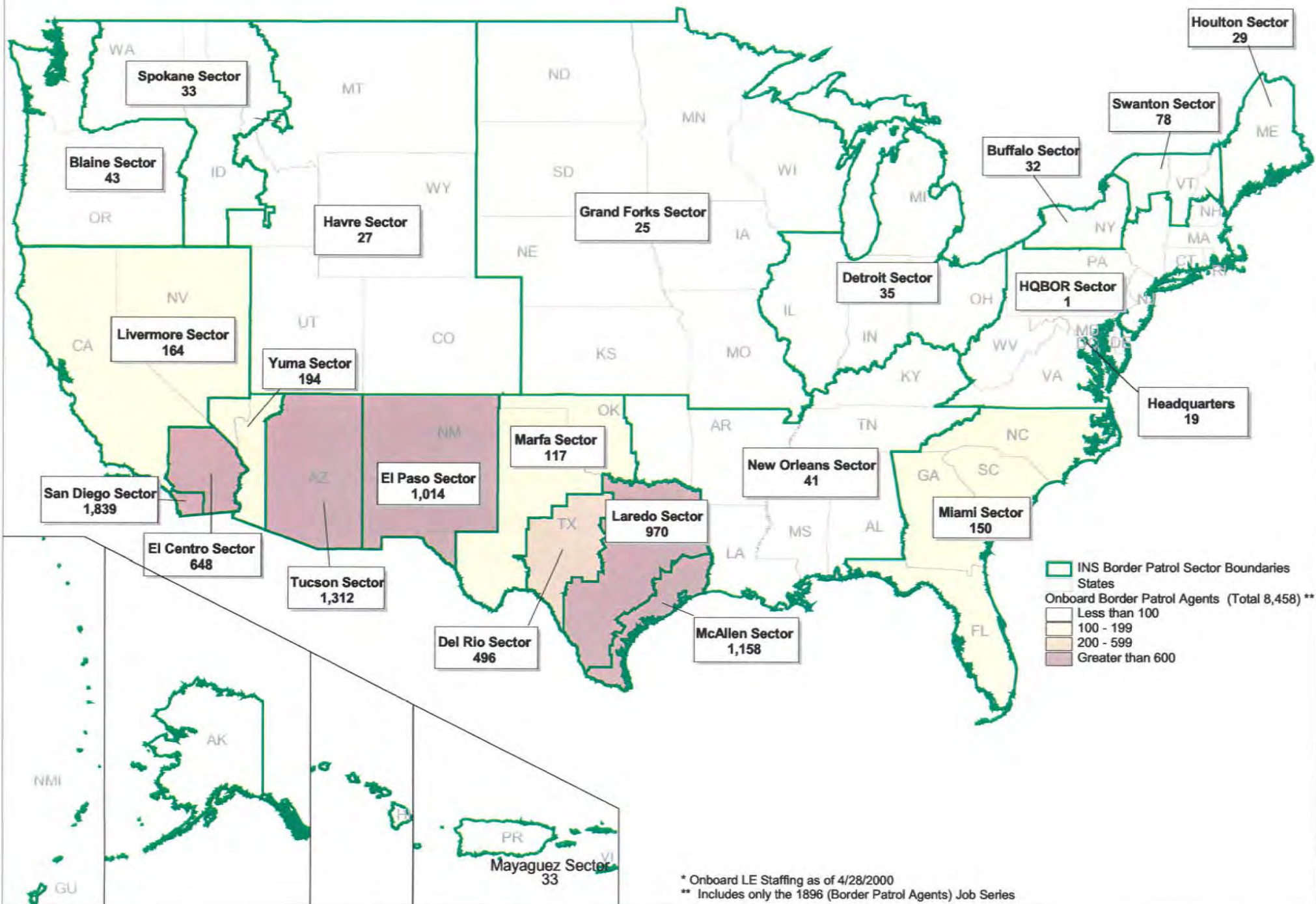
As of November 20, 2000



INS - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



INS Border Patrol - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



* Onboard LE Staffing as of 4/28/2000
 ** Includes only the 1896 (Border Patrol Agents) Job Series

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW

Under delegated authority of the Attorney General of the United States, EOIR administers and interprets federal immigration laws and regulations through the conduct of Immigration Court proceedings, appellate reviews, and administrative hearings in individual cases. EOIR carries out these responsibilities through its three main components:

1. The Board of Immigration Appeals (Board), which hears appeals of decisions made in individual cases by Immigration Judges, INS District Directors, or other immigration officials;
2. The Office of the Chief Immigration Judge (OCIJ), which oversees all the Immigration Courts and their proceedings throughout the United States; and
3. The Office of the Chief Administrative Hearing Officer (OCAHO), which resolves cases concerning employer sanctions, document fraud, and immigration-related employment discrimination.

The purpose of these proceedings is to provide a process through which individuals can defend themselves against government charges, complaints, or denials of benefits; or through which they can seek relief from penalties imposed against them. Every proceeding adheres to statutory and regulatory guidelines ensuring the uniform application of law and the fair and equitable treatment of all parties involved.

BOARD OF IMMIGRATION APPEALS

The Board is the highest administrative body for interpreting and applying immigration laws. It is composed of 21 Board Members, including the Chairman, two Vice Chairmen, and 18 permanent Board Members. It is located in Falls Church, Virginia, where it conducts all appellate reviews and hears most oral arguments.

The Board has been given nationwide jurisdiction to hear appeals from certain decisions rendered by Immigration Judges and by District Directors of INS in a wide variety of proceedings in which the Government of the United States is one party and the other party is either an alien, a citizen, or a business firm. In addition, the Board is responsible for recognition of organizations and accreditation of representatives requesting permission to practice before INS, the Immigration Courts, and the Board.

Decisions of the Board are binding on all INS officers and Immigration Judges unless modified or overruled by the Attorney General or a federal court. Its decisions are subject to judicial review in the federal courts. The majority of appeals reaching the Board involve orders of removal and applications for relief from removal. Other cases before the Board include the exclusion of aliens applying for admission to the United States, petitions to classify the status of alien relatives for the

issuance of preference immigrant visas, fines imposed upon carriers for the violation of immigration laws, and motions for reopening and reconsideration of decisions previously rendered.

The Board is directed to exercise its independent judgment in hearing appeals for the Attorney General. Board decisions designated for publication are printed in bound volumes entitled Administrative Decisions Under Immigration and Nationality Laws of the United States.

OFFICE OF THE CHIEF IMMIGRATION JUDGE

OCIJ is headed by the Chief Immigration Judge, who is supported by two Deputy Chief Immigration Judges, and eight Assistant Chief Immigration Judges, who provide overall program direction, articulate policies and procedures, and establish priorities for more than 200 United States Immigration Judges located in 52 Immigration Courts throughout the Nation. Immigration Judges are responsible for conducting formal proceedings, and act independently in their decision-making capacity; their decisions are administratively final, unless appealed or certified to the Board. In removal proceedings, Immigration Judges determine whether an individual arriving from a foreign country should be allowed to enter the United States or should be removed. Each Judge has jurisdiction to consider various forms of relief available in removal proceedings.

If deportability or inadmissibility is proven, the Immigration Judge will then focus on the type of relief from removal that may be available to the

alien. These forms of relief include asylum, cancellation or removal, adjustment of status, and voluntary departure.

Through its Criminal Alien Institutional Hearing Program, OCIJ currently has programs coordinated and in place in nearly all 50 states, Puerto Rico, the District of Columbia, and in selected Bureau of Prison facilities to adjudicate the immigration status of alien inmates incarcerated by federal, state, or municipal correctional authorities as a result of convictions for criminal offenses.

OFFICE OF THE CHIEF ADMINISTRATIVE HEARING OFFICER

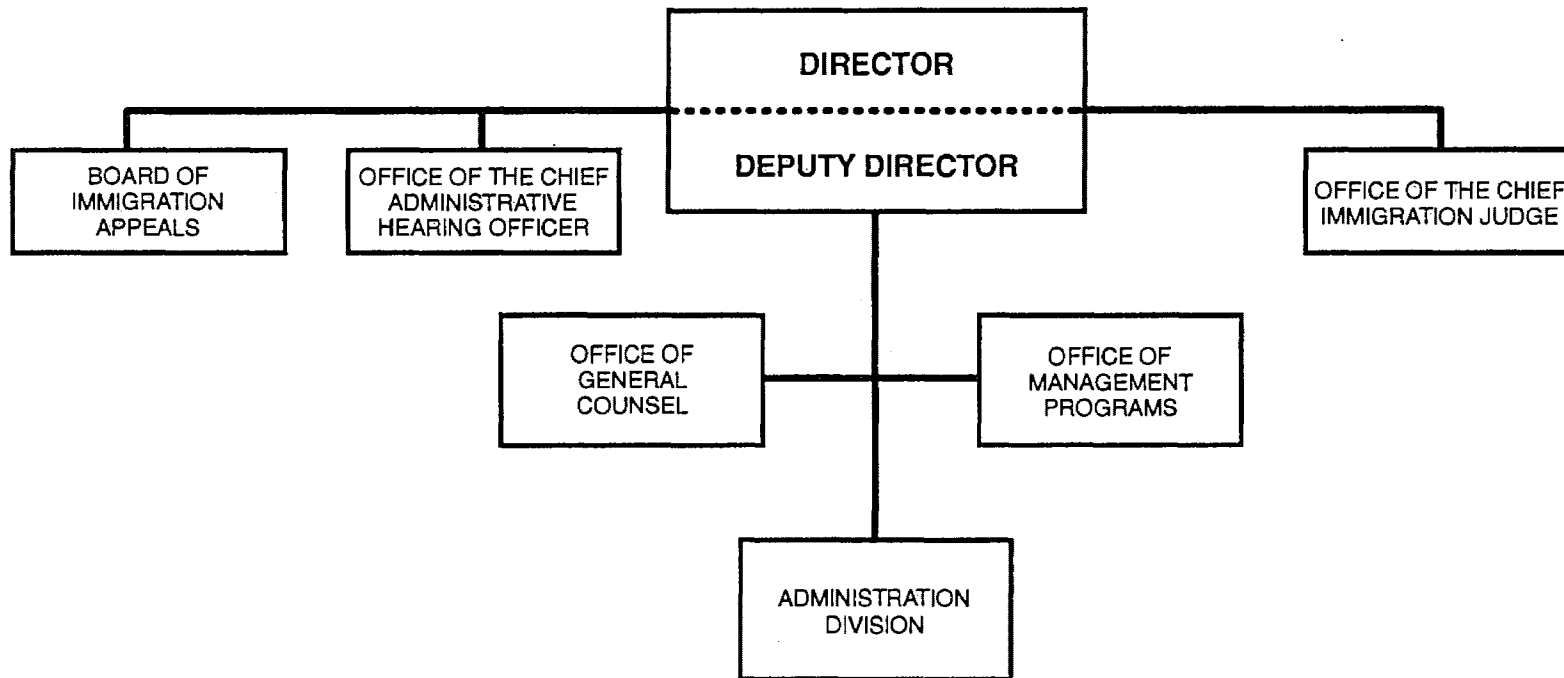
OCAHO is headed by a Chief Administrative Hearing Officer who is responsible for the general supervision and management of four administrative law judges who preside at hearings which are mandated by IRCA and the Immigration and Nationality Act of 1952 (INA). Administrative law judges hear cases and adjudicate issues arising under the provisions of the INA relating to (1) unlawful hiring, recruiting, or referring for a fee or continued employment of authorized aliens, and failure to comply with employment verification requirements, (2) document fraud, and (3) immigration-related unfair employment practices. Complaints are brought by the INS, with the exception of those involving immigration-related unfair employment practices, which are brought by the Office of Special Counsel or private litigants as prescribed by statute.

Hearings are conducted under applicable laws and regulations, as well as the general requirements of the Administrative Procedures Act. Employer sanctions and document fraud cases are subject to administrative review by the Chief Administrative Hearing Officer. All

final agency decisions are subject to review in Federal courts.

In FY 2000, the Executive Office for Immigration Review received resources of \$146,896,000 and 1,098 authorized positions.

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW



Approved by:

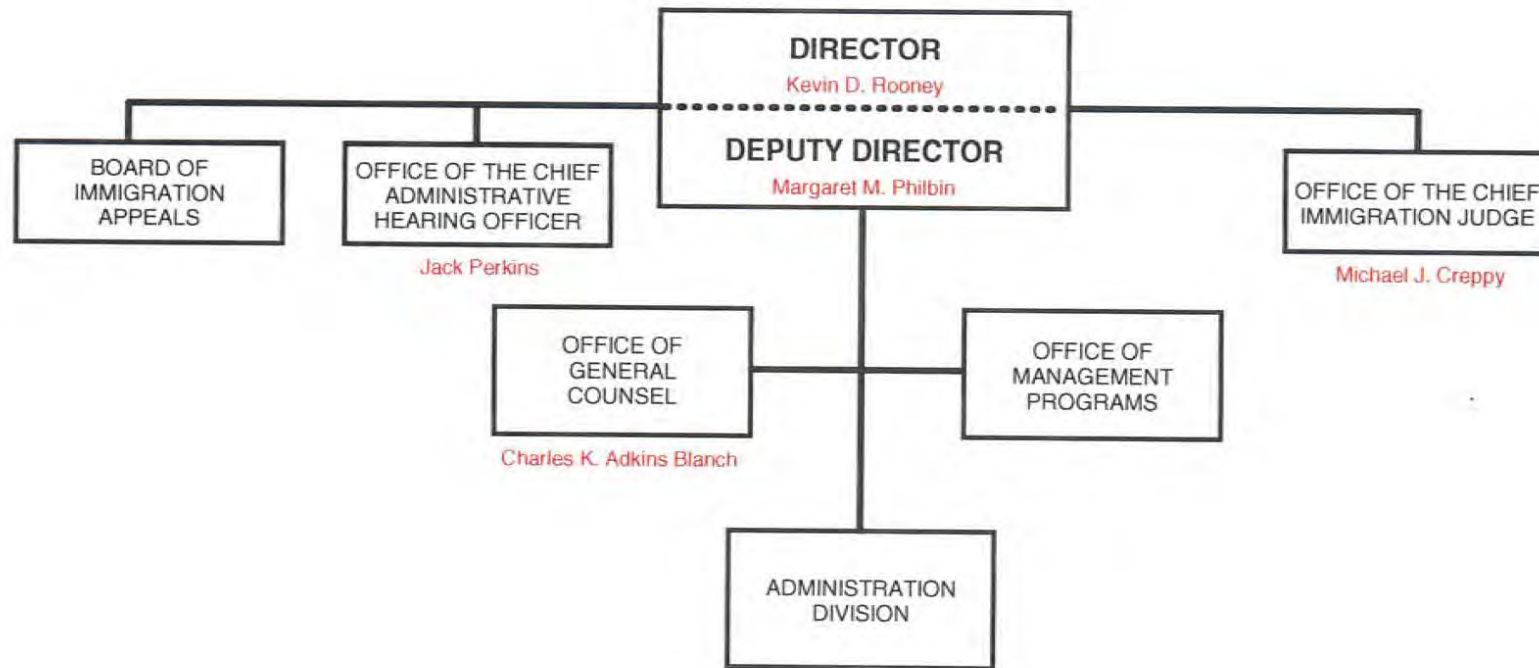
Janet Reno
JANET RENO
Attorney General

Date:

6/29/99

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW

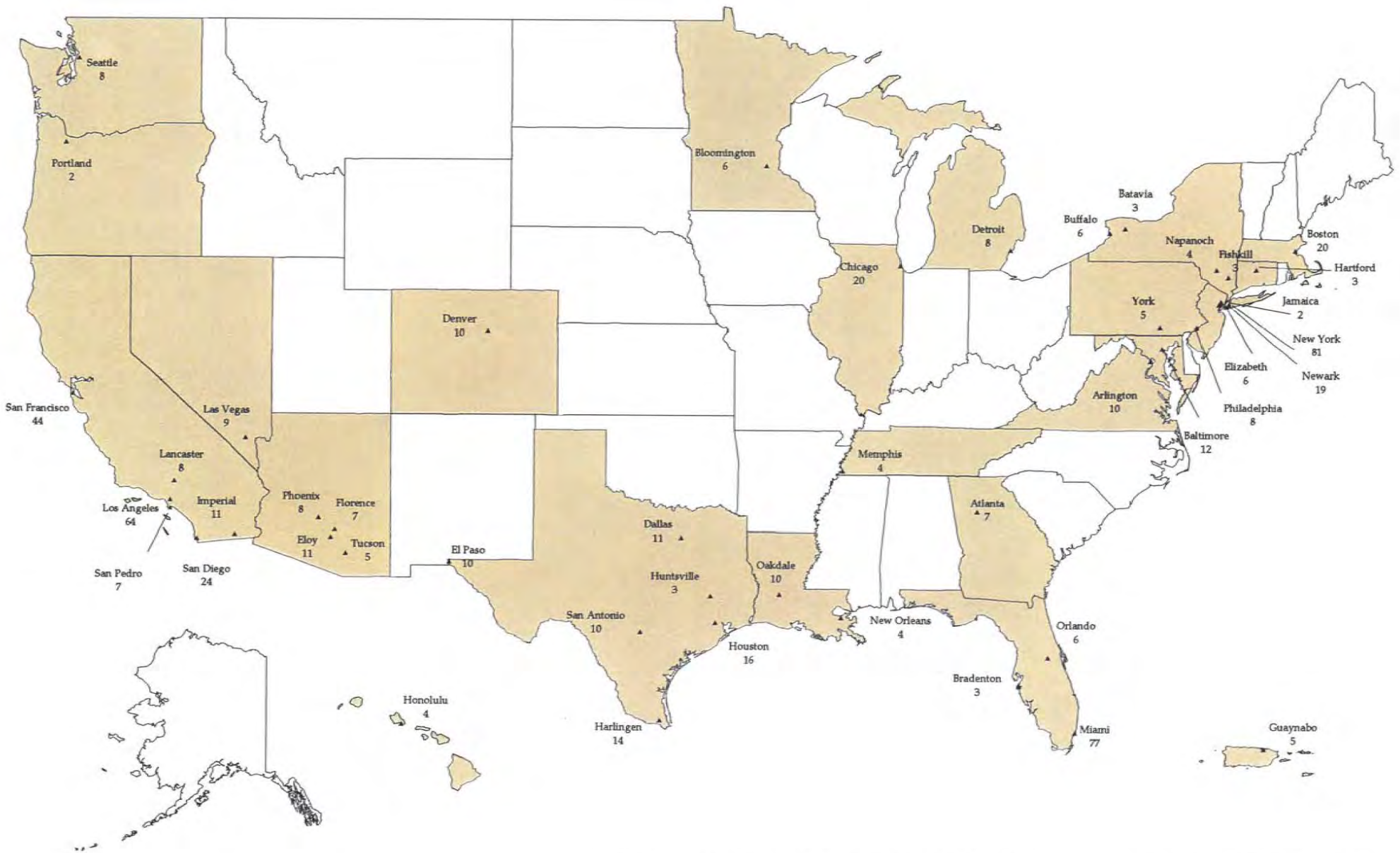
KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

Attorney-Examiners
Paul W. Schmidt
Lori L. Scialabba

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW FIELD OFFICES



Total onboard FTE per field office as of 11/4/00

States with no field offices

PRISONS

FEDERAL BUREAU OF PRISONS

The mission of the Federal Bureau of Prisons is to maintain secure, safe, and humane correctional institutions for individuals placed in the custody of the U.S. Attorney General; to develop and operate correctional programs that seek a balanced application of the concepts of punishment, deterrence, incapacitation and rehabilitation; and provide, primarily through the National Institute of Corrections, assistance to state and local correctional agencies.

The major functions of the BOP are to:

Population Management

- Manage the offender population to ensure safe and secure operations.

Human Resource Management

- Ensure there is a competent and representative workforce that will meet the organization's needs up to and beyond the year 2000.

Security and Facility Management

- Maintain all BOP facilities in operationally sound conditions and in compliance with security, safety, and environmental requirements.

Correctional Leadership and Effective Public Administration

- Manage operations and resources in a competent and effective manner which

encourages creativity and innovation in development of exemplary programs as well as excellence in maintaining the basis of correctional management. Continually strive toward improvements in effective use of resources and efficient delivery of services.

Inmate Programs and Services

- Provide services and programs to address inmate needs, provide productive use-of-time activities, and facilitate the successful reintegration of inmates into society, consistent with community expectations and standards.

Building Partnership

- Continue to seek opportunities to expand the involvement of community, and local, state, and federal agencies, in improving the effectiveness of the services provided to offenders and constituent agencies. Encourage staff to actively participate in order to improve partnerships that will allow the Bureau to carry out its mission within the criminal justice system and to remain responsive to other agencies and the public. Develop partnerships to focus the shared responsibility for the establishment of a supportive environment promoting the reintegration of offenders into the community.

FEDERAL PRISON INDUSTRIES

The mission of the Federal Prison Industries, Inc., is to provide training and employment of prisoners confined in Federal Correctional Institutions.

The major functions of the FPI are to:

- Exercise jurisdiction over industrial enterprises of all Federal Correctional Institutions.
- Maintain a diversified program of industrial operations which ensure optimum inmate employment.
- Provide a wide range of products and services to other Federal agencies at fair market prices, structuring product lines to minimize competition with private sector industry and labor in any one product or service area.

NATIONAL INSTITUTE OF CORRECTIONS

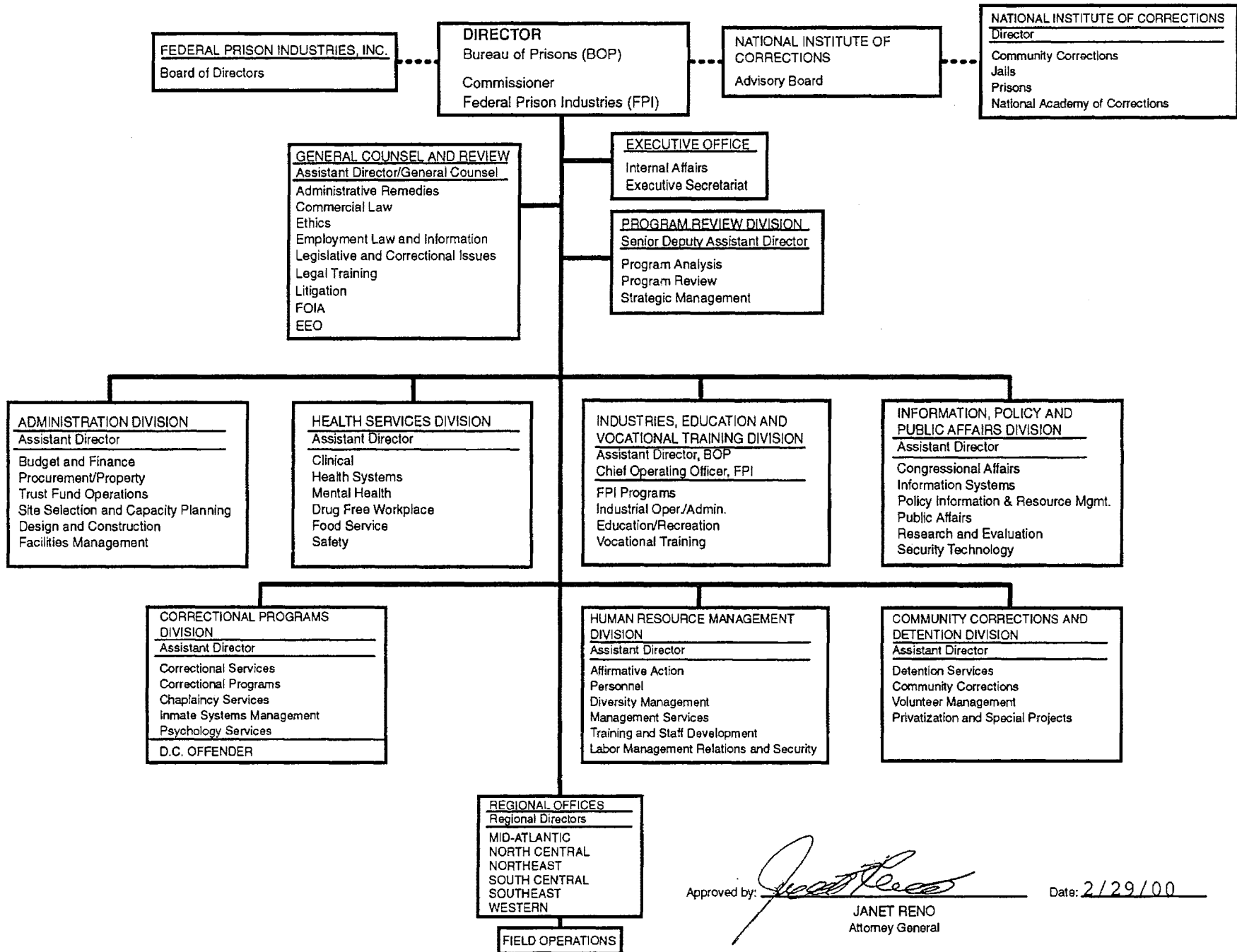
The mission of the NIC is to improve the management and operation of correctional systems and encourage and assist in the development of more effective, humane, safe, just, and constitutional correctional programs.


The major functions of the NIC are to:

- Provide assistance to state and local correctional agencies, and work to advance the practice of corrections throughout the country.
- Provide training, technical assistance, and clearinghouse services, and undertake research, evaluation and policy formulation activities to advance correctional practices in many different areas.

In FY 2000, the Bureau of Prisons received resources of \$3,667,853,000 and 34,052 authorized positions.

FEDERAL BUREAU OF PRISONS



Approved by: 
JANET RENO
 Attorney General

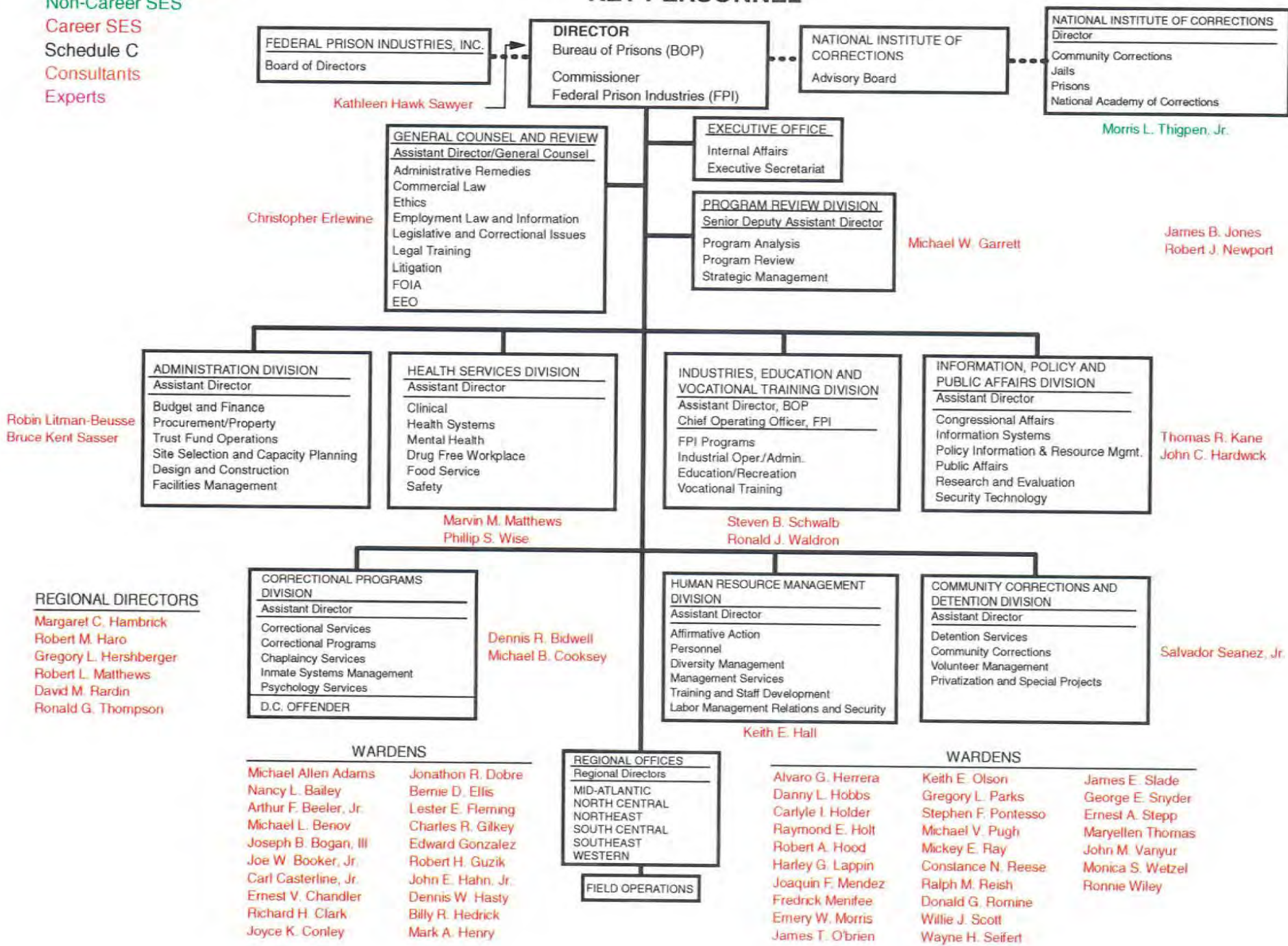
Date: 2/29/00

FEDERAL BUREAU OF PRISONS

As of November 3, 2000

KEY PERSONNEL

- Key:**
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts



FEDERAL PRISON INDUSTRIES, INC.
Board of Directors

Kathleen Hawk Sawyer

DIRECTOR
Bureau of Prisons (BOP)
Commissioner
Federal Prison Industries (FPI)

NATIONAL INSTITUTE OF CORRECTIONS
Advisory Board

NATIONAL INSTITUTE OF CORRECTIONS
Director
Community Corrections
Jails
Prisons
National Academy of Corrections

Morris L. Thigpen, Jr.

GENERAL COUNSEL AND REVIEW
Assistant Director/General Counsel
Administrative Remedies
Commercial Law
Ethics
Employment Law and Information
Legislative and Correctional Issues
Legal Training
Litigation
FOIA
EEO

Christopher Erlewine

EXECUTIVE OFFICE
Internal Affairs
Executive Secretariat

PROGRAM REVIEW DIVISION
Senior Deputy Assistant Director
Program Analysis
Program Review
Strategic Management

Michael W. Garrett

James B. Jones
Robert J. Newport

Robin Litman-Beusse
Bruce Kent Sasser

ADMINISTRATION DIVISION
Assistant Director
Budget and Finance
Procurement/Property
Trust Fund Operations
Site Selection and Capacity Planning
Design and Construction
Facilities Management

HEALTH SERVICES DIVISION
Assistant Director
Clinical
Health Systems
Mental Health
Drug Free Workplace
Food Service
Safety

Marvin M. Matthews
Phillip S. Wise

INDUSTRIES, EDUCATION AND VOCATIONAL TRAINING DIVISION
Assistant Director, BOP
Chief Operating Officer, FPI
FPI Programs
Industrial Oper./Admin.
Education/Recreation
Vocational Training

Steven B. Schwalb
Ronald J. Waldron

INFORMATION, POLICY AND PUBLIC AFFAIRS DIVISION
Assistant Director
Congressional Affairs
Information Systems
Policy Information & Resource Mgmt.
Public Affairs
Research and Evaluation
Security Technology

Thomas R. Kane
John C. Hardwick

REGIONAL DIRECTORS
Margaret C. Hambrick
Robert M. Haro
Gregory L. Hershberger
Robert L. Matthews
David M. Rardin
Ronald G. Thompson

CORRECTIONAL PROGRAMS DIVISION
Assistant Director
Correctional Services
Correctional Programs
Chaplaincy Services
Inmate Systems Management
Psychology Services
D.C. OFFENDER

Dennis R. Bidwell
Michael B. Cooksey

HUMAN RESOURCE MANAGEMENT DIVISION
Assistant Director
Affirmative Action
Personnel
Diversity Management
Management Services
Training and Staff Development
Labor Management Relations and Security

Keith E. Hall

COMMUNITY CORRECTIONS AND DETENTION DIVISION
Assistant Director
Detention Services
Community Corrections
Volunteer Management
Privatization and Special Projects

Salvador Seanez, Jr.

WARDENS

- | | |
|-----------------------|-------------------|
| Michael Allen Adams | Jonathon R. Dobre |
| Nancy L. Bailey | Bernie D. Ellis |
| Arthur F. Beeler, Jr. | Lester E. Fleming |
| Michael L. Benov | Charles R. Gilkey |
| Joseph B. Bogan, III | Edward Gonzalez |
| Joe W. Booker, Jr. | Robert H. Guzik |
| Carl Casterline, Jr. | John E. Hahn, Jr. |
| Ernest V. Chandler | Dennis W. Hasty |
| Richard H. Clark | Billy R. Hedrick |
| Joyce K. Conley | Mark A. Henry |

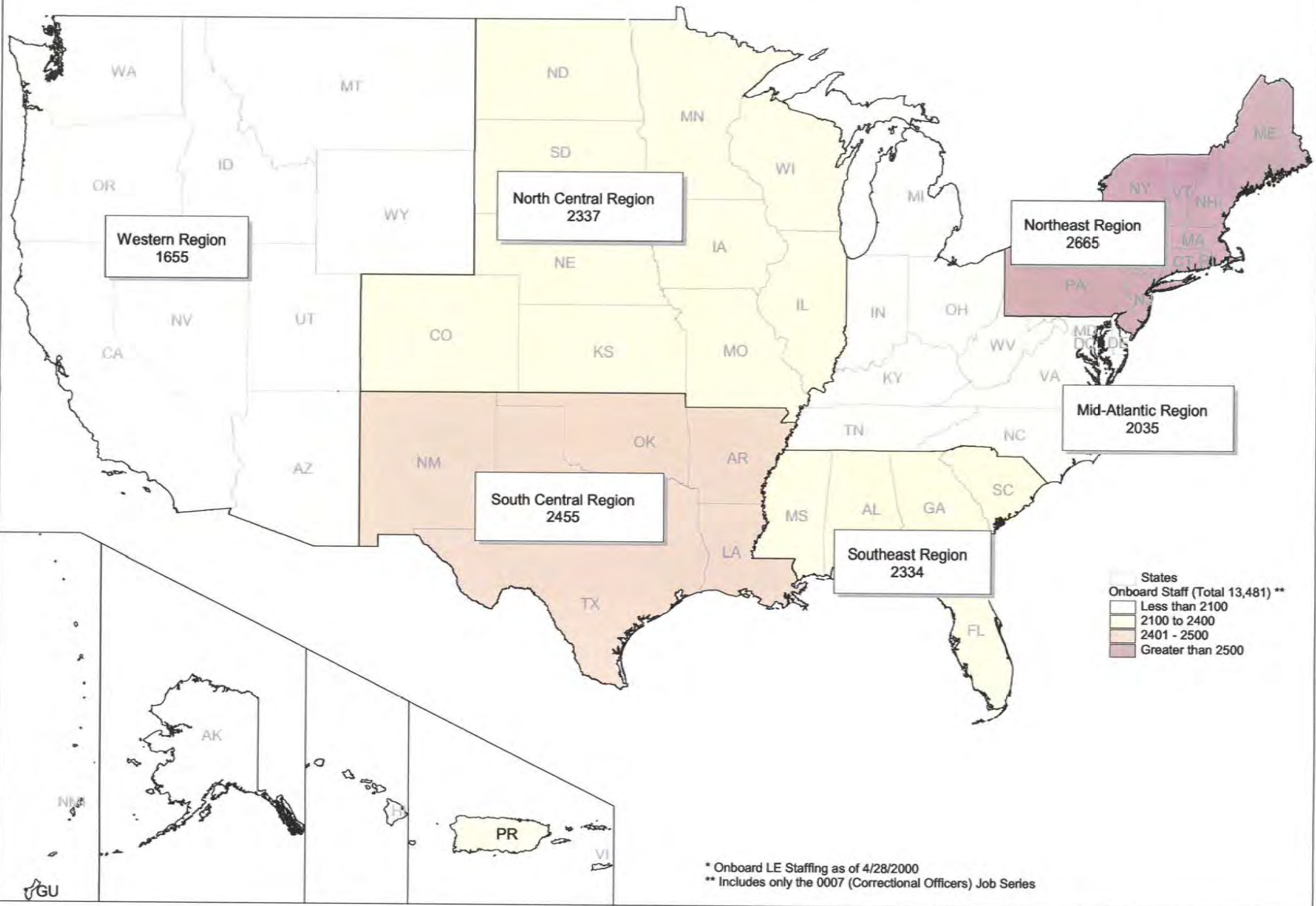
REGIONAL OFFICES
Regional Directors
MID-ATLANTIC
NORTH CENTRAL
NORTHEAST
SOUTH CENTRAL
SOUTHEAST
WESTERN

FIELD OPERATIONS

WARDENS

- | | | |
|-------------------|---------------------|------------------|
| Alvaro G. Herrera | Keith E. Olson | James E. Slade |
| Danny L. Hobbs | Gregory L. Parks | George E. Snyder |
| Carlyle I. Holder | Stephen F. Pontesso | Ernest A. Stepp |
| Raymond E. Holt | Michael V. Pugh | Maryellen Thomas |
| Robert A. Hood | Mickey E. Ray | John M. Vanyur |
| Harley G. Lappin | Constance N. Reese | Monica S. Wetzel |
| Joaquin F. Mendez | Ralph M. Reish | Ronnie Wiley |
| Fredrick Meniffee | Donald G. Romine | |
| Emery W. Morris | Willie J. Scott | |
| James T. O'Brien | Wayne H. Seifert | |

BOP - FY 2000 Field Structure with Onboard Law Enforcement (LE) Staffing *



States
 Onboard Staff (Total 13,481) **
 Less than 2100
 2100 to 2400
 2401 - 2500
 Greater than 2500

* Onboard LE Staffing as of 4/28/2000
 ** Includes only the 0007 (Correctional Officers) Job Series

OFFICE OF THE PARDON ATTORNEY

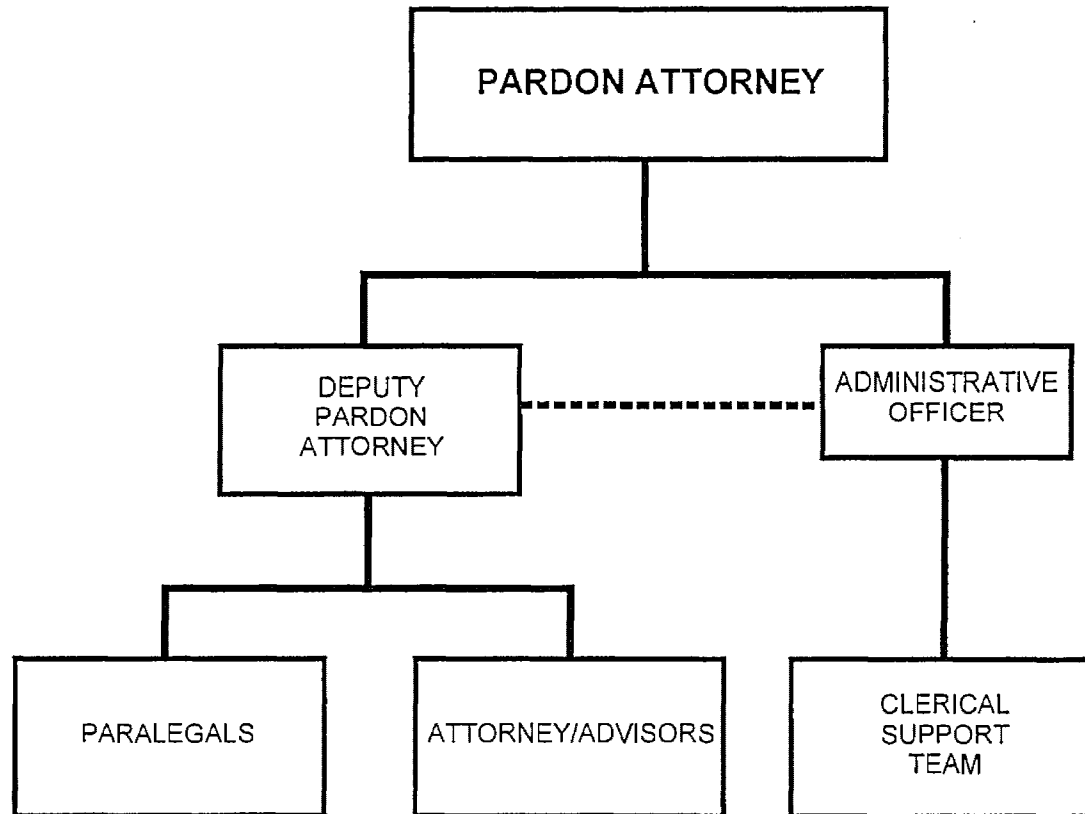
The mission of the Pardon Attorney is to assist the President in the exercise of his constitutional pardoning power by providing him with the best information available on which to base a fair and just decision in particular cases.

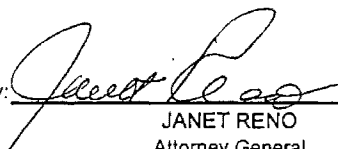
The major functions of OPA are to:

- Receive and review all petitions for executive clemency, conduct the necessary investigations and prepare recommendations to the President for action.
- Provide policy guidance for the conduct of clemency proceedings and the standards for decision.
- Confer with individual clemency applicants, their representatives, public groups, Members of Congress, various federal, state, and local officials and others in connection with the disposition of clemency proceedings.
- Participate in training and other conferences related to the field of criminal justice corrections and clemency, and maintain the contacts required of OPA with Department of Justice officials, the Counsel to the President, and other government officials.

In FY 2000, the Office of the Pardon Attorney received resources of \$1,600,000 and 15 authorized positions.

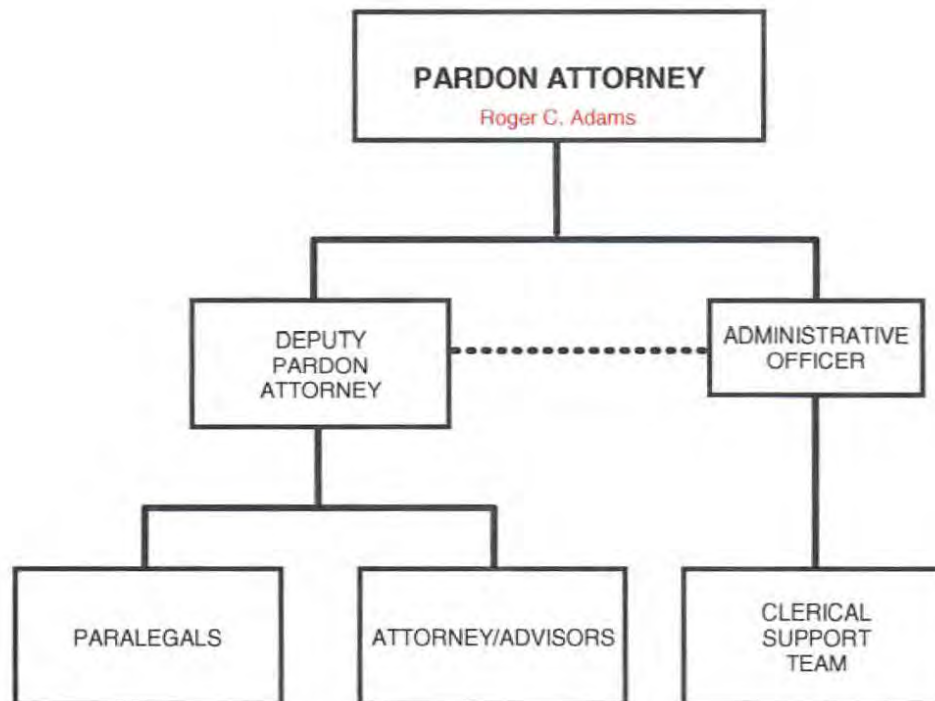
OFFICE OF THE PARDON ATTORNEY



Approved by: 
JANET RENO
Attorney General

Date: 4/19/94

OFFICE OF THE PARDON ATTORNEY KEY PERSONNEL



- Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

UNITED STATES PAROLE COMMISSION

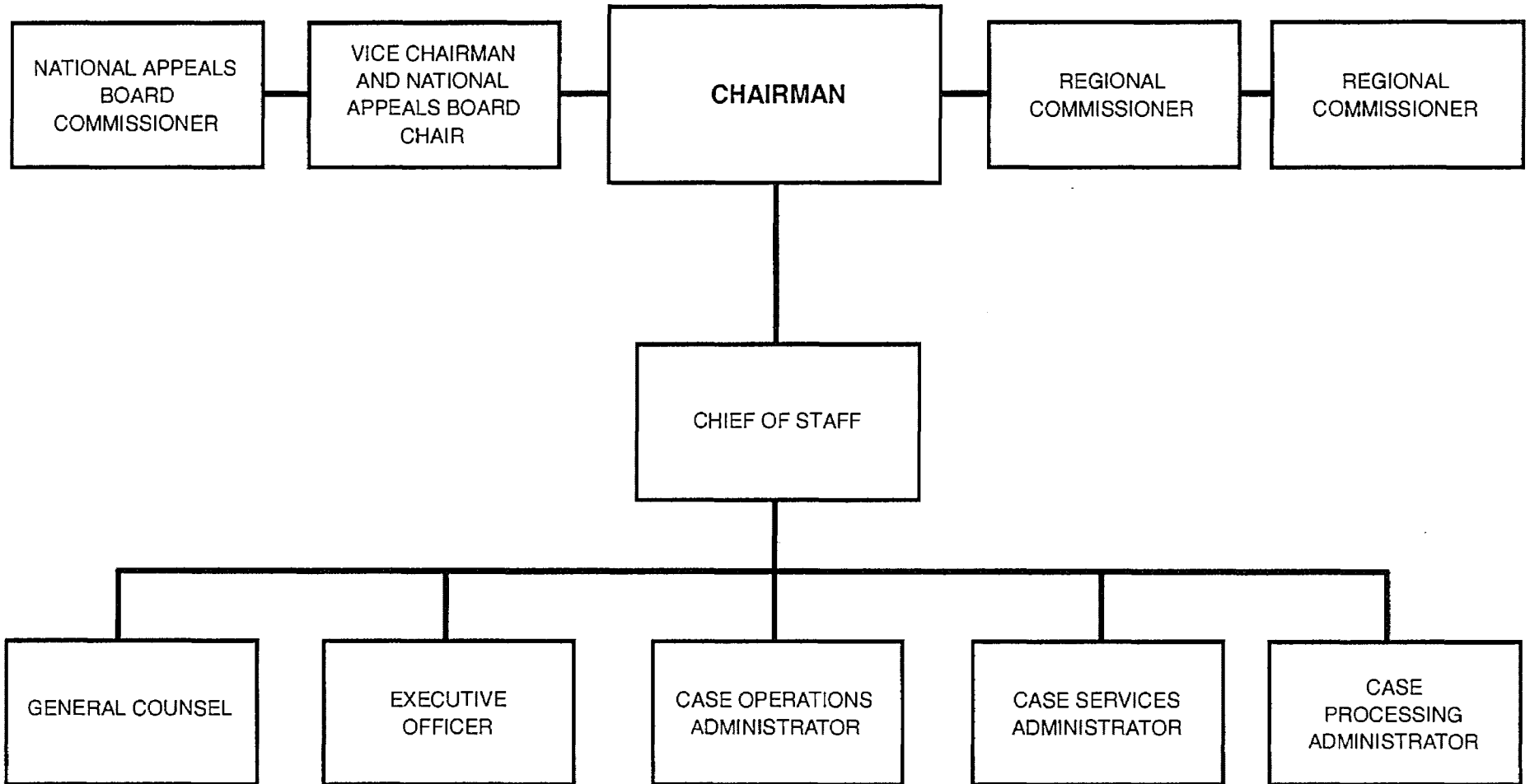
The mission of the United States Parole Commission is to make parole release decisions for eligible federal and District of Columbia prisoners, determine the conditions of parole supervision, and revoke paroles for violation of the conditions of release.

The major functions of the USPC are to:

- Make parole release decisions for eligible federal and D.C. prisoners.
- Supervise, through parole officers, federal parolees and federal mandatory releasees, and prescribe and modify the terms and conditions governing persons on parole or mandatory release. (D.C. parolees are supervised through the D.C. Court Services and Offender Supervision Agency.)
- Revoke the paroles and mandatory releases of offenders who have violated the conditions of supervision.
- Discharge offenders from supervision (and terminate sentences when authorized by law) prior to the expiration of the supervision period.
- Conduct release date determinations under the U.S. Sentencing Guidelines for prisoners transferred from foreign custody to the U.S. pursuant to a prisoner transfer treaty.
- Promulgate rules, regulations, and guidelines for the exercise of its authority and for the implementation of a national parole policy.
- Determine if certain prohibitions on holding office in a labor union or an employee group may be withdrawn for offenders who apply for exemption as authorized under the Labor Management Reporting and Disclosure Act and the Employees Retirement Income Security Act of 1974.

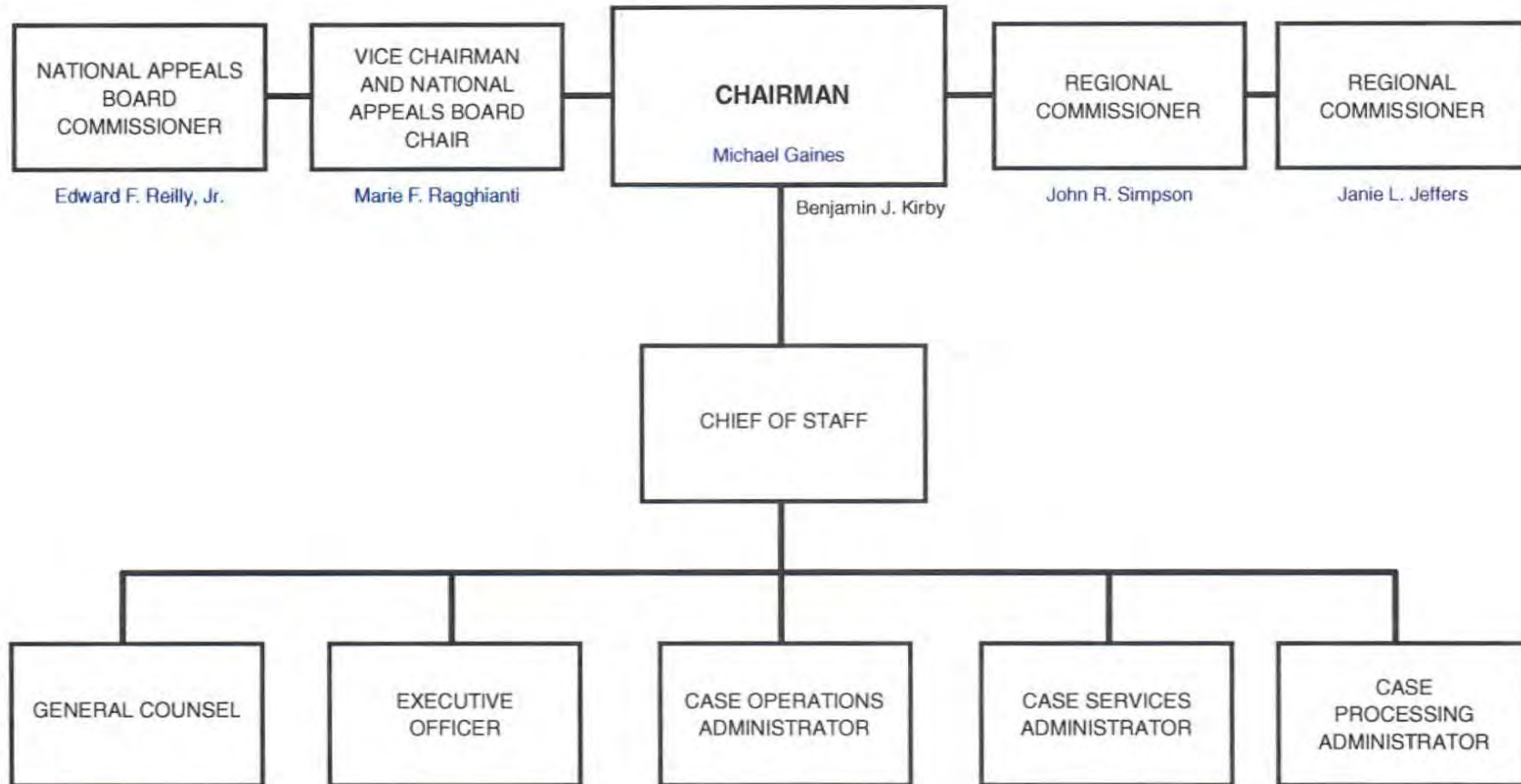
In FY 2000, the United States Parole Commission received resources of \$8,527,000 and 81 authorized positions.

UNITED STATES PAROLE COMMISSION



Approved by: *Michael J. Gaines* Date: 12-7-98
MICHAEL J. GAINES
Chairman

UNITED STATES PAROLE COMMISSION KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

Timothy E. Jones, Sr.

MANAGEMENT AND OVERSIGHT

JUSTICE MANAGEMENT DIVISION

The mission of the Justice Management Division is to provide advice to senior management officials relating to basic Department policy for budget and financial management, personnel management and training, procurement, equal employment opportunity, information processing, telecommunications, security, and all matters pertaining to organization, management, and administration.

The major functions of JMD are to:

- Conduct, direct, review, and evaluate management studies and surveys of the Department's organizational structure, functions and programs, operating procedures and supporting systems, and management practices throughout the Department.
- Supervise, direct, and review the preparation, justification and execution of the Department 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 Department's use of resources and estimates of future requirements are consistent with the policies, plans, and mission priorities of the Attorney General.
- Plan, direct, and coordinate departmentwide personnel management programs, and develop and issue departmentwide policy in all personnel program areas.
- Develop and direct departmentwide financial management policies, programs, procedures, and systems including financial accounting, planning, analysis, and reporting.
- Supervise and direct the operations of the Department's automated information services, publication services, library services and any other departmentwide central services which are established by or assigned to the JMD.
- Formulate and administer the General Administration Appropriation of the Department's budget.
- Develop and direct a departmentwide directives management program and administer the directives management system.
- Plan, direct, administer and monitor compliance with departmentwide policies, procedures, and regulations concerning records, reports, procurement, printing, graphics, audiovisual activities (including the approval or disapproval of production and equipment requests), forms

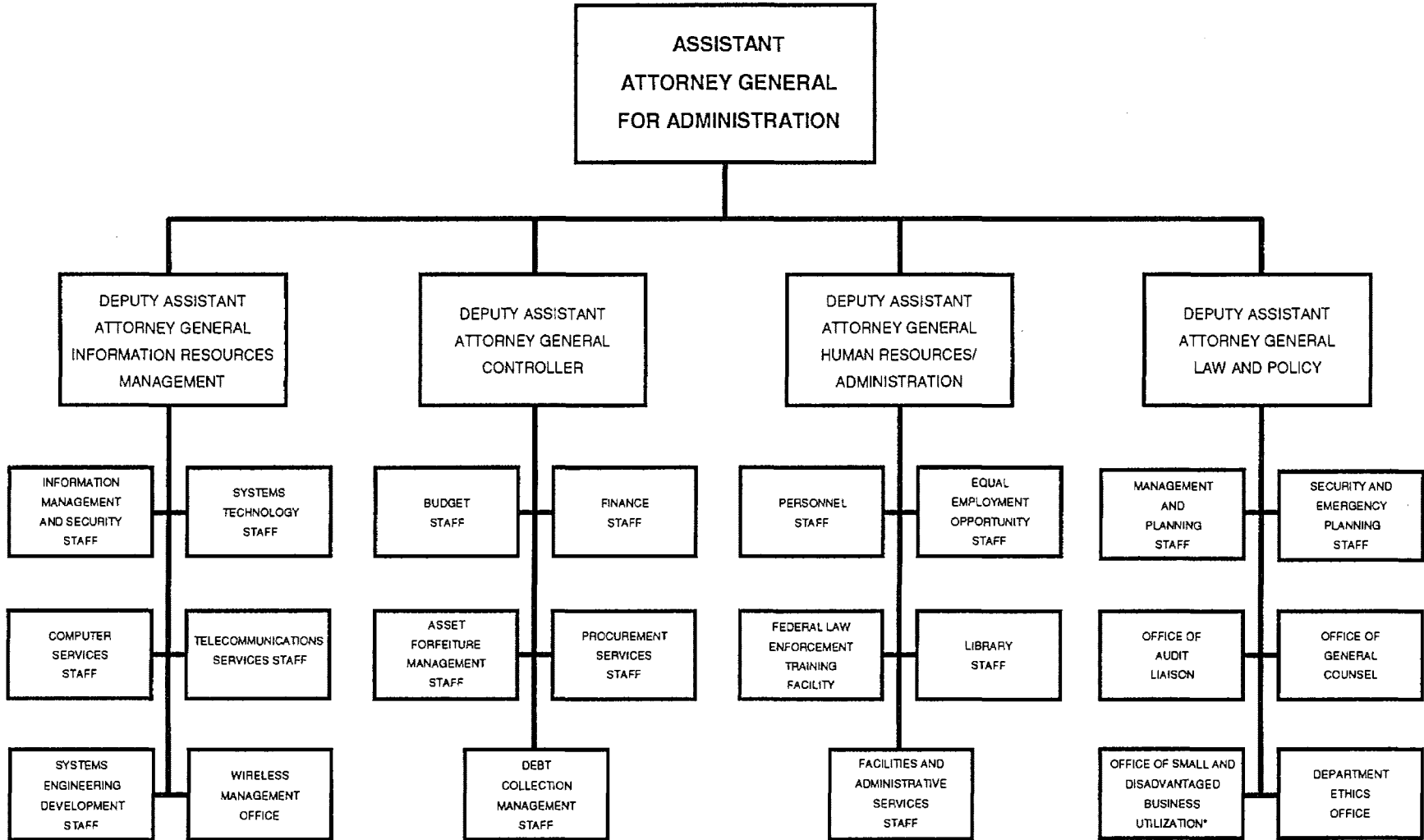
management, supply management, motor vehicles, real and personal property, space assignment and utilization, and all other administrative services functions.

- Formulate Department policies, standards, and procedures for information systems and the management and use of automatic data processing equipment.
- Formulate policies, standards, and procedures for Department telecommunications systems and equipment and review their implementation.
- Provide computer and digital telecommunications services on an equitable resource-sharing basis to all organizational units within the Department.
- Direct all Department security programs including personnel, physical, document, information processing and telecommunications, special intelligence, and employee health and safety programs and 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.
- Develop, direct, coordinate and monitor compliance with department-wide policies and programs for implementing an effective and viable equal employment opportunity program which includes affirmative employment initiatives and procedures for the timely and equitable processing of discrimination complaints.
- Manage the Department's Assets Forfeiture Fund including interpretation of the Assets Forfeiture Fund statute, and implementation and operation of the Consolidated Asset Tracking System; manage both internal and external budget processes regarding Assets Forfeiture Fund monies; and manage the investment of Assets Forfeiture Fund and the Seized Asset Deposit Fund surplus balances.

In FY 2000, the Justice Management Division received resources of \$53,102,000 and 453 authorized positions. There are also 818 reimbursable positions. Of this amount, 95 are reimbursable to JMD appropriated functions, with the remaining 723 reimbursable to the Working Capital Fund (WCF). JMD also administers funds provided for narrowband communications (\$103,168,000 and 12 authorized positions), the Joint Automated Booking System (\$1,800,000), and counterterrorism (\$10,000,000).

JUSTICE MANAGEMENT DIVISION



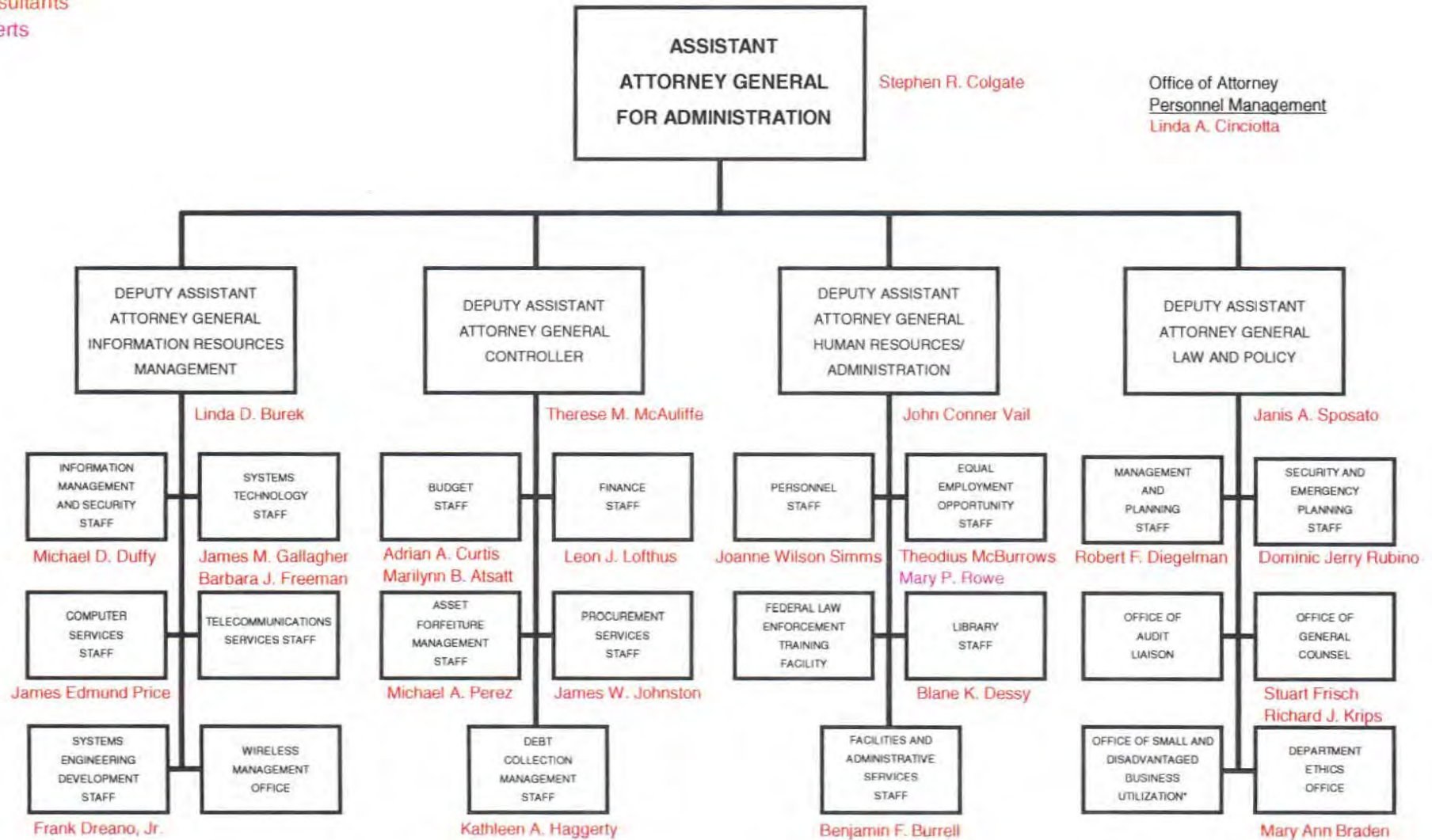
*LOCATED IN JMD FOR ADMINISTRATIVE PURPOSES.

Approved by: *Janet Reno* Date: 11/3/00
 JANET RENO
 Attorney General

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

JUSTICE MANAGEMENT DIVISION KEY PERSONNEL

As of November 3, 2000



Office of Attorney
 Personnel Management
 Linda A. Cinciotta

*LOCATED IN JMD FOR ADMINISTRATIVE PURPOSES.

OFFICE OF THE INSPECTOR GENERAL

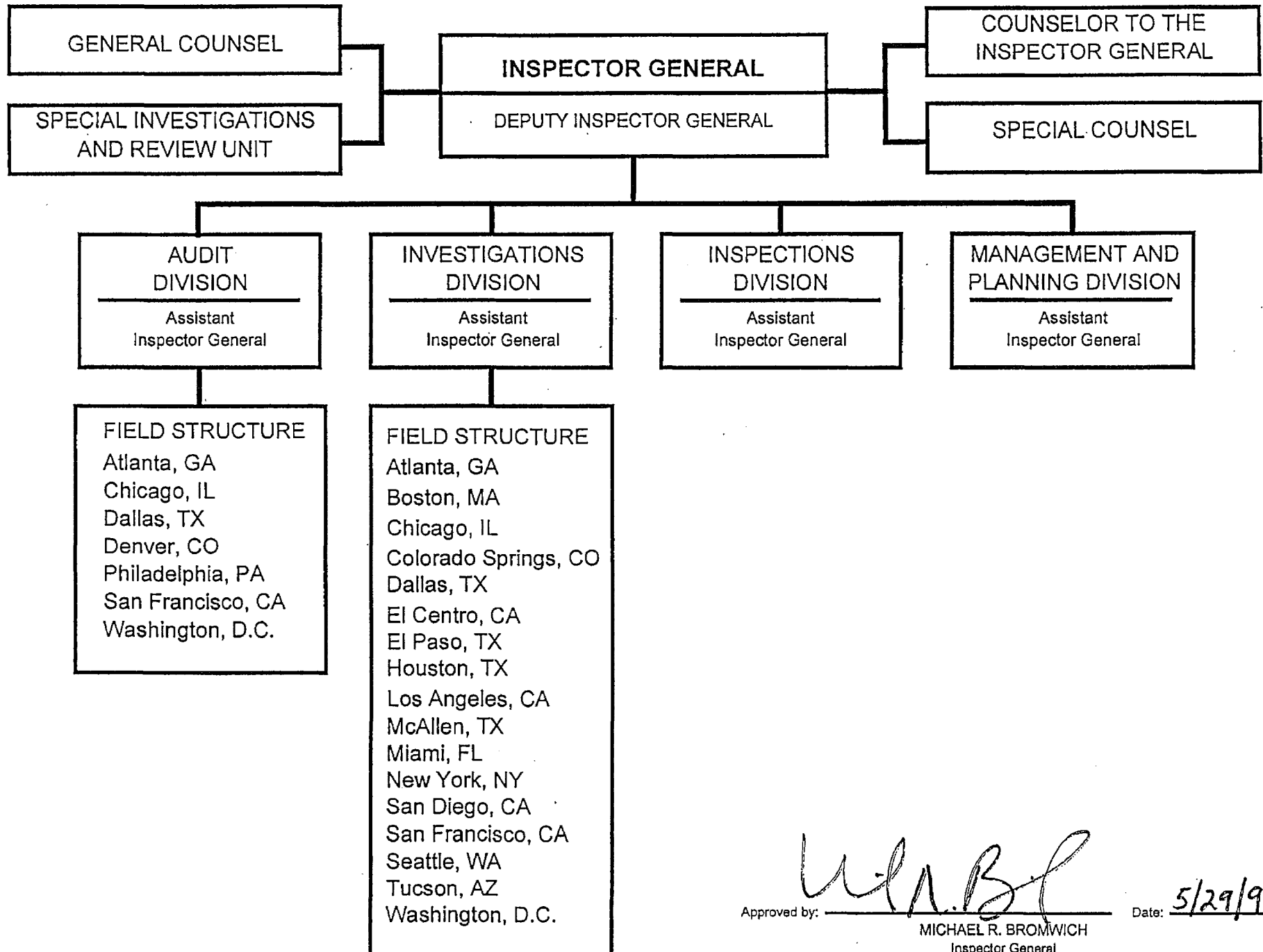
The mission of the Office of the Inspector General is to promote efficient and effective management within the Department of Justice and detect and deter wrongdoing in its programs and operations by the use and coordination of investigative, inspection, and audit resources.

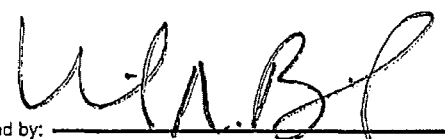
The major functions of the OIG are to:

- Investigate violations of law and Department regulations for appropriate criminal prosecution, civil litigation, and administrative action.
- Conduct, report, and follow up on financial audits of departmental organizations, programs, contracts, grants, and other agreements.
- Conduct, report, and follow up on performance audits and inspections of programs and operations within or financed by the Department.
- Evaluate existing and proposed legislation and regulations affecting the prevention and detection of fraud, waste, and abuse in Department programs and operations.
- Report to the Attorney General and the Congress on problems and deficiencies in the administration of Department and Department-financed programs and operations; and progress made in implementing recommended corrective actions.
- Coordinate and cooperate with federal, state, and local government agencies and non-government entities to promote efficiency and effectiveness, and prevent and detect fraud, waste, and abuse in programs and operations within or financed by the Department.

In FY 2000, the Office of the Inspector General received resources of \$40,235,000 and 342 authorized positions.

OFFICE OF THE INSPECTOR GENERAL



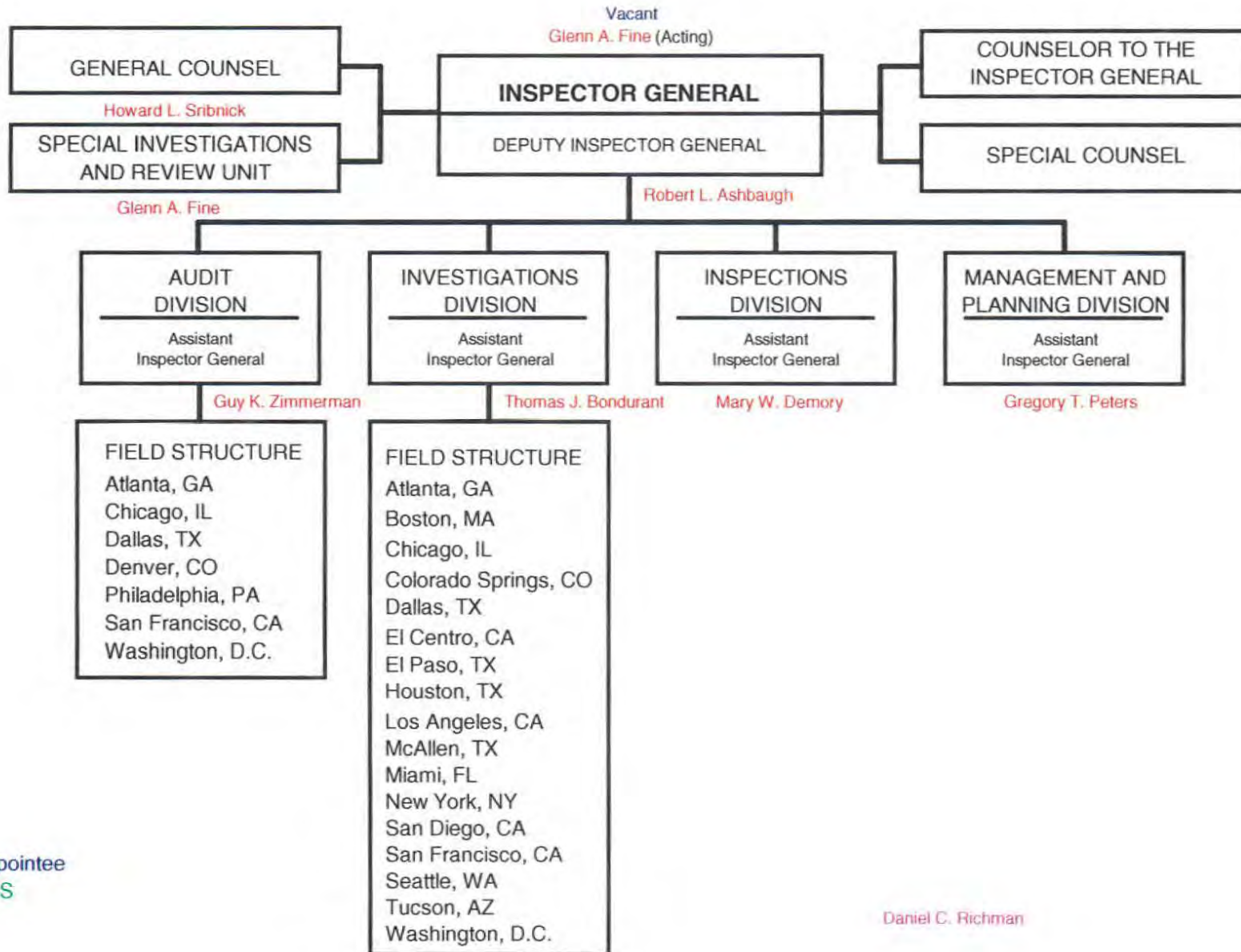
Approved by: 
MICHAEL R. BROMWICH
Inspector General

Date: 5/29/98

OFFICE OF THE INSPECTOR GENERAL

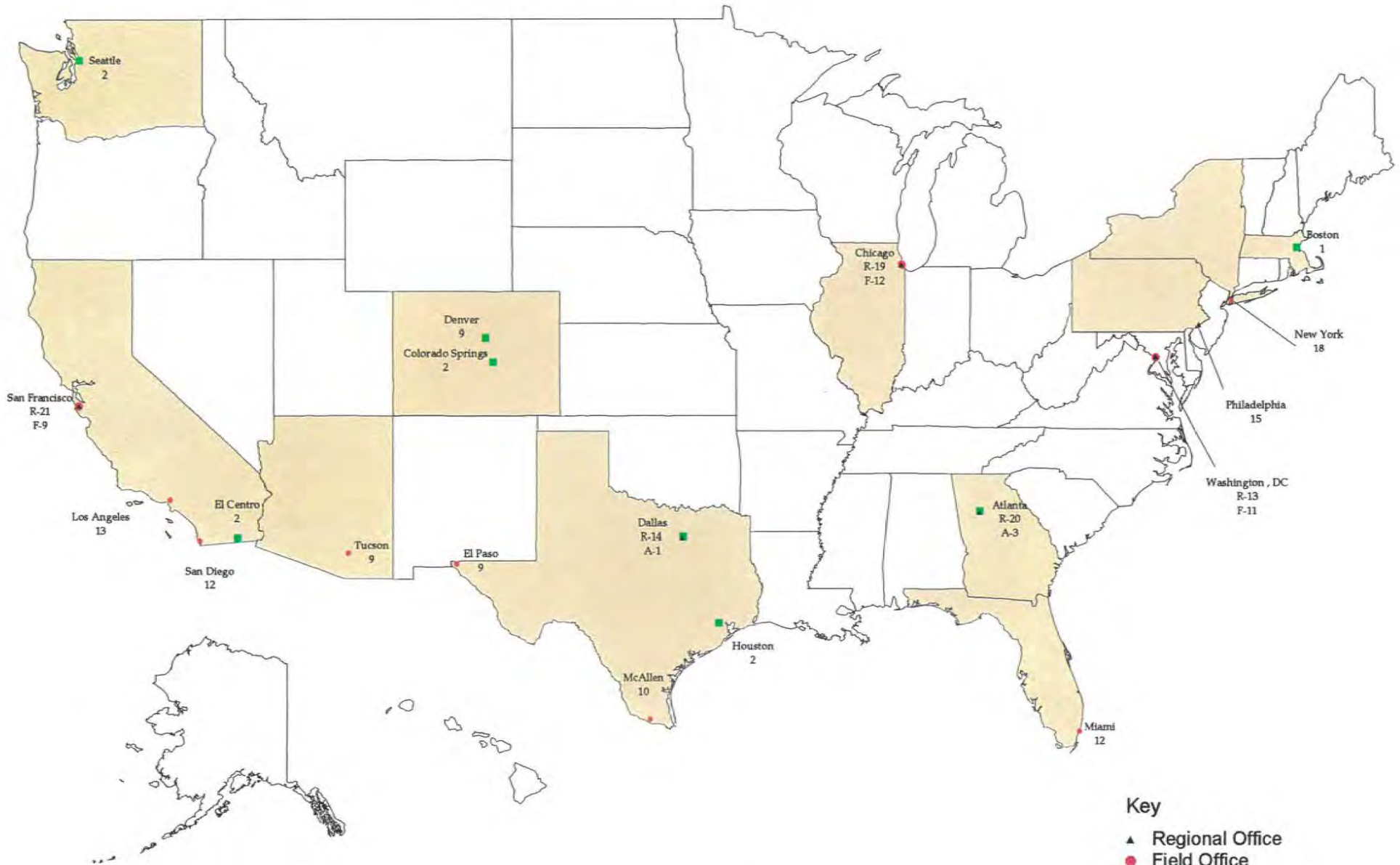
KEY PERSONNEL

As of November 3, 2000



Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

OFFICE OF THE INSPECTOR GENERAL FIELD OFFICES



Total onboard FTE per field office as of 10/18/00

- Key**
- ▲ Regional Office
 - Field Office
 - Area Office
 - States with no field offices

OFFICE OF PROFESSIONAL RESPONSIBILITY

The mission of the OPR is to investigate allegations of misconduct by Department of Justice attorneys that relate to the exercise of their authority to investigate, litigate or provide legal advice; and to investigate allegations of misconduct by law enforcement personnel when they are related to allegations of misconduct by attorneys within the jurisdiction of OPR.

The major functions of OPR are to:

- Receive and review allegations of misconduct by a Department attorney, criminal investigator or other law enforcement personnel.
- Make such preliminary inquiry as may be necessary to determine whether the matter should be referred to another component within the Department.
- Review instances of judicial findings of misconduct or judicial criticism of Department attorneys to determine whether an investigation is warranted.
- Conduct full investigations of allegations of misconduct where warranted.
- Report its findings and conclusions regarding alleged misconduct to the appropriate supervisory official.
- Make recommendations to the Attorney General and Deputy Attorney General on what further specific action should be undertaken with regard to any matter involving a violation of law, regulation, order or standard.
- Report significant violations of policies or procedures of the Department that become evident in the course of an inquiry and submit recommendations which may have significant impact on organizational or personnel realignments to the Attorney General.
- Report findings of intentional, professional misconduct by Department attorneys to the appropriate state attorney disciplinary authority.
- Serve as the Department's liaison to the National Organization of Bar Counsel.
- Prepare summaries of OPR investigations, findings and conclusions.
- Receive and review any allegations of reprisal against an employee or applicant who discloses information concerning misconduct by a Department attorney, criminal investigator or other law enforcement personnel.

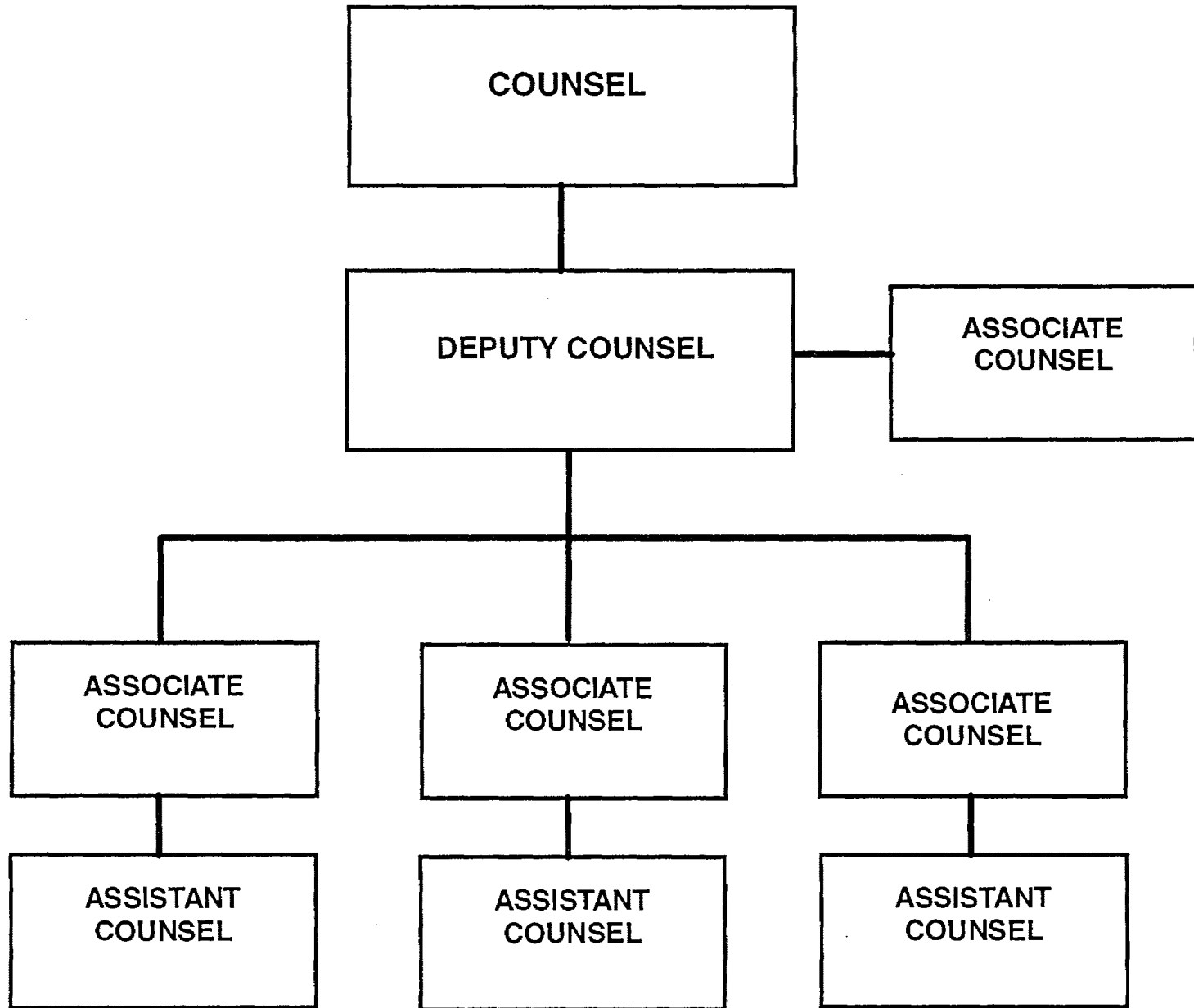
- Recommend improvements in the present departmentwide reporting system in which misconduct and criminal allegations against Department attorneys are brought to the attention of the OPR and the Attorney General.


- Periodically report to the Attorney General significant trends in attorney misconduct issues in the Department and recommend corrective action where available.

- Support the Department's efforts to ensure that Department attorneys maintain the highest ethical standards by participating in training seminars, conferences, and policy development initiatives as appropriate.

In FY 2000, the Office of Professional Responsibility received resources of \$4,311,000 and 35 authorized positions.

OFFICE OF PROFESSIONAL RESPONSIBILITY

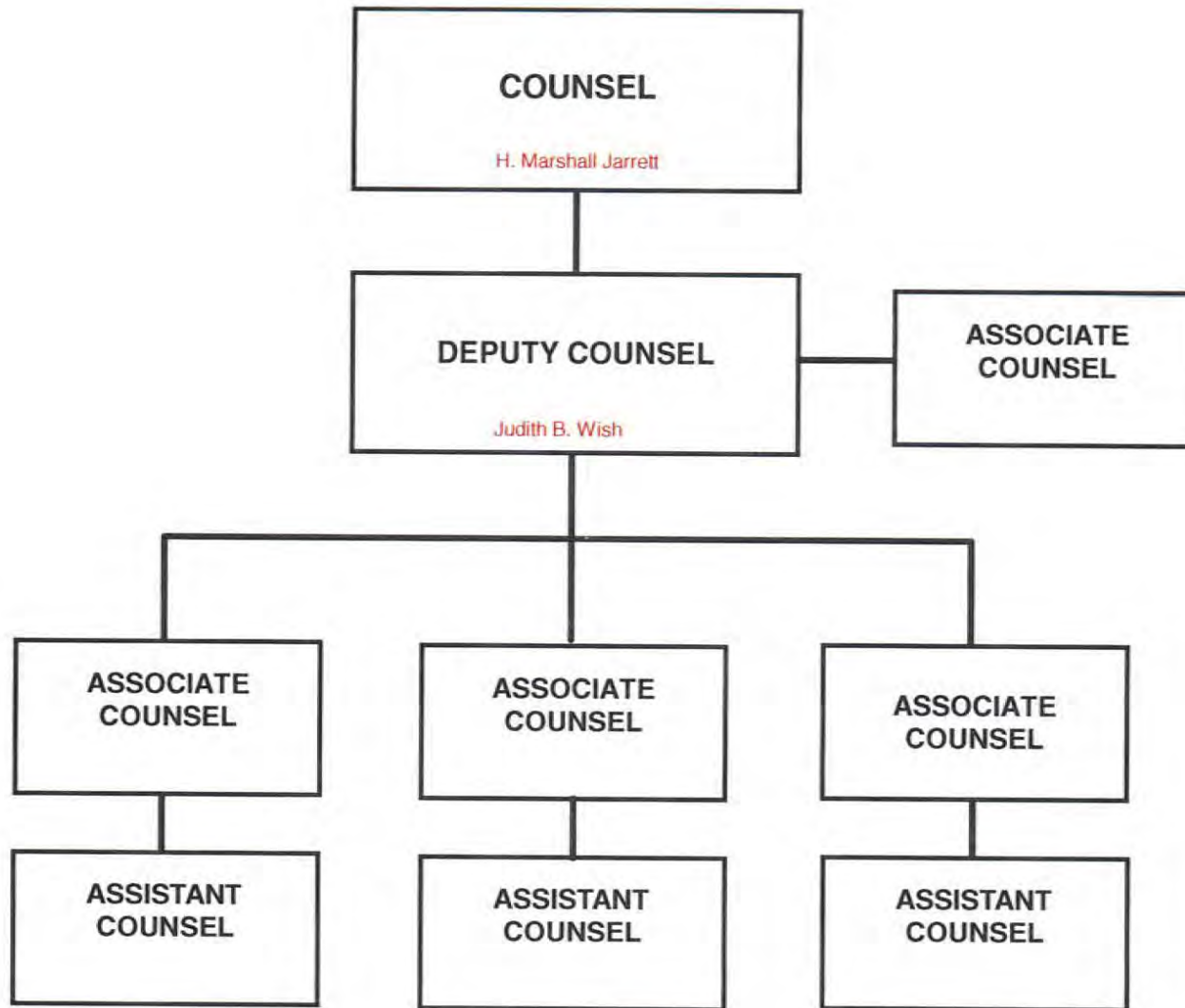


Approved by:  Date: 2/3/97
JANET RENO
Attorney General

OFFICE OF PROFESSIONAL RESPONSIBILITY

KEY PERSONNEL

As of November 3, 2000



Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE

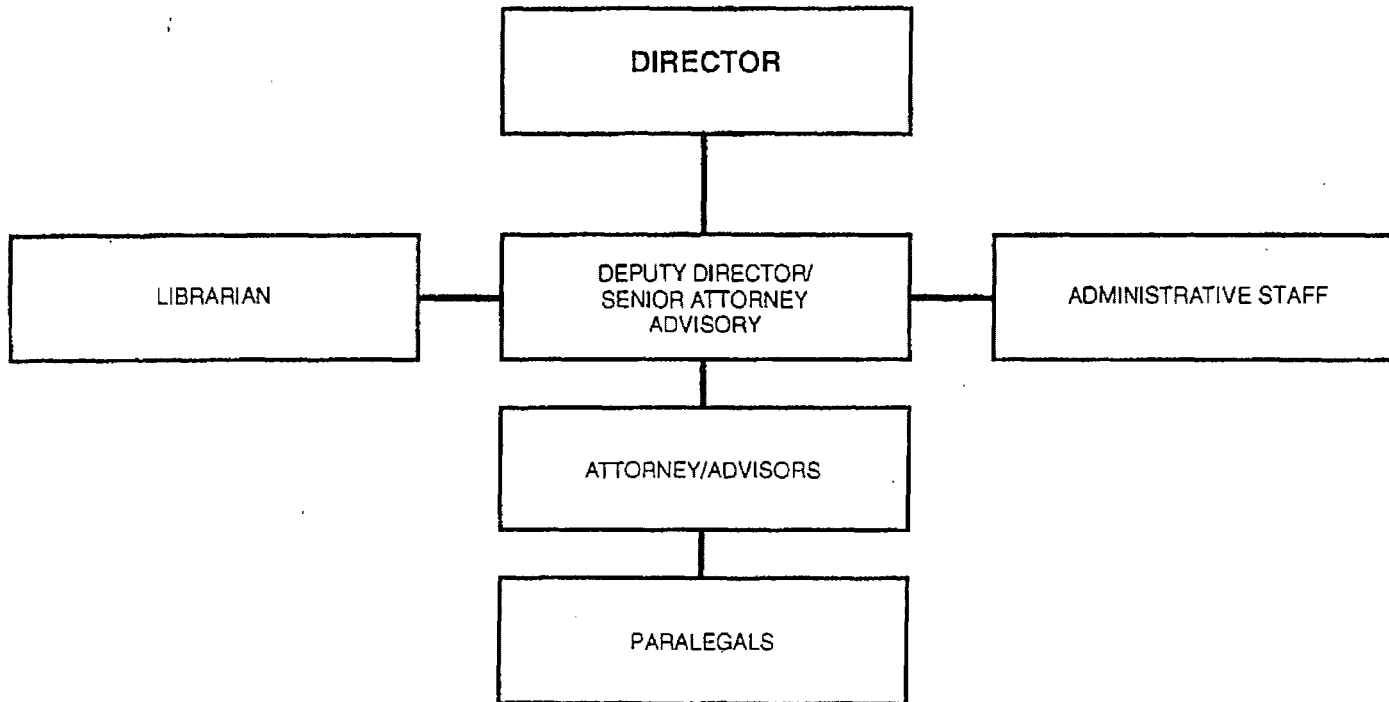
The mission of the PRAO is to ensure prompt, consistent advice to Department attorneys and Assistant United States Attorneys with respect to areas of professional responsibility and choice-of-law issues.

The major functions of PRAO are to:

- Provide definitive advice to government attorneys and the leadership at the Department on issues relating to professional responsibility.
- Assemble and maintain the codes of ethics including, inter alia, all relevant interpretative decisions and bar opinions of the District of Columbia and every state and territory, and other reference materials and serve as a central repository for briefs and pleadings as cases arise.
- Coordinate with the litigating components of the Department to defend attorneys in any disciplinary or other hearing where it is alleged that they failed to meet their ethical obligations.
- Serve as liaison with the state and federal bar associations in matters related to the implementation and interpretation of the Ethical Standards for Prosecutors Act and any amendments and revisions to the various state ethics codes.
- Coordinate with other Department components to conduct training for Department attorneys and client agencies regarding professional responsibility requirements and concerns.
- Perform such other duties and assignments as determined from time-to-time by the Attorney General or the Deputy Attorney General.

The Professional Responsibility Advisory Office was created in FY 2000 and had no authorized positions assigned. It did receive \$1,456,930 in reimbursements from other components.

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE



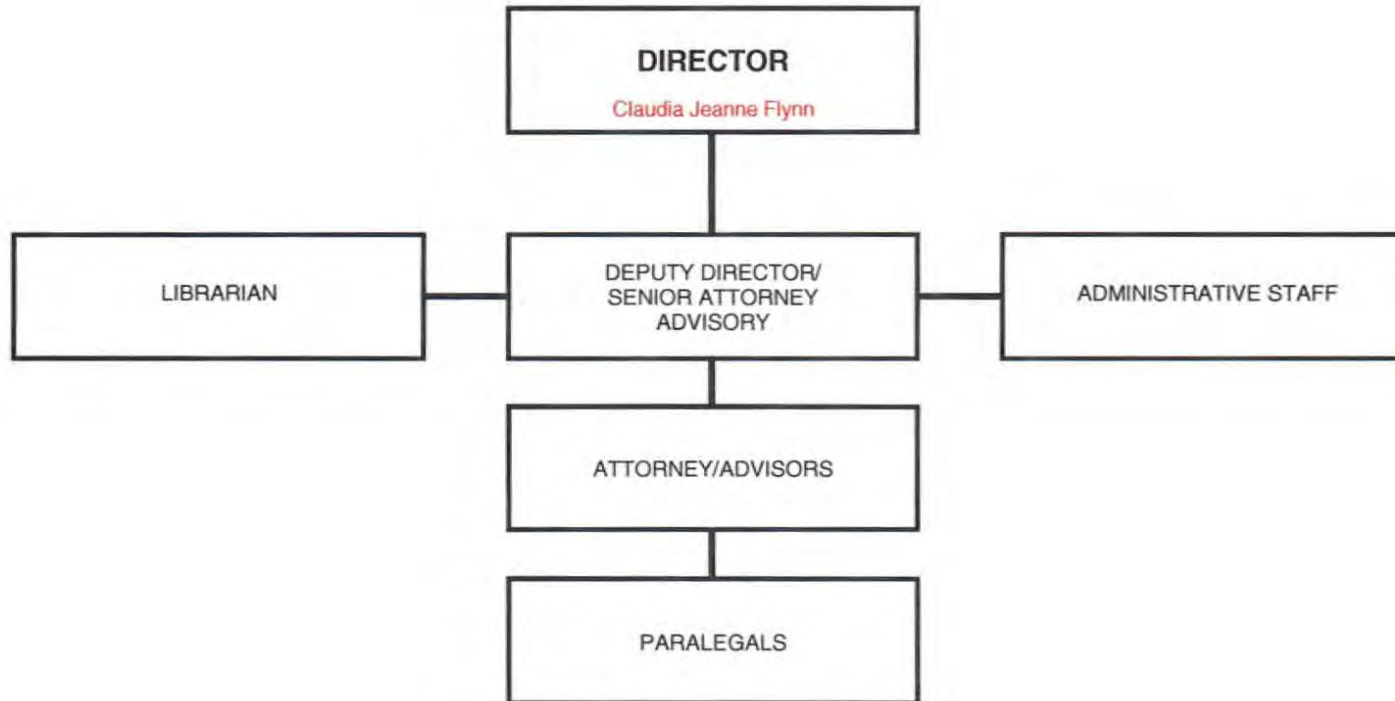
Approved by


JANET RENO
Attorney General

Date

4/4/99

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE KEY PERSONNEL



- Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

OTHER OFFICES

FOREIGN CLAIMS SETTLEMENT COMMISSION

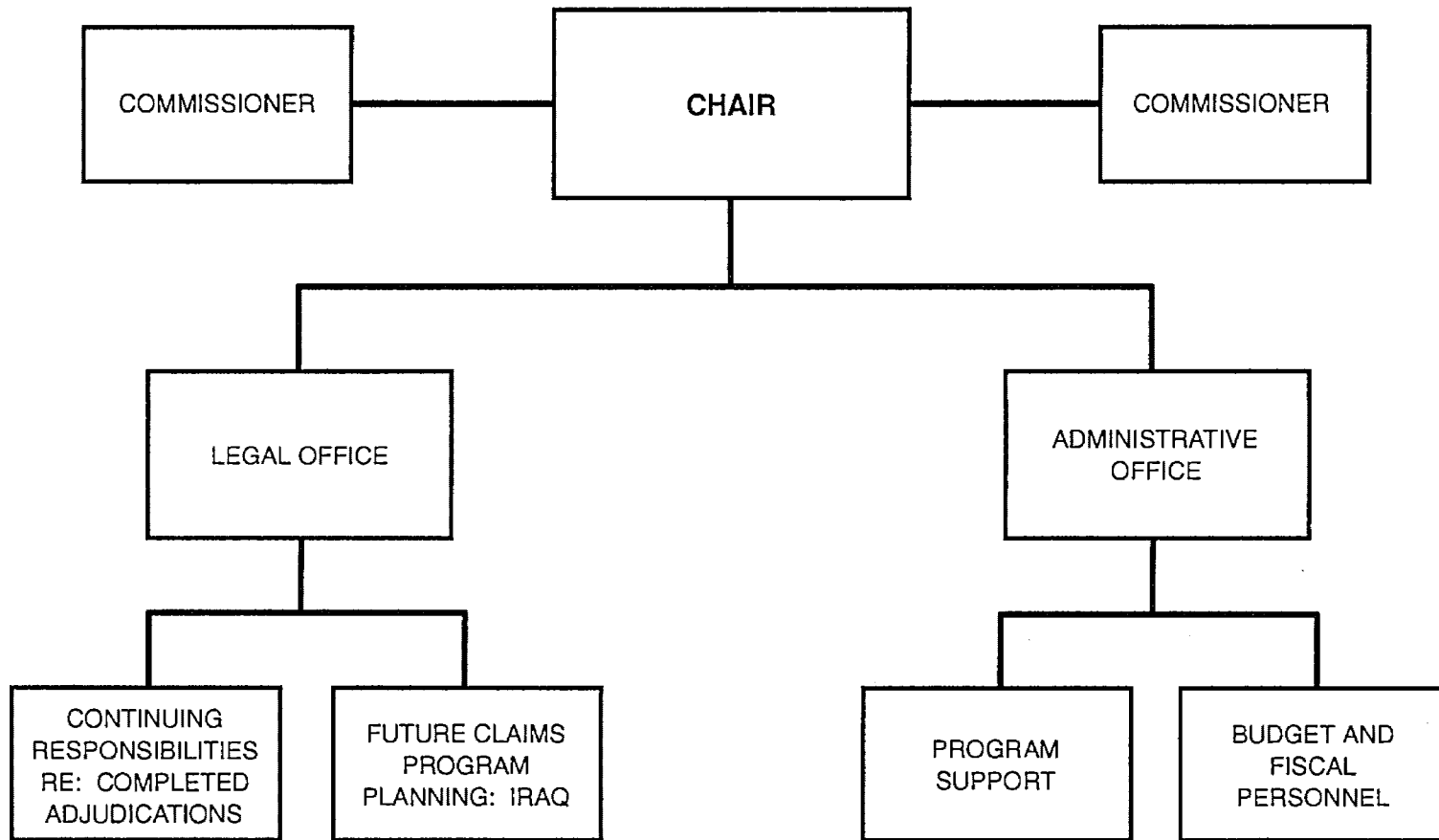
The mission of the FCSC is to adjudicate claims against foreign governments for losses and injuries sustained by United States nationals, pursuant to programs authorized by statute or under international agreements.

The major functions of the FCSC are to:

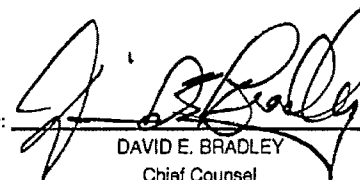
- Determine claims of United States nationals for loss of property in specific foreign countries as the result of nationalization or other taking by the governments of those countries, as authorized by the International Claims Settlement Act of 1949, as amended (22 U.S.C. 1621-1645o), and other legislation.
- Determine claims of any previously unrecognized United States military personnel and civilian American citizens who were held in captured status in the Vietnam conflict, as authorized by the War Claims Act of 1948, as amended (50 U.S.C. App. 2001-2017p).
- Service information requests relating to the 43 completed international and war claims programs previously administered by the Commission, and advise Congress and Executive Departments on potential programs.

In FY 2000, the Foreign Claims Settlement Commission received resources of \$1,175,000 and 11 authorized positions.

FOREIGN CLAIMS SETTLEMENT COMMISSION



Approved by:

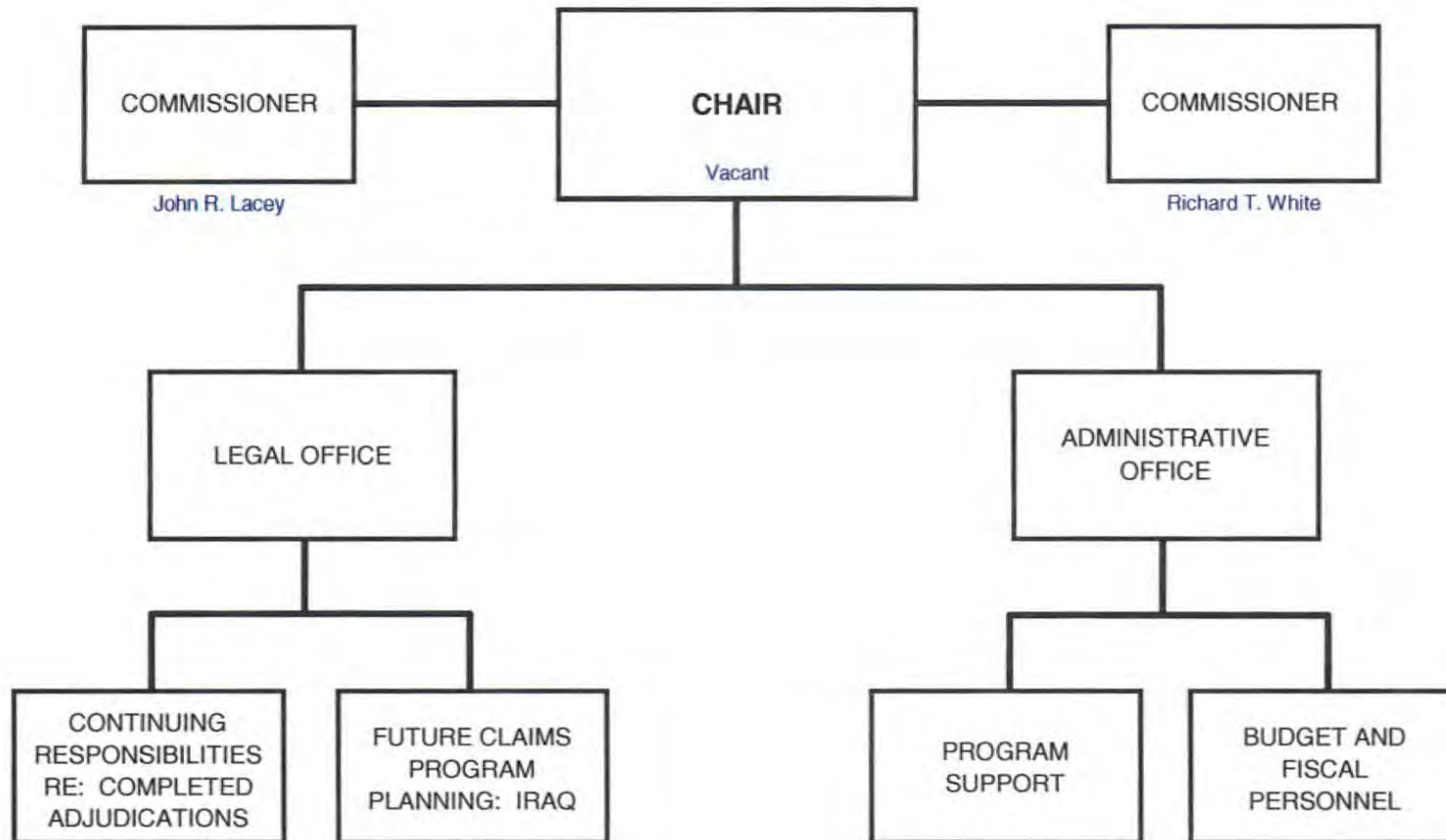

DAVID E. BRADLEY
Chief Counsel

Date:

9/22/99

FOREIGN CLAIMS SETTLEMENT COMMISSION

KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES

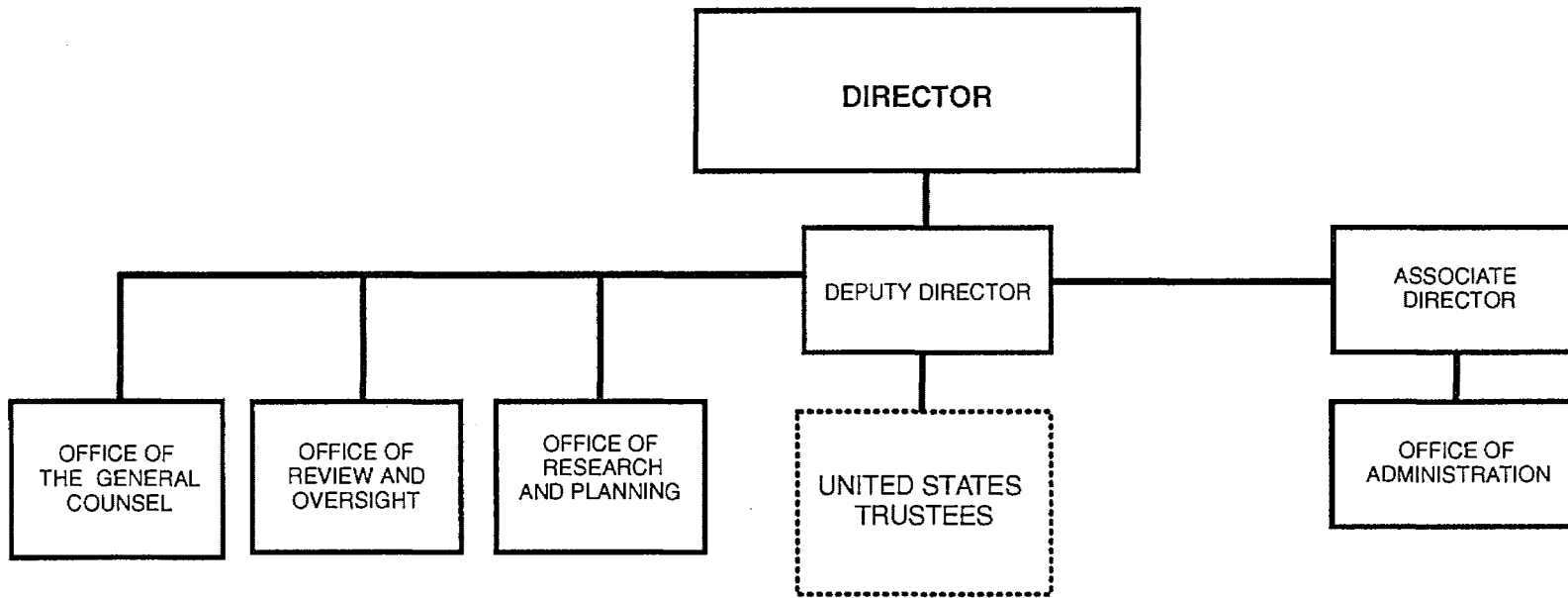
The United States Trustees act in the public interest to promote the efficiency, and protect and preserve the integrity of the bankruptcy system. The U.S. Trustee System works to secure the just, speedy, and economical resolution of bankruptcy cases; monitors the conduct of parties and takes action to ensure compliance with applicable laws and procedures; identifies and investigates bankruptcy fraud and abuse; and oversees administrative functions in bankruptcy cases. The EOUST performs duties and functions prescribed in the Bankruptcy Code as well as those assigned by the Attorney General.

The major functions of the EOUST are to:

- Assist the Attorney General in providing policy guidance, direction and coordination of U.S. Trustees.
- Assist the Attorney General in evaluating the effectiveness of the U.S. Trustee system.
- Provide legal advice and opinions relating to interpretations of the Bankruptcy Reform Act.
- Coordinate the development and litigation of cases of first impression.
- Develop case law policies.
- Serve as liaison with the Justice Management Division Budget Staff and the Office of Legislative Affairs in connection with budgetary proposals or related legislative proposals.
- Acquire, design and implement office automation and database systems to be utilized nationwide through the Department's Justice Consolidated Network (JCON).
- Collect and disseminate data.
- Coordinate with the United States Attorneys and the Federal Bureau of Investigation in securing bankruptcy fraud prosecutions.

In FY 2000, the Executive Office for United States Trustees received resources of \$122,094,000 and 1,128 authorized positions.

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES



Boston
New York
Philadelphia
Columbia
New Orleans
Dallas
Houston
Memphis
Cleveland
Indianapolis
Chicago

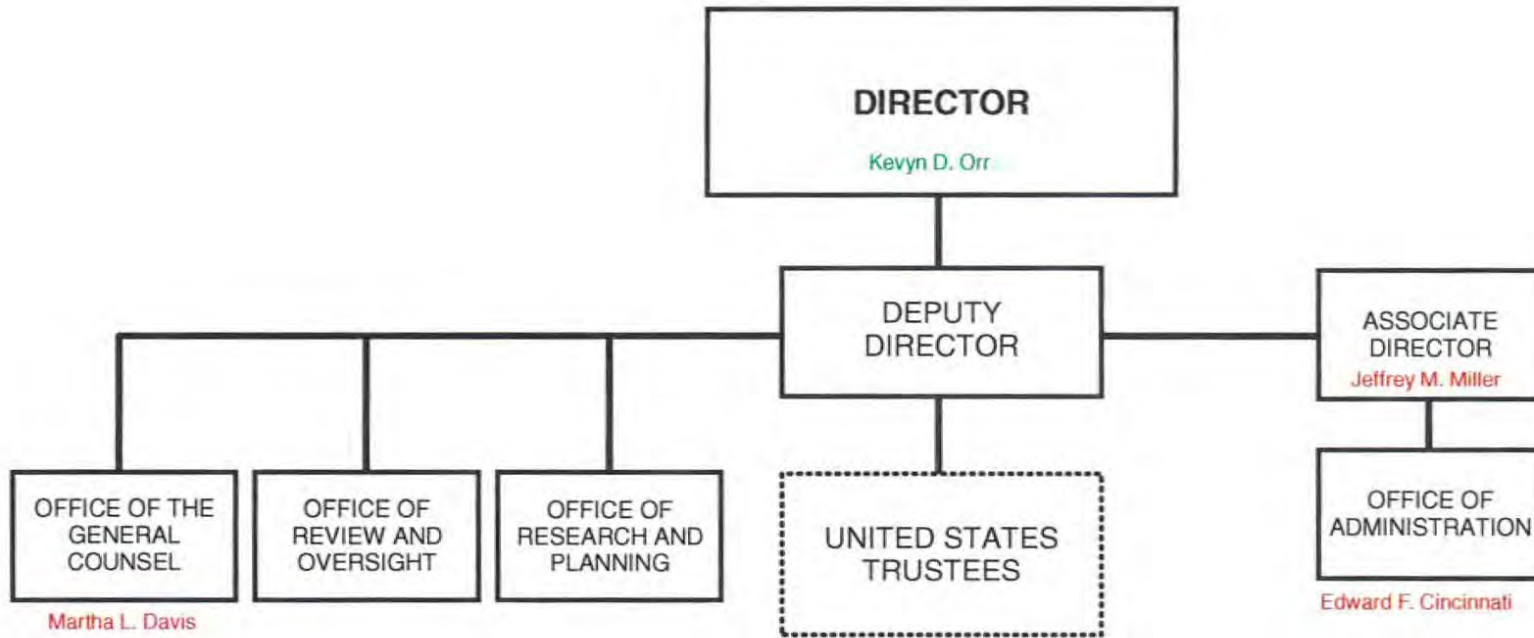
Cedar Rapids
Kansas City
Phoenix
San Diego
Los Angeles
San Francisco
Seattle
Denver
Wichita
Atlanta

Approved by: *Janet Reno*
JANET RENO
Attorney General

Date: 4/18/99

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES

KEY PERSONNEL



- | | |
|--------------|---------------|
| Boston | Cedar Rapids |
| New York | Kansas City |
| Philadelphia | Phoenix |
| Columbia | San Diego |
| New Orleans | Los Angeles |
| Dallas | San Francisco |
| Houston | Seattle |
| Memphis | Denver |
| Cleveland | Wichita |
| Indianapolis | Atlanta |
| Chicago | |

Key:
 Presidential Appointee
 Non-Career SES
 Career SES
 Schedule C
 Consultants
 Experts

OFFICE OF INFORMATION AND PRIVACY

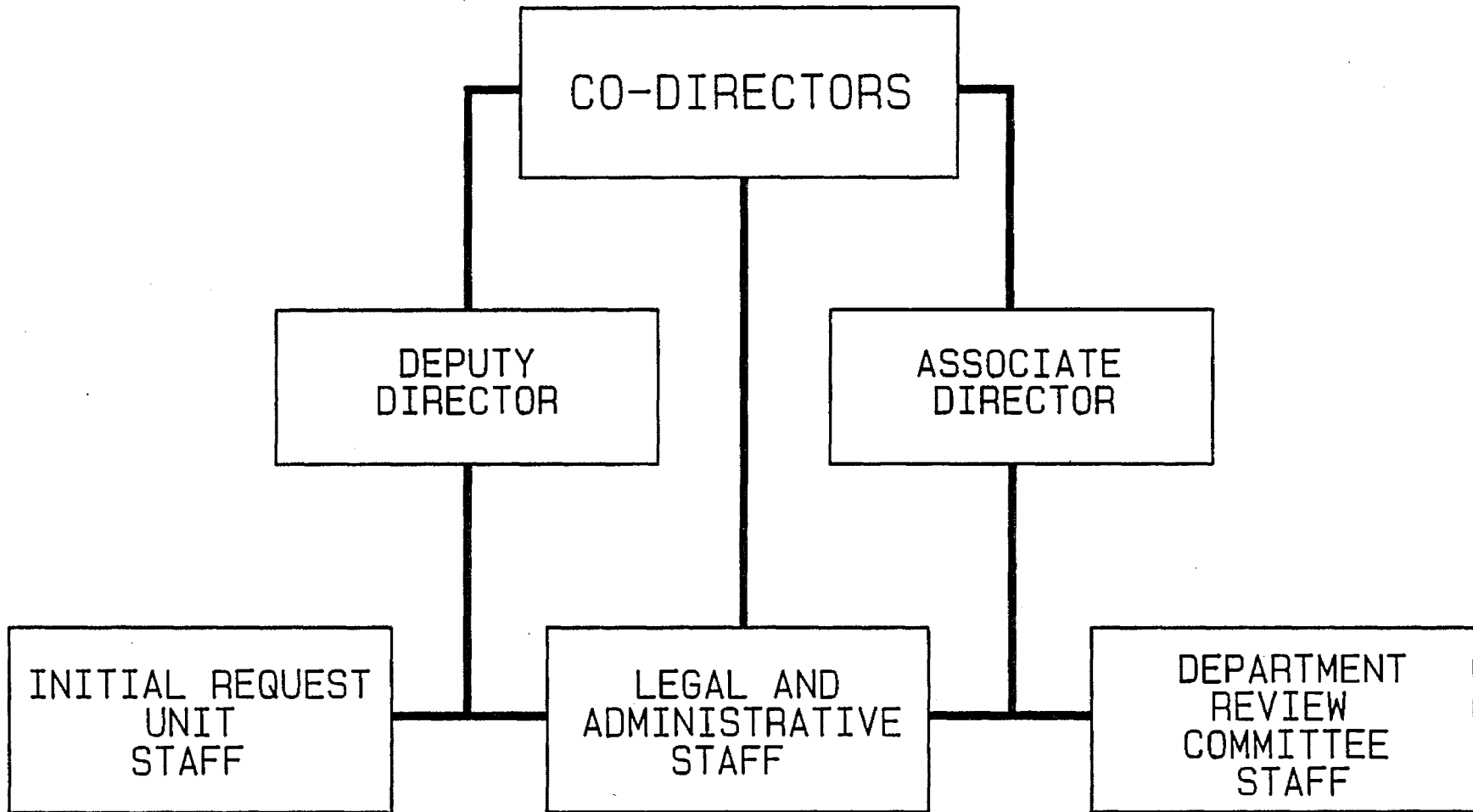
The mission of the Office of Information and Privacy is to manage and coordinate the discharge of the Department of Justice's responsibilities under the Freedom of Information Act (FOIA) and the Privacy Act of 1974, through the coordination of compliance with the FOIA within all federal agencies and compliance with the Privacy Act within the Department of Justice.

The major functions of OIP are to:

- Act on behalf of the Attorney General on administrative appeals under the FOIA and the Privacy Act from denials by all components of the Department of Justice.
- Provide staff support to the Department Review Committee, which acts on the Attorney General's behalf in making the Department's final national security classifications decisions under Executive Order 12958.
- Act on all initial FOIA and Privacy Act requests for records of the Offices of the Attorney General, Deputy Attorney General, Associate Attorney General, and other senior leadership offices of the Department.
- Promote agency compliance with the FOIA through governmentwide policy development and dissemination activities, which include:
 1. Publishing FOIA Update: the Freedom of Information Act Guide & Privacy Act Overview; and the Freedom of Information Case List.
 2. Providing both agency-specific and governmentwide training to federal agency employees at basic, intermediate, and advanced levels.
 3. Responding to requests from federal agency personnel who seek information, advice, and policy guidance on FOIA related matters, through its FOIA Counselor service.
- Provide advice and assistance on FOIA and Privacy Act matters within the Department of Justice, including litigation consultations and directly handling certain FOIA and Privacy Act litigation cases.

In FY 2000, the Office of Information and Privacy received resources of \$4,005,838 and 46 authorized positions. OIP is supported entirely by reimbursements from other components.

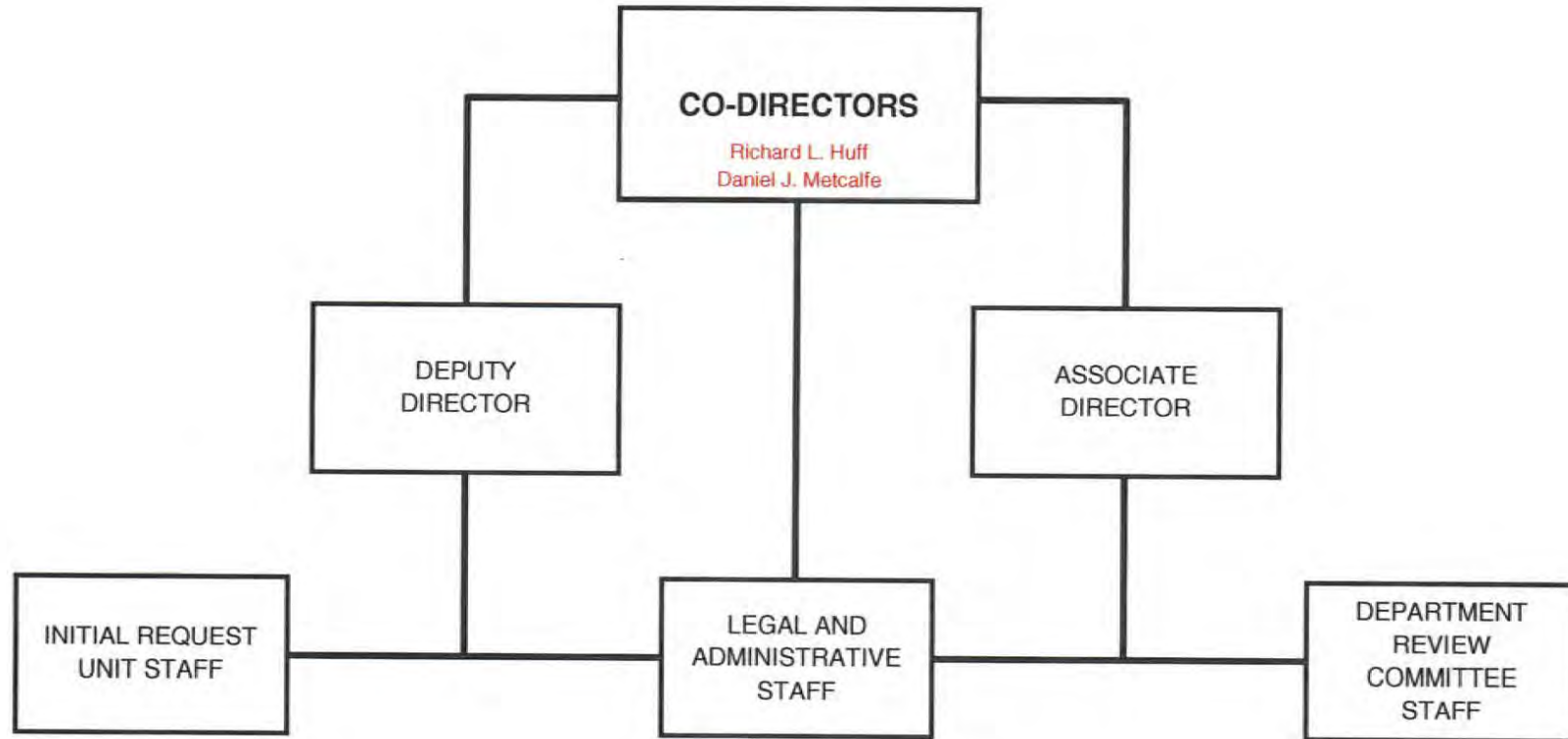
OFFICE OF INFORMATION AND PRIVACY



Approved: *Janet Reno* Date: 1/23/84
JANET RENO
Attorney General

OFFICE OF INFORMATION AND PRIVACY

KEY PERSONNEL



- Key:**
Presidential Appointee
Non-Career SES
Career SES
Schedule C
Consultants
Experts

KEY DEPARTMENTAL COORDINATING ENTITIES



KEY DEPARTMENTAL COORDINATING ENTITIES

DETENTION PLANNING COMMITTEE (DPC)

The Detention Planning Committee was established by Attorney General memorandum in 1989. Its purpose is to coordinate the Department's detention policies and activities, since these involve multiple component organizations. The DPC is chaired by the Deputy Attorney General. Members include representatives of the BOP, INS, USMS, CRM, FBI, DEA, JMD, EOIR, EOUSA, and OPD.

INFORMATION TECHNOLOGY INVESTMENT BOARD (ITIB)

The Information Technology Investment Board was established by Attorney General memorandum in 1997. Its purpose is to make decisions about major information technology investments. It is chaired by the Deputy Attorney General. Members include the Chief Information Officer (non voting) and the head or principal deputy from nine Department components.

DEPARTMENT OF JUSTICE RESEARCH COUNCIL

The Department of Justice Research Council was created in 1995 at the direction of the Attorney General. The purpose of the Research Council is to exchange information among DOJ components concerning research agendas and capabilities; coordinate, where appropriate, the research activities of DOJ components; identify gaps in DOJ research activities; and connect research activities and findings with the development of DOJ policy and programs. The Research Council is chaired by the director of the National Institute of Justice and comprised of representatives from other OJP bureaus, COPS, the Civil and Criminal Divisions, DEA, FBI, EOUSA, INS, JMD, OIG, and OPD.

CHIEF FINANCIAL OFFICER

The Chief Financial Officers (CFO) Act of 1990, as amended, requires all major federal agencies to appoint Chief Financial Officers who are responsible for overseeing financial management policies and activities departmentwide and report directly to the agency head. The CFO for the Department of Justice is the Assistant Attorney General for Administration.

CHIEF INFORMATION OFFICER

The Clinger-Cohen Act of 1996 requires all major federal agencies to appoint Chief Information Officers (CIOs) who are responsible for the agency's information resources management activities and report directly to the agency head. The CIO for the

Department of Justice is the Assistant Attorney General for Administration.

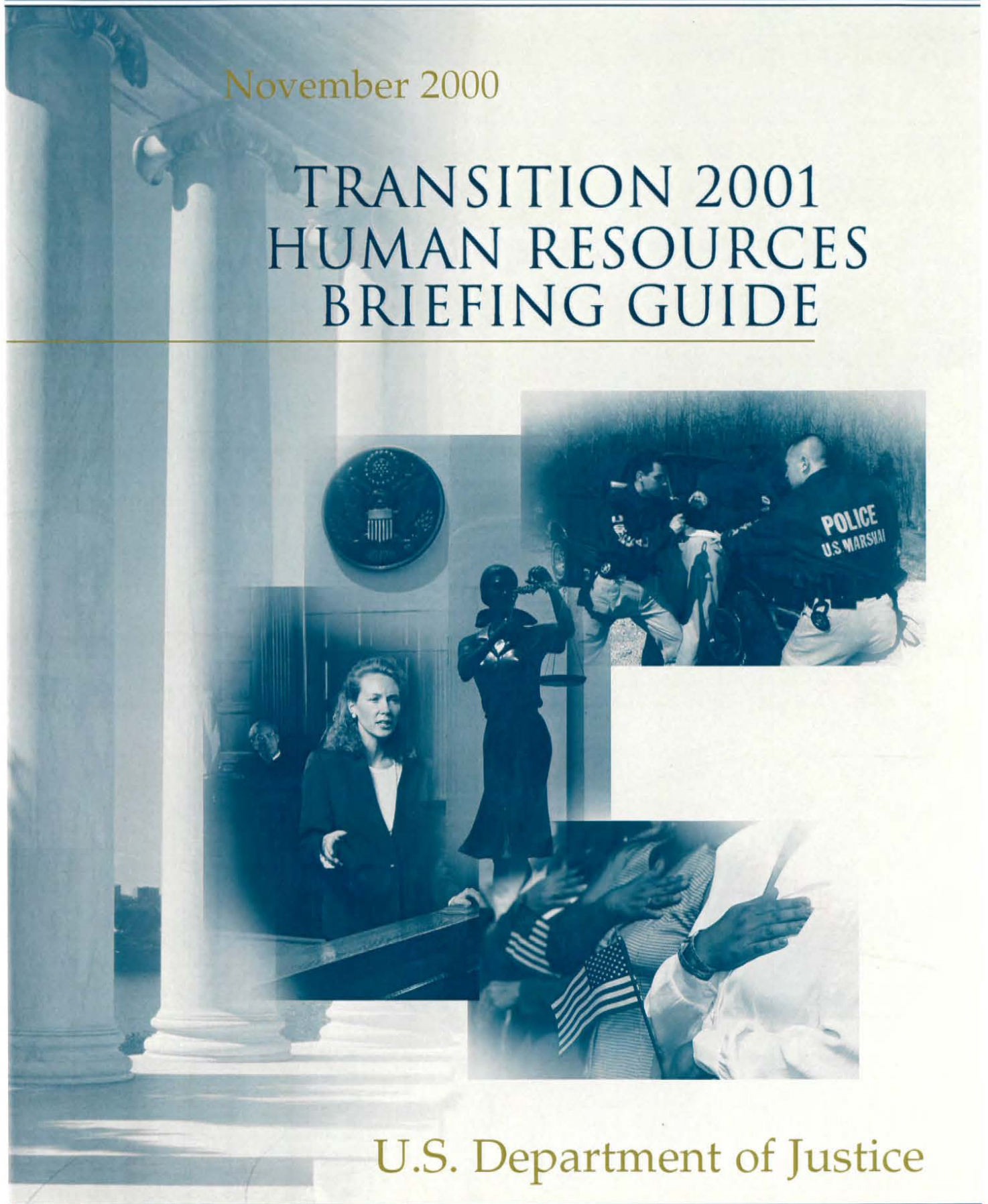
FUNCTIONAL GROUPS

Under the leadership of JMD, intradepartmental coordinating groups have been established to discuss and resolve issues in various functional areas, including human resources, financial management, information technology, procurement and budget.



November 2000

TRANSITION 2001 HUMAN RESOURCES BRIEFING GUIDE



U.S. Department of Justice

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INTRODUCTION

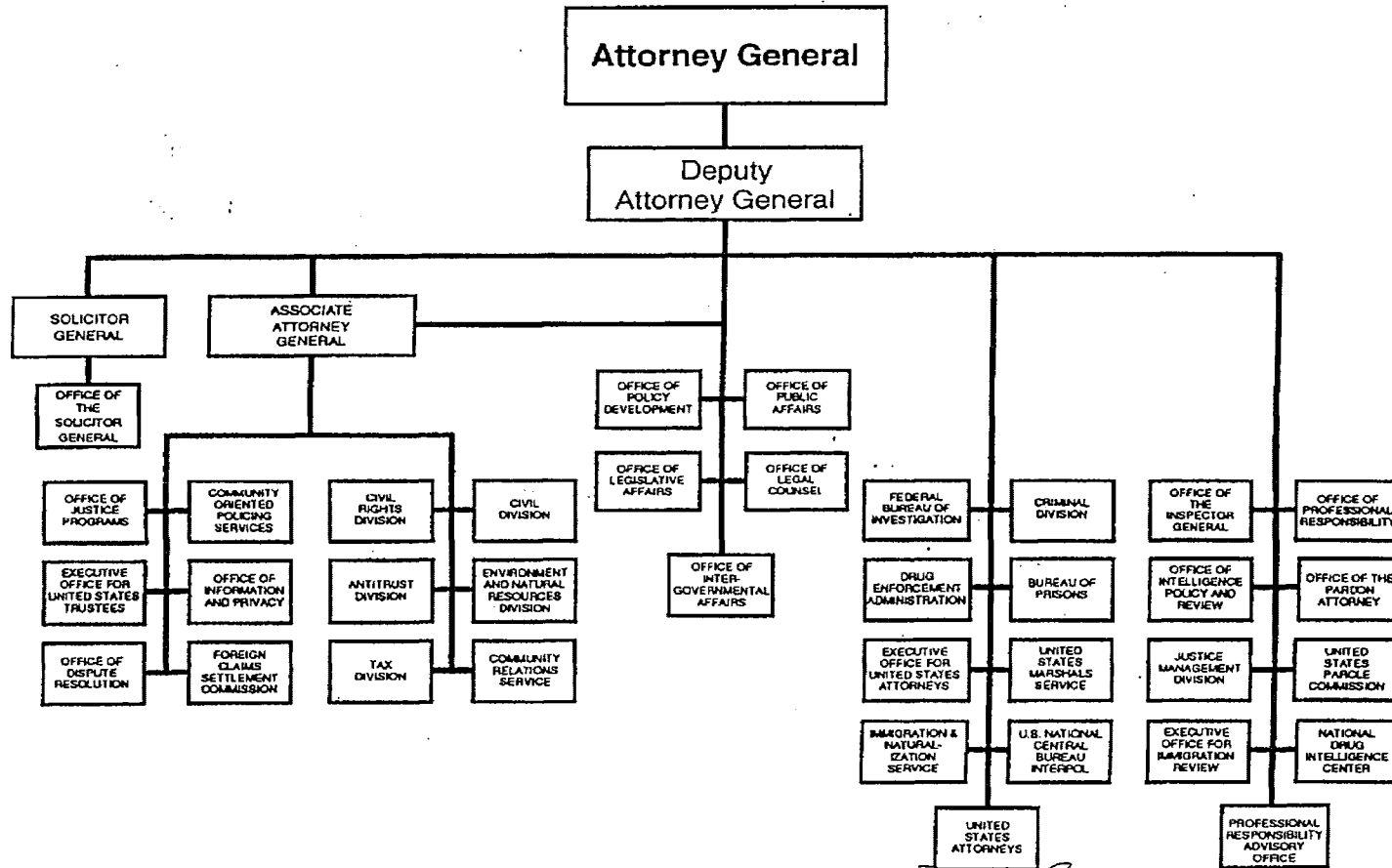
The Department of Justice is headed by the Attorney General of the United States. It is comprised of 38 separate component organizations. These include the U.S. Attorneys (USAs), who prosecute offenders and represent the United States Government in court; the major investigative agencies --the Federal Bureau of Investigation (FBI) and the Drug Enforcement Administration (DEA) - which prevent and deter crime and arrest criminal suspects; the Immigration and Naturalization Service (INS), which controls the border and provides services to lawful immigrants; the U.S. Marshals Service (USMS), which protects the federal judiciary, apprehends fugitives and detains persons in federal custody; and the Bureau of Prisons (BOP), which confines convicted offenders. Litigating divisions enforce federal criminal and civil laws, including civil rights, tax, antitrust, environmental and civil justice statutes. The Office of Justice Programs (OJP) and the Office of Community Oriented Policing Services (COPS) provide leadership and assistance to state, tribal, and local governments. Other major departmental components include the National Drug Intelligence Center (NDIC), the United States Trustees (UST), the Justice Management Division (JMD), the Executive Office for Immigration Review (EOIR), the Community Relations Service (CRS), and the Office of the Inspector General (OIG). Although headquartered in Washington, D.C., the Department conducts much of its work in offices located throughout the country and overseas. More than 125,000 employees of the Department help perform these responsibilities in a manner responsive to the needs of the public.

Managing human resources is one of the Department's most important tasks. This guide provides a brief overview of the Department's mission, its components, and an overview of Federal personnel concepts and processes which will be of immediate interest and concern. For more extensive coverage of these issues, you may refer to the following web addresses:

- *Justice Management Division - www.usdoj.gov/jmd/*
- *JMD/Personnel Staff - www.usdoj.gov/jmd/ps/*
- *Personnel policies - www.usdoj.gov/jmd/ps/newhro.htm*
- *Laws and regulations - www.usdoj.gov/jmd/ps/research1.htm*
- *Personnel guidance - www.usdoj.gov/jmd/ps/newguidance.htm*

DOJ Organization Chart

U.S. DEPARTMENT OF JUSTICE



Approved by: *Janet Reno* Date: 4/14/99
 JANET RENO
 Attorney General

Departmental Ethics Office

The Departmental Ethics Office, located in the Justice Management Division, is responsible for administering the Department-wide ethics program and for implementing Department-wide policies on ethics issues. The office provides advice and training directly to employees in the senior management offices and supervises the ethics programs in the remaining Department components. Each component has a Deputy Designated Agency Ethics Official (“Deputy DAEO”) who is responsible for administering the ethics program within his or her component.

The Departmental Ethics Web Site (<http://www.usdoj.gov/jmd/ethincs/index.html>) contains guidance and practical information on a wide range of important topics, including conflicts of interest, outside employment, political activities, and financial disclosure, among others.

Questions on the Department’s ethics program maybe referred to the Departmental Ethics Office on (202) 514-8196. Questions concerning issues relating to professional responsibility, e.g., codes of ethics, ethical standards and obligations, should be directed to the Department’s Professional Responsibility Advisory Office on (202) 514-0458.

Department Employment At A Glance

At the end of Fiscal Year 2000 (September 30, 2000), total Department employment was more than 125,000.

Total Employment

Bureau of Prisons	32,492
Immigration and Naturalization Service	32,316
Federal Bureau of Investigation	27,548
U.S. Attorneys	10,969
Drug Enforcement Administration	8,906
Offices, Boards & Divisions	6,827
U.S. Marshals Service	4,103
U.S. Trustees	1,025
Office of Justice Programs	843
Inspector General	356
Total	125,385

Overview of Major Employment Systems

A. Appointments

Federal positions generally fall into three categories: the Competitive Service, entry into which requires competition through open examination; the excepted service, entry into which is controlled by agencies or governed by statute or Executive Order; and the Senior Executive Service (SES). From another perspective, employment may be viewed as either noncareer – those who make or advocate Administration policy (or support those who do) – or career-type. This briefing paper discusses all of these concepts.

In the Department, the authority to make appointments to positions in the noncareer (“political”) SES, to “key executive” positions in the career SES, and to positions in the “Schedule C” of the excepted service is vested in the Deputy Attorney General. A political appointee in the Department serves as “White House Liaison” and coordinates political appointments with the White House Office of Presidential Personnel.

With these exceptions, the authority to make appointments in the Department has been delegated to the following component heads: Bureau of Prisons; Drug Enforcement Administration; Executive Office for U.S. Attorneys; Federal Bureau of Investigation; Immigration and Naturalization Service; U.S. Marshals Service; Office of Justice Programs; Office of the Inspector General; Executive Office for U.S. Trustees; and Executive Office for

Immigration Review. The following component heads have partially delegated personnel authority: Office of Attorney Personnel Management (OAPM); Community Relations Service; Criminal, Civil, Environment and Natural Resources, Antitrust, Tax, and Civil Rights Divisions.

The authority to appoint attorneys up to grade GS-15, Assistant U.S. Attorneys, and Immigration Judges is reserved to the Deputy Attorney General and to the Associate Attorney General respectively for the organizations which they oversee. However, the authority to appoint attorneys and Assistant U.S. Attorneys has been delegated to the OAPM.

B. Pay Plans

As in many large and complex private organizations, Federal pay administration is carried out under a number of different systems. Some, like the General Schedule, are based on rank in the job, while others, like the SES, are based on rank in the person. Pay scales of some are adjusted through legislation; the scales of others are set administratively. The coverage of some is broad and general; that of others is restricted along occupational lines, confined to certain organizational components, or otherwise limited.

Despite the differences, most of these systems are related in one or more ways or are subject to common legislative policies, such as

the precepts in the statutory pay systems, including the General Schedule, which provide for equal pay for substantially equal work; pay differences based on work and performance distinctions; and Federal salary rates comparable with non-Federal employment for the same levels of work.

In the Department, most employees are compensated under one of ten pay systems:

- Executive Schedule (EX)
- Senior Executive Service (ES)
- General Schedule (GS)
- Senior Level (SL)
- Administratively Determined (AD)
- Immigration Judge (IJ)
- Federal Wage Schedules (WG)
- Overseas Employment (OE)
- Administrative Law Judge (AL)
- Volunteer (ZZ)

Locality pay (i.e., locality-based comparability payments) is authorized under some of these pay systems to reduce pay disparities with non-Federal workers within each of the 32 defined locality pay areas.

Several of these pay systems are discussed below in connection with specific types of appointments; the others are described briefly in Appendix A.

Noncareer Appointments

Noncareer appointments are for individuals who make or advocate administration policy or support those who do. Individuals on these appointments do not have the job protections generally afforded those in career-type appointments. There are three major types of noncareer appointments.

A. Presidential Appointments

All positions filled by Presidential appointment are in the excepted civil service. Their basis is always statutory. All Presidential appointments in the Department require confirmation by the Senate.

The pay for Presidentially appointive positions is usually set by law, at one of the five levels of the Executive Schedule. Locality pay does not apply to the Executive Schedule. The current Executive Schedule pay rates (effective January 2001) are as follows:

Level V	\$117,600
Level IV	\$125,700
Level III	\$133,700
Level II	\$145,100
Level I	\$161,200

There are several exceptions in the Department, however. Pay for U.S. Attorneys is Administratively Determined by the Deputy Attorney General, as is the pay for the Special Counsel for Immigration. Most U.S. Marshals are compensated at grade GS-15 of the General Schedule; however, 27 U.S. Marshals are paid under the Senior Level pay schedule at rates set by the Deputy Attorney General.

These pay systems are described in Appendix A.

The Presidential appointees in the Department and their pay rates and systems are shown in Appendix B.

B. Noncareer Senior Executive Service (SES)

As discussed in greater detail below, the number of SES positions allocated to the Department is subject to Office of Personnel Management (OPM) and Office of Management and Budget (OMB) approval. Department leadership determines how many of the Department's executive resources will be devoted to noncareer positions, subject to a statutory limitation of 25 percent of the Department's total number of SES positions.

The noncareer SES process is controlled by the Offices of the Attorney General and the Deputy Attorney General. After a proposed nominee is cleared by the White House Office of Presidential Personnel, JMD obtains OPM approval for the use of one of the Department's allocated positions.

The SES is, in theory, a "gradeless" system based on the concept of rank in the person, rather than rank in the job. In practice, agencies have generally assigned SES pay levels based on organizational hierarchy. By law, the base pay for SES level ES-6 may not exceed the pay for level EX-IV of the Executive Schedule. However, unlike the Presidential appointees paid under the

Executive Schedule, SES members are eligible for locality pay. Total SES pay may not exceed the pay for level EX-III of the Executive Schedule. The result has been that senior career and noncareer appointees' pay exceeds that of their Presidentially-appointed superiors.

The SES base pay levels, which may be adjusted annually by Presidential order, and SES pay levels including locality pay for Washington, D.C., effective January 2001, are as follows:

<u>Grade</u>	<u>Base Rate</u>	<u>With Locality Pay</u>
ES-1	\$109,100	\$120,261
ES-2	\$114,200	\$125,883
ES-3	\$119,400	\$131,615
ES-4	\$125,500	\$133,700*
ES-5	\$125,700	\$133,700*
ES-6	\$125,700	\$133,700*

*The asterisked rates of pay are limited to the rate for Executive Level III.

Incumbents of most SES positions in the Department are not paid above level ES-4. An SES member may be advanced in level no more than once in a year, although there is no limit to the number of levels he or she may be advanced.

Locality rates of pay for members of the SES are also authorized in locality pay areas throughout the United States. Special law enforcement rates of pay are authorized in three special pay adjustment areas for SES positions.

The distribution of career and noncareer SES positions in the Department as of October 30, 2000 is shown in Appendix C.

C. Schedule C

Positions which are policy-determining or which involve a close and confidential working relationship with a key official may be established in Schedule C of the excepted service. Such positions require advance approval from the White House Office of Presidential Personnel and OPM, but may be made without competition.¹ The authority for the establishment of each Schedule C position is revoked when the position is vacated. OPM does not review the qualifications of Schedule C appointees; the final authority on this matter rests with the appointing official. Schedule C appointees may be separated at any time that the confidential or policy-determining relationship between the incumbent and his/her superior ends. There is no regulatory or statutory limit on the number of Schedule C positions that may be established; however, each Administration establishes its own controls through the White House Office of Presidential Personnel. A list of Schedule C positions is published annually in the Federal Register, under Part 213 of OPM's regulations.

¹As with the noncareer SES, the Department's White House Liaison obtains the approval of the White House Office of Presidential Personnel for Schedule C appointments, after which JMD obtains OPM approval for establishment of the position.

D. Temporary Transitional Schedule C Positions

To help with transitions, OPM has delegated authority to agencies to establish a limited number of temporary transitional Schedule C positions. This delegated authority may be used during the first year of a new Presidential Administration and during a 1-year period immediately following the appointment of a new agency head, or the designation of an "acting" agency head. The number of temporary transitional Schedule C positions that may be established cannot exceed either 50 percent of the highest number of regular Schedule C appointees in the agency at any time over the previous five years, or three positions, whichever is higher. Appointments may be made under this authority for up to 120 days and may be extended once for up to 120 more days. OPM must be notified within five working days of any a temporary transitional Schedule C appointments. OPM must also be notified within three working days when the position has been vacated.

When an agency intends to convert an employee in a temporary transitional Schedule C position to a nontemporary Schedule C appointment, the temporary appointment may be designated as a "provisional appointment" under 5 CFR 316.403. This permits the agency to treat the employee as a nontemporary appointee for benefits purposes, i.e., retirement, life insurance, and health benefits. Provisional appointments are made under an authority established by law, Executive order, or regulation, or granted by OPM, e.g., Schedule C appointments.

Career-Type Appointments

A. Career Senior Executive Service

Within the Department, the career SES is overseen by a Senior Executive Resources Board (SERB or Board). The Board is comprised of four executives, the Attorney General, the Deputy Attorney General, Associate Attorney General, and Assistant Attorney General for Administration. Historically, the Attorney General has not played a role in SERB matters, and the Deputy Attorney General has served as the SERB Chair. As Chair of the SERB, the Deputy Attorney General must approve SES personnel actions not delegated to component heads, including the allocation of SES positions among components and between the career and noncareer SES. The Department receives an allocation of SES positions from OPM. As of October 30, 2000, the Department's allocation for career and noncareer positions is 408 positions (347 career and 61 noncareer). This allocation includes two temporary spaces and excludes 204 positions in the FBI SES and 68 positions in the DEA SES. As noted above, no more than 25 percent of an agency's positions may be encumbered by noncareer appointees. The current allocation and distribution of SES positions are shown in Appendix C.

Employees enter the career SES in one of two ways: through an open competitive process, after which a selectee's executive qualifications must be certified by OPM; or by selection for an SES position after competing for entrance into and completing an

OPM-approved SES candidate development program.

In the first case, the qualifications of candidates are evaluated by an Executive Resources Board (ERB) in the organization; the final selection from among the best qualified candidates is made by the head of the component.

In the latter case -- the Candidate Development Program (CDP) -- qualifications are evaluated by the ERB and the selection for the program is made by the component head. When there is an appropriate SES vacancy, the component head normally selects a candidate. Upon completion of the CDP, candidates are approved by a Qualification Review Board administered by OPM, and are eligible for noncompetitive appointment to the SES.

There are several conditions of career SES employment which are of particular concern at the time of transition:

- A career appointee may not be involuntarily reassigned within 120 days after the appointment of a new agency head or a new noncareer supervisor. (The 120-day moratorium begins with the official entry of the superior who takes the reassignment action.) However, a voluntary reassignment during the 120-day period is permitted and the employee must consent in writing.

- A career appointee must receive 15 days' notice in advance of reassignment to another SES position within the commuting area.
- A career appointee must receive 60 days' notice in advance of reassignment to another SES position outside the commuting area.

B. Excepted Service

There are a wide variety of excepted service positions in the Department. The common factor among all is that the positions are filled by the employing organizations without reference to civil service registers. Positions may be excepted by statute, regulation, or by Executive Order. Over the last several years, the distinction between the excepted service and the competitive service has blurred with the enactment of statutes extending job protections to excepted employees.

The specific statutory exceptions in the Department are:

- FBI. The entire FBI is excepted from the competitive civil service by 28 U.S.C. 536. Selections for all FBI positions (with the exception of the Director and key SES jobs) are made within the FBI.
- Assistant U.S. Attorneys (AUSA). AUSAs are excepted from the competitive civil service by 28 U.S.C. 542. Normally, candidates are evaluated in individual U.S. Attorneys' offices and recommendations are made by the U.S. Attorney or a principal Assistant. Since the authority to hire Attorneys in the Department is reserved to the Deputy Attorney General and the Associate Attorney General (who have delegated that authority to the OAPM), those appointments must be approved by OAPM.
- U.S. Trustees. U.S. Trustees and Assistant Trustees are, under 28 U.S.C. 581 and 587(b), employed in the excepted service.

OPM has been given the authority to except positions from the competitive civil service under a number of circumstances. Those exceptions may apply Government-wide or may apply to only a specific class of positions within an agency. Some of the more common excepted service positions in the Department are:

- Attorneys. Government-wide, attorneys (other than Assistant U.S. Attorneys, who are excepted by statute) are excepted from the competitive service by 5 CFR 213.3102(d). Attorneys are hired either through the Attorney General's Honor Law Recruitment Program at the GS-11/12 level or through the Lateral/Experienced Attorney Program at grades GS-12 through GS-15. (These processes, coordinated by OAPM, are outlined briefly in Appendix D.) Hiring recommendations are made within the Divisions and approved by OAPM.

- **DEA.** DEA has the authority to appoint Special Agents at grades GS-5 through GS-11. After three years' employment, these employees may be converted to the competitive service. DEA also has the authority to appoint up to 150 Intelligence Research Agents and/or Intelligence Operations Specialists at grades GS-9 through GS-15.
- **U.S. Trustees** A Schedule B appointing authority may be used to appoint employees at grade GS-6 through 15, to positions, other than secretarial, which require knowledge of the bankruptcy process.
- **National Drug Intelligence Center.** A Schedule A appointing authority may be used to appoint employees to the Center.
- **Other Positions.** As noted above, there are a number of excepted service authorities available to and used by Department components under general OPM regulation. Among the more common of these are student employees and employees with disabilities.

C. Competitive Service

Positions in the competitive service are filled through the appointment of individuals who have competed in examinations which are open to the public at large. These open examinations are administered by OPM or, in some cases, by agencies (including the Department) which have been delegated examining authority by OPM. Appointees are

selected from among the best qualified as determined by the examination and applicable laws (such as veterans' preference) and regulations. A brief overview of the competitive appointment process can be found in Appendix E.

Among the larger groups of competitive service employees in the Department are:

- clerical, administrative, and paralegal support staff in the litigating divisions;
- similar staffs in the U.S. Attorneys' offices and the EOUSA;
- the majority of the staff of the Office of Justice Programs;
- the majority of the staff of the Bureau of Prisons, including correctional officers;
- the majority of the staff of the Immigration and Naturalization Service, including the Border Patrol, Immigration Inspectors, and Immigration Examiners;
- the majority of the staff of the Drug Enforcement Administration, including most special agents; and
- the majority of the staff of the U.S. Marshals Service, including Deputy U. S. Marshals.

Appendix A. Pay Systems

1. General Schedule

The General Schedule (GS) is the 15-grade pay system which covers most administrative, professional, technical, and clerical positions. GS grade levels are based on the difficulty and responsibility of the work performed. Agencies are authorized to place (classify) individual positions in grade levels GS-1 through GS-15 in accordance with classification standards developed by OPM.

Each grade of the General Schedule has 10 pay levels or "steps." Initial appointments are generally made at the first step of the grade, although agencies may appoint individuals with superior qualifications at rates above the first step. This flexibility is designed to aid in competing with non-Federal employers in recruiting and retaining highly qualified candidates. Employees earn periodic within-grade increases based on longevity and performance.

Locality pay (i.e., locality-based comparability payments) is authorized under these pay systems to reduce pay disparities with non-Federal workers within each of the 32 defined locality pay areas.

The pay rates in the Washington-Baltimore, DC-MD-VA-WV, including St. Mary's County, MD, as of January 14, 2001, which include a 2.70% General Schedule increase and locality payment of 10.23% are:

SALARY TABLE

Step	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,701	\$16,225	\$16,747	\$17,266	\$17,790	\$18,098	\$18,611	\$19,132	\$19,152	\$19,642
GS-2	17,653	18,072	18,658	19,152	19,369	19,938	20,508	21,078	21,648	22,218
GS-3	19,262	19,903	20,545	21,186	21,828	22,469	23,111	23,752	24,394	25,035
GS-4	21,623	22,344	23,065	23,785	24,506	25,227	25,948	26,669	27,390	28,111
GS-5	24,192	24,999	25,806	26,613	27,420	28,227	29,033	29,840	30,647	31,454
GS-6	26,966	27,864	28,762	29,661	30,559	31,457	32,356	33,254	34,153	35,051
GS-7	29,966	30,965	31,963	32,962	33,961	34,959	35,958	36,957	37,955	38,954
GS-8	33,187	34,294	35,400	36,507	37,614	38,720	39,827	40,934	42,041	43,147
GS-9	36,656	37,877	39,099	40,320	41,541	42,763	43,984	45,205	46,427	47,648
GS-10	40,367	41,713	43,059	44,405	45,751	47,097	48,443	49,789	51,135	52,481
GS-11	44,352	45,830	47,309	48,787	50,265	51,743	53,221	54,699	56,178	57,656
GS-12	53,156	54,928	56,699	58,470	60,242	62,013	63,785	65,556	67,327	69,099
GS-13	63,211	65,319	67,427	69,534	71,642	73,749	75,857	77,965	80,072	82,180
GS-14	74,697	77,187	79,678	82,168	84,658	87,148	89,638	92,128	94,618	97,108
GS-15	87,864	90,793	93,722	96,651	99,580	102,508	105,437	108,366	111,295	114,224

Appendix A: Pay Systems

2. Executive Schedule

The Executive Schedule applies to certain key positions filled by Presidential appointees as defined in Chapter 53 of title 5, United States Code. The Schedule contains five rates of pay. An annual adjustment is generally made to each pay level, although pay adjustments have occasionally been cancelled by statute. The current rates of the Executive Schedule, as of January 2001, are as follows:

Level V	\$117,600
Level IV	\$125,700
Level III	\$133,700
Level II	\$145,100
Level I	\$161,200

3. Senior Executive Service

The SES is, in theory, a "gradeless" system based on the concept of rank in the person, rather than rank in the job. In practice, agencies have generally attached SES pay levels to levels of organization. The SES pay levels, which may be adjusted annually by Presidential order, and SES pay levels including locality rates for Washington, D.C. are as follows:

<u>Grade</u>	<u>Rate</u>	<u>With Locality</u>
ES-1	\$109,100	\$120,261
ES-2	\$114,200	\$125,883
ES-3	\$119,400	\$131,615
ES-4	\$125,500	\$133,700*
ES-5	\$125,700	\$133,700*
ES-6	\$125,700	\$133,700*

*The asterisked rates of pay are limited to the rate for Executive Level III.

Incumbents of most positions in the Department are not paid above level ES-4. An SES member may be advanced in level no more than once in a year, although there is no limit on the number of levels he or she may be advanced.

Locality rates of pay for members of the SES are also authorized in locality pay areas throughout the United States. Special law enforcement rates of pay are authorized in three special pay adjustment areas for SES positions.

Appendix A: Pay Systems

4. Senior Level

The Senior Level (SL) pay system is a broad pay band system for positions that exceed the level of difficulty and responsibility found at the GS-15 level but which lack the administrative or managerial aspects or are filled with Presidential appointees that excludes them from inclusion in the SES. As in the case of SES positions, the number of SL positions in the Department is subject to OPM and OMB approval.

At present, there are 71 SL positions in the Department: 27 in the U.S. Marshals Service; 20 in the Executive Office for Immigration Review; 10 in the Federal Bureau of Investigation; and 14 SL positions in the Offices, Boards, and Divisions.

SL pay levels are tied to the rates of pay of the GS, SES, and Executive Schedules. The Deputy Attorney General sets the pay for SL positions within one of four pay levels. The chart below show the annual rates of pay for the Department's SL pay system under 5 U.S.C. 5376, 5 CFR Part 534, Subpart E, and the Department's policy on pay for SL positions. Locality pay rates in the Washington, DC locality pay area are 10.23 percent for 2001. Positions outside the Washington, DC locality pay area receive different locality pay rates.

2001 Rates

Pay Level	Rate Ranges	Basic Rates	Rates with Locality Pay for the Washington, DC Area
SL-1	120% of GS-15/1 to ES-1 minus \$100	\$95,652 to \$109,000	\$105,437 to \$120,151
SL-2	ES-1 to ES-3	\$109,100 to \$119,400	\$120,261 to \$131,615
SL-3	ES-3 plus \$100 to ES-4	\$119,500 to \$125,500	\$131,725 to \$133,700*
SL-4	ES-4 plus \$100 to EX-IV	\$125,600 to \$125,700	\$133,700*

*Rates are capped at level III of the Executive Schedule

5. Administratively Determined Pay

The pay of certain positions is administratively determined (AD), i.e., set by administrative action under specific statutory authority. In the Department, the pay of U.S. Attorneys, Assistant U.S. Attorneys, U.S. Trustees, Assistant U.S. Trustees, Special Attorneys, and Special Assistant to the Attorney General is set by the Attorney General under specific provisions of Title 28, United States Code. The pay for expert and consultant positions (pay plans ED, EE, EF) is also administratively

Appendix A: Pay Systems

Code. The pay for expert and consultant positions (pay plans ED, EE, EF) is also administratively determined. Discretion in setting administratively determined pay is limited by the specific authorizing statute and/or provisions of title 5, United States Code.

6. Federal Wage System

The Federal Wage System (i.e., pay plans Wage Grade (WG), Wage Leader (WL), and Wage Supervisor (WS)) covers employees in "blue collar" trades, crafts, and labor occupations. Employees are paid hourly rates of pay under local wage schedules which are developed based on industry wages for similar jobs in the same geographic area. Job classification is based on OPM established job grading standards which take into account such factors as skill and knowledge requirements and working conditions.

7. Administrative Law Judge (ALJ) System

The Department employs ALJs in the Drug Enforcement Administration and in the Executive Office for Immigration Review (EOIR) who are covered by this distinct longevity-based pay system (pay plan AL), which has three levels; non-supervisory ALJs are paid at one of the steps of level AL-3. The current rates are:

AL-3	Step A	\$82,100
AL-3	Step B	\$88,300
AL-3	Step C	\$94,700
AL-3	Step D	\$101,000
AL-3	Step E	\$107,300
AL-3	Step F	\$113,600
AL-2		\$120,000
AL-1		\$125,700

8. Immigration Judge (IJ) Pay System

Immigration Judges are compensated under the IJ pay system. This system has four pay levels, which are tied to the SES rates of pay as follows:

IJ-1	\$93,590	(70% of ES-5) -- new appointee
IJ-2	\$106,960	(80% of ES-5) -- 2 years of service at IJ-1
IJ-3	\$120,330	(90% of ES-5) -- 2 years of service at IJ-2
IJ-4	\$123,004	(92% of ES-5) -- 1 year of service at IJ-3

Appendix A: Pay Systems

9. Overseas Employees

The Overseas Employees (OE) pay system covers noncitizens hired by the Department of State to provide services to Justice Department components which have offices overseas. The Immigration and Naturalization Service and the Drug Enforcement Administration are the only components which currently have such employees.

10. Volunteers

Title 5 U.S.C. 3111 authorizes the acceptance of volunteer service. Notwithstanding section 1342 of title 31, the head of an agency may accept, subject to regulations issued by OPM, voluntary service for the United States if the service: (1) is performed by a student, with the permission of the institution at which the student is enrolled, as part of an agency program established for the purpose of providing educational experiences for the student; (2) is to be uncompensated; and (3) will not be used to displace any employee. Volunteers are designated by pay plan ZZ and are Federal employees only for injury compensation and tort claims purposes.

Appendix B. Presidential Appointments in the Department Of Justice

POSITION	NO.	PAY SYSTEM & LEVEL	SALARY	REMARKS
Attorney General	1	EX-I	\$161,200	
Deputy Attorney General	1	EX-II	145,100	
Associate Attorney General	1	EX-III	133,700	
Solicitor General	1	EX-III	133,700	
Assistant Attorneys General	10*	EX-IV	125,700	*An additional position, the Assistant Attorney General for Administration is a career reserved position in the Senior Executive Service.
U.S. Attorneys	77**	AD (Pay of U.S. Attorneys is equivalent to EX-IV.)	125,700	**The Department has 93 U.S. Attorneys – 77 are presidentially appointed, 15 are court appointed, and one is appointed by the Attorney General.
U.S. Marshals	27 65***	SL GS-15	Varied Varied	***The Department has 93 U.S. Marshals who cover 94 judicial districts. One U.S. Marshal covers both Guam and Northern Mariana Islands. Of the 93 Marshals, 92 are presidentially appointed, and the U.S. Marshal for the Virgin Islands is appointed by the Attorney General. That position is currently in the General Schedule.
Chair, U.S. Parole Commission Members	1 5	EX-IV EX-V	125,700 117,600	
Chair, Foreign Claims Settlement Commission Members	1 2	EX-V EX-V	117,600 117,600	
Director, Federal Bureau of Investigation	1	EX-II	145,100	
Director, U.S. Marshals Service	1	EX-IV	125,700	
Commissioner, Immigration and Naturalization Service	1	EX-IV	125,700	
Inspector General	1	EX-IV	125,700	

Appendix B. Presidential Appointments in the Department of Justice

POSITION	NO.	PAY SYSTEM & LEVEL	SALARY	REMARKS
Administrator, Drug Enforcement Administration	1	EX-III	133,700	
Deputy Administrator	1	EX-IV	125,700	
Director, Community Relations Service	1	EX-IV	125,700	
Administrator, Office of Juvenile Justice and Delinquency Prevention	1	EX-IV	125,700	
Director, National Institute of Justice	1	EX-IV	125,700	
Director, Bureau of Justice Statistics	1	EX-IV	125,700	
Director, Bureau of Justice Assistance	1	EX-IV	125,700	
Director, Office for Victims of Crime	1	EX-IV	125,700	
Special Counsel for Immigration Related Unfair Employment Practices	1	SL	Varied	
Total Presidential Appointees	205			

Appendix C. Senior Executive Positions

Career and Noncareer Positions by Component

Figures Current as of 10/30/00

ORGANIZATION	Career on Board	Career Allocations	Encumbered Noncareer Authorities
Attorney General	0	0	2
Deputy Attorney General	1	1	3
Executive Office of National Security	0	0	0
Associate Attorney General	1*	0	1
Community Oriented Policing Services	2*	2	1
Solicitor General	4	5	0
Inspector General	7	7	0
Legal Counsel	3	3	1
Professional Responsibility	2	2	0
Legislative Affairs	1	1	0
Intergovernmental Affairs	0	0	1
Public Affairs	0	0	1
Intelligence Policy and Review	3	3	0
Policy Development	2	2	0
Information and Privacy	2	2	0
Pardon Attorney	1	1	0
Justice Management Division	26*	25	0
Antitrust Division	26	22	2
Civil Division	36**	32	4
Civil Rights Division	15*	12	3
Criminal Division	31*	34	3
Environment and Natural Resources Division	16	15	4
Tax Division	17	19	2
Executive Office for U.S. Attorneys	3	2	0
Executive Office for U.S. Trustees	3	4	1
Executive Office for Immigration Review	7	7	0
Immigration and Naturalization Service	40	55	2
Bureau of Prisons	71	65	1

Appendix C. Senior Executive Service

ORGANIZATION	Career on Board	Career Allocations	Encumbered Noncareer Authorities
Justice Programs	19*	16	4
U.S. Marshals Service	9	10	0
National Drug Intelligence Center	1	0	0
Professional Responsibility Advisory Office	1	0	0
TOTAL	350***	347	36

*Count includes 1 Limited Appointment

**Count includes 2 Limited Appointments

***Count includes 8 spaces pending approval of reorganization and 1 temporary space from OPM

Appendix D. Attorney Hiring

In the Department, attorneys are hired through one of two programs, the Attorney General's Honor Program and the Lateral Attorney Recruitment Program, both managed by OAPM. In addition, OAPM manages two law student programs, the Summer Law Intern Program and the Legal Intern Program.

1. Attorney General's Honor Program and Summer Law Intern Program

The Attorney General's Honor Program is the most prestigious and largest entry-level recruitment program of its kind nationwide. It is the only vehicle through which the Department hires entry-level attorneys. Since 1953 it has served as the Department's recruitment program for outstanding third year students, graduate law students, and Judicial Law Clerks. The Summer Law Intern Program is the Department's recruitment program for compensated summer law interns. Most students applying for summer internships are in their second year of law school.

Nine Department organizations (the six litigating divisions, the Executive Office for Immigration Review, the Immigration and Naturalization Service and the Federal Bureau of Prisons) typically participate in the Honor Program. (Most of the same organizations participate in the Summer Program.) Candidates may select two of the organizations to consider their application. The application deadline for both Programs is in late September and new attorneys generally enter on duty the following autumn, after the adjudication of their FBI background investigations.

2. Lateral Attorney Recruitment Program (LARP)

The Department hires approximately 1200 experienced attorneys each year. To be eligible, one must possess a J.D. degree for at least one year, or have an LL.M. or other graduate law degree in addition to a J.D., and be an active member of the bar (any jurisdiction).

LARP is a three-year pilot program that was established at the direction of the Attorney General. Unless it is made permanent, LARP will expire by its terms in mid-2001. LARP is designed to professionalize the Department's experienced attorney recruitment efforts. Its focus is to make experienced attorney recruitment more applicant-friendly and to undertake proactive outreach to a talented, broad, and diverse spectrum of candidates.

A list of some current attorney vacancies is available on the Internet. Components also conduct some individualized recruitment efforts and receive applications directly. Candidates are interviewed by components, which make hiring decisions. OAPM reviews and approves recommended hires and initiates required background investigations.

Appendix D: Attorney Hiring

While OAPM offers centralized promotional and recruitment support, the actual selection of experienced attorneys is decentralized in the organizations. Candidates apply directly to the organizations (not through OAPM like the Honor and Summer Program candidates).

3. Legal Intern Program

The Department hires approximately 1900 legal interns each year. First-year (second semester), second- and third- year law students are eligible to apply. The majority of the internships are for volunteer positions during the summer and/or during the academic year. For this program, OAPM recruits on behalf of Department organizations through attendance at job fairs, law school consortia, and presentations at law schools. OAPM also conducts interviews for legal intern positions on behalf of a number Department organizations, including the leadership offices. All hiring decisions are made by the organizations. A partial listing of available internships (primarily in the Washington, D.C. area) can be found on the OAPM Web page, at the following site:
<http://www.usdoj.gov/oapm/lawvolunteer.html#types>

Appendix E. Competitive Service Hiring

The principle underlying the competitive civil service is that initial appointment must result from competition in examinations open to the public at large. Whether through a written test or a paper review of qualifications, candidates are rated and ranked based on certain objective criteria related to the type of position to be filled.

The result of the examination process is a civil service "register" -- a listing of the qualified applicants. From the register, a short list of names (a Certificate of Eligibles) is issued to fill a vacancy. The certificate lists the candidates in order of their scores on the examination, adjusted for the veterans preference to which they may be entitled. There are strict rules governing the order of selection from certificates.

Open competitive examinations are administered by OPM and by agencies to which OPM has delegated examining authority. Where agencies have been delegated authority by OPM, they are bound by OPM's regulations and practices concerning examinations.

After competitive appointment, an employee must serve a one-year probationary period to determine fitness for Federal service. During that time, the probationer may be dismissed without significant procedural protections. After three years, an appointee acquires "career tenure" and may, after leaving Federal service, reenter the Federal workforce without further examination or competition, a process called "reinstatement." Veterans acquire lifetime eligibility for reinstatement upon initial appointment.

Vacant positions can be filled by requesting a certificate of eligibles from OPM, through agency case examining, reinstatement, or other special appointing authorities such as the Veterans Readjustment Authority. Another alternative is the "merit promotion" process, which extends the concept of open competition to certain competitive service promotions. Through an adaptation of the examination process, agencies solicit and review the applications of interested candidates and create certificates of eligibles who may be selected to fill vacant positions.

The selection of one means of filling a vacancy over another is driven by a number of factors, including the type and grade level of the position to be filled and past experience with recruitment for the occupation. It is not unusual for several avenues to be pursued simultaneously.

On April 12, 1996, the Career Transition Assistance Plan (CTAP) became effective. CTAP ensures that eligible surplus and displaced employees, who apply for positions in the competitive service, for which they are determined well-qualified are placed in such positions. CTAP does not apply to positions or vacancies in the excepted service. Selecting officials may not have the flexibility to fill positions in the competitive service, due to CTAP provisions.

Appendix F.

OPM Transition Guide

and

2000 Plum Book

Transition Guide:

OPM has developed an employment guide for Federal agencies to facilitate the transition to a new Presidential Administration. This guide provides general information and addresses issues that relate to departing employees, newly-appointed employees, and the career civil service. It also contains information on pay flexibilities such as advance payments, above the minimum rates, preemployment interviews, recruitment and relocation bonuses, and retention allowances; leave administration (i.e., annual and sick leave, family and medical leave, voluntary leave transfer, leave bank, military leave, etc.); retirement, health, and life insurance coverage. You may access the guide at the following URL: (<http://www.opm.gov/transition/index.htm>)

2000 Plum Book:

The "Plum Book" is published every four years, just after the Presidential election, and includes data on over 7,000 Federal Civil Service leadership and support positions in the legislative and executive branches of the Federal Government. The data in the 2000 Plum Book is current as of September 1, 2000. You may view the data online at the following URL: <http://www.opm.gov/PlumBook/deptE-r.pdf>. The Department of Justice data is located on pages 55 through 70 as viewed through the Acrobat Reader. The next version of the "Plum Book" will be prepared for publication immediately following the November 2004 Presidential election.

Appendix G. Table of Delegations

DELEGATIONS OF PERSONNEL AUTHORITY

EMPLOYMENT

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Intergovernmental Personnel Act assignments	Retained by DAG for DOJ employees on external IPA assignments; Bureau Head	HRO Part 1, Chapter 1, Intergovernmental Personnel Act Assignments	May be redelegated.
Reemployment of retirees without loss of pay or annuity to meet exceptional employment needs	Retained by OPM	5 CFR Part 553; HRO Part 1, Chapter 2, Reemployment of Retirees Without Penalty to Meet Exceptional Employment Needs	May not be redelegated.
Determination of length of probationary period for managers who served in positions with supervisory and managerial responsibilities	Bureau Personnel Officers	HRO Part 1, Chapter 5, Probationary Period for Supervisors and Managers in the Competitive Service	May be redelegated.
Exceptions to the maximum entry age for LEOs	AAG/A	Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation from the Attorney General (Jun. 4, 1991)	May be redelegated.
Approval of waivers to the maximum entry age of LEOs for BOP nurses and psychologists up to age 40; BOP physician's assistants; USMS LEOs up to age 40	For BOP nurses and psychologists, Director, BOP; for USMS LEOs, Director, USMS	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation to the Director, BOP, from the AAG/A for nurses and psychologists (Jan. 10, 1994); delegation to the Director, USMS, from the AAG/A for USMS LEOs (Dec. 22, 1997)	May not be redelegated.
Exceptions to the mandatory retirement of LEOs	AAG/A	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation from the Attorney General (Jun. 4, 1991)	May be redelegated.

Appendix G. Table of Delegation

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Exceptions to the mandatory retirement of LEOs for DEA Special Agents; up to 20 FBI LEO SES members; FBI non-SES Special Agents	For DEA Special Agents, the Administrator, DEA; for FBI LEO SES Members and Non-SES Special Agents, the Director, FBI	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation to the Administrator, DEA, from the Attorney General (Nov. 17, 1997); delegation to the Director, FBI, from the Attorney General (Jun. 4, 1991 (SES) and Aug. 29, 1995)	May not be redelegated.
Employment of experts and consultants	Component Head	HRO, Part 1, Chapter 7, Employment of Experts and Consultants	May be redelegated

COMPENSATION

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Classification of GS positions and wage jobs, except for attorney and law student positions	Bureau Head	28 CFR 0.15(b)(1); 0.76(o); 0.137; 0.138; 0.159	May be redelegated.
Classification of GS attorney and law student positions	Component Head	28 CFR 0.15(c) and (e); 0.19(a)(1); delegation from DAG to OAPM (Mar. 28, 1994) delegation from Assoc. AG (Mar. 23, 1998) delegation from OAPM to Component Head (Feb. 23, 2000)	May be redelegated.
Compensatory time	Bureau Head	HRO Part 2, Chapter 3, Hourly Compensation for Overtime Work	May be redelegated.
Non-special salary rate as highest previous rate (non-attorneys)	Appointing Officers	HRO Part 2, Chapter 2, Highest Previous Rate	May not be redelegated.
Special salary rate as highest previous rate (non-attorneys)	Bureau Head	HRO Part 2, Chapter 2, Highest Previous Rate	May be redelegated.

Appendix G. Table of Delegation

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Highest previous rate (attorneys)	Bureau General Counsels or OBD Heads	Attorney Personnel Memorandum 97-10 (June 30, 1997)	May be redelegated.
Recruitment and relocation bonuses	Retained by DAG for Executive Schedule, SES, Administratively Determined, and Sr. Level pay systems, and Presidential Appointees; AAG/A for OBDs; for attorneys and law clerks, Bureau General Counsels or OBD Heads; Bureau Head for positions not excluded above	5 CFR part 575; HRO Part 2, Chapter 5, Recruitment and Relocation Bonuses; Attorney Personnel Memorandum 97-10 (June 30, 1997)	May be redelegated.
Retention allowances Note: Allowances may NOT be paid on a group or category basis to Executive Schedule, SES, or senior level employees; Presidential appointees; U.S. Trustees; and Immigration Judges. OPM must approve payment of retention allowances of more than 10 percent to a group or category of employees.	Same as above	5 CFR part 575; HRO Part 2, Chapter 5, Recruitment and Relocation Bonuses; Attorney Personnel Memorandum 97-10 (June 30, 1997)	May be redelegated.
Foreign language awards	Bureau Head	5 U.S.C. 4523; HRO Part 2, Chapter 8, Foreign Language Awards	May be redelegated to a level no lower than the Bureau Personnel Officer.
Supervisory Differentials	Bureau Head	HRO Part 2, Chapter 9, Supervisory Differentials	May be redelegated to a level no lower than the Bureau Personnel Officer.

Appendix G. Table of Delegation

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
SL pay-setting up to and including the SL-3 maximum rate, except for noncareer-type and FBI and DEA employees	Component Head	28 CFR 0.15; delegations from the DAG (Dec. 29, 1999) effective March 1, 2000; HRO Part 2, Chapter 10, Pay for Senior Level Positions	May not be redelegated
SL pay-setting for FBI and DEA employees up to the maximum SL rate, except for noncareer-type employees and employees who report directly to the Director, FBI or the Administrator or Deputy Director, DEA	The Director, FBI; the Administrator, DEA	Same as above	May not be redelegated
SL pay-setting not covered by one of the delegations of SL pay-setting authority above	Retained by DAG	Same as above	May not be redelegated

LABOR/EMPLOYEE RELATIONS

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Discipline and adverse actions	Bureau Head	HRO Part 3, Chapter 1, Discipline and Adverse Actions	May be redelegated.

WORKFORCE DEVELOPMENT

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Authority to select, assign, and pay for training for employees, except Presidential appointees	Bureau Head	28 CFR 0.153	May be redelegated.

Appendix G. Table of Delegation

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Authority to designate Presidential appointees for training	Retained by the AG	5 CFR 410.302 and E.O.11895	May not be redelegated.

ETHICS

<u>Authority</u>	<u>Delegation</u>	<u>Source</u>	<u>Redelegation</u>
Grant most formal determinations	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Waive prohibitions on certain outside employment	Deputy Attorney General	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Approve outside employment related to duties	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Certify public financial disclosure reports	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Grant first 45-day extension to file public financial disclosure reports	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Certify confidential financial disclosure reports	Reviewing Official with knowledge of employee's assignments	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.
Grant extension to file confidential financial disclosure reports	Component Head	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing.

HUMAN RESOURCES BRIEFING GUIDE



THE DEPARTMENT OF JUSTICE

TRANSITION
2008-2009

JUSTICE MANAGEMENT DIVISION
HUMAN RESOURCES

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U.S. Department of Justice

Washington, D.C. 20530

MEMORANDUM FOR DEPARTMENT OF JUSTICE POLITICAL APPOINTEES

FROM: Mari Barr Santangelo
Deputy Assistant Attorney General
for Human Resources and Administration

SUBJECT: Human Resources Briefing Guide—Transition 2008-2009

Welcome to the Department of Justice (DOJ), the only large cabinet rated in the top five **Best Places to Work in Government** in 2007! Strategically managing the Department's human capital is one of our most important tasks. We developed this **Human Resources Transition Guide** to assist you in understanding the importance of the Department's human capital-related information, and in navigating DOJ's organizational structure, workforce statistics, employment systems, appointment authorities, and ethics policy. In addition, the Guide includes several appendices pertaining to pay, Presidential appointments, the Senior Executive Service, attorney and competitive service hiring, and delegations.

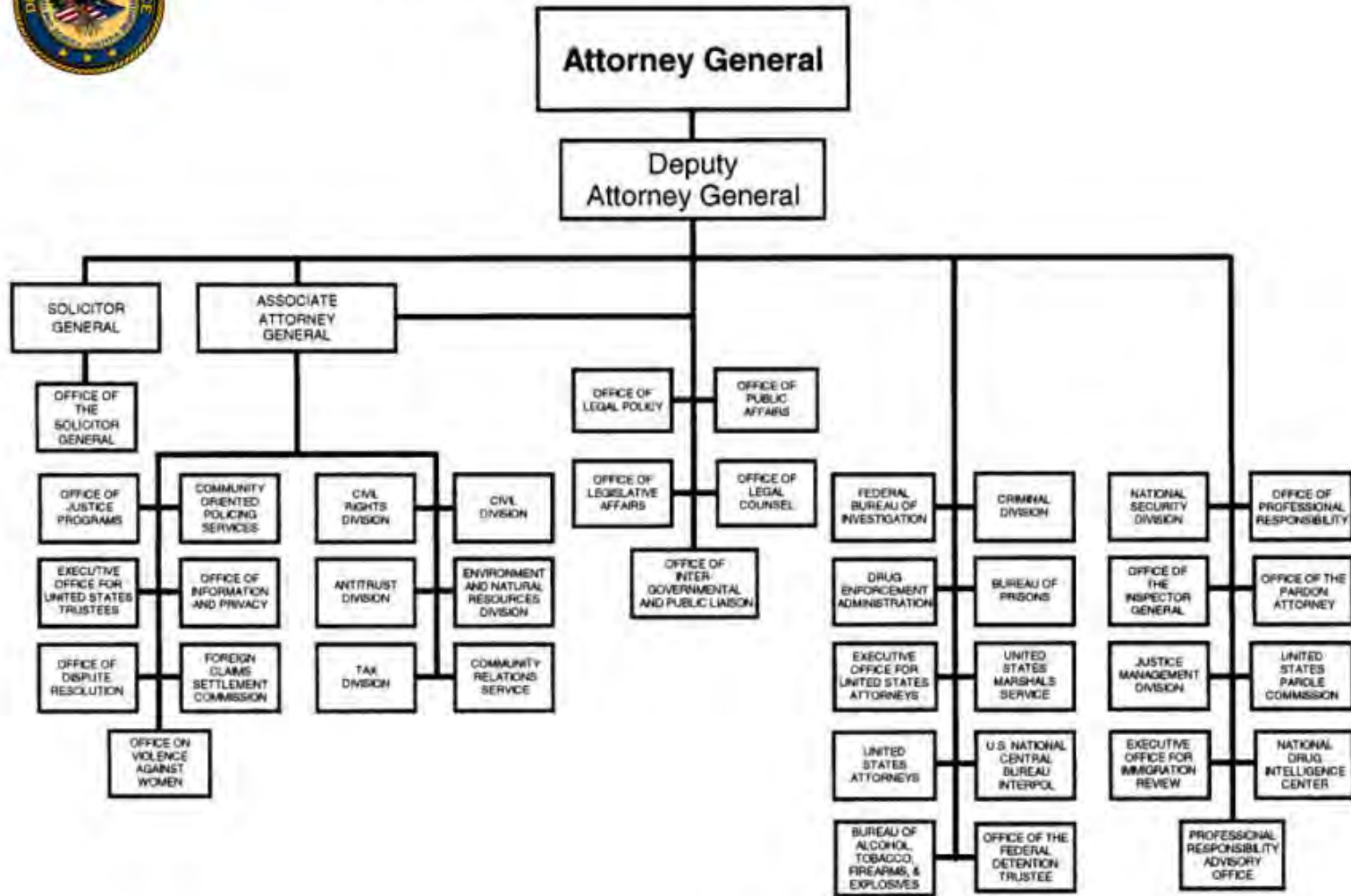
DOJ's primary mission to enforce the law and to defend the interests of the United States and its citizens in accordance with the law is carried out by over 106,000 talented and diverse men and women. Working in 40 separate Components and in Offices throughout the United States and overseas, these individuals are on the front lines of our Nation's efforts to: *fight the war on terrorism, protect our neighborhoods from illegal guns and drugs, ensure public safety, and to prosecute those guilty of unlawful behavior.* Their commitment and hard work ensure that DOJ can meet its important and ever-changing responsibilities.

With numerous mission-related challenges to address, the DOJ Attorney General, Departmentwide senior leaders and managers, and frontline employees rely heavily on the leadership of the DOJ Chief Human Capital Officer (CHCO) and DOJ Human Capital Community to provide policies and programs that strengthen skill sets, develop careers, and help balance employee work and family responsibilities.

Understanding the importance of their responsibilities, the DOJ Human Capital Community works diligently to create a transparent connection between human capital efforts and mission-related priorities and responsibilities. This is in part achieved through the 2007-2012 DOJ Human Capital Strategic Plan, which is located at <http://www.usdoj.gov/jmd/ps/missionfirst.pdf>. The collaborative efforts of the DOJ Human Capital Community continue to translate into greater awareness of DOJ HR, active support and involvement from DOJ senior leaders and employees, and a strong commitment to drive continuous improvement through effective strategic planning, and maintain our focus on "mission-first".



U.S. DEPARTMENT OF JUSTICE



Approved by

Alfonso
ALFONSO GONZALES
Attorney General

Date

3-13-06

TRANSITION
2008-2009

DEPARTMENT EMPLOYMENT AT A GLANCE

TOTAL EMPLOYMENT

Bureau of Prisons	36,496
Bureau of Alcohol Tobacco Firearms and Explosives	5,002
Federal Bureau of Investigation	31,447
U.S. Attorneys	11,782
Drug Enforcement Administration	9,175
Offices, Boards and Divisions*	9,040
U.S. Marshals Service	4,802
U.S. Trustee Program	1,265
Office of Justice Programs	648
Inspector General	430
Total	110,087

* JMD included in OBDs

OVERVIEW: MAJOR EMPLOYMENT SYSTEMS

A. Appointments

Federal positions generally fall into three categories: the Competitive Service, entry into which requires competition through open examination; the excepted service, entry into which is controlled by agencies or governed by statute or Executive Order; and the Senior Executive Service (SES). This briefing guide discusses all of these appointment types.

In the Department, the authority to make appointments to noncareer SES or Schedule C positions (“political”) is vested in the Attorney General. A senior political appointee in the Department serves as White House Liaison and coordinates political appointments with the White House Office of Presidential Personnel. The authority to make career SES appointments to “key executive” positions is vested in the Deputy Attorney General.

With these exceptions, full authority to make appointments in the Department has been delegated to the following component heads: Bureau of Prisons; Drug Enforcement Administration; Executive Office for U.S. Attorneys; Federal Bureau of Investigation; Bureau of Alcohol, Tobacco, Firearms and Explosives; U.S. Marshals Service; Office of Justice Programs; Office of the Inspector General; Executive Office for U.S. Trustees; and Executive Office for Immigration Review. The following component heads have partially delegated personnel authority: Office of Attorney Recruitment and Management (OARM); Community Relations Service; Criminal, Civil, Environment and Natural Resources, Antitrust, Tax, and Civil Rights Divisions.

The authority to appoint attorneys up to grade GS-15, Assistant U.S. Attorneys, and Immigration Judges is reserved to the Deputy Attorney General and to the Associate Attorney General respectively for the organizations which they oversee. However, the authority to appoint attorneys and Assistant U.S. Attorneys has been delegated to the OARM.

B. Pay Plans

As in many large and complex private organizations, Federal pay administration is carried out under a number of different systems. Some, like the General Schedule, are based on *rank in the job*, while others, like the SES, are based on *rank in the person*. Pay scales of some are adjusted through legislation while the pay scales of others are set administratively. The coverage of some is broad and general; that of others is restricted along occupational lines, confined to certain organizational components, or otherwise limited.

Despite the differences, most of these systems are related in one or more ways, or are subject to common legislative policies, such as the precepts in the statutory pay systems, including the General Schedule, which provides for equal pay for substantially equal work; pay differences based on work and performance distinctions; and Federal salary rates comparable with non-Federal employment for the same levels of work.

In the Department, most employees are compensated under one of 11 pay systems listed below with their common acronyms:

- Executive Schedule (EX)
- Senior Executive Service (ES)
- General Schedule (GS)
- Demonstration Project (PD)
- Senior Level (SL)
- Administratively Determined (AD)
- Immigration Judge (IJ)
- Federal Wage Schedules (WG)
- Overseas Employment (OE)
- Administrative Law Judge (AL)
- Volunteer (ZZ)

Locality pay is authorized under some of these pay systems to reduce pay disparities with non-Federal workers within each of the 32 defined locality pay areas. Several of these pay systems are discussed below in connection with specific types of appointments; the others are described in Appendix A.

POLITICAL APPOINTMENTS

Political appointments are for individuals who make or advocate Administration policy or support those positions. Individuals serving on political appointments serve at the pleasure of the appointing authority and do not have the job protections generally afforded those in career-type appointments. All political appointees require coordination and approval of the Attorney General. Once the White House Office of Presidential Personnel clears a candidate, Justice Management Division (JMD)/HR works to obtain Office of Personnel Management (OPM) approval and provides administrative support (security, drug testing, etc.) for their appointment.

There are four major types of political appointments.

A. Presidential Appointments

All positions filled by Presidential appointment are in the excepted civil service and the basis of their appointment is statutory. The vast majority of Presidential appointments in the Department require confirmation by the Senate (commonly referred to as “PAS”).

With some exceptions, the pay for Presidentially appointed positions is set by law, at one of the five levels of the Executive Schedule. Locality pay does not apply to the Executive Schedule. The current Executive Schedule pay rates (effective January 2008) are as follows:

Level V	\$139,600
Level IV	\$149,000
Level III	\$158,500
Level II	\$172,200
Level I	\$191,300

Pay exceptions include that of U.S. Attorneys, whose pay is Administratively Determined by the Deputy Attorney General. Additionally, compensation for U.S. Marshals, as set by the Deputy Attorney General, will either be on the Senior Level scale or at the GS-15, of the General Schedule. (More information about these pay systems can be found in Appendix A.)

The Presidential appointees in the Department and their pay rates and systems are shown in Appendix B.

B. Noncareer Senior Executive Service (SES)

As discussed in greater detail below, the number of SES positions allocated to the Department is subject to OPM and Office of Management and Budget (OMB) approval. Senior leaders determine how many of the Department's executive resources will be devoted to noncareer appointees (SES), subject to a statutory limitation of 25 percent of the Department's total number of SES positions.

The SES pay range for noncertified performance systems is \$114,468 to \$158,500 (EX-III). The SES pay range for certified performance systems has a higher cap of \$172,200 (EX-II). These pay ranges adjust annually based on the increase to the Executive Schedule. By law, the base pay for SES may not exceed the pay for EX-III (currently \$158,500) of the Executive Schedule, unless the agency has full or provisional certification of its performance systems from the OPM and OMB (as of November 2008, the Department is provisionally certified and may pay at the higher cap).

Total SES compensation may not exceed the pay for EX-I (currently \$191,300) of the Executive Schedule for noncertified performance systems. Total SES compensation may not exceed the pay for the Vice President's salary (\$221,100) for certified performance systems. Based on this pay structure, senior career and noncareer appointees' pay and total compensation may exceed that of their Presidentially-appointed senior official.

An SES member's pay may be adjusted (increased or decreased) no more than once in a year, without waiver from the Deputy Attorney General. The distribution of SES positions in the Department as of November 2008 is shown in Appendix C.

C. Schedule C

Positions which are policy-determining or which involve a close and confidential working relationship with a key official may be established in Schedule C of the excepted service. Such positions require advance approval from the White House Office of Presidential Personnel and OPM and are made without competition.¹ The authority for the establishment of each Schedule C position is revoked when the position is vacated. OPM does not review the qualifications of Schedule C appointees; the final authority on this matter rests with the appointing authority (the Attorney General). Schedule C appointees may be separated at any time that the confidential or policy-determining relationship between the incumbent and his/her supervisor ends. There is no regulatory or statutory limit on the number of Schedule C positions that may be established; however, each Administration establishes its own controls through the White House Office of Presidential Personnel.

¹As with the noncareer SES, the Department's White House Liaison obtains the approval of the White House Office of Presidential Personnel for Schedule C appointments, after which JMD obtains OPM approval for establishment of the position.

D. Temporary Transitional Schedule C Positions

To help with the transition, OPM has delegated authority to agencies to establish a limited number of temporary transitional Schedule C positions. This delegated authority may be used during the first year of a new Presidential Administration and during a one year period immediately following the appointment of a new agency head, or the designation of an “acting” agency head. The number of temporary transitional Schedule C positions that may be established cannot exceed either 50 percent of the highest number of regular Schedule C appointees in the agency at any time over the previous five years, or three positions, whichever is higher. Appointments may be made for up to 120 days and may be extended once for up to 120 more days. OPM must be notified within five working days of any temporary transitional Schedule C appointments. OPM must also be notified within three working days when the position has been vacated.

When an agency intends to convert an employee in a temporary transitional Schedule C position to a nontemporary Schedule C appointment, the temporary appointment may be designated as a “provisional appointment” under 5 CFR 316.403. This permits the agency to treat the employee as a nontemporary appointee for benefits purposes, i.e., retirement, life insurance, and health benefits. Provisional appointments are made under an authority established by law, Executive Order, or regulation, or granted by OPM, e.g., Schedule C appointments.

CAREER APPOINTMENTS

A. Career Senior Executive Service

Within the Department, the career SES is managed by the Senior Executive Resources Board (SERB). The SERB is comprised of four executives including: the Attorney General (or designee), the Deputy Attorney General, Associate Attorney General, and Assistant Attorney General for Administration. Historically, the Deputy Attorney General has served as the SERB Chair and, as such, must approve SES personnel actions not delegated to component heads, including the allocation of SES positions among components. The Department receives its SES allocations from OPM, in consultation with OMB. No more than 25 percent of an agency's positions may be encumbered by noncareer appointees. The current allocation and distribution of SES positions are shown in Appendix C.

Employees are appointed to the career SES in one of two ways: through an open competitive process, after which a selectee's executive qualifications must be certified by OPM; or by selection for an SES position after competing for and completion of an OPM-approved SES Candidate Development Program (CDP).

In the first case, the qualifications of each candidate are evaluated by an Executive Resources Board (ERB) and the final selection from among the best qualified candidates is made by the head of the component.

In the latter case, the CDP-qualifications are evaluated by the ERB and the selection for the program is made by the component head. When there is an SES vacancy, the component head normally selects a candidate. Upon completion of the CDP, candidates are approved by a Qualification Review Board administered by OPM, and are eligible for noncompetitive appointment to the SES.

There are several items pertaining to career SES employment which are of particular note at the time of transition:

- A career appointee may not be involuntarily reassigned within 120 days after the appointment of a new agency head or a new noncareer supervisor (the 120-day moratorium begins with the official entry of the senior official who takes the reassignment action). However, a voluntary reassignment during the 120-day period is permitted, if the employee consents in writing.
- A career appointee must receive 15 days written notice in advance of reassignment to another SES position within the commuting area.
- A career appointee must receive 60 days written notice in advance of reassignment to another SES position outside the commuting area.

B. Excepted Service

There are a wide variety of excepted service positions in the Department. The common factor among all is that the positions are filled by the employing organizations without reference to civil service registers. Positions may be excepted by statute, regulation, or by Executive Order. Over the last several years, the distinction between the competitive service has blurred with the enactment of statutes extending job protections to excepted employees.

The specific statutory exceptions in the Department are:

- **FBI.** The entire FBI is excepted from the competitive civil service by 28 U.S.C. 536. Selections for all FBI positions (with the exception of the Director and key SES jobs) are made within the FBI.
- **Assistant U.S. Attorneys (AUSA).** AUSAs are excepted from the competitive civil service by 28 U.S.C. 542. Normally, candidates are evaluated in individual U.S. Attorneys' offices and recommendations are made by the U.S. Attorney or a Principal Assistant. Since the authority to hire Attorneys in the Department is reserved to the Deputy Attorney General and the Associate Attorney General (who have delegated that authority to the OARM), those appointments must be approved by OARM.
- **U.S. Trustees.** U.S. Trustees and Assistant Trustees are in the excepted service as authorized under 28 U.S.C. 581 and 587(b).

OPM has been given the authority to except positions from the competitive civil service under specific circumstances. Those exceptions may apply Government-wide or may apply to only a specific class of positions within an agency. Some of the more common excepted service positions in the Department are:

- **Attorneys.** Government-wide, attorneys (other than Assistant U.S. Attorneys, who are excepted by statute) are excepted from the competitive service by 5CFR 213.3102(d). Entry level attorneys are hired through the Attorney General's Honors Program at the GS-11/12/13 level and experienced attorneys are hired at grades GS-11 through GS-15 (these processes, coordinated by OARM, are outlined briefly in Appendix D). Hiring recommendations are made within the Divisions and approved by OARM.
- **DEA.** DEA has the authority to appoint Special Agents at grades GS-5 through GS-11. After three years employment, these employees may be converted to the competitive service. DEA also has the authority to appoint up to 150 Intelligence Research Agents and/or Intelligence Operations Specialists at grades GS-9 through GS-15.

- **U.S. Trustees.** A Schedule B appointing authority may be used to appoint employees at grades GS-6 through GS-15, to positions (other than secretarial) which require knowledge of the bankruptcy process.
- **National Drug Intelligence Center.** A “Schedule A” appointing authority may be used to appoint employees to the Center.
- **ATF.** A “Schedule B” appointing authority may be used to appoint employees as GS-1811, Criminal Investigators (Special Agents) at the GS-5/7/9 grade levels and as GS-1801, Industry Operations Investigators at the GS-5/7/9 grade levels.
- **Other Positions.** As noted above, there are a number of excepted services authorities available to and used by Department components under general OPM regulation. Among the more common of these appointments are students and individuals with disabilities.

C. Competitive Service

Positions in the competitive service are filled through the appointment of individuals who have competed in examinations which are open to the public at large. These open examinations are administered by OPM or, in some cases, by agencies (including the Department) which have been delegated examining authority by OPM. Appointees are selected from among the best qualified as determined by the examination and applicable laws (such as veterans' preference) and regulations. A brief overview of the competitive appointment process can be found in Appendix E.

Among the larger groups of competitive service employees in the Department are:

- Clerical, administrative, and paralegal support staff in the litigating divisions;
- Similar staffs in the U.S. Attorneys’ offices and the EOUSA;
- The majority of the staff of the Office of Justice Programs;
- The majority of the staff of the Bureau of Prisons, including correctional officers;
- The majority of the staff of the Drug Enforcement Administration, including most special agents;
- The majority of the staff of the U.S. Marshals Service, including Deputy U. S. Marshals; and
- The majority of the staff of the Bureau of Alcohol, Tobacco, Firearms and Explosives.

DEPARTMENTAL ETHICS OFFICE

The Departmental Ethics Office, located in the JMD, is responsible for administering the Department-wide ethics program and for implementing Department-wide policies on ethics issues. The office provides advice and training directly to employees and supervises the ethics programs in all Department components. Each component has a Deputy Designated Agency Ethics Official (“Deputy DAEO”) who is responsible for administering the ethics program within his or her component. The Departmental Ethics Office administers the public financial disclosure reporting system, including advising nominees for Senate-confirmed Presidential appointments (PAS), and working with the White House Counsel’s Office and the Office of Government Ethics to ensure accurate reporting and resolve conflicts of interest.

The Departmental Ethics Website (<http://www.usdoj.gov/jmd/ethics>) contains guidance and practical information on a wide range of important topics, including conflicts of interest, outside employment, political activities, and financial disclosure, among others.

Questions on the Department’s ethics program may be referred to the Departmental Ethics Office on (202) 514-8196. Questions concerning issues relating to professional responsibility, e.g., codes of ethics, ethical standards and obligations, should be directed to the Department’s Professional Responsibility Advisory Office on (202) 514-0458.

APPENDIX A

PAY SYSTEMS

1. General Schedule (GS)

The General Schedule (GS) is the 15-grade pay system which covers most administrative, professional, technical, and clerical positions. GS grade levels are based on the difficulty and responsibility of the work performed. Agencies are authorized to place (classify) individual positions in grade levels GS-1 through GS-15 in accordance with classification standards developed by OPM.

Each grade of the General Schedule has 10 pay levels or “steps.” Initial appointments are generally made at the first step of the grade, although agencies may appoint individuals with superior qualifications at rates above the first step. This flexibility is designed to aid in competing with non-Federal employers in recruiting and retaining highly qualified candidates. Employees earn periodic within-grade increases based on longevity and performance.

Locality pay (i.e., locality-based comparability payments) is authorized under these pay systems to reduce pay disparities with non-Federal workers within each of the 32 defined locality pay areas.

The pay rates in the Washington-Baltimore, DC-MD-VA-WV, including St. Mary’s County, MD, as of January 2008, which include a 2.50 percent General Schedule increase and locality payment of 20.89 percent, are:

**SALARY TABLE (WASHINGTON, D.C., BALTIMORE, MD, NORTHERN VA)
EFFECTIVE JANUARY 2008**

Step	1	2	3	4	5	6	7	8	9	10
GS-1	\$20,607	\$21,295	\$21,980	\$22,662	\$23,347	\$23,750	\$24,427	\$25,110	\$25,137	\$25,779
GS-2	23,169	23,720	24,486	25,137	25,417	26,164	26,911	27,658	28,406	29,153
GS-3	25,279	26,122	26,965	27,807	28,650	29,492	30,335	31,178	32,020	32,863
GS-4	28,379	29,325	30,272	31,219	32,165	33,112	34,058	35,005	35,951	36,898
GS-5	31,751	32,808	33,866	34,924	35,982	37,039	38,097	39,155	40,213	41,271
GS-6	35,392	36,572	37,752	38,931	40,111	41,291	42,471	43,651	44,831	46,011
GS-7	39,330	40,641	41,951	43,262	44,572	45,883	47,193	48,503	49,814	51,124
GS-8	43,557	45,009	46,460	47,912	49,364	50,816	52,268	53,720	55,172	56,624
GS-9	48,108	49,712	51,317	52,921	54,525	56,129	57,733	59,338	60,942	62,546
GS-10	52,979	54,745	56,511	58,277	60,044	61,810	63,576	65,342	67,108	68,875
GS-11	58,206	60,146	62,087	64,027	65,967	67,908	69,848	71,788	73,728	75,669
GS-12	69,764	72,090	74,416	76,742	79,068	81,394	83,720	86,046	88,372	90,698
GS-13	82,961	85,727	88,493	91,259	94,025	96,791	99,557	102,323	105,088	107,854
GS-14	98,033	101,301	104,569	107,836	111,104	114,372	117,639	120,907	124,175	127,442
GS-15	115,317	119,161	123,006	126,850	130,694	134,538	138,383	142,227	146,071	149,000

2. ATF Demonstration Project (PD)

The Demonstration Project was implemented within ATF on January 16, 2000, with 255 employees (out of 288 eligible) electing to participate. The Demonstration Project is a pilot pay banding and performance management system for critical scientific and technical positions. In passing this legislation, Congress was responding to a long-standing concern of ATF to recruit and retain highly qualified scientific and technical employees needed to help ATF accomplish its mission. There are currently close to 300 ATF employees participating in the Demonstration Project.

The Demonstration Project is comprised of a number of pay strategies to include: pay increases for performance, financial rewards for job-related degrees, certificates and licenses, recruitment, relocation and retention bonuses, and greater career opportunities for high performers.

A pay banding classification system was established to replace the current General Schedule (GS) classification system. All positions within the Demonstration Project have an official pay plan designator of PD (e.g., PD-0511-02) to replace the GS designator. OPM classification standards and guides are used as the criteria for developing and classifying positions under the Demonstration Project.

Four pay bands have been established for positions covered by this authority and are structured to include the grade level equivalents. Each pay band represents a broad level of work with an associated range of pay. The minimum rate of pay under the Demonstration Project is equivalent to a GS-5/1 and the maximum rate of pay is level III of the Executive Schedule. Control points, terciles and zones - have been established to distinguish between levels of work, to regulate an employee's rate of progression, and used to calculate the percentages for annual payouts. Performance payouts are based upon an assigned performance rating with an affixed payout percentage and are applied to an employee's base salary or given as a lump sum, as appropriate.

Pay Band I:	\$24,075 - \$54,574 - (Entry/developmental)
Pay Band II:	\$44,136 - \$71,176 - (Full performance)
Pay Band III:	\$62,905 - \$99,053 - (Senior)
Pay Band IV:	\$87,439 - \$145,600 - (Expert/Manager)

(Base Salaries, Locality Pay is added)

3. Executive Schedule (EX)

The Executive Schedule applies to certain key positions filled by Presidential appointees as defined in Chapter 53 of Title 5, United States Code. The Schedule contains five rates of pay. An annual adjustment is generally made to each pay level, although pay adjustments have occasionally been cancelled by statute. The current rates of the Executive Schedule, as of January 2008, are as follows:

Level V	\$139,600
Level IV	\$149,000
Level III	\$158,500
Level II	\$172,200
Level I	\$191,300

4. Senior Executive Service (ES)

The SES is a “gradeless” system based on the concept of *rank in the person*, rather than *rank in the job*. By law, the base pay for SES may not exceed the pay for EX-III (currently \$158,500) of the Executive Schedule, unless the agency has full or provisional certification of their performance systems from the Office of Personnel Management and the Office of Management and Budget. Then SES pay may reach EX-II (currently \$172,200) of the Executive Schedule. Total SES compensation may not exceed the pay for EX-I (currently \$191,300) of the Executive Schedule for noncertified performance systems. Total SES compensation may not exceed the pay for the Vice President’s salary (\$221,100) for certified performance systems (full or provisional). The SES pay range for noncertified performance systems is \$114,468 to \$158,500. The SES pay range for certified performance systems has a higher cap of \$172,200. These pay ranges adjust annually based on the increase to the General Schedule and Executive Schedule. An SES member’s pay may be adjusted (increased or decreased) no more than once in a year, without an Attorney General (or his designee) waiver.

5. Senior Level (SL)

The Senior Level (SL) pay system is a broad pay band system for positions that exceed the level of difficulty and responsibility found at the GS-15 level but which lack the administrative or managerial aspects or are filled with Presidential appointees that exclude them from inclusion in the SES. As in the case of SES positions, the number of SL positions in the Department is subject to OPM and OMB approval.

At present, there are 123 SL positions in the Department. The SL pay range is tied to the GS and Executive pay schedules and is capped at Executive Schedule III (\$158,500) as of November 2008. However, effective April 2009, the SL pay range will be adjusted to reflect a range up to Executive Schedule II (currently \$172,200 under a certified performance system).

6. Administratively Determined Pay

The pay of certain positions is administratively determined (AD), i.e., set by administrative action under specific statutory authority. In the Department, the pay of U.S. Attorneys, Assistant U.S. Attorneys, U.S. Trustees, Assistant U.S. Trustees, Special Attorneys, and Special Assistant to the Attorney General is set by the Attorney General under specific provisions of Title 28, United States Code. The pay for expert and consultant positions (pay plans ED, EE, EF) is also administratively determined. Discretion in setting administratively determined pay is limited by the specific authorizing statute and/or provisions of Title 5, United States Code.

The AD pay plan in the United States Attorneys' office is a discretionary compensation system established by law which allows the Attorney General to set pay at a rate not to exceed Executive Level IV of the Executive Schedule. The AD pay plan is a rank-in-person compensation system with a heavy emphasis on performance which covers approximately 5,500 Assistant United States Attorneys (AUSAs) located throughout the United States, in Guam, Puerto Rico, and the U.S. Virgin Islands.

Basic pay is set at any point on a "recruitment range" of pay appropriate to the needs of the United States Attorney's office as recommended by the United States Attorney. Basic pay is increased by the same locality rate as applies to the General Schedule in the geographic area. Supervisory AUSAs, and Senior Litigation Counsel (SLC) AUSAs, are paid from a separate AD pay schedule.

For the Executive Office of U.S. Trustees, salary is set in statute not to exceed EX-IV however, through delegated authority; the DAG sets Trustees salary at \$2,500 below EX-IV, currently \$146,500 per annum.

7. Law Enforcement Pay

Federal law provides special salary rates (in contrast to, and are significantly higher than the General Pay schedule) to certain Federal employees who serve in law enforcement. Eligible law enforcement officers receive law enforcement availability pay (LEAP)'s equal to 25 percent of the agent's grade and step, awarded because of the large amount of overtime that these agents are expected to work.

8. Federal Wage System

The Federal Wage System (pay plans Wage Grade (WG), Wage Leader (WL), and Wage Supervisor (WS)) covers employees in "blue collar" trades, crafts, and labor occupations. Employees are paid hourly rates of pay under local wage schedules which are developed based on industry wages for similar jobs in the same geographic area. Job classification is based on OPM established job grading standards which take into account such factors as skill and knowledge requirements and working conditions.

9. Administrative Law Judge (ALJ) System

The Department employs ALJs in the Drug Enforcement Administration and in the Executive Office for Immigration Review (EOIR) who are covered by this distinct longevity-based pay system (pay plan AL). This pay system has three levels; non-supervisory ALJs are paid at one of the steps of level AL-3. The current rates of pay for the Washington, DC metropolitan area (Arlington, Virginia and Baltimore, Maryland) are as follows:

AL-3	Step A	\$120,286
AL-3	Step B	\$129,352
AL-3	Step C	\$138,782
AL-3	Step D	\$147,969
AL-3	Step E	\$157,278
AL-3	Step F	\$158,500
AL-2		\$158,500
AL-1		\$158,500

10. Immigration Judge (IJ) Pay System

Immigration Judges in the Executive Office for Immigration Review are compensated under the IJ pay system which varies by locality. This system has four pay levels which are tied to the Level IV of the Executive Schedule. The current rates of pay for the Washington DC metropolitan area (Arlington, Virginia and Baltimore, Maryland) are as follows:

IJ-1	\$126,088 - new appointee
IJ-2	\$144,101 - 2 years of service at IJ-1
IJ-3	\$158,500 - 2 years of service at IJ-2
IJ-4	\$158,500 - 1 year of service at IJ-3

Locality pay is capped at Executive Level III (\$158,500).

11. Overseas Employees

The Overseas Employees (OE) pay system covers noncitizens hired by the Department of State to provide services to the Department of Justice components which have offices overseas. The Drug Enforcement Administration is the only component which currently has such employees.

12. Volunteers

Title 5 U.S.C. 3111 authorizes the acceptance of volunteer service. Notwithstanding section 1342 of Title 31, the head of an agency may accept, subject to regulations issued by OPM, voluntary service for the United States if the service: (1) is performed by a student, with the permission of the institution at which the student is enrolled, as part of an agency program established for the purpose of providing educational experiences for the student; (2) is to be uncompensated; and (3) will not be used to displace any employee. Volunteers are designated by pay plan ZZ and are Federal employees only for injury compensation and tort claims purposes.

APPENDIX B

DOJ PRESIDENTIAL APPOINTMENTS

POSITION	NO.	PAY SYSTEM & LEVEL	SALARY	STATUTORY AUTHORITY	REMARKS
Attorney General	1	EX-I	\$191,300	28 USC 503	
Deputy Attorney General	1	EX-II	172,200	28 USC 504	
Associate Attorney General	1	EX-III	158,500	28 USC 504A	
Solicitor General	1	EX-III	158,500	28 USC 505	
Assistant Attorneys General	10*	EX-IV	149,000	28 USC 506, including AAG for the National Security Division (28 USC 507A) and the AAG for the Office of Justice Programs (42 USC 3711)	*An additional position, the Assistant Attorney General for Administration is a career reserved position in the Senior Executive Service.
U.S. Attorneys	77**	AD (Pay of U.S. Attorneys is equivalent to EX-IV.)	149,000		**The Department has 93 U.S. Attorneys – 77 are presidentially appointed, 15 are court appointed, and one is appointed by the Attorney General.
U.S. Marshals	27 65***	SL or GS-15	Varied Varied		***The Department has 93 U.S. Marshals who cover 94 judicial districts. One U.S. Marshal covers both Guam and Northern Mariana Islands. Of the 93 Marshals, 92 are presidentially appointed, and the U.S. Marshal for the Virgin Islands is appointed by the Attorney General. That position is currently in the General Schedule. four year term

POSITION	NO.	PAY SYSTEM & LEVEL	SALARY	STATUTORY AUTHORITY	REMARKS
Chair, U.S. Parole Commission Members	1 4	EX-IV EX-V	149,000 139,600	18 USC 4202	Six year term
Chair, Foreign Claims Settlement Commission Members	3	EX-V	139,600	5 USCA app.1, Reorg. Plan 1 of 1954, sec. 1	
Director, Federal Bureau of Investigation	1	EX-II	172,200	28 USC 532	10 year term
Director, U.S. Marshals Service	1	EX-IV	172,200	28 USC 561.a	
Inspector General	1	EX-IV	149,000	5 USC app.3, sec.3	
Administrator, Drug Enforcement Administration	1	EX-III	158,500	5 USCA app.2. Reorg. Plan No 2 of 1973 sec 5(A)	
Deputy Administrator	1	EX-IV	149,000	Id.sec 5(b)	
Director, Bureau of Alcohol, Tobacco, Firearms and Explosives	1	EX-III	158,500	28 USC 599A(a)(2)	
Director, Community Relations Service	1	EX-IV	149,000	42 USC 2000g (transfer of function to DOJ, id.note)	

POSITION	NO.	PAY SYSTEM & LEVEL	SALARY	STATUTORY AUTHORITY	REMARKS
Administrator, Office of Juvenile Justice and Delinquency Prevention	1	EX-IV	149,000	42 USC 3741(b)	
Director, National Institute of Justice	1	EX-IV	149,000	42 USC 3722(b)	
Director, Bureau of Justice Statistics	1	EX-IV	149,000	42 USC 3732(b)	
Director, Bureau of Justice Assistance	1	EX-IV	149,000	42 USC 3741(b)	
Director, Office for Victims of Crime	1	EX-IV	149,000		
Director, Office on Violence Against Women	1	EX-IV	149,000	42 USC 379gg-)a(b)	
Special Counsel for Immigration Related Unfair Employment Practices	1	SL	Varied	8 USC 1324b(c)(1)	Four Year Term
Total Presidential Appointees	205				

APPENDIX C

SENIOR EXECUTIVE POSITIONS

Component	SES Established	SES On Board
Office of the Attorney General	4	1
Office of the Deputy Attorney General	12	4
Office of the Associate Attorney General	5	3
Office of the Solicitor General	4	4
Justice Management Division	30	25
Antitrust Division	30	24
Civil Division	38	36
*Civil Rights Division	18	16
*Criminal Division	40	32
Environment and Natural Resources Division	21	21
National Drug Intelligence Center	2	2
*National Security Division	17	9
Office of Community Oriented Policing Services	1	1
Office of Information And Privacy	2	1
Office of Intergovernmental And Public Liaison	1	1
Office of Legislative Affairs	5	4
Office of Legal Counsel	9	7
Office of Legal Policy	5	2
Office of Professional Responsibility	2	2
Office of Public Affairs	1	1
Office of Federal Detention Trustee	1	1
Office of The Pardon Attorney	1	1
Office on Violence Against Women	0	0
Professional Responsibility Advisory Office	1	1
Tax Division	20	17
Office of The Inspector General	8	5
*Bureau of Alcohol, Tobacco, Firearms and Explosives	51	48
Bureau of Prisons	84	83
Executive Office for Immigration Review	8	5
*Executive Office for the United States Attorneys	12	5
Executive Office for U.S. Trustees	4	3
Office of Justice Programs	21	18
U.S. Marshals Service	17	9

APPENDIX C

SENIOR EXECUTIVE POSITIONS

CONTINUED

Component	SES Established	SES On Board
Community Relations Service	0	0
Foreign Claims Settlement Commission	0	0
Office of Dispute Resolution	1	0
*Regime Crimes Liaison Office	3	3
United States Parole Commission	0	0
Total OPM SES Allocations	479	395
Federal Bureau of Investigation	287	252
Drug Enforcement Administration	79	70
Total FBI/DEA OMB SES Allocations	366	322
Total SES Vacancies:	128	

**Floated (temporary) Positions as of October 10, 2008*

ATF 1 EOUSA 1

CRM 3 NSD 1

CRT 1 RCLO 3

APPENDIX D

ATTORNEY HIRING

All career attorney positions in the Department are excepted service, Schedule A appointments. There are approximately 10,000 career attorneys in the Department. More than 4,500 are Assistant United States Attorneys.

Entry-level attorneys are hired through the Attorney General's Honors Program unless OARM approves an exception to policy. All other attorney hires are considered lateral (experienced) hires. Lateral applicants must possess a Juris Prudence degree (J.D.), be an active member of the bar (any jurisdiction), and have at least one year of post J.D. degree experience.

OARM administers the Attorney General's Honors Program, develops policy related to the Department's lateral attorney hiring, and supports Department-wide recruitment efforts. OARM also manages the Summer Law Intern Program and the Volunteer Legal Intern Program. Finally, OARM implemented and currently manages the Department's Diversity Initiative for attorneys.

All attorney hires are subject to a full field FBI background investigation and final adjudication of their suitability, as well as national security adjudication by SEPS.

LEGAL RECRUITMENT

1. Attorney General's Honors Program, Summer Law Intern Program and Volunteer Legal Intern Program

The Attorney General's Honors Program is the most prestigious and largest entry-level recruitment program of its kind nationwide. Since 1953, it has served as the Department's recruitment program for third-year law students, graduate law students, legal fellows, and Judicial Law Clerks. The Department hires approximately 150 attorneys a year through this Program. The Summer Law Intern Program provides compensated positions to approximately 100 law students a year. The Volunteer Legal Intern Program provides approximately 800 uncompensated positions to law students during the academic year and approximately 1,000 during the summer.

In addition to the litigating divisions, the Executive Office for Immigration Review, the Federal Bureau of Prisons, the U.S. Trustee's Offices, Administrative Law Judges of the Drug Enforcement Administration, and the Bureau of Alcohol, Tobacco, Firearms and Explosives participate in the Honors Program. The aforementioned offices, the Office of the Solicitor General, and the Office of Legal Counsel participate in the Summer Law Intern Program. In the past several years, various U.S. Attorneys' Offices and the Executive Office for U.S. Attorneys have participated in Honors Program as well.

In 2002, the Honors Program and Summer Law Intern Program application process was converted to an online process. The application deadline for both Programs is in early September and new attorneys generally enter on duty the following fall.

2. Lateral Attorney Recruitment

The Department hires approximately 800 lateral attorneys each year. While OARM offers promotional and recruitment support for lateral attorney recruitment, the actual selection of lateral attorneys is decentralized in the organizations. All attorney vacancies are advertised on the Department's website at: <http://www.usdoj.gov/oarm/attvacancies.html>, and the OARM website serves as the central source of public information about legal employment eligibility for lateral attorneys. The Department is exploring an online application process for the lateral attorneys, similar to the one currently in use for the Attorney General's Honors Program.

To generate interest in the Department among excellent and diverse attorney candidates, OARM annually attends national bar association conferences and job fairs.

DIVERSITY INITIATIVES

The President's Management Agenda enumerates many goals, including the strategic management of human capital. Consistent with this goal, on February 5, 2003, the Attorney General and Deputy Attorney General announced a series of initiatives to strengthen the Department's attorney workforce by intensifying outreach to individuals from a broad range of racial, ethnic, economic, and geographic backgrounds, and to create incentives to enter and remain in public service.

OARM was directed among other things to:

- Conduct outreach to educate law students and lawyers about the benefits of a career at the Department of Justice to broaden the Department's pool of well-qualified applicants;
- To make information about attorney and supervisory vacancies more transparent and accessible to both attorneys outside the Department and to current Department personnel by public and internal postings;
- Utilize existing legal authority to assist with the repayment of student loans for qualifying new attorneys entering the Department under the Honors Program or laterally, and as a mechanism to retain experienced attorneys;
- Institute a mentor program for all incoming attorneys; and,
- Conduct exit interviews with all voluntarily departing attorneys to assist retention efforts.

APPENDIX E

COMPETITIVE SERVICE HIRING

The principle underlying the competitive civil service is that initial appointment must result from competition in examinations open to the public at large. Whether through a written test or a paper review of qualifications, candidates are rated and ranked based on certain objective criteria related to the type of position to be filled.

The result of the examination process is a civil service “register” – a listing of the qualified applicants. From the register, a short list of names (a Certificate of Eligibles) is issued to fill a vacancy. The certificate lists the candidates in order of their scores on the examination, adjusted for the veterans preference to which they may be entitled. There are strict rules governing the order of selection from certificates.

Open competitive examinations are administered by OPM and by agencies to which OPM has delegated examining authority. Where agencies have been delegated authority by OPM, they are bound by OPM’s regulations and practices concerning examinations.

After competitive appointment, an employee must serve a one-year probationary period to determine fitness for Federal service. During that time, the probationer may be dismissed without significant procedural protections. After three years, an appointee acquires “career tenure” and may, after leaving Federal service, reenter the Federal workforce without further examination or competition, a process called “reinstatement.” Veterans acquire lifetime eligibility for reinstatement upon initial appointment.

Vacant positions can be filled by requesting a certificate of eligibles from OPM, through agency case examining, reinstatement, or other special appointing authorities such as the Veterans Readjustment Authority. Another alternative is the “merit promotion” process, which extends the concept of open competition to certain competitive service promotions. Through an adaptation of the examination process, agencies solicit and review the applications of interested candidates and create certificates of eligibles that may be selected to fill vacant positions.

The selection of one means of filling a vacancy over another is driven by a number of factors, including the type and grade level of the position to be filled and past experience with recruitment for the occupation. It is not unusual for several avenues to be pursued simultaneously.

On April 12, 1996, the Career Transition Assistance Plan (CTAP) became effective. CTAP ensures that eligible surplus and displaced employees, who apply for positions in the competitive service, for which they are determined well-qualified are placed in such positions. CTAP does not apply to positions or vacancies in the excepted service. Selecting officials may not have the flexibility to fill positions in the competitive service, due to CTAP provisions.

APPENDIX F

OPM TRANSITION GUIDE AND 2008 “PLUM BOOK”

OPM Transition Guide:

OPM issued a guide for Federal agencies in June 2008 to facilitate the transition to a new Presidential Administration. This guide provides general information and addresses issues that relate to departing employees, newly-appointed employees, and the career civil service. It also contains information on pay flexibilities such as advance payments, above the minimum rates, preemployment interviews, recruitment and relocation bonuses, and retention allowances; leave administration (annual and sick leave, family and medical leave, voluntary leave transfer, leave bank, military leave); retirement, health, and life insurance coverage. You may access the guide at the following URL: <http://www.chcoc.gov/transmittals/Index.aspx>.

2008 “Plum Book:”

Published by the Senate Committee on Governmental Affairs and the House Committee on Government Reform alternately after each Presidential election, the Plum Book lists over 7,000 Federal civil service leadership and support positions in the legislative and executive branches of the Federal Government that may be subject to noncompetitive appointment, nationwide. The duties of many such positions may involve advocacy of Administration policies and programs and the incumbents usually have a close and confidential working relationship with the agency or other key officials. As transition nears, the data for the Plum Book is ever changing. Agencies (to include the Department of Justice) report data up to September 30, 2008, for the Plum Book. The estimated OPM final data collection and subsequent publish date is late November.

The major categories of positions listed in United States Government Policy and Supporting Positions include:

- Executive Schedule and salary-equivalent positions paid at the rates established for levels I through V of the Executive Schedule; mainly, our AAGs, U.S. Attorneys, etc.
- Senior Executive Service “General” positions. Many of DOJ’s DAAG positions as well as Principal DAAG positions are designated as General, normally incumbered by noncareer executives. “Career Reserved” SES positions are NOT published in the Plum Book.
- Schedule C positions excepted from the competitive service by the President, or by the Director, Office of Personnel Management. They are GS-15 and below or Senior Level positions with duties of a confidential or policy determine nature.

APPENDIX G

TABLE OF DELEGATIONS EMPLOYMENT

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Intergovernmental Personnel Act assignments	Retained by the DAG	Human Resources Order 1200.1 (HRO) Part 1, Chapter 1, Intergovernmental Personnel Act Assignments	May be redelegated
Reemployment of retirees without loss of pay or annuity to meet exceptional employment needs	Retained by OPM	5 CFR Part 553; HRO Part 1, Chapter 2, Reemployment of Retirees Without Penalty to Meet Exceptional Employment Needs	May not be redelegated
Reemployment of retirees without loss of pay or annuity to meet exceptional employment needs under the 9/11 terrorist attack authority	Component Head	OPM granted the delegation to the Heads of Departments and Agencies on September 13, 2001. The AG redelegated the authority to the Heads of the following Components: EOUSA, FBI, DEA, USMS, BOP, ATF and JMD and OBDs (August 29, 2003)	May not be redelegated
Determination of length of probationary period for managers who served in positions with supervisory and managerial responsibilities	Bureau Personnel Officers	HRO Part 1, Chapter 5, Probationary Period for Supervisors and Managers in the Competitive Service	May be redelegated
Exceptions to the maximum entry age for LEOs	Component Head	HRO Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation from the Attorney General (Jun. 4, 1991); delegation to Heads of Components with LEOs from the AAG/A (March 5, 2003)	May not be redelegated

APPENDIX G

TABLE OF DELEGATIONS EMPLOYMENT (CONTINUED)

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Approval of waivers to the maximum entry age of LEOs for BOP psychologists up to age 40; BOP physician’s assistants, nurses, nurse practitioners, medical and dental officers, Catholic Chaplains, Islamic Chaplains, and Jewish Rabbis; USMS LEOs up to age 40 .	For BOP, Director, BOP; for USMS LEOs, Director, USMS	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation to the Director, BOP, from the AAG/A for: Catholic Chaplains (Aug. 13, 1976), Islamic Chaplains (Sep. 27, 1988); physicians assistant (Mar. 21, 1989); nurses and psychologists (Jan. 10, 1994); Jewish Rabbis (Aug. 1, 1994); medical and dental officers (March 16, 1998); nurses and nurse practitioners (March 28, 2000) delegation to the Director, USMS, from the AAG/A for USMS LEOs (Dec. 22, 1997)	May not be redelegated
Exceptions to the mandatory retirement of LEOs	Component Head	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation from the Attorney General (Jun. 4, 1991); delegation to Heads of Components with LEOs from the AAG/A (March 17, 2003)	May not be redelegated
Exceptions to the mandatory retirement of LEOs for DEA Special Agents; up to 20 FBI LEO SES members; FBI non-SES Special Agents	For DEA Special Agents, the Administrator, DEA; for FBI LEO SES Members and Non-SES Special Agents, the Director, FBI	HRO, Part 1, Chapter 6, Maximum Entry Age and Mandatory Retirement of LEOs; delegation to the Administrator, DEA, from the Attorney General (Nov. 17, 1997); delegation to the Director, FBI, from the Attorney General (Jun. 4, 1991 (SES) and Aug. 29, 1995)	May not be redelegated
Employment of experts and consultants	Component Head	HRO, Part 1, Chapter 7, Employment of Experts and Consultants	May be redelegated

APPENDIX G

TABLE OF DELEGATION COMPENSATION

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Classification of GS positions and wage jobs, except for attorney and law student positions	Bureau Head	28 CFR 0.15(b)(1); 0.76(o); 0.137; 0.138; 0.159	May be redelegated
Classification of GS attorney and law student positions	Component Head	28 CFR 0.15(c) and (e); 0.19(a)(1); delegation from DAG to OARM (Mar. 28,1994) delegation from Assoc. AG (Mar. 23, 1998) delegation from OARM to Component Head (Feb. 23, 2000)	May be redelegated
Compensatory time	Bureau Head	HRO Part 2, Chapter 3, Hourly Compensation for Overtime Work	May be redelegated
Non-special salary rate as highest previous rate (non- attorneys)	Appointing Officers	HRO Part 2, Chapter 2, Highest Previous Rate	May not be redelegated
Special salary rate as highest previous rate (non-attorneys)	Bureau Head	HRO Part 2, Chapter 2, Highest Previous Rate	May be redelegated.
Highest previous rate (attorneys)	Bureau General Counsels or OBD Heads	Attorney Personnel Memorandum 97-10 (June 30, 1997)	May be redelegated
Recruitment and relocation incentives	Bureau Head, except for the following: DAG for Executive Schedule, and Administratively Determined pay systems; Immigration Judges; and Presidential appointees. Bureau General Counsels or OBD Heads for attorneys and law clerks.	5 CFR part 575; HRO Part 2 – Compensation, Chapters 5a and 5b	May be redelegated

APPENDIX G

TABLE OF DELEGATION COMPENSATION (CONTINUED)

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Retention incentives Note: Retention incentives may NOT be paid on a group or category basis to Executive Schedule, SES, or senior level employees; Presidential appointees; U.S. Trustees; and Immigration Judges. OPM must approve payment of retention incentives of more than 10 percent to a group or category of employees.	Bureau Head, except for the following: DAG for Executive Schedule, SES, Administratively Determined, and Sr. Level pay systems; Immigration Judges; and Presidential appointees. Bureau General Counsels or OBD Heads for attorneys and law clerks.	5 CFR part 575; Human Resources Order 1200.1, Part 2 – Compensation, Chapter 6	May be redelegated
Foreign language awards	Bureau Head	5 U.S.C. 4523; HRO Part 2, Chapter 8, Foreign Language Awards	May be redelegated to a level no lower than the Bureau Personnel Officer
Supervisory Differentials	Bureau Head	HRO Part 2, Chapter 9, Supervisory Differentials	May be redelegated to a level no lower than the Bureau Personnel Officer
SL pay-setting up to and including the maximum rate, except for noncareer-type and FBI and DEA employees	Component Head	28 CFR 0.15; delegations from the DAG (Dec. 29, 1999) effective March 1, 2000; HRO Part 2, Chapter 10, Pay for Senior Level Positions	May not be redelegated
SL pay-setting for FBI and DEA employees up to the maximum SL rate, except for noncareer-type employees and employees who report directly to the Director, FBI or the Administrator or Deputy Director, DEA	The Director, FBI; the Administrator, DEA	Same as above	May not be redelegated

APPENDIX G

TABLE OF DELEGATION COMPENSATION (CONTINUED)

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
SL pay-setting not covered by one of the delegations of SL pay-setting authority above	Retained by DAG	Same as above	May not be redelegated
Student Loan Repayment	Bureau Head for GS and prevailing rate (wage), except Bureau General Counsels or OBD Heads for attorneys and law clerks. DAG for other eligible categories.	28 CFR 0.76(o), 0.77, 0.79, 0.138, and 0.159; 5 CFR part 537; HRO Part 2, Chapter 12, Student Loan Repayment; delegation from the DAG to the Director, OARM (August 16, 2001); OARM Memorandum #01-16 (November 29, 2001)	May be redelegated
Advance payments to new appointees	Component Head, except: DAG for SES, Executive Schedule (except AG for Director and Deputy Director, FBI), Senior Level, Immigration Judges, Presidential appointees; and Bureau General Counsel or OBD heads for attorneys and law clerks	28 CFR 0.15, 0.76(o), 0.77, 0.79, 0.138, 0.157(c) and 0.159; 5 CFR Part 550, Subpart B; HRO Part 2, Chapter 13, Advance Payments to New Appointees; OARM Memorandum #02-01 (February 22, 2002)	Except for SES, Executive Schedule, Senior Level, Immigration Judges, Presidential appointees, and Director/Deputy Director, FBI, may be redelegated
Hostile fire pay	Bureau Head, except AAG/A for non-career SES, non-career type SL, component heads, and key executive positions.	AG Order No. 2670-2003 (April 30, 2003); HRO Part 2, Chapter 14, Hostile Fire Pay	May not be redelegated
Premium Pay Limitations (Emergency determinations under 5 U.S.C. 5547(b)(1))	AAG/A	28 CFR 0.76(f), AG Order No. 2635-2002, November 29, 2002; HRO Part 2, Chapter 14, Premium Pay Limitations	May not be redelegated

Appendix G

TABLE OF DELEGATION COMPENSATION (CONTINUED)

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Premium Pay Limitations (Mission-critical determinations under 5 U.S.C. 5547(b)(3))	Bureau Heads	28 CFR 0.76(f), AG Order No. 2635-2002, November 29, 2002; HRO Part 2, Chapter 14, Premium Pay Limitations	May not be redelegated
Authority to Waive 5 U.S.C. 5547 Premium Pay Limitation for Certain Work Performed Overseas for Calendar Year 2008	Component Head. (Approval of delegated authority is subject to approval by the Attorney General (AG) each year.)	Attorney General (AG) Order No. 2981-2008 28 U.S.C. sections 509 and 510, and P.L. 109-163, section 1105 (2006), <i>as amended by</i> P.L. 109-364, section 1105 (2006), <i>and by</i> P.L. 110-181, section 1101 (2008)	May no be redelegated
Department classification appeal decisions	Director, Human Resources, JMD	28 CFR 0.76(o) and 0.138; HRO Part 2, Chapter 15; and delegation from the Director, OARM to the Director, Human Resources, JMD (5-14-03)	May not be redelegated
Awards--Approval of cash awards up to \$7,500 (non-attorneys) except SES	Component Head	28 CFR 0.143	May be redelegated
Awards--Approval of cash awards up to \$7,500 for attorneys, law clerks, and law students, GS-15 and below, or equivalent	Component Head	Delegation from the DAG to the Director, OARM (August 16, 2001); OARM Memorandum 95-18 (November 30, 1995)	May be redelegated
Awards--Approval of cash awards above \$7,500 up to \$10,000	Retained by Attorney General	28 CFR 0.11(a)	May be redelegated
Awards--Approval of cash awards above \$10,000 up to \$25,000	Retained by OPM	5 U.S.C. 4502	May not be redelegated

APPENDIX G

TABLE OF DELEGATION COMPENSATION (CONTINUED)

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Awards-Approval of all Superior Accomplishment Awards (Special Act or Service) up to \$5,000 for SL	Retained by the Deputy Attorney General	Delegations from the DAG (Dec. 29, 1999) effective March 1, 2000, Performance Management for the SES and SL	May not be redelegated
Approval of time-off as an incentive award (except SES)	Component Head	28 CFR 0.138	May be redelegated
Administrative Leave	Component Head	DOJ Order 1630.1B, Leave Administration, Chapter 14 (Jul. 22, 1991)	May not be redelegated
Administrative Leave of more than 10 work days	AAG/A or designee	DOJ Order 1630.1B, Leave Administration, Chapter 14 (Jul. 22, 1991) AAG/A memorandum (Sep. 27, 2002)	May not be redelegated

APPENDIX G

TABLE OF DELEGATION

LABOR/EMPLOYEE RELATIONS

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Discipline and adverse actions	Bureau Head	HRO Part 3, Chapter 1, Discipline and Adverse Actions	May be redelegated

WORKFORCE DEVELOPMENT

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Authority to select, assign, and pay for training for employees, except Presidential appointees	Bureau Head	28 CFR 0.153	May be redelegated
Authority to designate Presidential appointees for training	Retained by the AG	5 CFR 410.302 and E.O.11895	May not be redelegated
Payment of expenses for credentials, accreditation, licenses, certification, and examinations Note: Expenses may NOT be paid on behalf of any employee occupying or seeking to qualify for appointment to any position that is excepted from the competitive service because of the confidential, policy-determining, policy making, or policy-advocating character of the position, or any attorney position	Component Head for GS and Prevailing Rate employees; DAG for SES and equivalent employees	28 CFR 0.75, 0.76(o), 0.77, 0.79, and 0.138; HRO Part 5, Chapter 2, Payment of Expenses for Credentials, Accreditation, Licenses, Certification, and Examinations	May be redelegated

APPENDIX G

TABLE OF DELEGATION

SENIOR EXECUTIVE SERVICE

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Approval of SES performance appraisals, except for OIG SES employees and key career executives	Component Head	28 CFR 0.15; delegations from the DAG (Dec. 29, 1999) effective March 1, 2000	May not be redelegated
Approval of SES performance appraisals for key career executives	Retained by DAG	Same as above	May not be redelegated
Approval of SES performance appraisals for OIG SES employees	Inspector General	P.L. 95-452, Oct. 12, 1978, and delegation from the Attorney General (Apr. 24, 1990)	May not be redelegated
Awards—Approval of all performance awards, i.e., bonuses for SES	Retained by the Deputy Attorney General	Delegations from the DAG (Dec. 29, 1999) effective March 1, 2000, Performance Management for the SES and SL	May not be redelegated
Awards—Approval of all Superior Accomplishment Awards (Special Act or Service) up to \$7,500 for SES	Retained by the Deputy Attorney General	Delegations from the DAG (Dec. 29, 1999) effective March 1, 2000, Performance Management for the SES and SL	May not be redelegated
Grant most formal determinations	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing

APPENDIX G

TABLE OF DELEGATION

ETHICS

AUTHORITY	DELEGATION	SOURCE	REDELEGATION
Waive prohibitions on certain outside employment	Deputy Attorney General	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Approve outside employment related to duties	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Certify public financial disclosure reports	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Grant first 45-day extension to file public financial disclosure reports	Agency Designee (See HRO Part 11, Chapter 1, paragraph C.2.)	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Certify confidential financial disclosure reports	Reviewing Official with knowledge of employee's assignments	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Grant extension to file confidential financial disclosure reports	Component Head	HRO Part 11, Chapter 1, Procedures for Complying with Ethics Requirements	May be redelegated in writing
Authorization of final salary and leave payments	Clearance Officials	28 CFR 0.75 and 0.76; HRO Part 12, Chapter 2, Clearance Procedures for Employees and Contract Employees Separating from or Reassigned within the Department of Justice	May not be redelegated

APPENDIX H

JMD HR POINTS OF CONTACT

NAME	TITLE	PHONE NUMBER
MARI BARR SANTANGELO	DEPUTY ASSISTANT ATTORNEY GENERAL FOR HUMAN RESOURCES AND ADMINISTRATION	202-514-5501
ROD MARKHAM	DIRECTOR, HUMAN RESOURCES	202-514-4350

For more extensive information, please refer to the following website:

JMD Human Resources: <http://www.usdoj.gov/jmd/ps/>

- ✓ Personnel Policies - http://www.usdoj.gov/jmd/ps/hro_table.htm
- ✓ Personnel Guidance - <http://www.usdoj.gov/jmd/ps/newguidance.htm>

JMD Office of Attorney Recruitment and Management:

<http://www.usdoj.gov/jmd/ps/newguidance.htm>

Departmental Ethics Office: <http://www.usdoj.gov/jmd/ethics/index.html>

THE DEPARTMENT OF JUSTICE AT-A GLANCE

HISTORY

The Office of the Attorney General was established by the Judiciary Act of 1789. Originally a part-time position, the Attorney General was to be “learned in the law” with the duty to “prosecute and conduct all suits in the Supreme Court in which the United States shall be concerned, and to give his advice and opinion upon questions of law when required by the President of the United States, or when requested by the heads of any of the departments, touching any matters that concern their departments.” In 1870, legislation was enacted establishing a Department of Justice headed by the Attorney General and consolidating under the Attorney General authority for supervising all criminal prosecutions and civil suits in which the United States has an interest. In addition, the 1870 Act created the Office of the Solicitor General and placed the U.S. Attorneys and U.S. Marshals under direction and control of the Attorney General.

MISSION STATEMENT

The mission of the Department of Justice is:

“...to enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans.”

STRATEGIC GOALS AND OBJECTIVES

The Department’s of Justice’s strategic goals and objectives for FY 2007-2012 are:

Goal I: Prevent Terrorism and Promote the Nation’s Security

- 1.1 Prevent, disrupt, and defeat terrorist operations before they occur
- 1.2 Strengthen partnerships to prevent, deter, and respond to terrorist incidents
- 1.3 Prosecute those who have committed, or intend to commit, terrorist acts in the United States
- 1.4 Combat espionage against the United States

Goal II: Prevent Crime, Enforce Federal Laws and Represent the Rights and Interests of the American People

- 2.1 Strengthen partnerships for safer communities and enhance the Nation's capacity to prevent, solve, and control crime
- 2.2 Reduce the threat, incidence, and prevalence of violent crime
- 2.3 Prevent, suppress, and intervene in crimes against children
- 2.4 Reduce the threat, trafficking, use, and related violence of illegal drugs
- 2.5 Combat public and corporate corruption, fraud, economic crime, and cybercrime
- 2.6 Uphold the civil and constitutional rights of all Americans
- 2.7 Vigorously enforce represent the interests of the United States in all matters over which the Department has jurisdiction
- 2.8 Protect the integrity and ensure the effective operation of the Nation's bankruptcy system

Goal III: Ensure the Fair and Efficient Administration of Justice

- 3.1 Protect judges, witnesses, and other participants in federal proceedings, and ensure the appearance of criminal defendants for judicial proceedings or confinement
- 3.2 Ensure the apprehension of fugitives from justice
- 3.3 Provide for the safe, secure, and humane confinement of detained persons awaiting trial and/or sentencing, and those in the custody of the Federal Prison System
- 3.4 Provide services and programs to facilitate inmates' successful reintegration into society, consistent with community expectations and standards
- 3.5 Adjudicate all immigration cases promptly and impartially in accordance with due process
- 3.6 Promote and strengthen innovative strategies in the administration of state and local justice systems
- 3.7 Uphold the rights of and improve services to America's crime victims

ORGANIZATION

To execute the mission, the Department depends on each of its nearly 110, 087 loyal, skilled, and dedicated employees. Led by the Attorney General, the Department of Justice comprises 40 separate component organizations (see organization chart). These include the U.S. Attorneys (USAs) who prosecute offenders and represent the United States Government in court; the major investigative agencies-the Federal Bureau of Investigation (FBI), the Drug Enforcement Administration (DEA), and the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) which deter and investigate crimes, and arrest criminal suspects; the U.S. Marshals Service (USMS) which protects the federal judiciary, apprehends fugitives and detains persons in federal custody; and the Bureau of Prisons (BOP) which confines convicted offenders.

Litigating divisions represent the interests of the American people and enforce federal criminal and civil laws, including civil rights, tax antitrust, environmental, and civil justice statutes. The Office of Justice Programs (OJP) provides leadership and assistance to state, tribal, and local governments. Other major departmental components include the National Drug Intelligence Center (NDIC), the United States Trustees (UST), the Justice Management Division, the Executive Office for Immigration Review (EOIR), the Community Relations Service (CRS), the Office on Violence Against Women (OVW), and the Office of the Inspector General (OIG).

Although headquartered in Washington, D.C., the Department conducts most of its work outside Washington. Most of its employees are located in field offices around the country (see map: DOJ Domestic Office Locations). In addition, the Department has a presence in a number of foreign cities (see map: DOJ International Office Locations). The Department has law enforcement presence in every state(see map: Total Onboard Law Enforcement Staffing by State).

RESOURCES

For FY 2009, the Department of Justice requested 107,186 positions and \$23.1 billion. Approximately \$2.9 billion of this amount was generated through fees and collections. This is an increase of 1,544 positions and a decrease of \$1.4 billion over the FY 2008 enacted appropriation, including supplementals.

The bulk of the Department's FY 2009 budget authority supported the activities of BOP (24%), the FBI (30%), the DEA (9%), the U.S. Attorneys (8%), the OFDT (6%), the ATF (5%) and USMS (4%).

A continuing resolution (CR) for FY 2009 has been enacted and provides continuing appropriations until enactment of the applicable regular appropriations bill or until March 6, 2009. The Department's enacted CR level is \$23.8 billion.

LEADERSHIP OFFICES

OFFICE OF THE ATTORNEY GENERAL

The position of Attorney General was created by the Judiciary Act of 1789. In June 1870 Congress enacted a law entitled “An Act to Establish the Department of Justice.” This Act established the Attorney General as head of the Department of Justice and gave the Attorney General direction and control of U.S. Attorneys and all other counsel employed on behalf of the United States. The Act also vested in the Attorney General supervisory power over the accounts of U.S. Attorneys and U.S. Marshals.

The mission of the Office of the Attorney General is to supervise and direct the administration and operation of the Department of Justice, including the Federal Bureau of Investigation, Drug Enforcement Administration, Bureau of Alcohol, Tobacco, Firearms and Explosives, Bureau of Prisons, Office of Justice Programs, and the U.S. Attorneys and U.S. Marshals Service, which are all within the Department of Justice.

The principal duties of the Attorney General are to:

- ✧ Represent the United States in legal matters.
- ✧ Supervise and direct the administration and operation of the offices, boards, divisions, and bureaus that comprise the Department.
- ✧ Furnish advice and opinions, formal and informal, on legal matters to the President and the Cabinet and to the heads of the executive departments and agencies of the government, as provided by law.
- ✧ Make recommendations to the President concerning appointments to federal judicial positions and to positions within the Department, including U.S. Attorneys and U.S. Marshals.
- ✧ Represent or supervise the representation of the United States Government in the Supreme Court of the United States and all other courts, foreign and domestic, in which the United States is a party or has an interest as may be deemed appropriate.
- ✧ Perform or supervise the performance of other duties required by statute or Executive Order.

For FY 2009, the Office of the Attorney General requested \$5,685 and an estimated 18 authorized positions.

OFFICE OF THE DEPUTY ATTORNEY GENERAL

On May 24, 1950, Attorney General J. Howard McGrath created the Office of the Deputy Attorney General (ODAG). The Deputy Attorney, appointed by the President with the advice and consent of the Senate, is the Department's second-ranking official and functions as a Chief Operating Officer; 24 components and 93 U.S. Attorneys report directly to the Deputy and 13 additional components report to the Deputy through the Associate Attorney General. On a daily basis, the Deputy decides a broad range of legal, policy and operational issues.

The mission of the ODAG is to advise and assist the Attorney General in formulating and implementing Department policies and programs and in providing overall supervision and direction to all organizational units of the Department.

The major functions of the DAG are to:

- ✧ Exercise all the power and authority of the Attorney General unless any such power or authority is required by law to be exercised by the Attorney General personally or has been specifically delegated exclusively to another Department official.
- ✧ Represent DOJ at White House coordination meetings of the National Security Council and Homeland Security Council, and maintain staff to address related Justice policy.
- ✧ Act on behalf of the Attorney General for purposes of authorizing searches and electronic surveillance under the Foreign Intelligence Surveillance Act (FISA) and Executive Order 12333 on Intelligence.
- ✧ Review and recommend to the Attorney General whether to seek or decline to seek the death penalty in specific cases.
- ✧ Act as initial contact with the White House on pending criminal matters.
- ✧ Recommend to the White House, after consultation with the Office of the Pardon Attorney, whether the President should grant specific petitions of pardon or commutation of sentence.
- ✧ Be responsible for all DOJ attorney personnel matters, including final action in matters pertaining to the employment, separation, and discipline (except for GS-15 and below attorney matters which have been delegated to the Office of Attorney Recruitment and Management).

- ❖ Coordinate and control the Department's reaction to civil disturbances and terrorism.
- ❖ Oversee budget matters as well as certify to Congress the cost-effectiveness of DOJ investments in information technology.
- ❖ Set enforcement priorities in consultation with the Attorney General, to address key priorities, chair inter-and intra-agency task forces and organizations, e.g., National Procurement Fraud Task Force, International Organized Crime Council, National Corporate Fraud Task Force, Anti-Gang Coordination Committee, Attorney General Advisory Committee.
- ❖ Manage high-priority program offices that reside within ODAG, e.g, Organized Crime Drug Enforcement Task Force, Privacy and Civil Liberties Office, the Faith Based and Community Initiatives Task Force, and the Iraq Rule of Law program.
- ❖ Perform such other activities and functions as may be assigned from time to time by the Attorney General.

For FY 2009, the Office of the Deputy Attorney General requested \$5,205 and an estimated 20 authorized positions.

OFFICE OF THE ASSOCIATE ATTORNEY GENERAL

The Office of the Associate Attorney General (OASG) was created by Attorney General Order No. 699-77 on March 10, 1977.

As the third-ranking official at the Department of Justice, the AAG is a principal member of the Attorney General's senior management team.

The major functions of the ASG are to:

- ✧ Advise and assist the Attorney General and Deputy Attorney General on the formulation and implementation of Department of Justice policies and programs.
- ✧ Supervise the work of the Civil, Civil Rights, Antitrust, Tax, and Environment and Natural Resources Divisions. The ASG also has oversight responsibility for the Office of Justice Programs, the Office of Community Oriented Policing Services, the Office of Dispute Resolution, the Office of Information and Privacy, the Community Relations Service, the Executive Office for United States Trustees, Office on Violence Against Women and the Foreign Claims Settlement Commission.

For FY 2009, the Office of the Associate Attorney General requested \$1,912 and an estimated 6 authorized positions.

OFFICE OF THE SOLICITOR GENERAL

The Office of the Solicitor General was created by the Statutory Authorization Act of June 22, 1870. The Act states that there shall be an officer learned in the law, to be called the Solicitor General, to assist the Attorney General in the performance of his/her duties.

The mission of OSG is to represent the interests of the United States before the Supreme Court and to oversee appellate and certain other litigation on behalf of the United States in the lower federal and state courts.

The major functions of OSG are to:

- ✧ Conduct, or assign and supervise all Supreme Court cases, including appeals, petitions for and in opposition to certiorari, briefs, and arguments.
- ✧ Determine whether, and to what extent, appeals will be taken by the government or whether the government will file a brief amicus curiae in any appellate court.
- ✧ Determine when and whether the United States should intervene in any court to defend the constitutionality of an Act of Congress.
- ✧ Assist the Attorney General, the Deputy Attorney General, and the Associate Attorney General, as requested, in the development of Department programs and policy.

For FY 2009, the Office of the Solicitor General requested \$10,440 and an estimated 48 authorized positions.

LEADERSHIP SUPPORT

OFFICE OF LEGAL POLICY

The Office of Legal Policy (OLP) was originally established in 1981 by merging the Office for Improvements in the Administration of Justice, the Office of Information Law and Policy, and the Office of Privacy and Information Appeals.

The mission of OLP is to develop and implement the Department's significant policy initiatives, handle special projects that implicate the interests of multiple Department components, coordinate with other interested Department components and other Executive Branch agencies, and serve as the primary policy advisor to the Attorney General and the Deputy Attorney General; it also reviews and coordinates all regulations promulgated by the Department and all of its components, assists the Attorney General with responsibilities in recommending candidates for federal judgeships, and coordinates the judicial nomination and confirmation process with the White House and the Senate.

The major functions of OLP are to:

- ✧ Assist the President and the Attorney General in filling all Article III and certain Article I judicial vacancies.
- ✧ Assure policy consistency and coordination among departmental initiatives, briefing materials, and policy statements.
- ✧ Conduct policy reviews of legislation and other proposals and support and coordinate departmental efforts to advance the Administration's legislative and policy agenda.
- ✧ Develop strategies and programs to implement legislative and policy initiatives.
- ✧ Coordinate regulatory development and the review of all proposed and final rules developed by all Department components.
- ✧ Serve as liaison to OMB and other agencies on regulatory matters.
- ✧ Provide support and policy expertise in conjunction with other components to implement effectively a number of major ongoing departmental and Administration initiatives in the criminal and civil justice areas.
- ✧ Track and coordinate Department implementation of statutory responsibilities and reporting requirements.

For FY 2009, the Office of Legal Policy requested \$6,002 and an estimated 27 authorized positions.

OFFICE OF LEGISLATIVE AFFAIRS

The Office of Legislative Affairs (OLA) was established in the Department of Justice on February 2, 1973, by Attorney General Order 504-73 to be the coordinating center for all Department of Justice activities relating to legislation and the Congress. The Office was subsequently reorganized into the Office of Legislative and Intergovernmental Affairs on January 24, 1984, by Attorney General Order No. 1054-84. Attorney General Order 1097-85 reestablished the Office of Legislative Affairs as an independent office on February 4, 1986.

The mission of OLA is to advise appropriate components of the Department on the development of the Department's official policies through legislation initiated by the Department, by other parts of the executive branch, or by Members of Congress, and to explain and advocate the Department's policies to the Congress. The Office also serves as the Attorney General's focal point for dealing with Department nominees, congressional oversight, congressional correspondence, and congressional requests for documents and access to Department employees.

The major functions of OLA are to:

- ✧ Maintain liaison between the Department and the Congress.
- ✧ Manage and direct all legislative functions between Congress and the Department.
- ✧ Consult with and advise the Attorney General, the Deputy Attorney General, and the Associate Attorney General on controversial matters and policy considerations, important policy decisions, new legislative initiatives, and priority decisions.
- ✧ Serve as the Department's spokesperson with the Congress.
- ✧ Issue guidelines or instructions in order to assure a coordinated approach is being taken on legislative actions.
- ✧ Participate in the coordination of the Department's position on all proposed legislation.

For FY 2009, the Office of Legislative Affairs requested \$3,833 and an estimated 24 authorized positions.

OFFICE OF INTERGOVERNMENTAL AND PUBLIC LIAISON

The Office of Intergovernmental and Public Liaison (OIPL) was established in the Department of Justice by Attorney General Janet Reno on June 23, 1996, to be the coordinating center of all Department activities relating to intergovernmental affairs and relations with or information dissemination to interest groups.

The mission of OIPL is to coordinate the Attorney General's and other leadership officials' relationships with state and local government and the interest groups that represent them; to provide advice on strategic planning of the Attorney General's public appearances; to perform speech writing duties for the Attorney General and the Deputy Attorney General as needed; to provide event planning and consulting services to the Attorney General and the Deputy Attorney General; and to advise and assist, as required, the White House on these same issues.

The major functions of OIPL are to:

- ❖ Identify and facilitate the solution of emerging intergovernmental issues and recommend and coordinate personal involvement by the Attorney General and other leadership officials, as well as White House officials, including the President and Vice President, when required.
- ❖ Maintain liaison between the Department and various divisions and bureaus of the Department and the state, county, and local governments, leaders of organizations that represent state and local governments, professional organizations, and special interest groups.
- ❖ Represent the Attorney General and the Department in contacts with officials of these groups.
- ❖ Coordinate Department policies and priorities related to these groups.
- ❖ Ensure that the Department's policies and positions on a variety of complicated matters are clearly communicated to these groups.

For FY 2009, the Office of Intergovernmental and Public Liaison requested \$990 and an estimated 6 authorized positions.

OFFICE OF PUBLIC AFFAIRS

The mission of the Office of Public Affairs (PAO) is to coordinate the relations of the Department of Justice with the news media and serve as the center for information about all organizational units of the Department.

The major functions of PAO are to:

- ✧ Ensure that the public is informed about the Department's activities and about the priorities and policies of the Attorney General and the President in the fields of law enforcement and legal affairs.
- ✧ Advise the Attorney General and other Department officials on all aspects of media relations and communications issues.
- ✧ Coordinate the public affairs units of all Department component organizations.
- ✧ Prepare and issue all news releases for headquarters, and edit and approve some of those issued by component agencies.
- ✧ Serve reporters assigned to the Department by responding to queries, issuing news releases and statements, arranging interviews, and conducting news conferences.
- ✧ Ensure that information provided to the news media by the Department is current, complete, and accurate.
- ✧ Ensure that all applicable laws, regulations, and policies involving the release of information to the public are followed so that material is not made public that might jeopardize investigations and prosecutions, violate rights of defendants or potential defendants, or compromise national security interests.

For FY 2009, the Office of Public Affairs requested \$3,045 and an estimated 22 authorized positions.

LAW ENFORCEMENT

FEDERAL BUREAU OF INVESTIGATION

In 1908 Attorney General Charles Joseph Bonaparte issued an Order creating an investigative agency within the Department of Justice. The Order was confirmed in 1909 by Attorney General George W. Wickersham, who ordered the establishment of the Bureau of Investigation. The present name, Federal Bureau of Investigation (FBI), was designated by Congress in 1935.

The mission of the FBI is to protect and defend the United States against terrorist and foreign intelligence threats, to uphold and enforce the criminal laws of the United States, and to provide leadership and criminal justice services to federal, state, municipal, and international agencies and partners; and to perform these responsibilities in a manner that is responsive to the needs of the public and is faithful to the Constitution of the United States.

The FBI's major priorities are to:

- Protect the United States from terrorist attack;
- Protect the United States against foreign intelligence operations and espionage;
- Protect the United States against cyber-based attacks and high-technology crimes;
- Combat public corruption at all levels;
- Protect civil rights;
- Combat transnational and national criminal organizations and enterprises;
- Combat major white-collar crime;
- Combat significant violent crime;
- Support federal, state, county, municipal, and international partners; and
- Upgrade technology to successfully perform the FBI's mission.

The major functions of the FBI are to:

- ❖ Conduct professional investigations and authorized intelligence collection to identify and counter the threat posed by domestic and international terrorists and their supporters within the United States, and to pursue extraterritorial criminal investigations to bring the perpetrators of terrorist acts to justice. In furtherance of this function, the FBI designs, develops, and implements counterterrorism initiatives which enhance the FBI's ability to minimize the terrorist threat.
- ❖ Conduct counterintelligence activities and coordinate counterintelligence activities of other agencies in the intelligence community within the United States. (Executive Order 12333 includes international terrorist activities in its definition of counterintelligence.)
- ❖ Coordinate the efforts of U.S. Government agencies and departments in protecting the nation's critical infrastructure by identifying and investigating criminal and terrorist group intrusions through physical and cyber attacks.

- ✧ Investigate violations of the laws of the United States and collect evidence in cases in which the United States is or may be a party in interest, except in cases in which such responsibility is by statute or otherwise specifically assigned to another investigative agency.
- ✧ Locate and apprehend fugitives for violations of specified federal laws and, when so requested, state and local fugitives pursuant to federal statutory authority.
- ✧ Conduct professional investigations to identify, disrupt, and dismantle existing and emerging criminal enterprises whose activities affect the United States. Address international criminal organizations and terrorist groups, which threaten the American people and their property, through expanded international liaison and through the conduct of extraterritorial investigations as mandated by laws and Executive Orders.
- ✧ Gather, analyze, and assess information and intelligence of planned or committed criminal acts.
- ✧ Establish and implement quality outreach programs that will ensure FBI and community partnerships and sharing.
- ✧ Conduct personnel investigations requisite to the work of the Department of Justice and whenever required by statute or otherwise.
- ✧ Establish and conduct law enforcement training programs and conduct research to provide assistance to state and local law enforcement personnel. Participate in interagency law enforcement initiatives that address crime problems common to federal/state/local agencies.
- ✧ Develop new approaches, techniques, systems, equipment, and devices to improve and strengthen law enforcement and assist in conducting state, local, and international law enforcement training programs.
- ✧ Provide timely and relevant criminal justice information and identification services concerning individuals, stolen property, criminal organizations and activities, crime statistics, and other law enforcement related data, not only to the FBI, but to qualified law enforcement, criminal justice, civilian, academic, employment, licensing, and firearms sales organizations.

- ✧ Operate the Federal Bureau of Investigation Laboratory not only to serve the FBI, but also to provide, without cost, technical and scientific assistance, including expert testimony in federal or local courts, for all duly constituted law enforcement agencies, other organizational units of the Department of Justice, and other federal agencies; and to provide identification assistance in mass disasters and for other humanitarian purposes.
- ✧ Review and assess operations and work performance to ensure compliance with laws, rules, and regulations and to ensure efficiency, effectiveness, and economy of operations.
- ✧ Effectively and appropriately communicate and disclose information on the FBI mission, accomplishments, operations, and values to Congress, the media, and the public.

For FY 2009, the Federal Bureau of Investigation requested \$7,108,091 and an estimated 31,340 authorized positions.

DRUG ENFORCEMENT ADMINISTRATION

In 1968 the Justice Department's Bureau of Narcotics and Dangerous Drugs was formed. The organization then was composed of personnel from the Federal Bureau of Narcotics (Treasury Department) and the Bureau of Drug Abuse Control (Food and Drug Administration) of the Department of Health, Education and Welfare. In 1973 the Drug Enforcement Administration (DEA) was created by merging the Bureau of Narcotics and Dangerous Drugs, the Office for Drug Abuse Law Enforcement, the Office of National Narcotics Intelligence, elements of the U.S. Customs Service that worked in drug trafficking intelligence and investigations, and the Narcotics Advance Research Management Team.

The mission of the DEA is to enforce the controlled substances laws and regulations of the United States and to bring to the criminal and civil justice systems of the United States, or any other competent jurisdiction, those organizations, and principal members of organizations, involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States; and to recommend and support enforcement-related programs aimed at reducing the availability of and demand for illicit controlled substances on the domestic and international markets.

In carrying out its mission as the agency responsible for enforcing the controlled substance laws and regulations of the United States, DEA's primary responsibilities include:

- ❖ Investigation and preparation for the prosecution of major violators of controlled substances laws operating at interstate and international levels.
- ❖ Investigation and preparation for prosecution of criminals and drug gangs who perpetrate violence in our communities and terrorize citizens through fear and intimidation.
- ❖ Management of a national drug intelligence program in cooperation with federal, state, local, and foreign officials to collect, analyze, and disseminate strategic and operational drug intelligence information.
- ❖ Seizure and forfeiture of assets derived from, traceable to, or intended to be used for illicit drug trafficking.
- ❖ Enforcement of the provisions of the Controlled Substances Act as they pertain to the manufacture, distribution, and dispensing of legally produced controlled substances.
- ❖ Coordination and cooperation with federal, state and local law enforcement officials on mutual drug enforcement efforts and enhancement of such efforts through exploitation of potential interstate and international investigations beyond local or limited federal jurisdictions and resources.

- ✧ Coordination and cooperation with federal, state, and local agencies, and with foreign governments, in programs designed to reduce the availability of illicit abuse-type drugs on the United States market through non-enforcement methods such as crop eradication, crop substitution, and training of foreign officials.
- ✧ Responsibility, under the policy guidance of the Secretary of State and U.S. Ambassadors, for all programs associated with drug law enforcement counterparts in foreign countries.
- ✧ Liaison with the United Nations, INTERPOL, and other organizations on matters relating to international drug control programs.

For FY 2009, the Drug Enforcement Administration requested \$1,936,584 and an estimated 8,191 authorized positions.

EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS

The Executive Office for United States Attorneys (EOUSA) was created on April 6, 1953, by Attorney General Order No. 8-53 to meet a need for closer liaison between the Department of Justice in Washington, D.C., and the United States Attorneys. The Executive Office is under the supervision of the Deputy Attorney General.

The mission of EOUSA is to provide general executive assistance and supervision to the 94 Offices of the United States Attorneys and to coordinate the relationship between the United States Attorneys and the organizational components of the Department of Justice and other federal agencies.

The major functions of EOUSA are to:

- ✧ Facilitate coordination between the Offices of the United States Attorneys and other organizational units of the Department of Justice.
- ✧ Evaluate the performance of the Offices of the United States Attorneys, making appropriate reports and inspections and taking corrective action and providing management assistance where indicated.
- ✧ Publish and maintain a United States Attorneys' Manual and a United States Attorneys' Bulletin for the internal guidance of the Office of the United States Attorneys and those other organizational units of the Department concerned with litigation.
- ✧ Supervise the operation of the Office of Legal Education, which develops, conducts, and assists in the training of all Department of Justice legal personnel and other federal legal personnel.
- ✧ Provide the Attorney General's Advisory Committee of United States Attorneys and its subcommittees with such staff assistance and funds as are reasonably necessary to carry out the Committee's responsibilities.
- ✧ Provide support to the Deputy Attorney General regarding United States Attorney appointments.
- ✧ Plan and execute United States Attorneys' conferences and other conferences in the direct support of the United States Attorneys' management of their offices.
- ✧ Provide general direction and supervision of the management and policy activities of the United States Attorneys' programs, including debt collection, health care fraud, affirmative civil enforcement, asset forfeiture, bank fraud, bankruptcy litigation, and money laundering.

- ✧ Provide litigating and technical support, training, coordination, and implementation of legislative initiatives. This includes the tracking and analysis of areas designated by the Attorney General as national priorities.
- ✧ Establish, coordinate, and interpret policy, guidelines, and procedures on criminal fine collection issues.
- ✧ Provide advice and representation to United States Attorneys and other managers in the United States Attorneys' Offices on discipline, grievances, labor relations and EEO, ethics, standards of conduct, recusals, outside activities, and an array of administrative, civil, and criminal legal issues.
- ✧ Provide general support to the United States Attorneys in matters involving Assistant United States Attorney and Special Assistant United States Attorney appointments.
- ✧ Promote, facilitate, and monitor programs with the Offices of the United States Attorneys designated by the Attorney General as priorities of the Department.
- ✧ Provide overall administrative management oversight, technical, and direct support to the United States Attorneys in the program areas of facilities management (to include acquisition of real property/space, construction, renovation, repair, and relocation); and support service programs (to include personal property management, simplified acquisition, motor vehicle support, records disposition, forms management, audio visual, graphics, printing, metered mailing, and telephone systems).
- ✧ Provide management oversight, technical, and direct support to the United States Attorneys in the planning, development, implementation, and administration of comprehensive security programs encompassing all aspects of physical, communication, information, personnel, and computer security.
- ✧ Analyze, design, and provide automated services and systems in support of the litigation mission and of selected administrative functions of the Offices of the United States Attorneys, including development, implementation, and monitoring of policies and programs for automated systems, information security, and application maintenance.
- ✧ Arrange for the acquisition and installation of integrated information technology systems and software applications in the Offices of the United States Attorneys.

- ✧ Analyze user requirements, design, develop, deploy, and support the operations of the automated systems for caseload and collections systems and administrative/litigative applications in the districts and in the Executive Office for United States Attorneys; provide technical assistance and user training; produce the annual Statistical Report; and monitor the quality of the data from the Offices of the United States Attorneys.
- ✧ Formulate, implement, and administer bureau-level human resource management policies and programs for the 94 Offices of the United States Attorneys located nationwide. Programs affect Assistant United States Attorneys appointed under Title 28 and compensated under a separate pay system as well as support staff appointed under Title 5, USC. Provide technical oversight of the Offices of the United States Attorneys delegated personnel authorities, and provide operating personnel and pre-employment security services to the other Offices of the United States Attorneys.
- ✧ Support the Offices of the United States Attorneys in the conduct of their Law Enforcement Coordination Programs as directed by the Attorney General—provide training and guidance; assist in providing speakers, materials, and any other technical assistance for the Law Enforcement Coordinating Committee (LECC)-related functions; act as liaison with the LECC-VW Subcommittee of the Attorney General’s Advisory Committee; and assist in the promotion of the LECC Program throughout the federal government and to local governments.
- ✧ Serve as liaison on Victim-Witness assistance activities within the Offices of the United States Attorneys, supporting the United States Attorneys in their efforts to ensure compliance with the Attorney General’s Guidelines in relation to victim and witness assistance.
- ✧ Manage the United States Attorneys’ appropriation, including direct and indirect budget authority and personnel resources. Provide budget and fiscal assistance and guidance to the 94 Offices of the United States Attorneys.
- ✧ Analyze and provide data related to the work and resources of the United States Attorneys’ Offices to assist in litigative, management, and budget priorities. Assist Department and United States Attorneys’ office managers in all aspects of data, trends and management analysis, also serving as a resource and repository for data. Ensure quality control in the use of data and its interpretation.
- ✧ Respond to requests under the Freedom of Information Act and Privacy Act on behalf of the Offices of the United States Attorneys; coordinate and respond to litigation arising from these matters and provide advice and training to the United States Attorneys’ staffs relating to FOIA/PA.

- ✧ Provide centralized leadership, coordination, and evaluation of all equal employment efforts throughout the Offices of the United States Attorneys—administering both the Affirmative Action and Complaints Processing Programs.
- ✧ Respond to inquiries from members of Congress and private citizens and review and comment on legislative and regulatory proposals relating to the activities of the Offices of the United States Attorneys.
- ✧ Provide technical, administrative, design, and maintenance support in the areas of voice, data, and video telecommunications to provide efficient communications and to enhance cooperative efforts among the Offices of the United States Attorneys and the litigating divisions of the Department.
- ✧ Provide information and guidance to the Offices of the United States Attorneys on pending legislation pertinent to their work; prepare testimony and background for congressional oversight and appropriations hearings.

For FY 2009, the Executive Office of United States Attorneys requested \$1,831,336 and an estimated 10,299 authorized positions. This includes funding to support EOUSA as well as the U.S. Attorney's offices nationwide.

UNITED STATES ATTORNEYS

The United States Attorneys serve as the nation's principal litigators under the direction of the Attorney General. There are 93 United States Attorneys stationed throughout the United States, Puerto Rico, the Virgin Islands, Guam and the Northern Mariana Islands. United States Attorneys are appointed by, and serve at the discretion of, the President of the United States, with advice and consent of the United States Senate. One United States Attorney is assigned to each of the judicial districts, with the exception of Guam and the Northern Mariana Islands, where a single United States Attorney serves in both districts. Each United States Attorney is the chief federal law enforcement officer of the United States within his or her particular jurisdiction.

United States Attorneys conduct most of the trial work in which the United States Attorney is a party. The United States Attorneys have three statutory responsibilities under Title 28, Section 507 of the United States Code:

- ✧ the prosecution of criminal cases brought by the Federal government;
- ✧ the prosecution and defense of civil cases in which the United States is a party; and
- ✧ the collection of debts owed the Federal government which are administratively uncollectible.

Although the distribution of caseload varies between districts, each has every category of cases and handles a mixture of simple and complex litigation. Each United States Attorney exercises wide discretion in the use of his/her resources to further the priorities of the local jurisdictions and needs of their communities.

UNITED STATES MARSHALS SERVICE

The Office of the United States Marshal was created on September 24, 1789, with the passage of the Judiciary Act by Congress. The U.S. Marshals Service (USMS) was established in 1969 to provide guidance and assistance to U.S. Marshals throughout the nation. The USMS is a bureau within the Department of Justice and receives direction from the Attorney General through the Director, USMS.

The mission of the USMS is to enforce federal laws and provide support to virtually all elements of the federal justice system by providing for the security of federal court facilities and the safety of judges and other court personnel; apprehending criminals; exercising custody of federal prisoners and providing for their security and transportation to correctional facilities; executing federal court orders; seizing assets gained by illegal means and providing for the custody, management, and disposal of forfeited assets; assuring the safety of endangered government witnesses and their families; and collecting and disbursing funds.

The major functions of the USMS are to:

Office of the Director and Deputy Director

- ✧ Provide the vision, direction, and leadership for the agency.
- ✧ Establish the core values, policy, and procedures for the agency.
- ✧ Set goals and oversee the operations, activities, and performance of the agency.

Office of the Associate Director for Operations

- ✧ Set goals, oversee, and coordinate the major operational activities of the agency including judicial security, investigative operations, witness security, prisoner transportation, tactical operations, and prisoner operations.

Judicial Security Division

- ✧ Provide judicial security and personal protection for the Federal Judiciary.
- ✧ Respond to threats against federal judges, U.S. Attorneys, the federal courts, USMS personnel, and other protectees.
- ✧ Gather, analyze and disseminate timely information on groups and individuals who may pose a threat to USMS operations, personnel and protectees.
- ✧ Provide facility security and design for the USMS in federal courthouses and protected facilities.

Investigative Operations Division

- ✧ Organize regional fugitive task forces, participate on other federal task force initiatives, and sponsor state and local task forces operations to locate and apprehend federal, state, and local fugitives.
- ✧ Coordinate international investigations and extradite fugitives to, or deport them from, the United States

Witness Security Division

- ✧ Provide documentation, relocation, and other services to participants in the witness security program.
- ✧ Provide personal security for protected witnesses and their families.

Justice Prisoner and Alien Transportation System (JPATS)

- ✧ Transport federal prisoners and detainees, including sentenced, pretrial, and illegal aliens, in the custody of the USMS, the Federal Bureau of Prisons, and U.S. Bureau of Immigration and Customs Enforcement.

Tactical Operations Division

- ✧ Deploy the Special Operations Group (SOG) in high-risk and high-threat missions and manage the SOG Training Center
- ✧ Operate the 24-hour Communications Center, coordinate the agency response during declared emergencies, and coordinate the ongoing continuity of government in a crisis.

Prisoner Operations Division

- ✧ Ensure the safe and secure receipt and processing of prisoners, including production for court hearings, medical services, or other purposes.
- ✧ Ensure the safe and secure confinement of prisoners and the inspection of state and local jails under contract with the agency.

Office of the Associate Director for Administration

- ✧ Set goals, oversee, and coordinate the major administrative activities of the agency including; training, human resources, information technology, management support, financial services, and asset forfeiture.

Training Division

- ✧ Identify and provide operational, administrative, and managerial training opportunities for agency employees.
- ✧ Provide career advancement, continuing education, and skills development for the workforce.

Human Resources Division

- ✧ Determine the human resource needs of the agency and recruit and hire a diverse, well qualified workforce.
- ✧ Promote union and employee participation in setting the goals, objectives, and business practices of the agency.
- ✧ Take corrective or disciplinary action against employees when necessary.
- ✧ Provide oversight of the agency's payroll and benefits programs.

Information Technology Division

- ✧ Develop information systems, networks, applications, and standards to meet the agency's operational missions and administrative support functions.
- ✧ Provide network, computer, and telephone support services.

Management Support Division

- ✧ Provide procurement, property inventory, printing, mail and graphics services.
- ✧ Purchase and maintain the agency's vehicle fleet.

Financial Services Division

- ✧ Prepare agency budget requests, monitor obligations and expenditures, maintain financial records, and prepare the annual financial statements.
- ✧ Provide accounting and finance services and identify ways to improve the performance and efficiency of the agency.

Asset Forfeiture Division

- ✧ Provide program management and contract property management services for seized and forfeited property.
- ✧ Provide equitable sharing payments to state and local law enforcement agencies.

Office of Equal Employment Opportunity

- ✧ Ensure the equal employment opportunity of all employees.

Office of General Counsel

- ✧ Provide legal counsel and manage the Freedom and Information Act (FOIA) program.

Office of Communications

- ✧ Represent the missions and programs of the agency to the public, Congress, and other agencies.

Office of Inspections

- ✧ Conduct compliance reviews, internal investigations, other special investigations, and coordinate audits of district and headquarters units.

For FY 2009, the United States Marshals Service requested \$933,117 and an estimated 4,644 authorized positions.

NATIONAL DRUG INTELLIGENCE CENTER

The National Drug Intelligence Center (NDIC) is located in Johnstown, Pennsylvania. The NDIC was established in 1992, pursuant to Public Law No. 102-396, section 9078, as the national center responsible for the production of domestic, strategic, drug-related intelligence. NDIC is funded through the Department of Defense appropriations process as part of the National Foreign Intelligence Program. NDIC is a component of the Department of Justice.

The mission of the NDIC has matured and evolved throughout the years it has been in operation. Today, the NDIC provides strategic drug-related intelligence and assistance to the drug control, public health, and national security authorities of the United States and its international partners in order to reduce the adverse impact of drug trafficking, drug abuse, and related harms on the United States.

The major functions of NDIC are to:

- ✧ Develop and disseminate timely strategic intelligence assessments focusing on production, trafficking, and abuse of illicit drugs, diversion and abuse of licit drugs, and related criminal activities affecting the United States and its territories.
- ✧ Provide real-time operational intelligence support to national impact drug investigations and initiatives.
- ✧ Provide drug intelligence-related training and technical assistance.
- ✧ Facilitate the timely and efficient sharing of strategic and operational drug-related intelligence.

For FY 2009 the National Drug Intelligence Center requested \$19,500 and an estimated 120 authorized positions.

INTERPOL - UNITED STATES NATIONAL CENTRAL BUREAU

The United States National Central Bureau (USNCB), International Criminal Police Organization (INTERPOL), was authorized by statute and operates within the guidelines prescribed by the Department of Justice, in conjunction with the Department of Homeland Security.

The mission of the USNCB is to facilitate international law enforcement cooperation as the United States representative to INTERPOL on behalf of the Attorney General.

The major functions of the USNCB are to:

- ✧ Facilitate international law enforcement cooperation as the United States representative to INTERPOL on behalf of the Attorney General, pursuant to 22 U.S.C. § 263A.
- ✧ Represent U.S. law enforcement at INTERPOL conferences and symposia.
- ✧ Support the U.S. representative of the INTERPOL Executive Committee.
- ✧ Transmit information of a criminal justice, humanitarian, or other law enforcement-related nature between National Central Bureaus of INTERPOL member countries, and law enforcement agencies within the United States and abroad; and respond to requests by law enforcement agencies and other legitimate requests by appropriate organizations, institutions, and individuals, when in agreement with the INTERPOL constitution.
- ✧ Coordinate and integrate information for investigations of an international nature and identify those involving patterns and trends of criminal activities.
- ✧ Conduct analyses of patterns of international criminal activities, when specific patterns are observed.
- ✧ Establish and collect user fees to process name checks and background records for licensing, humanitarian, and other non-law enforcement purposes.

For FY 2009 the INTERPOL-U.S. National Central Bureau requested requested \$24,548 and an estimated 63 authorized positions.

CRIMINAL DIVISION

The Criminal Division was created by Attorney General Palmer in his reorganization of the Department of Justice in 1919.

The mission of the Criminal Division is to serve the public interest through the enforcement of criminal statutes in a vigorous, fair, and effective manner; and to exercise general supervision over the enforcement of all federal criminal laws, with the exception of those statutes specifically assigned to the Antitrust, Civil Rights, Environment and Natural Resources, or Tax Divisions.

The major functions of the Division are to:

- ✧ Develop, enforce, and supervise the application of all federal criminal laws, except those specifically assigned to other divisions of the Department.
- ✧ Supervise a wide range of criminal investigations and prosecutions, including those targeting individuals and organizations that commit or attempt to commit terrorist acts at home or against U.S. persons or interests abroad or those who assist in the financing of or otherwise support those criminal acts; international and national drug trafficking and money laundering organizations; international organized crime groups; and corrupt public officials.
- ✧ Approve and oversee the use of the most sophisticated investigative tools in the federal arsenal, including reviewing all federal electronic surveillance requests in criminal cases and authorizing participation in the Witness Security Program.
- ✧ Advise the Attorney General, the Congress, the Office of Management and Budget, and the White House on matters of criminal law.
- ✧ Coordinate with foreign countries to secure the return of fugitives and obtain evidence and other assistance from those foreign countries, and assure that the United States meets its reciprocal obligations to those foreign countries.
- ✧ Formulate and implement criminal enforcement policy and provide advice and assistance to all levels of the law enforcement community, including providing training to federal, state, and local prosecutors and investigative agencies.
- ✧ Provide training and development assistance to foreign criminal justice systems.

The Division's major responsibilities include:

- ✧ Counterterrorism - In conjunction with the National Security Division, investigating and prosecuting terrorist financing and material support cases; establishing and maintaining an essential communication network between the Department of Justice and United States Attorneys' Offices for the rapid transmission of information on terrorism threats and investigative activity; providing and serving as trusted liaisons to the intelligence, defense, and immigration communities as well as to foreign government partners on counterterrorism issues and cases.
- ✧ Public Integrity - Identifying and prosecuting corrupt government officials; actively investigating and prosecuting public corruption matters where United States Attorneys' Offices are recused; providing expertise, guidance, and instruction to law enforcement agents and prosecutors on matters involving corruption; and insuring that sensitive public corruption and election crime matters are handled in a uniform, consistent, and appropriate manner across the country.
- ✧ Domestic security - Developing and overseeing comprehensive national strategies aimed at reducing gun and gang violence; targeting human rights violators who reside in the United States; and enforcing the federal criminal laws relating to violent crime, gang activity, the illegal use of firearms and explosives, alien smuggling and other immigration-related offenses.
- ✧ Fraud - Investigating and prosecuting sophisticated and multi-district white-collar crimes including corporate, securities, and investment fraud, government program and procurement fraud, and international criminal violations including the bribery of foreign government officials in violation of the Foreign Corrupt Practices Act.
- ✧ Child exploitation - Prosecuting high-impact cases in four primary areas: the online grooming and inducement of children by sexual predators, sex trafficking of children, travel abroad by U.S. citizens and resident aliens to sexually abuse foreign children (sex tourism), and enforcement of sex offender registration laws; providing forensic assistance to federal prosecutors and law enforcement agents in investigating and prosecuting violations of federal criminal statutes criminalizing child exploitation; coordinating nationwide operations targeting child predators; and developing policy and legislative proposals related to these issues.
- ✧ Computer crime and intellectual property crime - Working to prevent and response to cyber attacks on critical information systems (including cyber-terrorism); improving the domestic and international laws to prosecute computer and IP criminals most effectively; directing multi-district and transnational cyber investigations and prosecutions and thus protecting national security.

- ✧ Narcotics and dangerous drugs - Combating domestic and international drug trafficking and narco-terrorism; utilizing the best intelligence available to prosecute individuals and criminal organizations posing the most significant drug trafficking threat to the United States; enforcing laws that criminalize the extraterritorial manufacture or distribution of certain controlled substances intended or destined for the United States and against drug traffickers who directly or indirectly support a person or organization that engages in terrorist activity; and facilitating the provision of targeted intelligence support to DEA and other law enforcement agencies world wide.
- ✧ Organized Crime Drug Enforcement Task Forces (OCDETF) Program - Combing the resources and expertise of its member federal agencies - the Drug Enforcement Administration; the Federal Bureau of Investigation; the Bureau of Alcohol, Tobacco, Firearms and Explosives; the U.S. Marshals Service; the Internal Revenue Service; U.S. Immigration and Customs Enforcement; and the U.S. Coast Guard – in cooperation with the Tax Division, the 94 U.S. Attorneys Offices, and state and local law enforcement, to identify, disrupt, and dismantle major drug and money laundering organizations through coordinated, nationwide investigations targeting the entire infrastructure of these enterprises.
- ✧ Organized Crime – Oversees the Department’s program to combat organized crime by: supervising the investigation and prosecution of all federal organized crime cases by 21 Strike Force Units within U.S. Attorneys’ Offices around the country, including prosecutions of La Cosa Nostra, Eurasian Organized Crime, Asian Organized Crime, Balkan Organized Crime, Italian Organized Crime and violent street gangs; formulating and implementing the Department’s strategy to combat international organized crime; exercising approval authority over all proposed federal prosecutions under the Racketeer Influenced and Corrupt Organizations (RICO) and Violent Crimes in Aid of Racketeering (VCAR) statutes; supporting criminal prosecutions of federal crimes involving labor-management disputes, the internal affairs of labor unions in the private sector, and the operation of employee pension and welfare benefit plans; working with U.S. intelligence agencies and U.S. and foreign law enforcement agencies to identify, target, and investigate transnational organized crime groups; contributing to the development of policy and legislation relating to numerous organized crime-related issues, including gambling and human trafficking.
- ✧ Sensitive Investigative Techniques - Overseeing the use of the most sophisticated investigative tools at the Department’s disposal; reviewing federal electronic and video surveillance requests; authorizing participation in the Federal Witness Security Program (WSP); and reviewing requests for witness immunity, transfers of prisoners to and from foreign countries to serve the remainder of their prison

sentences, attorney and press subpoenas, applications for S-Visa status, the imposition of special administrative measures (SAMs) to further restrict the confinement conditions of certain very dangerous persons in the custody of the Bureau of Prisons, and disclosure of grand jury information.

- ✧ Special Investigations - Through the Office of Special Investigations, identifying, investigating, and taking legal action to denaturalize and/or deport persons who took part in NAZI-sponsored acts of persecution committed abroad during the period 1933-45; and identifying, investigating, and taking legal action to denaturalize persons who participated abroad in acts of genocide, acts of torture, or extrajudicial killings committed under color of foreign law.
- ✧ International Affairs - Making all requests for international extraditions and for foreign evidence on behalf of federal, state, and local prosecutors and investigators; satisfying foreign requests for fugitives and evidence in the U.S.; negotiating and implementing law enforcement treaties; providing guidance to prosecutors and investigators on legal and policy issues arising in sensitive transnational investigations; and providing critical advice to the Attorney General and other principals of the Department on matters involving international law enforcement cooperation and comparative criminal law and practice.
- ✧ Assistance to foreign law enforcement institutions (police and corrections) - Creating and reforming new and existing police forces in other countries and international peacekeeping operations; enhancing of capabilities of existing police forces in emerging democracies; assisting nations that are on the front lines of the war on terrorism, and thus strengthening U.S. national security by creating sustainable foreign law enforcement institutions that promote democratic principles, instill respect for human rights and human dignity, and reduce the threat of transnational crime and terrorism.
- ✧ Policy and legislation - Serving as subject matter experts in all matters relating to criminal law and using that expertise to develop legislative and policy proposals to enhance our ability to fight crime.
- ✧ Appellate Work - Drafting briefs and certiorari petitions for the Solicitor General for filing in the U.S. Supreme Court; making recommendations to the Solicitor General as to whether further review is warranted on adverse decisions in the district courts and courts of appeals; and preparing briefs and arguing cases in the courts of appeals.

For FY 2009 the Criminal Division requested \$164,061 and an estimated 746 authorized positions.

BUREAU OF ALCOHOL, TOBACCO, FIREARMS, AND EXPLOSIVES

The Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) was established as a separate component within the Department of Justice pursuant to Title XI of the Homeland Security Act of 2002, Public Law 107-296, on January 17, 2003.

The mission of ATF is to conduct criminal investigations, regulate the firearms and explosives industries, and assist other law enforcement agencies. This work is undertaken to prevent terrorism, reduce violent crime, and protect the public in a manner that is faithful to the Constitution and the laws of the United States.

The major functions of ATF are to:

- ✧ Enforce federal firearms laws in order to remove violent offenders from our communities and keep firearms out of the hands of those who are prohibited by law from possessing them.
- ✧ Increase the rate of compliance with firearms laws and regulations in order to prevent the transfer of firearms to those prohibited from having them.
- ✧ Prevent firearms violence through community outreach.
- ✧ Enforce federal explosives laws in order to protect the public from criminal acts and unsafe storage of explosives.
- ✧ Increase compliance with explosives laws and regulations so that these commodities are not used in violent crime.
- ✧ Foster innovation and cooperation in the fire and explosives investigation community.
- ✧ Enforce laws that prohibit the diversion of alcohol and tobacco products from legitimate commerce.
- ✧ Provide federal, state, local, and foreign agencies with the tools needed to identify trafficking schemes.

For FY 2009 the Bureau of Alcohol, Tobacco, Firearms and Explosives requested \$1,027,814 and an estimated 4,978 authorized positions.

OFFICE OF THE FEDERAL DETENTION TRUSTEE

The Office of the Federal Detention Trustee (OFDT) was established in the Department of Justice by Attorney General John D. Ashcroft on March 6, 2001.

The mission of OFDT is to manage and regulate the Federal detention programs and the Justice Prisoner and Alien Transportation System by establishing a secure and effective operating environment that drives efficient and fair expenditure of appropriated funds.

The major functions of OFDT are to:

- ✧ Refine and improve detention operations, including detention transportation, to be more cost-effective.
- ✧ Direct and coordinate the Department's budget and strategic planning submissions on detention to ensure that they are internally consistent and free of unnecessary duplication.
- ✧ Investigate and develop new approaches to acquisition of detention resources.
- ✧ Collect and analyze critical data and provide accurate, long range projections of detention needs.
- ✧ Develop comprehensive, Department-wide detention planning capabilities.
- ✧ Oversee the procurement of detention resources.
- ✧ Participate in the management of the Justice Prisoner and Alien Transportation System.

For FY 2009 the Office of the Federal Detention Trustee requested requested \$1,295,319 and an estimated 23 authorized positions.

STATE AND LOCAL ASSISTANCE

OFFICE OF JUSTICE PROGRAMS

The Office of Justice Programs (OJP), established by the Justice Assistance Act of 1984 and reauthorized in 1988, provides federal leadership in developing the nation's capacity to prevent and control crime, administer justice, and assist crime victims. OJP strives to make the nation's criminal and juvenile justice systems more responsive to the needs of state, local, and tribal governments and their citizens. OJP partners with federal, state, and local agencies, and national and community-based organizations, including faith-based organizations, to develop, operate, and evaluate a wide range of criminal and juvenile justice programs. These partnerships also provide resources to fight crime and improve the quality of life and sense of safety in communities across the nation.

OJP is headed by an Assistant Attorney General who maintains responsibility for overall management and oversight of OJP, setting policy and ensuring that OJP policies and programs reflect the priorities of the President, the Attorney General, and the Congress. The Assistant Attorney General promotes coordination and collaboration between the bureaus and offices within OJP. OJP's bureaus include the Bureau of Justice Assistance, the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, and the Office for Victims of Crime. OJP's program offices include the Community Capacity and Development Office and the Office of the Police Corps and Law Enforcement Education.

Through the programs developed and funded by its bureaus and program offices, OJP administers a mix of formula and discretionary grant programs and provides targeted training and technical assistance on "what works" and "best practices." Although some research and technical assistance is provided directly by OJP, most of the work is accomplished through federal financial assistance to scholars, practitioners, experts, and state and local governments and agencies. Many OJP bureaus and program offices award formula grants to state agencies, which, in turn, subgrant funds to units of state and local government. Formula grant programs, in such areas as drug control and criminal justice system improvement, juvenile justice, victims compensation, and victims assistance, are administered by state agencies designated by each state's governor. Discretionary grant funds are announced in the Federal Register or through solicitations found on the OJP website, and are competitively awarded to a variety of state, local, private, and non-profit organizations.

OJP's Vision - To be the premier resource for the justice community:

- ❖ ***Providing and coordinating information, research and development, statistics, training, and support to help the justice community build the capacity it needs to meet its public safety goals.***

- ❖ ***Embracing local decision making while also encouraging local innovation through strong and intelligent national policy leadership.***

The major functions of the OJP are to:

- ✧ Implement national and multi-state programs, provide training and technical assistance, and establish demonstration programs to assist state, local, and tribal governments and community groups in reducing crime, enforcing state and local drug laws, and improving the function of the criminal justice system.
- ✧ Collect, analyze, publish, and disseminate statistical information on crime, criminal offenders, victims of crime, and the operations of justice systems at all levels of government. Enhance the quality, completeness, and accessibility of the nation's criminal history records system.
- ✧ Sponsor research in crime and criminal justice and evaluations of justice programs. Disseminate research findings to practitioners and policymakers.
- ✧ Support the development, testing, evaluation, adoption, and implementation of new and innovative technologies and techniques to support and enhance law enforcement, courts, and/or corrections options.
- ✧ Provide national leadership, direction, coordination, and resources to prevent, treat, and control juvenile violence and delinquency, improve the effectiveness and fairness of the juvenile justice system, and combat the problem of missing and exploited children.
- ✧ Enhance the nation's capacity to assist crime victims and provide leadership in changing attitudes, policies, and practices to promote justice and healing for all victims of crime.
- ✧ Provide targeted assistance to state, local, and tribal governments to advance and sustain public safety at the local level through the leveraging of both technical and financial resources and the development and implementation of community-based strategies, such as the Weed and Seed strategy.

For FY 2009 the Office of Justice Programs requested \$632,747 and an estimated 863 authorized positions.

OFFICE OF COMMUNITY ORIENTED POLICING SERVICES

The Office of Community Oriented Policing Services (COPS) was created with the passage of the Violent Crime Control and Law Enforcement Act of 1994 to assist law enforcement agencies in enhancing public safety through the implementation of community policing strategies. The COPS Office develops innovative programs that respond directly to the emerging needs of state, local, and tribal law enforcement, to shift law enforcement's focus to preventing, rather than reacting to, crime and disorder; develops state-of-the-art training and technical assistance to enhance law enforcement officers' problem-solving and community interaction skills; promotes collaboration between law enforcement and community members to develop innovative initiatives to prevent crime; and provides responsive, cost-effective service delivery to grantees to ensure success in advancing community policing strategies within their communities.

The COPS Office awards competitive, discretionary grants directly to law enforcement agencies across the United States and its territories. The programs and initiatives developed by the COPS Office have provided over \$12 billion in funding to more than 13,000 law enforcement agencies. By funding over 13,000 of the nation's 18,000 law enforcement agencies, the COPS Office has helped create a community policing infrastructure across the nation. Approximately 86 percent of the nation's population is served by law enforcement agencies practicing community policing. COPS also partners with law enforcement experts and the academic community to develop and produce the more than 200 guides that highlight ongoing and new law enforcement issues and/or successful community policing strategies used by law enforcement departments throughout the country in response to commonly shared crime and disorder problems. Some materials are on CDs, compiled with other resources on related topics. COPS also offers DVDs and videos that address these important issues.

The COPS Office is headed by a Director appointed by the Attorney General, and is organized into nine divisions. The major functions of each division are:

Grant Administration Division (GAD)

- ❖ GAD is responsible for the design and development of hiring, redeployment, and innovative grants programs to further the adoption and implementation of community policing. Reviews grant applications and makes awards to applicants. Additionally, all programmatic budget review will be performed by each program office and all close-out activities for all grants and cooperative agreements are handled by the GAD close-out team.

Training and Technical Assistance (TTA) Division

- ✧ The TTA Division helps create change in the police profession and in the communities it serves by providing the training and technical assistance necessary to assist agencies, officers, and communities to implement and sustain community policing. Through cooperative agreements with a national network of Regional Community Policing Institutes, targeted training initiatives, and training conferences and workshops, the TTA division creates and encourages problem-solving partnerships between law enforcement, educational institutions, business groups, and community groups to provide a broad spectrum of innovative and specialized training.

Administrative Division

- ✧ The Administrative Division provides support services to the COPS Office, including human resource management to recruit, train, and maintain a professional workforce; fiscal resource management to perform the accounting necessary to review grant funding requests; facilities management to acquire and maintain space, provide security, and procure supplies, equipment, telephones, and other services.

General Counsel

- ✧ The Legal Division, headed by the General Counsel, provides legal advice to the Director and other functional areas of the COPS Office to ensure compliance with the legal requirements applicable to the activities of the COPS Office. The Division works directly with COPS grantees to ensure compliance with COPS grant requirements and to address compliance issues arising from complaints, audits, and monitoring site visits.

External Affairs Division

- ✧ The External Affairs Division facilitates dissemination of information about COPS programs and activities to the Congress, and provides input to policy formulation and program design and development. Additionally, the Division provides current information about community policing and COPS programs to grantees, the public, and the media, and ensures timely and accurate responses to media inquiries, interviews, and public events. The division also maintains channels for communication and feedback regarding COPS programs with representatives of interested local, state, and national organizations and with local and state law enforcement and elected officials.

Communications Division

- ✧ The Communications Division provides current information about community policing and COPS programs to grantees and the public and ensures the timely production of COPS publications and related materials. The Division ensures that publications are available in a variety of formats, including via the Internet, CD, and written publications.

Program/Policy Support and Evaluation Division (PPSE)

- ✧ PPSE engages in program design, provides policy support and assessment activities, and disseminates information on community policing activities for the COPS Office. This is achieved through programmatic assessments and evaluations of community policing, developing and maintaining databases to support policymaking, and participating in the evaluation of the various grant programs. PPSE has also developed subject matter experts to better coordinate funding strategies and develop new knowledge products.

Grant Monitoring Division (GMD)

- ✧ GMD conducts on-site visits and office-based grant reviews to ensure that grantees are meeting their programmatic commitments and obligations, to determine if grantees require any special assistance from COPS, and to gather information about effective community policing strategies and practices.

Audit Division

- ✧ The Audit Division works together with the Office of the Comptroller and the Office of the Inspector General to ensure grantee compliance with their programmatic and financial requirements. Assists grantees in resolving audit issues.

COPS Response Center

- ✧ The Response Center assists the public and the criminal justice community by answering inquiries about available grant programs, funding opportunities, and legislative initiatives as they relate to COPS.

For FY 2009 the Office of Community Oriented Policing Services requested \$0 and an estimated 0 authorized positions.

COMMUNITY RELATIONS SERVICE

The Community Relations Service (CRS) was established by Title X of the Civil Rights Act of 1964. It was subsequently modified pursuant to 5 U.S.C. 903 under Reorganization Plan No. 1 of 1966, which placed CRS in the Department of Justice.

The mission of CRS is to provide violence prevention and conflict resolution services for community conflicts and tensions arising from differences of race, color, or national origin. CRS is the only federal service mandated to help state and local government agencies, public and private organizations, and community groups resolve and prevent community racial conflicts through the use of mediation, conciliation, and other conflict resolution approaches.

The major functions of CRS are to:

- ✧ Provide assistance through conflict prevention and resolution services using such techniques as conciliation, mediation, and technical assistance to help communities in addressing conflicts arising out of actions, policies, and practices perceived to be discriminatory on the basis of race, color, or national origin.
- ✧ Respond to racial conflicts by working with public agency officials and community leaders to select strategic solutions, and build the capacity of the community within the scope of CRS legislated and delegated authority.

For FY 2009, the Community Relations Service requested \$9,873 and an estimated 56 authorized positions.

OFFICE ON VIOLENCE AGAINST WOMEN

The Office on Violence Against Women (OVW) was established as an independent office on January 30, 2004, pursuant to the 21st Century Department of Justice Appropriations Authorization Act of 2002 (P.L. 107-273). The Act directed that there shall be a “separate and distinct” OVW within the Department, headed by a Director, who “shall report to the Attorney General and serve as Counsel to the Attorney General on the subject of violence against women, and who shall have final authority over all grants, cooperative agreements, and contracts awarded by the Office.”

OVW is responsible for coordination with other departments, agencies, and offices regarding all activities authorized or undertaken under the Violence Against Women Act of 1994 and the Violence Against Women Act of 2000.

The major functions of OVW are to:

- ✧ Maintain liaison with the judicial branches of the federal and state governments on matters relating to violence against women.
- ✧ Provide information to the President, the Congress, the judiciary, state, local, and tribal governments, and the general public on matters relating to violence against women.
- ✧ Serve, at the request of the Attorney General, as the Department’s representative on domestic task forces, committees, or commissions addressing policy or issues relating to violence against women.
- ✧ Serve, as directed by the President and the Attorney General, as the representative of the United States Government on human rights and economic justice matters related to violence against women in international fora, including, but not limited to, the United Nations.
- ✧ Develop policy, protocols, and guidelines; develop and manage grant programs and other programs, and provide technical assistance; and award and terminate grants, cooperative agreements, and contracts.
- ✧ Provide assistance and support to the following: (1) other components of the Department, in efforts to develop policy and to enforce federal laws relating to violence against women, including the litigation of civil and criminal actions such laws; (2) other federal, state, local, and tribal agencies, in efforts to develop policy, provide technical assistance, and improve coordination among agencies

carrying out efforts to eliminate violence against women, including Indian or indigenous women; and (3) grantees, in efforts to combat violence against women and to provide support and assistance to victims of such violence.

For FY 2009, the Office on Violence Against Women requested \$280,000 and an estimated 65 authorized positions.

LEGAL REPRESENTATION AND ADVICE

OFFICE OF LEGAL COUNSEL

The Office of Legal Counsel (OLC) was created under 28 U.S.C. 511-513, which in part provides that the Attorney General shall give his/her advice and opinion on questions of law when required by the President or by heads of executive or military departments.

The mission of OLC is to assist the Attorney General in carrying out his/her statutory responsibility of furnishing legal advice to the President and the heads of the executive and military departments, and to provide legal advice and assistance to other components of the Department of Justice upon request.

The major functions of OLC are to:

- ✧ Draft the Attorney General's formal opinions and render its own opinions on a variety of legal questions involving the operations of the executive branch.
- ✧ Review all proposed Executive Orders, certain Presidential proclamations, and regulations requiring approval by the President or the Attorney General as to form and legality.
- ✧ Render opinions to the Attorney General and to the heads of the various organizational units of the Department on questions of law arising in the administration of the Department.
- ✧ Render opinions to the White House and to the heads of executive departments and agencies on questions of law.
- ✧ Advise the Attorney General in connection with the review of the Board of Immigration Appeals and other organizational units of the Department.
- ✧ Prepare reports on proposed legislation submitted to the Department for comment, and reports to the Office of Management and Budget on enrolled bills.

For FY 2009, the Office of Legal Counsel requested \$6,693 and an estimated 37 authorized positions.

TAX DIVISION

The Tax Division was established on January 1, 1934, pursuant to an Executive Order issued by President Franklin D. Roosevelt. The Order assigned to the Attorney General responsibility for conducting litigation of all claims brought by and against the United States.

The mission of the Tax Division is to conduct civil tax litigation, to review requests for criminal tax investigations and/or prosecutions, and to conduct or supervise authorized investigations and prosecutions. The Tax Division strives to ensure consistent application of uniform enforcement standards to promote compliance with the tax laws and to maintain confidence in the integrity of the tax system.

The major functions of the Division are to:

- ✧ Prosecute and defend in all trial courts except the United States Tax Court civil suits arising under the internal revenue laws. These matters include tax refund suits brought against the United States, bankruptcy cases involving federal tax claims, judicial actions to enforce administrative summonses, affirmative judicial actions to effect tax collection, and tort and damages actions against the United States and/or Internal Revenue Service (IRS) and Justice Department officials.
- ✧ Enforce federal criminal tax law and related criminal laws by reviewing referrals from the IRS, authorizing investigation and/or prosecution where appropriate, and either conducting or supervising authorized prosecutions. Division attorneys investigate and prosecute individuals and corporations who attempt to evade taxes, willfully fail to file tax returns, submit false tax forms, and otherwise try to defraud the federal Treasury, often focusing on violations involving international activity, such as the use of offshore trusts and foreign bank accounts to evade taxes. They also investigate and prosecute tax violations that occur in the course of other criminal conduct - such as crime linked to international terrorism, illegal drug trafficking, securities fraud, bankruptcy fraud, health-care fraud, organized crime, and public corruption.
- ✧ Represent the United States in the courts of appeals in nearly all federal civil tax cases, including those appealed from the United States Tax Court, and in all federal criminal tax cases prosecuted by Tax Division attorneys. Division attorneys also supervise appeals in criminal tax cases tried by United States Attorneys' Offices around the country.

- ✧ Advise the IRS and the Department of the Treasury concerning proposed legislation, regulations, guidance, procedures, and policy relating to taxes and tax enforcement. Division attorneys also participate in the negotiation of international tax assistance treaties and agreements.

For FY 2009, the Tax Division requested \$101,016 and an estimated 634 authorized positions.

ENVIRONMENT AND NATURAL RESOURCES DIVISION

The Public Lands Division of the Department of Justice was created on November 16, 1909, by Circular No. 114. It was given the name Lands Division on December 30, 1933, by Attorney General Order No. 2507, and was designated the Environment and Natural Resources Division in April 1990.

The mission of the Environment and Natural Resources Division is, through litigation in the federal and state courts, to safeguard and enhance the American environment; acquire and manage public lands and natural resources; and protect and manage Indian rights and property.

The major functions of the Division are to:

- ✧ Conduct litigation under federal statutes enacted to protect the environment; require the cleanup of hazardous waste or recover the costs of cleanup; regulate air and water pollution; control dredging and filling in navigable waters; and control the use of pesticides.
- ✧ Conduct litigation related to the control and abatement of pollution to the nation's air and water resources, and the regulation and control of toxic substances, pesticides, and solid wastes.
- ✧ Prosecute criminal cases for violations of the criminal provisions of applicable federal statutes.
- ✧ Conduct litigation concerning the management of the fisheries and other living resources of the coastal and marine environments, and the management of the coastal zone.
- ✧ Conduct litigation under numerous federal statutes and laws involving public land matters on behalf of the Departments of the Interior, Agriculture, Defense, and others.
- ✧ Conduct litigation under the National Environmental Policy Act, the Surface Mining Control and Reclamation Act, and the Tucker Act (principally in the United States Court of Federal Claims).
- ✧ Prosecute eminent domain (condemnation) proceedings by which lands necessary for congressionally authorized public purposes are acquired on behalf of the United States, its agencies, and its departments.

- ✧ Conduct civil litigation affecting the rights of Indians under treaties, acts of Congress, and Executive Orders in which the United States is acting as trustee on behalf of the Indians.
- ✧ Defend the United States against monetary claims of tribes, bands, or other identifiable groups of American Indians, primarily before the United States Court of Federal Claims.
- ✧ Conduct the Division's appellate litigation in federal circuit courts of appeals and state appellate tribunals and assist the Office of the Solicitor General with litigation of our cases or cases of concern in the Supreme Court.
- ✧ Provide policy direction and legislative guidance for all programs in the Division.
- ✧ Provide for management, direction, budget formulation and execution, ensure compliance with the Freedom of Information and Privacy Acts, and provide advice on applicable ethical responsibilities.

For FY 2009, the Environment and Natural Resources Division requested \$103,093 and an estimated 445 authorized positions.

ANTITRUST DIVISION

The Division's organizational roots can be traced to the creation of an Assistant to the Attorney General in March 1903 to take charge of all suits under the antitrust and interstate commerce laws and to assist the Attorney General and the Solicitor General in the conduct of the general executive work of the Department. The post was created under President Theodore Roosevelt and Attorney General Philander Knox. With the growth of the economy and of corporate enterprise, it became evident that the Department of Justice must have its own corps of specialists in antitrust law to cope with an increasingly complex enforcement situation. Consequently, in 1933 under the administration of President Franklin D. Roosevelt and Attorney General Homer S. Cummings, the Antitrust Division was established.

The mission of the Antitrust Division is to promote competition in the U.S. economy through enforcement of, improvements to, and education about antitrust laws and principles.

The major functions of the Division are to:

- ✧ Seek to prevent or terminate private anti-competitive conduct which is subject to criminal and civil action under the Sherman and Clayton Acts and related statutes that prohibit conspiracies in restraint of trade, monopolization, and anti-competitive mergers.
- ✧ Review proposed mergers and acquisitions to assess their competitive effect and challenge those that threaten to harm competition.
- ✧ Investigate and prosecute violations of criminal law that affect the integrity of the investigatory process, and enforce various criminal statutes related to Sherman Act violations.
- ✧ Investigate possible violations of the federal antitrust laws, conduct grand jury proceedings, issue and enforce civil investigative demands, and handle all litigation that arises out of these criminal and civil investigations.
- ✧ Develop and present legislative proposals of the Department relating to the antitrust laws and competition generally and respond to requests for advice and comments on such matters from Congress and from other agencies.
- ✧ Through participation in the executive branch, regulatory, and legislative processes, seek to ensure that government action is pro-competitive or not unnecessarily anti-competitive.

- ✧ Assemble information and prepare reports required or requested by the Congress or the Attorney General as to the effect upon the maintenance and preservation of competition under the free enterprise system of various federal laws or programs.
- ✧ Advise the President and the departments and agencies of the executive branch on the competitive implications of governmental action.

For FY 2009, the Antitrust Division requested \$150,591 and an estimated 880 authorized positions.

CIVIL DIVISION

In 1868, Congress gave the Attorney General the responsibility of representing the United States in all cases brought before the Court of Claims for any contract, agreement, or transaction with the executive departments, bureaus, or offices of executive departments. After the creation of the Department of Justice in 1870, a unit evolved within it that became known as the division for the defense of claims against the United States or the Courts of Claims Division.

The Attorney General created a new Claims Division in 1933 that consolidated responsibility for most of the litigating areas that comprise the present day Civil Division. In 1953, Attorney General Herbert Brownell, Jr., changed the name of the Claims Division to the Civil Division and broadened its responsibilities to include the litigation of the disbanded Customs Division.

In 1983, the Civil Division received additional responsibility for immigration and consumer protection litigation. With respect to its responsibility for consumer protection, the Civil Division litigates both criminal and civil actions under a number of federal statutes that are set out in 28 C.F.R. 0.45(j). In 1986, Congress enacted the National Childhood Vaccine Injury Act, and in 1990, it enacted the Radiation Exposure Compensation Act. The Attorney General delegated implementation of these programs to the Civil Division.

The Civil Division represents the United States in any civil or criminal matter within its scope of responsibility – protecting the United States Treasury, ensuring that the federal government speaks with one voice in its view of the law, preserving the intent of Congress, and advancing the credibility of the government before the courts.

The major functions of the Division are to:

- ✧ Defend or assert the laws, programs, and policies of the United States, including defending new laws implementing the President's domestic and foreign agenda against constitutional challenges.
- ✧ Recover monies owed to the United States and victims as the result of fraud, loan default, bankruptcy, injury, damage to federal property, violation of consumer laws, or unsatisfied judgments.
- ✧ Defend the interests of the U.S. Treasury, prevailing against unwarranted monetary claims, while resolving fairly those claims with merit.
- ✧ Fight terrorism through litigation to detain and remove alien terrorists; defend immigration laws and policies, including determinations to expel criminal aliens.
- ✧ Enforce consumer protection laws and defend agency policies affecting public health and safety.

- ✧ Defend the government and its officers and employees in lawsuits seeking damages from the U.S. Treasury or from individuals personally.
- ✧ Implement compensation programs, such as the Childhood Vaccine and Radiation Exposure programs; support viable alternatives to litigation when appropriate.
- ✧ Represent the United States in foreign courts through foreign counsel supervised and instructed by attorney staff in Washington and London.
- ✧ Represent the interests of the United States in civil and criminal litigation in foreign courts.

For FY 2009, the Civil Division requested \$270,431 and an estimated 1,338 authorized positions.

CIVIL RIGHTS DIVISION

The Civil Rights Division was established in the Department of Justice by the passage of the Civil Rights Act of 1957. The Division enforces the Civil Rights Acts of 1957, 1960, 1964, and 1968, as amended; the Voting Rights Act of 1965, as amended; the Equal Credit Opportunity Act, as amended; the Fair Housing Act of 1968 and the Fair Housing Amendments Act of 1988; Executive Order 12250 (*inter alia*, Title VI, Title IX and Section 504 of the Rehabilitation Act of 1973, as amended); and the Civil Rights of Institutionalized Persons Act.

The Division also enforces the Freedom of Access to Clinic Entrances Act; the Police Misconduct Provision of the Violent Crime Control and Law Enforcement Act of 1994; the Trafficking Victims Protection Act of 2000; and Section 102 of the Immigration Reform and Control Act of 1986, as amended, which prohibits discrimination on the basis of national origin and citizenship status as well as document abuse and retaliation.

In addition, the Division is charged with all departmental responsibilities under the Americans with Disabilities Act of 1990 (ADA). The ADA assures equal opportunity for individuals with disabilities in employment, public accommodations and services, transportation, and telecommunications.

The major functions of the Division are to:

- ✧ Investigate and, when warranted by the findings, initiate legal proceedings seeking injunctive and other relief in cases involving discrimination in the areas of education, credit, employment, housing, public accommodations and facilities, federally funded programs, voting, and the rights of prisoners, mentally and physically disabled persons, and senior citizens.
- ✧ Prosecute violations of criminal statutes that prohibit specified acts of interference with federally protected rights and activities, such as conspiracies to interfere with or deny a certain individual or group of individuals the exercise of these rights.
- ✧ Prosecute violations of anti-trafficking statutes, including the Trafficking Victims Protection Act of 2000, and play a strong role in identifying, protecting, and assisting victims of human trafficking.
- ✧ Rule on voting changes and recommend observer and examiner activities authorized by the special provisions of the Voting Rights Act of 1965, as amended.

- ✧ Implement Executive Order 12250 by studying, reviewing, and approving regulatory changes proposed by all federal executive branch agencies as they pertain to civil rights, including Titles VI and IX and Section 5 of the Rehabilitation Act of 1973, as amended.
- ✧ Under the ADA, coordinate the technical assistance activities of other federal agencies and provide technical assistance to places of public accommodation and state and local governments.
- ✧ Serve as the principal advisor to the Attorney General on all matters pertaining to civil rights.
- ✧ Provide Department representation to, and maintain close liaison and cooperation with, officials and representatives of other divisions, federal agencies, state and municipal governments, and private organizations on civil rights issues.

For FY 2009, the Civil Rights Division requested \$123,151 and an estimated 713 authorized positions.

OFFICE OF DISPUTE RESOLUTION

On April 6, 1995, the Attorney General (AG) created within the Department the position of Senior Counsel for Alternative Dispute Resolution (AG Order No. 1160.1), which operated within the Office of the Associate Attorney General. In order to enhance operational effectiveness and efficiency, on January 26, 1998, the Attorney General approved a reorganization which established the Office of Dispute Resolution (ODR) as an independent component, headed by the Senior Counsel for Alternative Dispute Resolution, reporting to the Associate Attorney General.

The mission of ODR is to promote and facilitate the broad and effective use of alternative dispute resolution (ADR) processes by the Department of Justice and throughout the Executive Branch of the federal government.

The major functions of ODR are to:

- ✧ Promote, evaluate and fund the appropriate use of ADR in civil litigation throughout the country.
- ✧ Represent the Attorney General in leadership of federal ADR.
- ✧ Represent the Department leadership with foreign governments and the private sector.
- ✧ Facilitate and train DOJ attorneys in the effective use of ADR in litigation and agency disputes.

For FY 2009, the Office of Dispute Resolution requested \$574 and an estimated 3 authorized positions.

NATIONAL SECURITY DIVISION

The mission of the National Security Division (NSD) of the Department of Justice is to carry out the Department's highest priority: to combat terrorism and other threats to national security. The NSD, which consolidates the Department's primary national security elements within a single Division, currently consists of the Office of Intelligence Policy and Review; the Counterterrorism and Counterespionage Sections, formerly part of the Criminal Division; and a new Law and Policy Office. This organizational structure ensures greater coordination and unity of purpose between prosecutors and law enforcement agencies, on the one hand, and intelligence attorneys and the Intelligence Community, on the other, thus strengthening the effectiveness of the Department's national security efforts.

The Division is led by an Assistant Attorney General and supported by three Deputy Assistant Attorneys General, who oversee the Division's three components.

The Division's major responsibilities include:

Intelligence Operations and Coordination:

- ✧ Represent the United States before the Foreign Intelligence Surveillance Court to obtain authorization under the Foreign Intelligence Surveillance Act of 1978 (FISA) for the United States government to conduct intelligence surveillance activities, such as electronic surveillance, physical searches, and pen registers and trap and trace devices;
- ✧ Obtain Attorney General authorization for the United States government to conduct intelligence activities in accordance with the provisions of Executive Order No. 12333, the Executive Order governing the intelligence activities of the United States;
- ✧ Coordinate and oversee intelligence-related litigation matters, including evaluating and reviewing requests to use information collected under FISA in criminal and non-criminal proceedings and to disseminate FISA information; and
- ✧ Serve, through the Assistant Attorney General for National Security, as the Department's primary liaison to the Director of National.

Counterterrorism:

- ✧ Promote and oversee a coordinated national counterterrorism enforcement program, including the investigation and prosecution of international and domestic terrorism cases;

- ✧ Share information and trouble-shoot issues with prosecutors nationwide on terrorism matters, cases, and threat information, and establish and maintain an essential communication network between the Department of Justice and United States Attorneys' Offices for the rapid transmission of information on terrorism threats and investigative activity;
- ✧ Share information and trouble-shooting issues with international prosecutors, agents and investigating magistrates to assist in addressing international threat information and litigation initiatives;
- ✧ Provide training to prosecutors and investigators on cutting-edge tactics, substantive law, and relevant policies and procedures; and
- ✧ Ensure that the investigation and prosecution of terrorist attacks against American citizens overseas remain a high priority within the Department of Justice.

Counterespionage:

- ✧ Supervise the investigation of and prosecution of cases involving national security, foreign relations, and the export of military and strategic commodities and technology;
- ✧ Coordinate cases involving the application for the Classified Information Procedures Act (CIPA). and
- ✧ Enforce the Foreign Agents Registration Act of 1938 (FARA) and related disclosure statutes.

Oversight:

- ✧ Oversee foreign intelligence, counterintelligence, and other national security activities to ensure rigorous obedience to the Constitution of the United States and the vigorous protection of individual privacy and civil liberties;
- ✧ Monitor the intelligence and counterintelligence activities of the Federal Bureau of Investigation to ensure conformity with applicable laws and regulations, FISA Court orders, and Department procedures, including the Attorney General's National Security Investigative Guidelines;
- ✧ Oversee national security-related activities to determine their consistency with relevant policies and law; and
- ✧ Prepare reports on domestic and foreign intelligence and counterintelligence activities and that relate to trends or changes in these activities.

Law and Policy:

- ✧ Oversee the development, coordination, and implementation, in conjunction with other components of the Department as appropriate, of policies with regard to intelligence, counterintelligence, counterterrorism, and national security matters;
- ✧ Provide legal assistance and advice, in coordination with the Office of Legal Counsel as appropriate, to Government agencies on matters of national security law and policy;
- ✧ Provide advice regarding classification of national security information;
- ✧ Perform prepublication classification review of materials proposed to be published by present and former Department employees;
- ✧ Produce monographs and other guidance on the interpretation and application of new terrorism statutes, regulations, and policies;
- ✧ Serve as the Department's representative on interdepartmental boards, committees, and other groups dealing with issues related to national security; and
- ✧ Advise the Attorney General, Congress, the Office of Management and Budget, and the White House on all areas of national security law.

For FY 2009 the National Security Division requested \$83,789 and an estimated 346 authorized positions.

IMMIGRATION

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW

The Executive Office for Immigration Review (EOIR) was created on January 9, 1983. EOIR consists of the Office of the Director, the Board of Immigration Appeals (Board), the Office of the Chief Immigration Judge (OCIJ), and the Office of the Chief Administrative Hearing Officer (OCAHO). EOIR is independent of the immigration enforcement functions of both the Department of Homeland Security (DHS) and the Office of Special Counsel for Immigration-Related Unfair Employment Practices, the entity charged with the enforcement of the anti-discrimination provisions of immigration law.

EOIR is responsible for adjudicating immigration cases. Specifically, under delegated authority from the Attorney General, EOIR interprets and administers federal immigration laws by conducting immigration court proceedings, appellate reviews, and administrative hearings. EOIR consists of three components: the Office of the Chief Immigration Judge, which is responsible for managing the numerous Immigration Courts located throughout the United States, where Immigration Judges adjudicate individual cases; the Board of Immigration Appeals, which primarily conducts appellate reviews of Immigration Judge decisions; and the Office of the Chief Administrative Hearing Officer, which adjudicates immigration-related employment cases. EOIR is committed to providing fair, expeditious, and uniform application of the nation's immigration laws in all cases.

Office of the Chief Immigration Judge

BACKGROUND: OCIJ was established under the new EOIR in February 1983 under 8 C.F.R. Part 3 (see also 28 C.F.R. Part O, Subpart U).

FUNCTIONS: OCIJ is headed by the Chief Immigration Judge, who is supported by two Deputy Chief Immigration Judges and a number of Assistant Chief Immigration Judges. OCIJ provides overall program direction, articulates policies and procedures, and establishes priorities for more than 200 United States Immigration Judges located in 53 Immigration Courts throughout the Nation. Immigration Judges are responsible for conducting formal proceedings and act independently in their decision-making capacity. Their decisions are administratively final unless appealed or certified to the Board. In removal proceedings, Immigration Judges determine whether an individual may be admitted to the United States, or if previously admitted, is still eligible to remain in the United States or should be removed. Each Judge has jurisdiction to consider various forms of relief available in removal proceedings. Immigration Judges also have jurisdiction over deportation and exclusion proceedings initiated prior to April 1, 1997.

If deportability or inadmissibility is proven, the Immigration Judge will then focus on the type of relief from removal that may be available to the alien. These forms of relief include asylum, cancellation of removal, adjustment of status, and voluntary departure.

Through its Criminal Alien Institutional Hearing Program, OCIJ currently has programs in place throughout the country to adjudicate the immigration status of alien inmates prior to their release from federal, state, or municipal correctional facilities.

Board of Immigration Appeals

BACKGROUND: The Board was established on August 30, 1940, under 8 C.F.R. § 90.2. The Board's authority is currently set forth at 8 C.F.R. § 1003.1.

FUNCTIONS: The Board is the highest administrative body for interpreting and applying immigration laws. The Board is composed of 11 Board Members, including the Chairman and up to two Vice-Chairmen. The Board is located in Falls Church, Virginia, where it conducts all appellate reviews and hears most oral arguments. In September 2002, a regulation restructuring the Board became effective. The regulation was designed to allow the agency to allocate its limited resources to manage an increasing case load while continuing to exercise its delegated independent judgment in adjudicating matters before it.

The Board has been given nationwide jurisdiction to hear appeals from certain decisions rendered by Immigration Judges and by immigration officials of DHS in a wide variety of proceedings involving the United States and either an alien, a citizen, or a business firm. In addition, the Board is responsible for recognition of organizations and accreditation of representatives requesting permission to practice before DHS, the Immigration Courts, and the Board.

Decisions of the Board are binding on all DHS immigration officials and Immigration Judges unless modified or overruled by the Attorney General or a federal court. In most cases, the Board's decisions are subject to judicial review in the federal courts. The majority of appeals reaching the Board involve orders of removal and applications for relief from removal. Other cases before the Board include the exclusion of aliens applying for admission to the United States, petitions to classify the status of alien relatives for the issuance of preference immigrant visas, fines imposed upon carriers for the violation of immigration laws, and motions for reopening and reconsideration of decisions previously rendered.

In addition, the Board provides guidance to practitioners in the immigration field, including Immigration Judges, DHS, and private attorneys and alien representatives, through the publication of decisions of precedential value. These decisions appear in bound volumes entitled *Administrative Decisions Under Immigration and Nationality Laws of the United States*, and are also available electronically at the Board's "Virtual Law Library," along with the Board's [Practice Manual and Questions and Answers Regarding Proceedings](#).

Office of the Chief Administrative Hearing Officer

BACKGROUND: OCAHO was established by the Attorney General pursuant to certain provisions of the Immigration Reform and Control Act of 1986 (IRCA). The Attorney General added OCAHO to the functions of EOIR in March 1987. In 1990, the Attorney General delegated to OCAHO his authority to decide document fraud cases arising under the Immigration Act of 1990, Pub. L. No. 101-649, 104 Stat. 4978 (codified as amended in scattered sections of 8 U.S.C.)

FUNCTIONS: OCAHO is headed by a Chief Administrative Hearing Officer, who is responsible for the general supervision and management of administrative law judges, who preside at hearings mandated by the Immigration and Nationality Act (INA). Administrative law judges hear cases and adjudicate issues arising under the provisions of the INA relating to (1) unlawful hiring, recruiting, referring for a fee, and continued employment of unauthorized aliens, and failure to comply with employment verification requirements, employer sanctions, (2) unfair immigration-related employment practices, and (3) immigration-related document fraud. Employer sanctions and immigration-related document fraud complaints are brought by DHS immigration officials. Unfair immigration-related employment practice complaints are brought by the Justice Department's Office of Special Counsel or private litigants, as prescribed by statute.

Hearings are conducted under applicable laws and regulations, as well as the general requirements of the Administrative Procedure Act. Employer sanctions and document fraud cases are subject to administrative review by the Chief Administrative Hearing Officer and the Attorney General. All final agency decisions are subject to review in federal courts.

For FY 2009, the Executive Office for Immigration Review requested \$261,404 and an estimated 1,386 authorized positions.

PRISONS

FEDERAL BUREAU OF PRISONS

The Federal Bureau of Prisons (BOP) was created by the Act of May 14, 1930 (ch.274, 46 Stat. 325), signed into law by President Herbert Hoover.

The mission of the BOP is to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

The major functions of the BOP are:

Population Management

- ✧ Proactively manage the offender population to ensure safe and secure operations.

Human Resource Management

- ✧ Ensure there is a competent, diverse workforce operating within a professional work environment to meet the current and future needs of the organization.

Security and Facility Management

- ✧ Maintain all BOP facilities in operationally sound conditions and in compliance with security, safety, and environmental requirements.

Correctional Leadership and Effective Public Administration

- ✧ Manage operations and resources in a competent and effective manner that encourages creativity and innovation in development of exemplary programs, as well as excellence in maintaining the basics of correctional management. Continually strive toward improvements in effective use of resources and efficient delivery of services.

Inmate Programs and Services

- ✧ Provide services and programs to address inmate needs, provide productive use-of-time activities, and facilitate the successful reintegration of inmates into society, consistent with community expectations and standards.

Building Partnership

- ✧ Continue to seek opportunities to expand the involvement of community, and local, state, and federal agencies, in improving the effectiveness of the services provided to offenders and constituent agencies. Seek to improve partnerships that will allow the Bureau to carry out its mission within the criminal justice system and to remain responsive to other agencies and the public. Develop partnerships to focus the shared responsibility for the establishment of a supportive environment to promote the reintegration of offenders into the community.

Counterterrorism

- ✧ Provide for public safety and security by focusing on preventing, disrupting, and responding to terrorist activities.

FEDERAL PRISON INDUSTRIES

The Federal Prison Industries, Inc. (FPI), a wholly-owned government corporation, was created by statute (P.L. 73-461) on June 23, 1934, and implemented by Executive Order No. 6917, signed by President Roosevelt on December 11, 1934.

The mission of FPI is to provide training and employment of prisoners confined in federal correctional institutions.

The major functions of the FPI are to:

- ✧ Exercise jurisdiction over industrial enterprises of all federal correctional institutions.
- ✧ Maintain a diversified program of industrial operations that ensure optimum inmate employment.
- ✧ Provide a wide range of products and services to other federal agencies at fair market prices, structuring product lines to minimize competition with private sector industry and labor in any particular product or service area.

NATIONAL INSTITUTE OF CORRECTIONS

The National Institute of Corrections (NIC) is a national center that provides assistance to federal, state, and local correctional agencies and works to advance the practice of corrections throughout the country. The NIC was created by statute (P.L. 93-415) on September 7, 1974.

NIC is a center of correctional learning and experience. It works to advance and shape effective correctional practice and public policy that responds to the needs of corrections through collaboration and leadership and by providing assistance, information, education, and training to correctional agencies.

The major functions of NIC are to:

- ✧ Provide assistance to federal, state, and local correctional agencies, and work to advance the practice of corrections throughout the country.
- ✧ Provide training, technical assistance, and clearinghouse services, and undertake research, evaluation, and policy formulation to advance correctional practices in many different areas.

For FY 2009, the Bureau of Prisons requested \$5,531,561 and an estimated 39,676 authorized positions.

OFFICE OF THE PARDON ATTORNEY

The Office of the Pardon Attorney (OPA) dates from the Act of March 3, 1865, which created the Office of the Pardon Clerk in the Office of the Attorney General. By the Act of March 3, 1891, the Office of the Attorney in Charge of Pardons, now known as the Office of the Pardon Attorney, was substituted for the Pardon Clerk.

OPA currently includes six permanent attorney positions: the Pardon Attorney, the Deputy Pardon Attorney, and four staff attorneys. The mission of the Pardon Attorney is to assist the President in the exercise of his constitutional pardoning power by providing him with the best information available on which to base a fair and just decision in cases in which applicants seek clemency.

The major functions of OPA are to:

- ✧ Receive and review all petitions for executive clemency, conduct the necessary investigations and prepare recommendations to the President for action.
- ✧ Provide policy guidance for the conduct of clemency proceedings and the standards for decision.
- ✧ Confer with individual clemency applicants, their representatives, public groups, Members of Congress, various federal, state, and local officials, and others in connection with the disposition of clemency proceedings.
- ✧ Maintain contacts with Department of Justice officials, the Counsel to the President, and other government officials, to advise them on clemency matters as requested.

For FY 2009, the Office of the Pardon Attorney requested \$2,387 and an estimated 15 authorized positions.

UNITED STATES PAROLE COMMISSION

The United States Parole Commission (USPC) was established in May 1976 by the Parole Commission and Reorganization Act. Prior to that time, the agency was known as the United States Board of Parole, which was created by Congress in 1930. In 1984 parole was prospectively abolished for all federal crimes committed after November 1, 1987. However, the National Capital Revitalization and Self-Government Improvement Act of 1997 transferred to the Commission the functions of the D.C. Board of Parole beginning August 5, 1998.

The mission of the USPC is to promote public safety and strive for justice and fairness in the exercise of its authority to release and supervise offenders under its jurisdiction.

The major functions of the USPC are to:

- ✧ Make parole release decisions.
- ✧ Authorize methods of release and conditions under which release occurs.
- ✧ Prescribe, modify, and monitor compliance with the terms and conditions governing offenders' behavior while on parole or mandatory or supervised release.
- ✧ Issue warrants for violation of supervision.
- ✧ Determine probable cause for the revocation process.
- ✧ Revoke parole, mandatory or supervised release.
- ✧ Release from supervision those offenders who no longer pose a risk to public safety.
- ✧ Promulgate rules, regulations, and guidelines for the exercise of the USPC's authority and the implementation of a national parole policy.

The USPC has jurisdiction over:

- ✧ Federal offenders who committed offenses before November 1, 1987.
- ✧ D.C. Code offenders who committed offenses before August 5, 2000.
- ✧ D.C. Code offenders sentenced to a term of Supervised Release.
- ✧ Uniform Code of Military Justice offenders who are in BOP custody.

- ❖ Transfer Treaty cases (U.S. citizens transferred from foreign custody to the United States pursuant to a prisoner transfer treaty).
- ❖ State Probationers and Parolees in the Federal Witness Protection Program.

For FY 2009, the United States Parole Commission requested \$12,570 and an estimated 96 authorized positions.

MANAGEMENT AND OVERSIGHT

JUSTICE MANAGEMENT DIVISION

In 1973 under Attorney General Elliot Richardson it was proposed to strengthen the departmentwide staff capability in the areas of management and finance by establishing the Office of Management and Finance. In 1979 a reorganization under Attorney General Benjamin Civiletti eliminated the Office of Management and Finance and created the Justice Management Division (JMD).

The mission of JMD is to provide advice to senior management officials relating to basic Department policy for budget and financial management, personnel management and training, procurement, equal employment opportunity, information processing, telecommunications, security, and all matters pertaining to organization, management, and administration.

The major functions of JMD are to:

- ✧ Conduct, direct, review, and evaluate management studies and surveys of the Department's organizational structure, functions, programs, operating procedures, supporting systems, and management practices.
- ✧ Supervise, direct, and review the preparation, justification, and execution of the Department 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 Department's use of resources and estimates of future requirements are consistent with the policies, plans, and mission priorities of the Attorney General.
- ✧ Plan, direct, and coordinate departmentwide personnel management programs, and develop and issue departmentwide policy in all personnel program areas.
- ✧ Develop and direct departmentwide financial management policies, programs, procedures, and systems, including financial accounting, planning, analysis, and reporting.
- ✧ Supervise and direct the operations of the Department's automated information services, publication services, library services, and any other departmentwide central services that are established by or assigned to JMD.
- ✧ Formulate and administer the General Administration Appropriation of the Department's budget.

- ❖ Develop and direct a departmentwide directives management program and administer the directives management system.
- ❖ Plan, direct, administer, and monitor compliance with departmentwide policies, procedures, and regulations concerning records, reports, procurement, printing, graphics, audiovisual activities (including the approval or disapproval of production and equipment requests), forms management, supply management, motor vehicles, real and personal property, space assignment and utilization, employee health and safety programs, and all other administrative services functions.
- ❖ Formulate Department policies, standards, and procedures for information systems and the management and use of automated data processing equipment.
- ❖ Formulate policies, standards, and procedures for Department telecommunications systems and equipment and review their implementation.
- ❖ Provide computer and digital telecommunications services on an equitable resource-sharing basis to all organizational units within the Department.
- ❖ Direct all Department security programs, including personnel, physical, document, information processing, telecommunications, and special intelligence, and 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.
- ❖ Develop, direct, coordinate, and monitor compliance with departmentwide policies and programs for implementing an effective and viable equal employment opportunity program that includes affirmative employment initiatives and procedures for the timely and equitable processing of discrimination complaints.
- ❖ Manage the Department's Assets Forfeiture Fund, including interpreting the Assets Forfeiture Fund statute, implementing and operating the Consolidated Asset Tracking System, managing both internal and external budget processes regarding Assets Forfeiture Fund monies, and managing the investment of surplus balances in the Assets Forfeiture Fund and the Seized Asset Deposit Fund.

- ✧ 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. This includes issuing advice, providing ethics briefings, and reviewing financial disclosure reports.

For FY2009, the Justice Management Division requested \$71,404 and an estimated 388 authorized positions. There are also 751 reimbursable positions. Of the amount, 28 are reimbursable to JMD appropriated functions, with the remaining 723 reimbursable to the Working Capital Fund (WCF). JMD also administers funds provided for Law Enforcement Wireless Communications \$121,651 and 19 authorized positions and the Justice Information Sharing Technology \$93,868 and 71 authorized positions.

Office of the Inspector General

On April 14, 1989, the Office of the Inspector General (OIG) was created in the Department of Justice (Department) by amendment to the Inspector General Act of 1978. The OIG's mission is to detect and deter fraud, waste, and abuse in Department programs and misconduct by Department personnel. The OIG also assists Department managers in promoting integrity, economy, efficiency, and effectiveness of Department programs and operations through its audits, inspections, investigations, and special reviews.

The OIG has jurisdiction to review the programs and personnel of the Federal Bureau of Investigation, the Drug Enforcement Administration, the Federal Bureau of Prisons, the U.S. Marshals Service, the Bureau of Alcohol, Tobacco, Firearms and Explosives, the United States Attorneys, and all other organizations in the Department as well as contractors of the Department and organizations receiving grant money from the Department.

The major functions of OIG are to:

- ✧ Investigate alleged violations of criminal and civil laws, regulations and ethical standards arising from the conduct of Department employees.
- ✧ Conduct, report, and follow up on financial audits of departmental organizations, programs, contracts, grants, and other agreements.
- ✧ Conduct, report, and follow up on performance audits and inspections of programs and operations within or financed by the Department.
- ✧ Report to the Attorney General and the Congress on problems and deficiencies in the administration of Department and Department-financed operations and progress made in implementing recommended corrective actions.

For FY 2009, the Office of the Inspector General requested \$75,681 and an estimated 450 authorized positions.

OFFICE OF PROFESSIONAL RESPONSIBILITY

The Office of Professional Responsibility (OPR) was established by Attorney General Edward H. Levi under Attorney General Order No. 635-74, dated December 8, 1975. Its mission is to ensure that Department of Justice attorneys perform their duties in accordance with the high professional standards expected of the nation's principal law enforcement agency.

Under A.G. Order No. 2835-2006 (71 FR 54412-01), OPR has jurisdiction to investigate allegations of misconduct involving Department of Justice attorneys that relate to the exercise of their authority to investigate, litigate or provide legal advice. OPR also investigates allegations of misconduct by Department of Justice law enforcement personnel when they are related to allegations of attorney misconduct within the jurisdiction of OPR.

The major functions of OPR are to:

- ✧ Receive and review allegations of professional misconduct by a Department attorney, criminal investigator, or other law enforcement personnel.
- ✧ Make such preliminary inquiry as may be necessary to determine whether the matter warrants action by OPR or referred to another component within the Department.
- ✧ Review instances of judicial findings of misconduct or judicial criticism of Department attorneys to determine whether an investigation is warranted.
- ✧ Conduct full investigations of allegations of misconduct where warranted.
- ✧ Report its findings and conclusions regarding alleged misconduct to the appropriate component head.
- ✧ Make recommendations to the appropriate component head on what further specific corrective or disciplinary action should be undertaken with regard to any matter involving a violation of law, regulation, order, or professional standard.
- ✧ Undertakes any other special assignments that the Attorney General directs.
- ✧ Report to the Attorney General and Deputy Attorney General significant issues that become evident in the course of an investigation and submit recommendations which may have significant impact on policies or organizational or personnel realignments.
- ✧ Report findings of professional misconduct by Department attorneys to the appropriate state attorney disciplinary authority.

- ✧ Serve as the Department's liaison to the National Organization of Bar Counsel and the bar disciplinary authorities of the states, territories, and the District of Columbia with respect to professional misconduct matters.
- ✧ Review proposals from Department employees to refer to appropriate licensing authorities apparent professional misconduct by attorneys outside the Department, and make such referrals where warranted.
- ✧ Receive and review any allegations of reprisal against an employee or applicant who discloses information concerning misconduct to OPR.
- ✧ Recommend improvements in the present departmentwide reporting system in which misconduct and criminal allegations against Department attorneys are brought to the attention of the Attorney General and OPR.
- ✧ Periodically report to the Attorney General significant trends in attorney misconduct issues in the Department and recommend corrective action where available.
- ✧ Support the Department's efforts to ensure that Department attorneys maintain the highest ethical standards by participating in training seminars, conferences, and policy development initiatives, as appropriate.

For FY 2009, the Office of Professional Responsibility requested \$6,218 and an estimated 29 authorized positions.

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE

In 1994 the Department recognized the need for a program dedicated to resolving professional responsibility issues faced by Department attorneys and Assistant United States Attorneys. As a result, the Department established the Professional Responsibility Officer Program and the Professional Responsibility Advisory Board. On April 14, 1999, Attorney General Janet Reno officially established the Professional Responsibility Advisory Office (PRAO) as an independent component within the Department of Justice.

The mission of PRAO is to ensure prompt, consistent advice to Department attorneys and Assistant United States Attorneys with respect to professional responsibility issues.

The major functions of PRAO are to:

- ✧ Provide definitive advice to government attorneys and the leadership at the Department on issues relating to professional responsibility.
- ✧ Assemble and maintain the codes of ethics, including, inter alia, all relevant interpretive decisions and bar opinions of the District of Columbia and every state and territory, and other reference materials, and serve as a central repository for briefs and pleadings as cases arise.
- ✧ Provide coordination with the litigating components of the Department to defend attorneys in any disciplinary or other hearing where it is alleged that they failed to meet their ethical obligations.
- ✧ Serve as liaison with the state and federal bar associations in matters related to the implementation and interpretation of 28 U.S.C. 530B, the Ethical Standards for Attorneys for the Government Act, and any amendments and revisions to the various state ethics codes.
- ✧ Coordinate with other Department components to conduct training for Department attorneys and client agencies to provide them with the tools to make informed judgments about the circumstances that require their compliance with 28 U.S.C. 530B (the Ethical Standards for Attorneys for the Government Act) or that otherwise implicate professional responsibility concerns.
- ✧ Perform such other duties and assignments as determined from time-to-time by the Attorney General or the Deputy Attorney General.

For FY 2009, the Office of Professional Responsibility Advisory Office requested \$32,995 and an estimated 16 authorized positions.

OTHER OFFICES

FOREIGN CLAIMS SETTLEMENT COMMISSION

The Foreign Claims Settlement Commission of the United States (FCSC) was established under Reorganization Plan No. 1 of 1954. In 1980, pursuant to Public Law 96-209, the Commission was transferred to the Department of Justice as a separate agency within the Department.

The mission of the FCSC is to adjudicate claims against foreign governments for losses and injuries sustained by United States nationals, pursuant to programs authorized by statute or under international agreements.

The major functions of the FCSC are to:

- ✧ Determine claims of United States nationals for loss of property in specific foreign countries as the result of nationalization or other taking by the governments of those countries, as authorized by the International Claims Settlement Act of 1949, as amended (22 U.S.C. 1621-1645o), and other legislation.
- ✧ Determine claims of any previously unrecognized United States military personnel and civilian American citizens who were held in captured status in the Vietnam conflict, as authorized by the War Claims Act of 1948, as amended (50 U.S.C. App. 2001-2017p).
- ✧ Service information requests relating to the 43 completed international and war claims programs previously administered by the Commission, and report to Congress and executive departments on potential programs.

For FY 2009, the Foreign Claims Settlement Commission requested \$1,823 and an estimated 11 authorized positions.

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES

The Executive Office for United States Trustees (EOUST) was created to oversee the United States Trustee Program by providing policy guidance and coordination to United States Trustees, whose duties are set forth in Titles 11 and 28 of the United States Code.

The United States Trustees act in the public interest to protect and preserve the integrity of the bankruptcy system of the United States by regulating the conduct of parties; ensuring compliance with applicable laws and procedures; bringing civil actions to address instances of abuse; securing the just, speedy, and economical resolution of bankruptcy cases; and identifying, evaluating, referring, and supporting the prosecution of criminal bankruptcy violations.

The major functions of EOUST are to:

- ✧ Provide leadership, policy direction, management supervision, and coordination to the United States Trustees.
- ✧ Evaluate the effectiveness of the operations of the United States Trustee Program.
- ✧ Oversee United States Trustee litigation in bankruptcy cases.
- ✧ Provide administrative support to United States Trustee Program field operations.
- ✧ Coordinate the development of the Program's strategic plan and oversee the integration of budget and performance information.
- ✧ Collect and disseminate data on the operations of the United States Trustees.
- ✧ Coordinate with the United States Attorneys, the Federal Bureau of Investigation, and other agencies in securing bankruptcy fraud prosecutions.
- ✧ Coordinate the development of a list of approved providers of credit counseling and debtor education courses.

For FY 2009, the Executive Office for United States Trustees requested \$49,685 and an estimated 1,374 authorized positions.

OFFICE OF INFORMATION POLICY*

The Office of Information and Privacy (OIP) was created on November 2, 1981, and was established as an independent office by Attorney General Janet Reno on May 14, 1993.

OIP is responsible for encouraging agency compliance with the Freedom and Information Act (FOIA).

The major functions of OIP are to:

- ❖ Develop and provide guidance to agencies on questions relating to application of the FOIA.
- ❖ Publish the Department of Justice Freedom of Information Act Guide, which is a comprehensive treatise addressing all aspects of the FOIA, as well as FOIA Post, which is an on-line newsletter addressing FOIA issues of current interest.
- ❖ Conduct a variety of training programs for FOIA personnel across the government including specialized agency programs.
- ❖ Manage the Department's responsibilities related to the FOIA, which includes adjudicating all administrative appeals from denials of access to records made by any Department component under either the FOIA or Privacy Act of 1974.
- ❖ Handle initial requests for records of the Office of the Attorney General, Deputy Attorney General, and Associate Attorney General, as well as other senior management offices.
- ❖ Provide staff support to the Department Review Committee.
- ❖ Handle the defense of certain FOIA matters in litigation.

For FY 2009, the Office of Information and Privacy requested \$69,323 and an estimated 43 authorized positions.

* Pending Clearance

KEY DEPARTMENTAL COORDINATING ENTITIES

Key Departmental Coordinating Entities

Chief Financial Officer

The Chief Financial Officers (CFO) Act of 1990, as amended, requires all major federal agencies to appoint Chief Financial Officers who are responsible for overseeing financial management policies and activities departmentwide and report directly to the agency head. The CFO for the Department of Justice is the Assistant Attorney General for Administration.

Chief Information Officer

The Clinger-Cohen Act of 1996 established the role of the Chief Information Officer (CIO) at cabinet-level Federal agencies. The act directs the Department CIO to be responsible for Department-wide information technology (IT) strategic planning, IT investment management, IT enterprise architecture, and IT security. A host of other statutory authorities further govern the role of the Department CIO, such as the E-Government Act of 2002 and the Federal Information Security Management Act (FISMA) of 2002. By order of the Attorney General on April 10, 2002, the Department of Justice CIO has a dual role: Department CIO - reporting to the AG on Departmental information technology issues, and Deputy Assistant Attorney General for IRM – reporting to the Assistant AG for Administration on all other matters.

The Department CIO's role is to provide information technology leadership that advances the Department's mission, improves management effectiveness, and delivers superior results to the Department's employees and U.S. citizens. The five staffs of the Office of the CIO (OCIO) are the Policy and Planning Staff (PPS), E-Government Services Staff (EGSS), the Enterprise Solutions Staff (ESS), the IT Security Staff (ITSS), and the Operations Services Staff (OSS). There are approximately 330 full time government employees in OCIO.

The CIO's priorities can be summarized in three goals:

- ❖ **Information Sharing.** Provide quality electronic solutions that allow mission information to be shared in a timely manner, easily and appropriately, both inside and outside the Department.
- ❖ **Infrastructure and Security Services.** Provide a seamless, reliable, secure, and cost effective infrastructure for conducting Department-wide electronic business.
- ❖ **IT Management.** Establish, institute and improve management processes and policies to support and improve the Department's IT performance and continuity.

Goal 1 most directly supports the Department's mission, and Goals 2 and 3 provide the necessary support to goal 1. The mission applications of Goal 1 cannot be successfully achieved without the secure infrastructure of Goal 2. Therefore, while ongoing efforts targeted all three goals, early emphasis was placed on Goal 2. Much progress has been and continues to be made towards Goal 2 in implementing a cost effective unified Department-wide network that connects or replaces individual networks, and contains added security. With that effort solidly underway, current emphasis has shifted to Goals 1 and 3.

Examples of priority initiatives for Goal 1 are: Implementation planning for the Interoperable Terrorism Information Sharing Environment (Executive Order 13356), the Law Enforcement Information Sharing Program (LEISP), the Bomb Data Consolidation and Case Management initiatives. All four are in the area of domestic intelligence and law enforcement, with the latter crossing over into judicial and litigation activities.

Examples of Goal 3 initiatives include firming up DOJ policies and practices per the mandates of the Clinger-Cohen Act of 1996 in the areas of IT strategic planning, IT investment management, IT enterprise architecture, and IT security.

Performance Improvement Officer

Executive Order 13450: Improving Government Program Performance, dated November 2007, codifies the Federal Government's policy to spend taxpayer dollars efficiently and more effectively each year, and provides a framework for improving government performance. One element of this framework is the establishment of an Interagency Performance Improvement Council (PIC) comprised of agency Performance Improvement Officers (PIO). The PIC establishes program performance standards and evaluation criteria, exchanges information among agencies, coordinates and monitors performance assessments, keeps the public informed, obtains information and advice from stakeholders, and makes policy recommendations. The Department's PIO has the responsibility to fully implement this Executive Order within DOJ and coordinate the performance management activities department-wide. The PIO works collaboratively with Components to assess program performance and make recommendations to the Deputy Attorney General for program performance improvement. The PIO for the Department of Justice is the Deputy Assistant Attorney General/Controller.

Department Investment Review Board (DIRB) for Investment Management

The Clinger-Cohen Act of 1996 and the Office of Management and Budget (OMB) Circular A-130 require that the Chief Information Officer (CIO) implement Capital Planning and Investment Control (CPIC) processes to ensure that taxpayer-citizen funds are stewarded wisely in acquiring, deploying, and managing information technology (IT) and resources. Subsequent directives by OMB and the General Accountability Office (GAO) compel Federal agencies to establish governing bodies that use data and analysis to make project management and IT portfolio management decisions. The Department IT Investment Review Board (DIRB) is DOJ's executive board that oversees the Department's major information technology (IT) investments.

The Department spends over \$2.5 billion annually on IT, and the DIRB provides the highest-level oversight as part of the Department's overall Information Technology Investment Management (ITIM) program, which includes component ITIM processes.

The mission of the DIRB is to provide stewardship of the Department's major IT investments to ensure they are aligned with the Department's mission and fiduciary obligations. The Deputy Attorney General (DAG) chairs the DIRB, and the Chief Information Office (CIO) serves as vice chair. Other DIRB members are the Department's Chief Financial Officer (AAG Administration), Chief Technology Officer, Deputy CIO for Policy and Planning, Deputy CIO for Enterprise Solutions, Controller (Justice Management Division), and at least one rotating component CIO, as designated by chair/vice chair.

Each fiscal year, in consultation with the DAG, the CIO selects between 10-15 investments for DIRB review. These investments are selected because of their budget expenditure level and/or strategic importance to the Department's mission. Investments can also be recommended for review via a component's ITIM process or selected *ad hoc* by the DAG or CIO because of project concerns.

The DIRB is integral to the Department's IT investment management processes for investment planning, budget submission, and investment oversight. The board is focused on risk management of major Department investments, while component ITIM processes administer the selection of investments for funding and the establishment and administration of project management. Component offices surface to the Department their investment selections for funding and/or DIRB oversight.

Chief Acquisition Officer

The National Defense Authorization Act for Fiscal Year 2004 requires that the head of each executive agency appoint or designate a Chief Acquisition Officer (CAO). The CAO is to advise and assist the head of the agency regarding the management of the agency's acquisition activities. The CAO for the Department of Justice is the Assistant Attorney General for Administration.

Chief Human Capital Officer

The Homeland Security Act of 2002 requires that the head of each agency appoint a Chief Human Capital Officer (CHCO) to advise and assist the head of the agency and other agency officials in carrying out the agency's responsibilities for selecting, developing, training, and managing a high-quality, productive workforce in accordance with merit system principles, and implement the rules and regulations of the President and the Office of Personnel Management and the laws governing the civil service within the agency. The CHCO for the Department of Justice is the Deputy Assistant Attorney General Human Resources/Administration.

Organized Crime Drug Enforcement Task Forces

The Organized Crime Drug Enforcement Task Forces (OCDETF) was created by President Reagan in 1982 by Executive Order.

OCDETF combines the resources and expertise of its member federal agencies, as well as state and local law enforcement, to identify, disrupt, and dismantle the most serious drug trafficking and money laundering organizations and those primarily responsible for the nation's drug supply. OCDETF is headed by a Director, who serves in the Office of the Deputy Attorney General, but the Executive Office is administratively housed in the Criminal Division. OCDETF combines the resources and expertise of its federal agency members – the Drug Enforcement Administration (DEA); the Federal Bureau of Investigation (FBI); the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); the U.S. Marshals Service (USMS); the U.S. Immigration and Customs Enforcement Service (ICE); the Internal Revenue Service (IRS); and the U.S. Coast Guard (USCG) – in cooperation with the Department of Justice's Criminal and Tax Divisions, the 94 U.S. Attorneys' Offices, and state and local law enforcement. The OCDETF Program focuses participants on the mission of attacking high-level organizations through coordinated, nationwide investigations. OCDETF coordinates the annual formulation of the Consolidated Priority Organization Target (CPOT) List, a multi-agency target list of the "command and control" elements of the most significant international drug trafficking and money laundering organizations. The Program also requires its participants to identify major Regional Priority Organization Targets (RPOTs) as part of the annual Regional Strategic Plan process. The nature of the OCDETF Program and its focus on the highest priority targets, both nationally and internationally, ensures that limited drug enforcement resources are utilized for the greatest impact.



2016 Presidential Transition Budget and Workforce



U.S. Department of Justice

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Financial Structure and Budget Overview

Key Facts

How much money does the Department of Justice have?

The Department has requested \$29.4 billion in the FY 2017 President's Budget that is still pending in the Congress.

The President has signed a continuing resolution (CR) to allow the Government to begin fiscal year (FY) 2017 (P.L.114-223). The CR provides \$5.5 billion for the continuation of the Department's programs, at the FY 2016 Appropriations level less 0.496 percent, through December 9, 2016, under the FY 2016 conditions and authorities.

Generally, a CR provides funds at the previous fiscal year's funding level, with no new program starts or program terminations permitted during the CR.

How was our money spent in FY 2016?

- \$28.7 billion in direct appropriations
- \$13.2 billion to law enforcement components
- \$8.9 billion to prisons and detention
- \$3.5 billion to litigation components
- \$2.4 billion to grant programs

How do we manage the Department's budget?

Assistant Attorney General for Administration (AAG/A) and the Deputy Assistant Attorney General/Controller advise the Attorney General (AG) and Deputy Attorney General (DAG) on various issues related to the operation of the Department and manage the Department's budget, finance, and performance management functions.

The Department of Justice has a decentralized financial environment: Component heads are responsible for their budgets through delegated funds control authorities funded through 79 appropriations and 199 active accounts.

Who are the men and women of the Department?

- 116,740 employees on board as of September 17, 2016
- 99% to domestic offices and 1% are assigned to foreign offices
- 86% of the Department's budget authority supports the activities of the following six components: 32% FBI, 25% Bureau of Prisons, 10% USMS (5% of which is Federal Prisoner Detention), 7% DEA, 7% U.S. Attorneys, and 5% ATF
- 21.3% are agents; 16% are correctional officers; 9.6% are attorneys; and 3.6% are intelligence analysts

What financial flexibilities does the Department have with approval by Office of Management and Budget (OMB) and Congressional notification?

The Department can:

- Move money between appropriations (transfer up to 5% out of any one account and no more than 10% into another account)
- Move money within an appropriation (reprogram amounts over \$500,000 or 10%, whichever is less)
- Request supplemental appropriations with approval of the President.
- Unobligated Balance Transfers (UBT) authority is unique to the Department of Justice, and provides the Department with a second chance to use “left over funds” for a small set of narrow purposes, principally, IT systems, after the monies would otherwise be unavailable to spend and be returned to the general fund of the Treasury.
- Asset Forfeiture Fund (AFF) may use any remaining balances at the end of the fiscal year after solvency requirements are accounted for as an “excess unobligated balance.” Once declared, the surplus is available to the Attorney General until expended, “for any Federal law enforcement, litigative/prosecutive and correctional activities, or any other authorized purpose of the Department.”
- Working Capital Fund may retain up to 4% of total income for acquisition of capital equipment and improvement, as well as implementation of financial management and payroll/personnel systems.

What financial flexibilities does the Department have without consultation with OMB or Congressional notification?

The Department can:

- Move money within an appropriation (reprogram amounts under \$500,000 or 10%, whichever is less).
- Spend Asset Forfeiture Funds (AFF) as long as there are sufficient receipts in the AFF, for established business expenses related to AFF management and programs.
- Fund affirmative civil activities in the US Attorneys, legal divisions, and FBI through the retention of up to 3% of amounts collected pursuant to civil debt collection activities of the Department of Justice.
- Fund small Department-wide initiatives with the Attorney General’s Special Projects Fund.

What is the Department’s budget formulation and execution process?

- The federal budget formulation process is a complex, 20-month process: beginning with the Department’s internal collaborative process; followed by negotiations with OMB, and culminating with the submission of the President’s budget to Congress. The formulation of the budget allows the Attorney General to set priorities, effect change and direct policy. Once the President submits a budget to Congress, the Attorney General testifies at hearings to justify the budget; negotiations with Hill staff commence; and the process concludes when the President signs the Congress’s budget.
- The budget execution process includes budget execution, performance tracking, and financial audit. Quarterly Status Reviews and the Strategic Objective Reviews track both financial and program performance throughout the year.

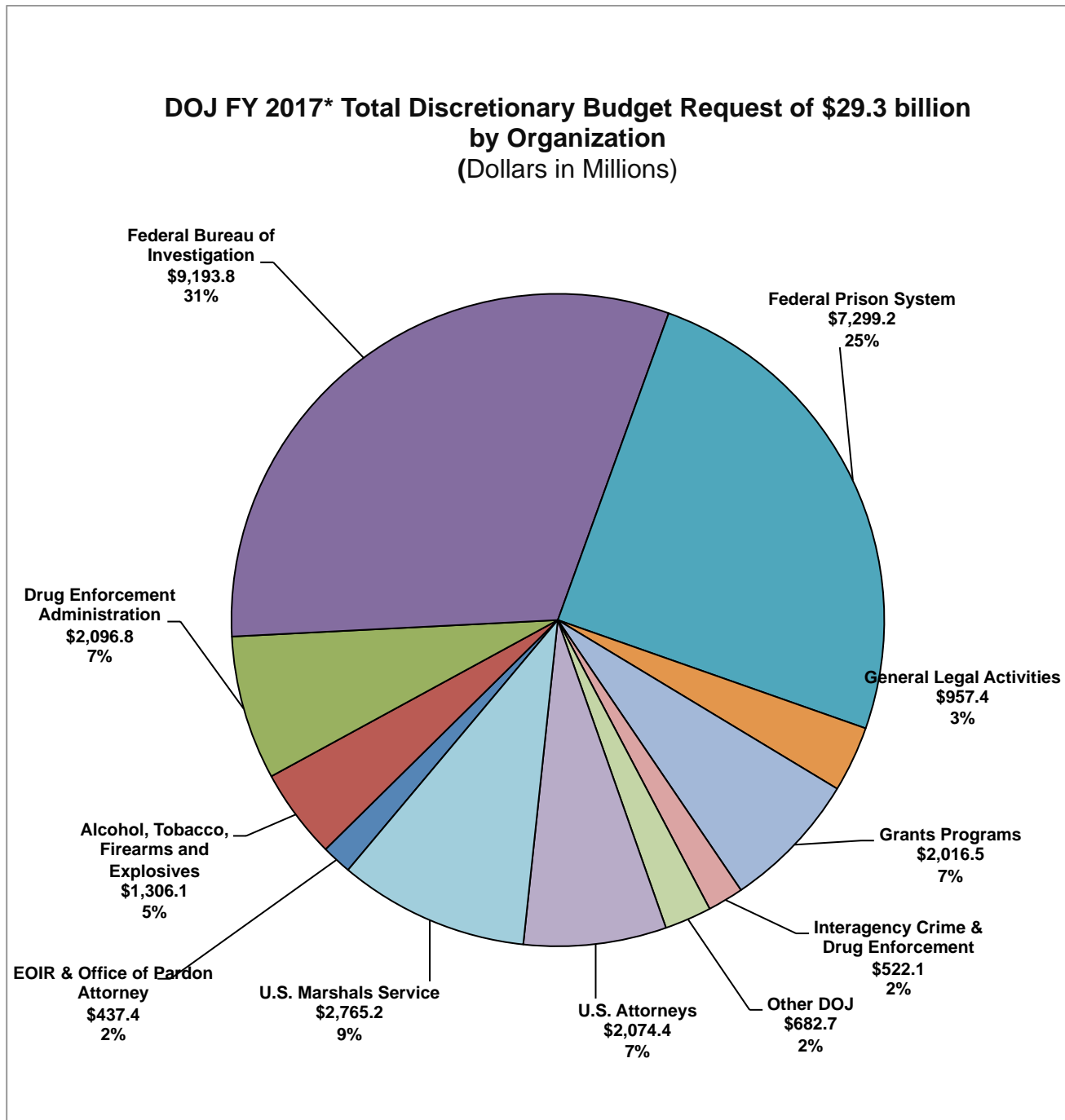
What are the Department’s immediate budget and financial management challenges?

- Operating under a Continuing Resolution for prolonged periods imposes additional challenges in executing our annual budget in a compressed timeframe.
- Obtaining a full year appropriation sufficient to support our mission.
- Developing policy budget proposals in order to assist the new Administration with its goals.

How is the Department’s “Financial State of Health”?

- Federal agencies produce annual financial statements akin to corporate financial reports. Agency Inspectors General, using outside independent audit firms, audit the agency statements and issue an opinion on agency financial statements and internal control
- Clean (unmodified opinion) audit at the Department level for the past ten years with no Department-level level Material Weaknesses.
- All Department entities received a clean audit opinion.

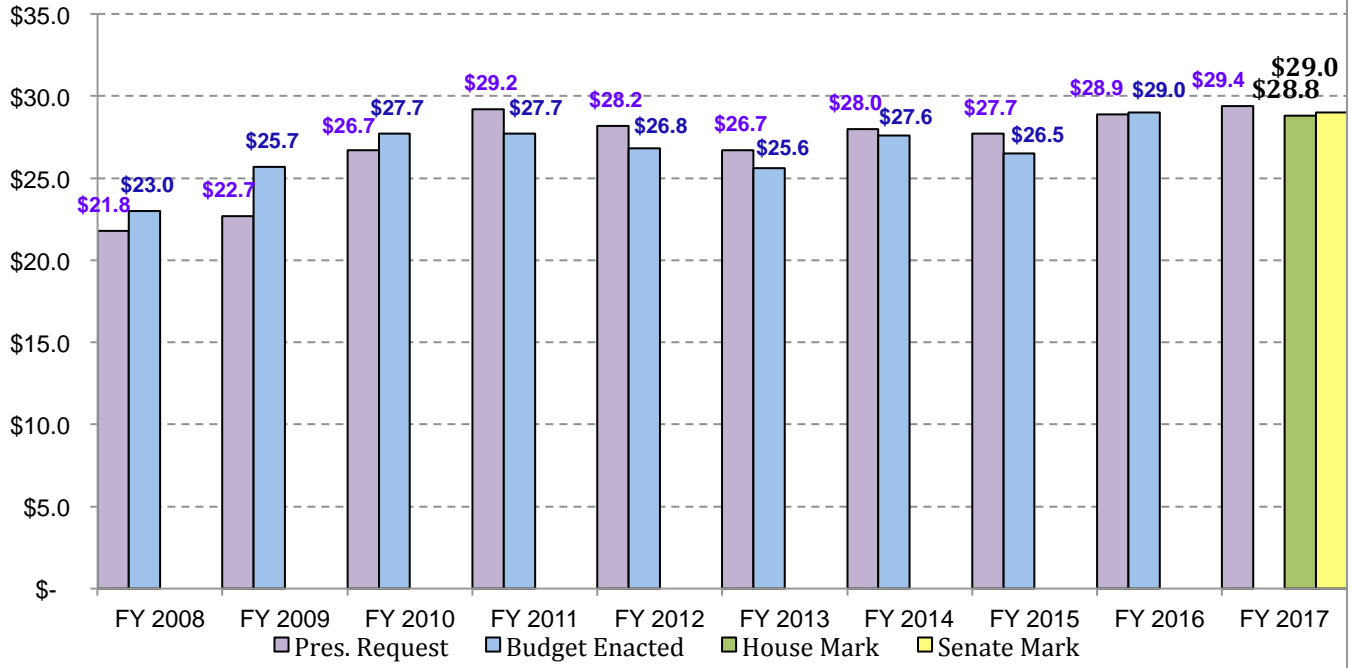
Charts



*FY 2017 represents President's Budget request to Congress.

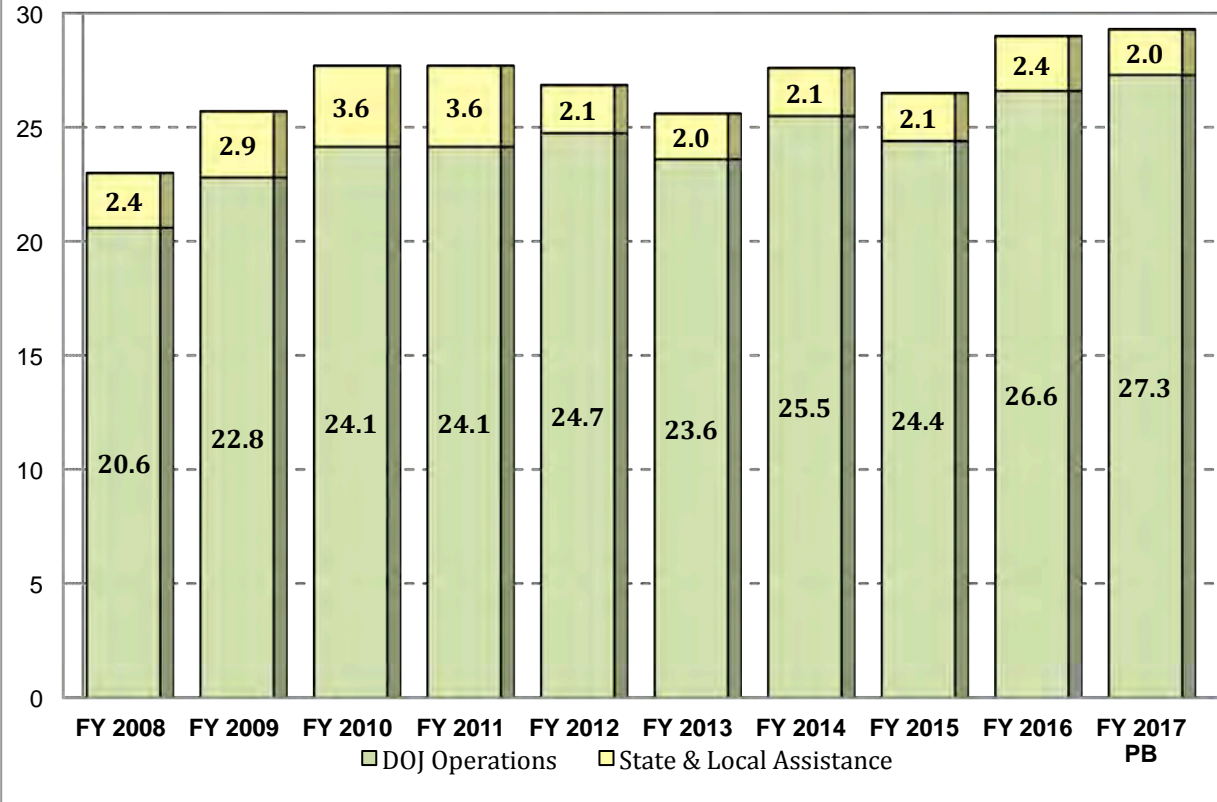
This chart does not include mandatory programs, such as the Crime Victims Fund.

DOJ Discretionary Budget - Request vs Enacted FY 2008 - FY 2017



*FY2008 – FY 2016 are actual data. FY 2017 represents President’s Budget request to Congress.

**DOJ Discretionary Budget
Operations vs. State and Local Assistance
FY 2008 - FY 2017***



*FY2008 – FY 2016 are actual data. FY 2017 represents President’s Budget request to Congress. This chart does not include mandatory programs, such as the Crime Victims Fund.

DOJ Budget Bottom Lines
(Discretionary Dollars in Millions)

	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request	% Change FY 2017 over FY 2016
Law Enforcement Components	\$13,357	\$13,796	\$14,404	4.4%
Prisons and Detention	\$7,228	\$8,737	\$8,779	0.5%
Litigating Components	\$3,301	\$3,379	\$3,539	4.7%
State and Local Assistance Funding	\$2,119	\$2,438	\$2,388	-2.1%
Admin/Technology/Other	\$527	\$647	\$613	-5.3%
Funding from Crime Victims Fund	N/A	[-379]	-\$371	N/A
Total DOJ Discretionary BA w/o Mandatory Savings	\$26,532	\$28,997	\$29,352	1.2%

*Excludes Antitrust Division and US Trustee Program fees

Law Enforcement Components
(Dollars in Thousands)

	FY 2016 Enacted	FY 2017 Request	% Increase Over FY 2016 Enacted
FBI	\$8,718,001	\$9,193,780	5.5%
DEA	2,080,000	2,096,784	0.8%
OCDETF	512,000	522,135	2.0%
ATF	1,240,000	1,306,063	5.3%
FPS	7,478,500	7,299,247	-2.4%
USMS	1,049,607	1,261,156	20.2%
UMS-FPD	1,454,414	1,504,009	3.4%
TOTAL	\$22,532,522	\$23,183,174	2.9%

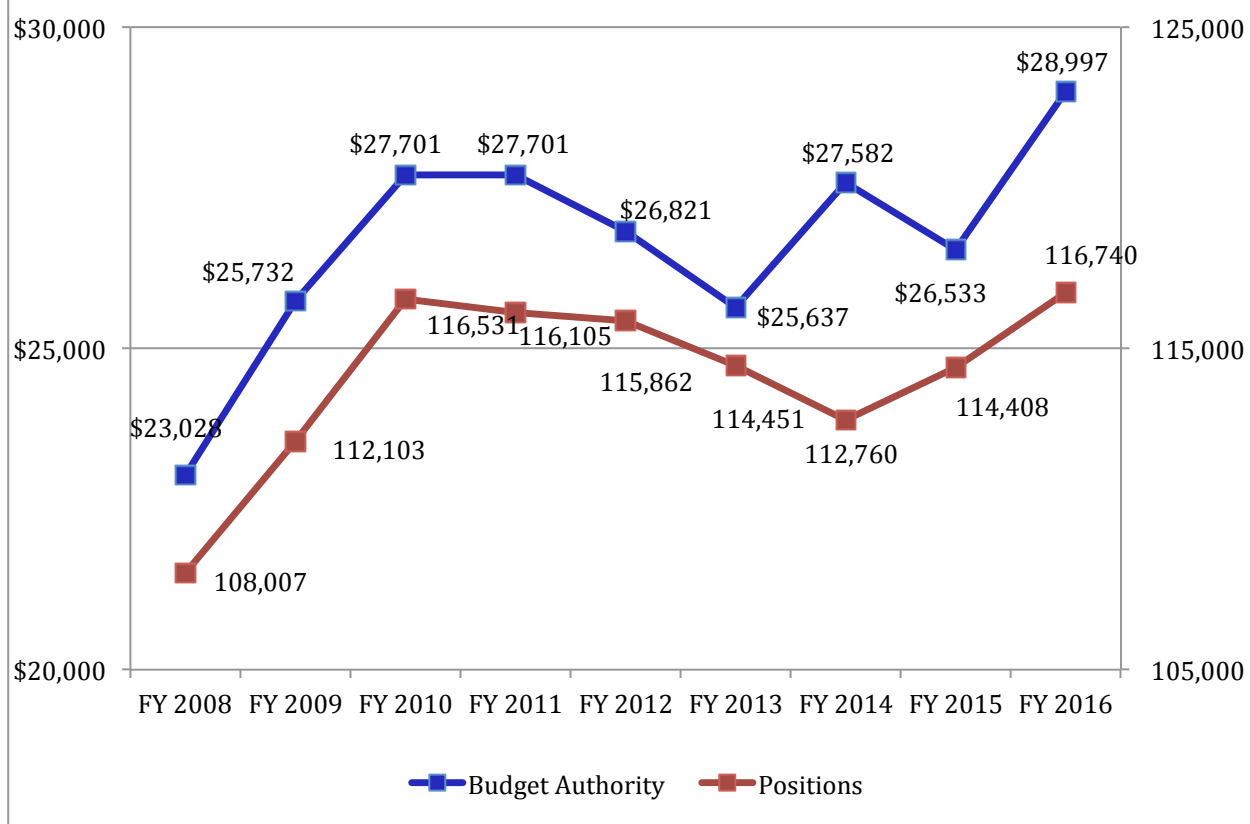
*This slide combines the law enforcement and prisons and detention categories from the previous slide.

Litigating Components
(Dollars in Thousands)

	FY 2016 Enacted	FY 2017 Request	% Increase Over FY 2016 Enacted
USA	\$2,000,000	\$2,074,402	3.7%
NSD	95,000	97,337	2.5%
CRM	181,745	198,712	9.3%
CIV	292,214	309,591	5.9%
ENRD	110,512	122,561	10.9%
CRT	148,239	155,621	5.0%
TAX	106,979	114,135	6.7%
Antitrust	[164,977]	[180,506]	1.9%
Trustees	[225,908]	[229,717]	14.6%
Other*	53,311	56,803	6.6%
TOTAL	\$2,988,000	\$3,129,162	4.7%

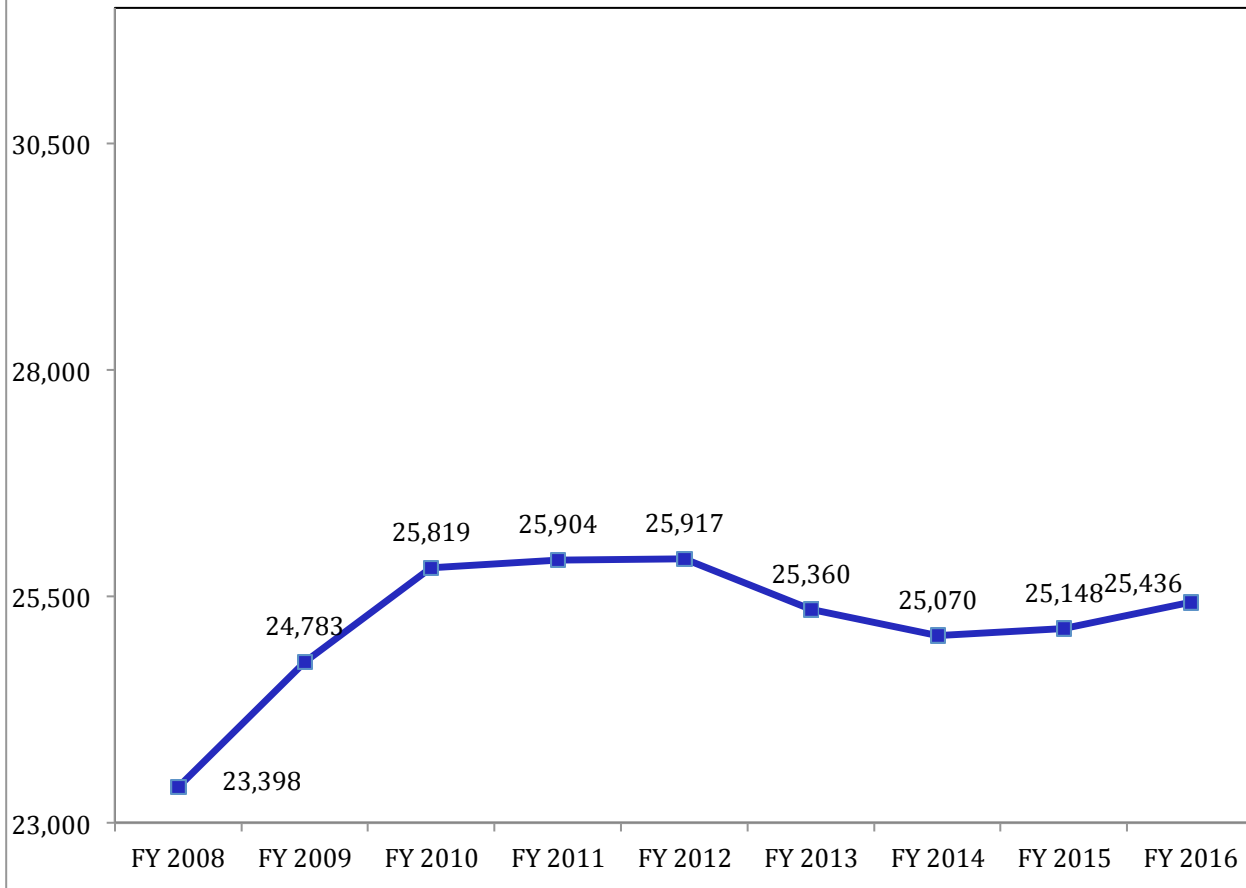
*Other includes Solicitor General, Office of Legal Counsel, Interpol, and Office of Dispute Resolution.

DOJ FY 2008 - FY 2016 Staffing and Budget Over Time



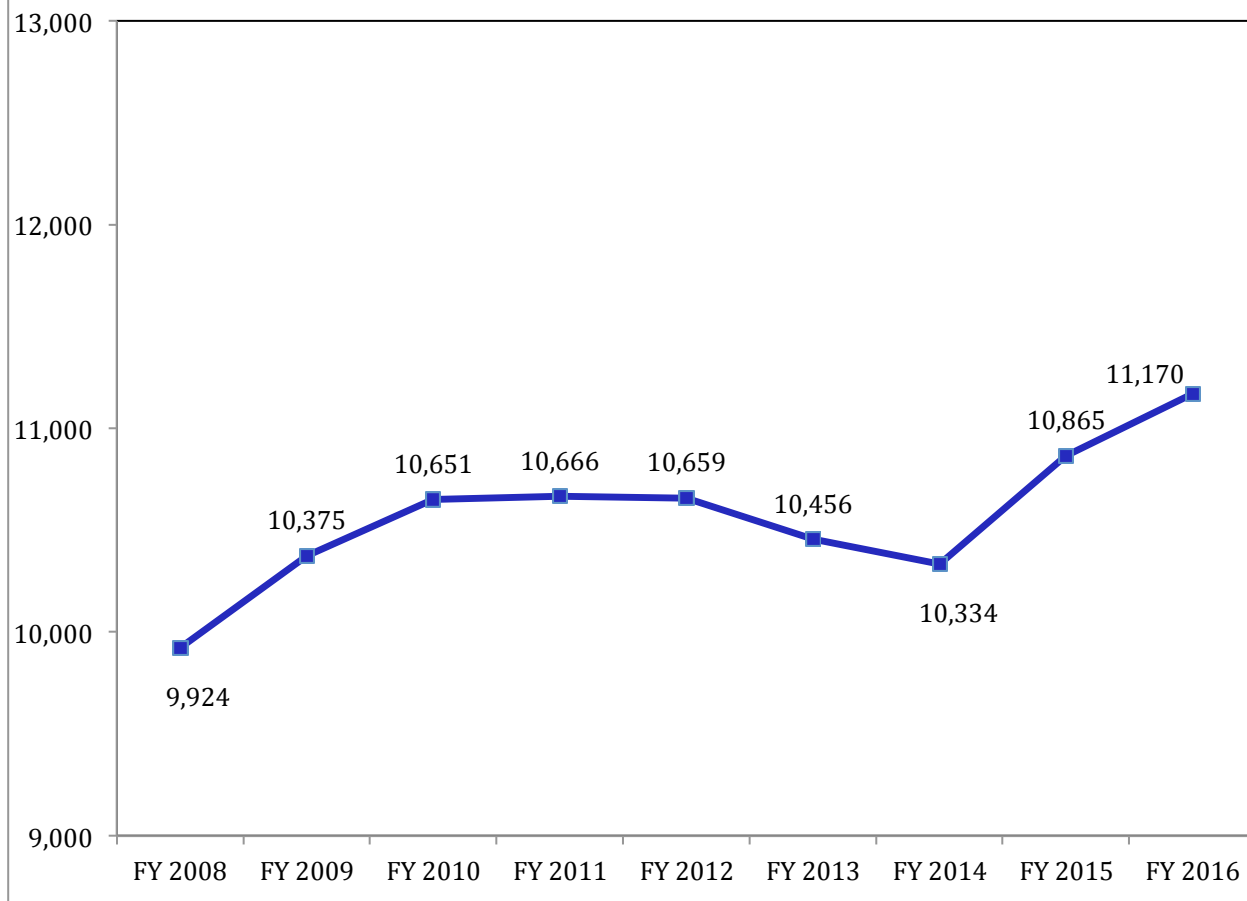
*FY2008 – FY 2016 are actual data as of the end of the fiscal year. FY 2017 represents President’s Budget request to Congress.

DOJ FY 2008 - FY 2016 On-Board Staffing: Agents



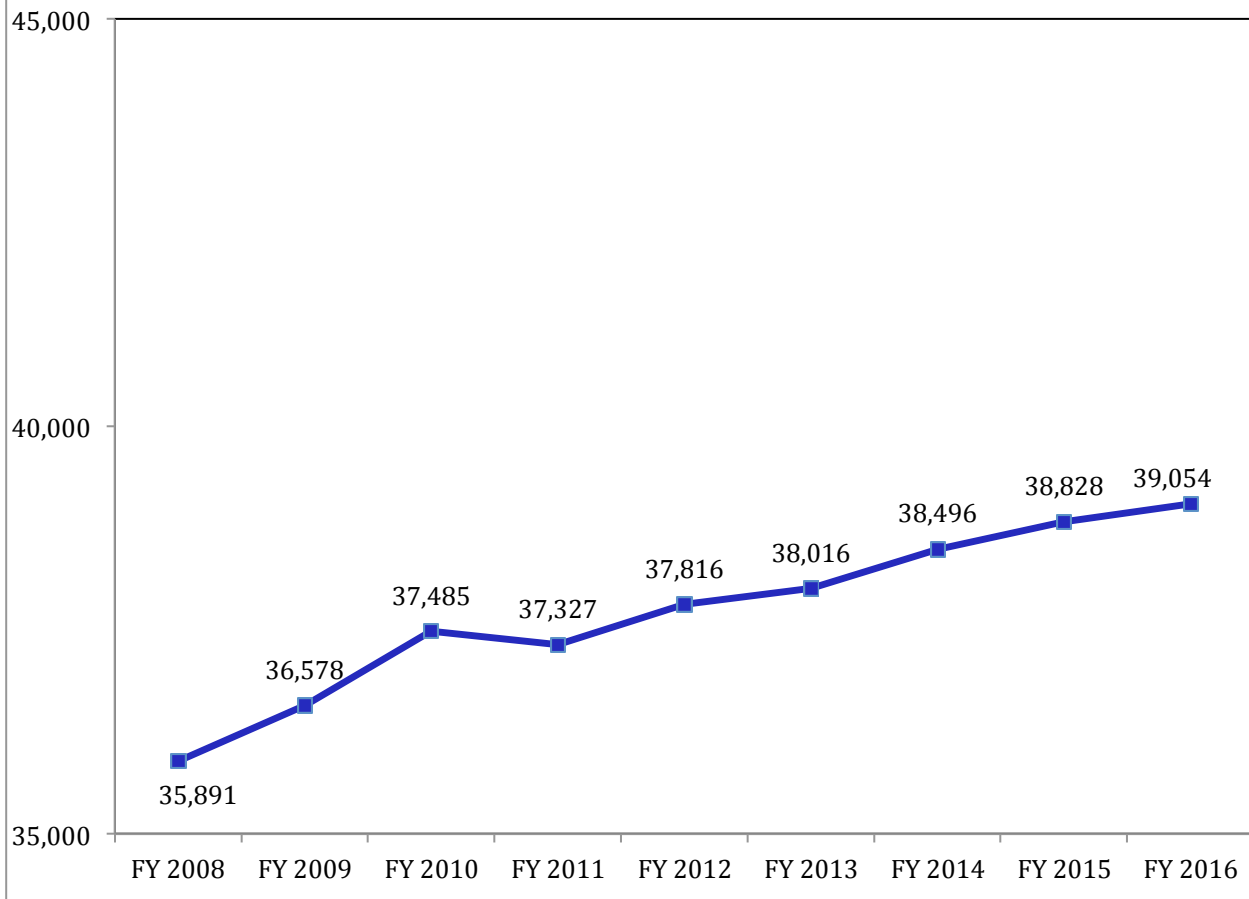
*FY2008 – FY 2016 are actual data as of the end of the fiscal year. FY 2017 represents President's Budget request to Congress.

DOJ FY 2008 - FY 2016 On-Board Staffing: Attorneys



*FY2008 – FY 2016 are actual data as of the end of the fiscal year. FY 2017 represents President’s Budget request to Congress.

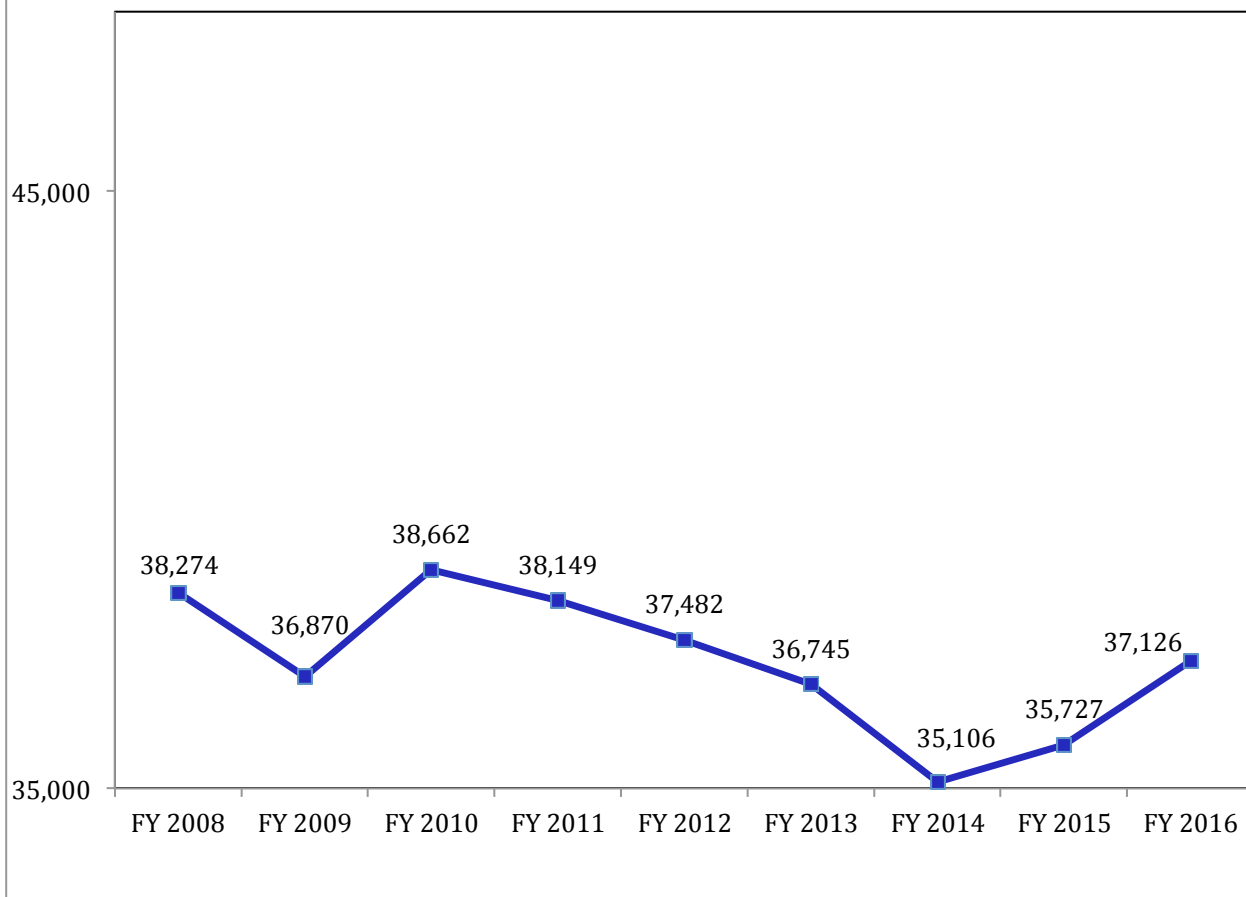
DOJ FY 2008 - FY 2016 On-Board Staffing: BOP



*FY2008 – FY 2016 are actual data as of the end of the fiscal year. FY 2017 represents President's Budget request to Congress.

**Includes all BOP employees regardless of job classification.

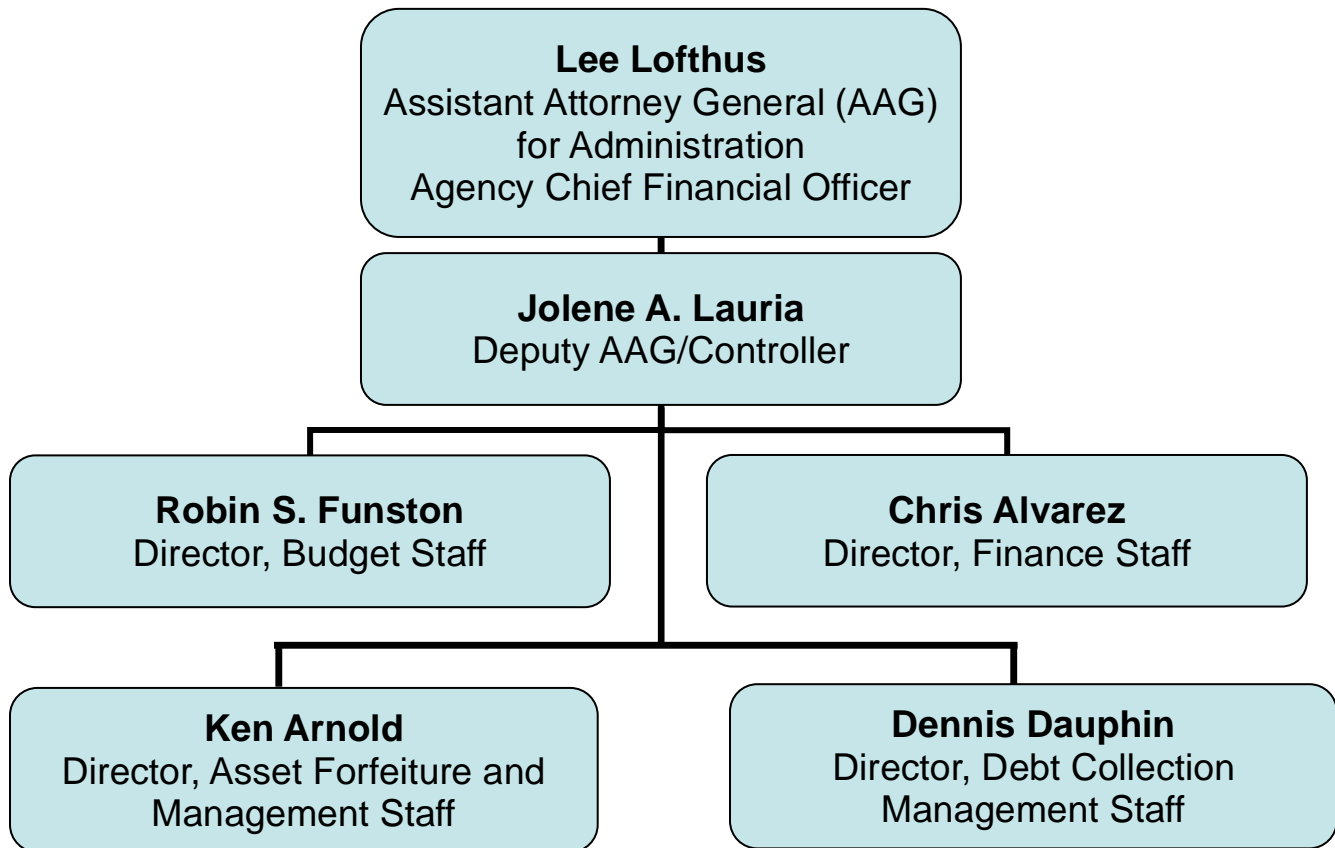
DOJ FY 2008 - FY 2016 On-Board Staffing: Support Staff*



*FY2008 – FY 2016 are actual data as of the end of the fiscal year. FY 2017 represents President’s Budget request to Congress.

** Support Staff include all non-BOP employees who are not agents, Deputy U.S. Marshals, attorneys, or intelligence analysts.

JMD Controller Staff And Organizational Chart



The Justice Management Division (JMD) provides advice and assistance to senior management officials on matters pertaining to organization, management and administration. The Deputy Assistant Attorney General/Controller manages the Department's appropriations, budget, and finance functions through the activities of the Budget Staff, Finance Staff, Asset Forfeiture Management Staff, and Debt Collection Management Staff.

The JMD Budget Staff serves as the central budget office for the Department. Budget Staff oversees all aspects of planning and preparation of the budget for the entire Department, as well as strategic planning and performance. The Finance Staff formulates and establishes Department-wide accounting policies, procedures, and financial systems to support planning, programming, budgeting, accounting and other financial management activities. The Asset Forfeiture Management Staff (AFMS) is responsible for Department-level administrative management matters affecting the Asset Forfeiture Program. The Debt Collection Management Staff (DCMS) provides the operational, litigation support, policy and client support services, training, and reporting needed to facilitate the collection of debts owed to the U.S. Government.

Budget Formulation Process

The Federal Budget Process

The Department's budget represents the intersection of priorities and resources, and is an important vehicle through which policy changes are made. Collaborating with senior Department leadership, the Attorney General (AG) uses the budget process to establish priorities, effect change and establish new policy going forward. Working with Budget Staff, the Attorney General's office can establish goals from the beginning of his or her tenure by creating a strong Department Strategic Plan and proposing a sound budget.

20 Month Process

Early Spring:	AG Guidance memo to Component Heads
Late Spring:	Components submit budget requests
Early Summer:	Advisory Groups and JMD review and analyze budget requests
July - Aug:	DOJ leadership review
Aug:	AG decisions
Early Sept:	DOJ Budget transmitted to OMB
Fall:	OMB reviews budget request
Nov - Dec:	OMB "Passback" provides decisions to DOJ
Nov - Dec:	DOJ appeals OMB "Passback" decisions
Nov - Dec:	Appeal of unresolved issues are forwarded to the President, budget finalized
Dec – Jan:	DOJ prepares the President's Budget
Late Jan:	President's State of the Union Address
Early Feb:	President's Budget is transmitted to Congress
Spring:	AG and Component Heads Appropriations hearings
Summer:	Congressional Mark-up of President's Budget
Oct-Dec:	Budget enacted or Continuing Resolution in place

The President's Budget

While the "power of the purse" lies with Congress, due to the Budget and Accounting Act of 1921 the President is required by law to submit a budget to Congress. Included in the budget are estimates on spending, revenue, information on the performance of the economy, and legislative and policy recommendations. However, the President's budget is only a request to Congress and a proposal for consideration. While this budget does not offer any binding language, it is still regarded as a powerful directive for the Executive Branch to offer national policy.

The President's budget is first discussed in the spring a year and a half prior to the beginning of the fiscal year. Each agency then submits its request to OMB in late summer and early fall. These requests are then reviewed by OMB and staff within the White House. In late fall and through the end of the year, OMB "passes back" to agencies its recommendations and comments. Publication of the budget usually occurs on the first Monday in February. The President's budget provides Congress with an analysis of the President's major budget proposals and historical trends and program information. The Administration is also required to release a *Mid-Session Review* on July 15 reflecting any economic changes or alterations due to Congressional action.

Performance Overview

The GPRAMA Modernization Act of 2010 (GPRAMA) updated the original Government Performance and Results Act, which requires agencies to develop strategic plans, annual performance plans, and annual performance reports. The following table outlines the performance requirements and timeframes. The Controller serves as Performance Officer and the Director, Budget Staff, serves as Deputy Performance Officer for the Department.

Requirement	Timeframe
Department Strategic Plan	Spans 4 years; cycle aligns w/ presidential administrations
Department Priority Goals	Covers a 24 month period
Department Strategic Objective Reviews	Annually, Summary of Findings included in Annual Performance Report
Annual Reports	Annually

Strategic Plan

- Outlines how an organization will address policies, needs, or challenges related to its mission over a period of time.
- Presents the long-term goals for the organization, what actions it will take to realize those goals, and how the organization will deal with challenges and risks.
- GPRAMA requires federal agencies to have a completed strategic plan by the first Monday in February, one year after the inauguration of the new President.

Current Department Strategic Plan - covers the timeframe, FYs 2014-2018

- 3 Current Strategic Goals:
 - Goal I: Prevent Terrorism and Promote the Nation’s Security Consistent with the Rule of Law
 - Goal II: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law
 - Goal III: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of
- Justice at the Federal, State, Local, Tribal, and International Levels
- Contains 18 Strategic Objectives and 30 Long-term Outcome Goals
- Agencies are required to complete annual reviews of the Plan’s Strategic Objectives. The Strategic Objective Review uses broad evidence and information to assess annual progress of the strategic objective, and to inform budget, legislative, and management decisions. (Please see below for additional explanation of Strategic Objective Reviews.)

Priority Goals

Agencies are required to identify a limited number of “Priority Goals” and define the strategies and means to achieve them. Priority Goals:

- support near-term results or achievements that leadership wants to accomplish within 24 months
- rely on agency execution to be accomplished, not new legislation or additional funding
- reflect a limited number of top performance improvement priorities of agency leadership and the Administration

Beginning in the spring of 2017, the Department will need to develop a new set of Priority Goals covering FY 2018-2019. The Department’s five current goals are aligned with the Attorney General’s priorities: national security, combatting cyber threats, enhancing public safety, helping vulnerable people, and combating fraud and public corruption.

Strategic Objective Reviews

The GPRA Modernization Act 2010 requires agency leaders to conduct an annual assessment on the progress of each of the agency’s strategic objectives, as established by the agency’s Strategic Plan. These reviews should inform strategic decision-making, budget formulation, and near-term agency actions, as well as preparation of the Annual Performance Plan and Annual Performance Report.

The assessment considers outcome goals and other performance indicators that the agency tracks for each strategic objective, as well as challenges, risks, external factors, and other events that may have affected the outcomes. The Office of Management and Budget works with agencies to determine which strategic objectives require focused improvement relative to other strategic objectives.

The general timeline for conducting the annual Strategic Objective Review is: Agency Methodology Developed (Winter); Agency Conducts Review (Spring); OMB Engagement (June); Agency Submission (September); Publication (February).

Annual Reports

The Controller Staff must produce the Annual Financial Report (AFR) and the Annual Performance Plan/Annual Performance Report (APP/APR) on behalf of the Department each year. The AFR provides annual financial statements, agencies’ assurances on internal controls, the Office of Inspector General’s assessments of agencies’ most serious management and performance challenges and the management response, and high-level key performance measure information, and is published annually in November. The APP/APR reports on the status of the 30 Long-Term Outcome Goals in the Strategic Plan (currently FYs 2014-2018 cycle) and is published annually along with the President’s Budget in February.

Office of Management and Budget (OMB) Information

About the Office of Management and Budget

The core mission of OMB is to serve the President of the United States in implementing his vision across the Executive Branch. OMB is the largest component of the Executive Office of the President. It reports directly to the President and helps a wide range of executive departments and agencies across the Federal Government to implement the commitments and priorities of the President. As the implementation and enforcement arm of Presidential policy government-wide, OMB carries out its mission through five critical processes that are essential to the President's ability to plan and implement his priorities across the Executive Branch: budget development and execution; management; coordination and review of all significant Federal regulations; legislative clearance and coordination; and Executive Orders and Presidential Memoranda.

Budget Formulation and Execution

OMB has five resource management offices (RMOs), organized by agency and by program area. These offices help to carry out OMB's central activity of assisting the President in overseeing the preparation of the Federal Budget and supervising its administration of Executive Branch agencies. Once the Budget is enacted, RMOs are responsible for the execution of Federal budgetary policies and provide ongoing policy and management guidance to Federal agencies. The RMOs provide analysis and evaluation, oversee implementation of policy options, and support government-wide management initiatives. The Budget Review Division (BRD) plays a central role in developing and implementing the President's Budget. BRD provides leadership and analytic support across the agency by analyzing trends in and the consequences of aggregate budget policy.

The Management Side of OMB

The Deputy Director for Management (DDM) also serves as the nation's Federal Chief Performance Officer (CPO). The DDM/CPO develops and executes a government-wide management agenda that includes information technology, financial management, procurement, performance, and human resources.

Regulatory Review and Paperwork Reduction

OMB's Office of Information and Regulatory Affairs (OIRA) reviews agencies' draft proposed and final regulatory actions. OIRA coordinates interagency review within the Executive Branch, including offices within OMB and the Executive Office of the President; promotes adherence to the law and to the President's priorities and commitments; and ensures that regulations are based on sound analysis and serve the purposes of the statutes that authorize them as well as the interests of the public.

Legislative Clearance and Coordination

OMB clears agency views on legislative proposals and testimony to ensure consistency in the Administration's policy positions.

President's Executive Orders and Memoranda to Agency Heads

OMB reviews and clears all draft Presidential Executive Orders and Memoranda to Agency Heads prior to their issuance. The OMB General Counsel also obtains "form and legality" approval of draft executive orders from the Department of Justice, and seeks legal authority approval from the Department of Justice for Presidential memoranda.

Other OMB Offices

Other OMB offices include Intellectual Property Enforcement Coordinator, Management and Operations, Communications, Economic Policy, General Counsel, Legislative Affairs, and Legislative Reference. OMB also shares responsibility for space management and building construction policy with GSA and responsibility for personnel policy with the Office of Personnel Management.

Appropriations Information

House Committee on Appropriations

Subcommittee on Commerce, Justice, Science, and Related Agencies



Chairman
John Culberson, TX



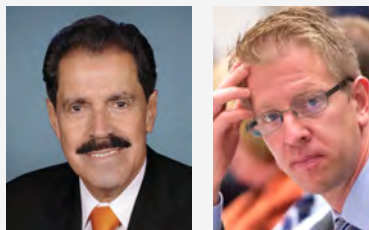
Ranking Member
Michael M. Honda, C

Republicans



Left to Right: Robert Aderholt, AL; John Carter, TX; Jaime Herrera Beutler, WA; Martha Roby, AL; David Jolly, FL; Steven Palazzo, MS

Democrats



Left to Right: Jose Serrano, NY; Derek Kilmer, WA

Senate Committee on Appropriations

Subcommittee on Commerce, Justice, Science, and Related Agencies



Chairman
Richard Shelby, AL



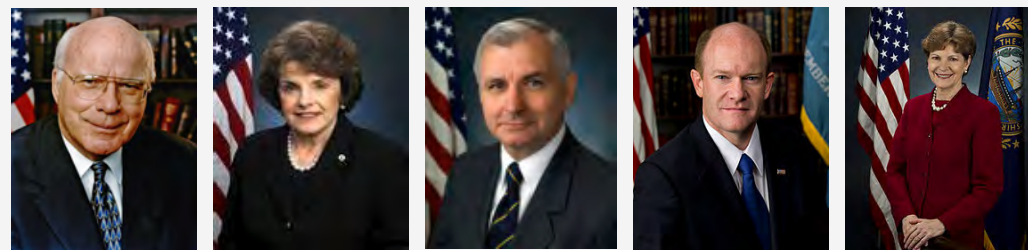
Ranking Member
Barbara Mikulski, MD

Republicans



Top Row Left to Right: Lamar Alexander, TN; Lisa Murkowski, AK;
Susan Collins, ME; Lindsey Graham, SC; Mark Kirk, IL; John Boozman, AR
Bottom Row Left to Right: James Lankford, OK; Shelley Moore Capito, WV

Democrats



Top Row Left to Right: Patrick Leahy, VT; Dianne Feinstein, CA;
Jack Reed, RI; Chris Coons, DE; Jeanne Shaheen, NH

Bottom Row Left to Right; Tammy Baldwin, WI; Christopher Murphy, CT

DOJ Components

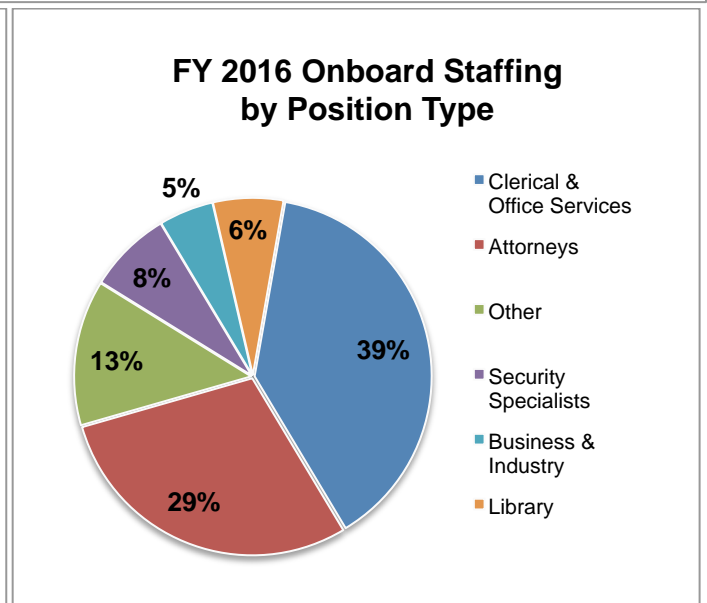
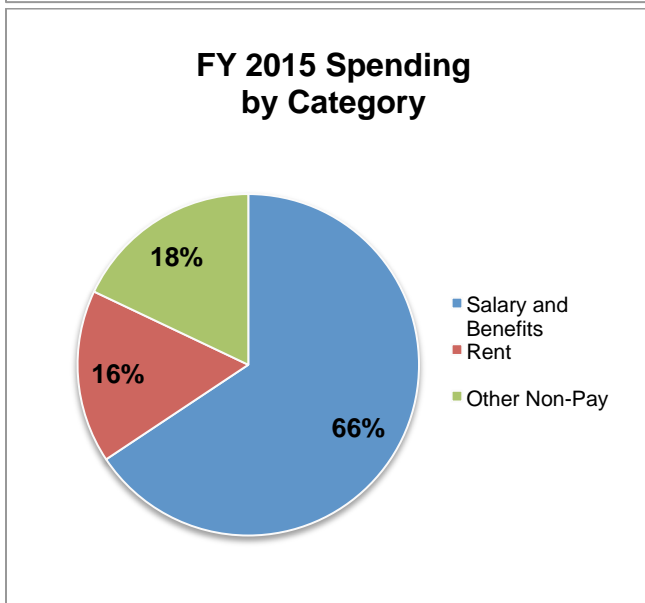
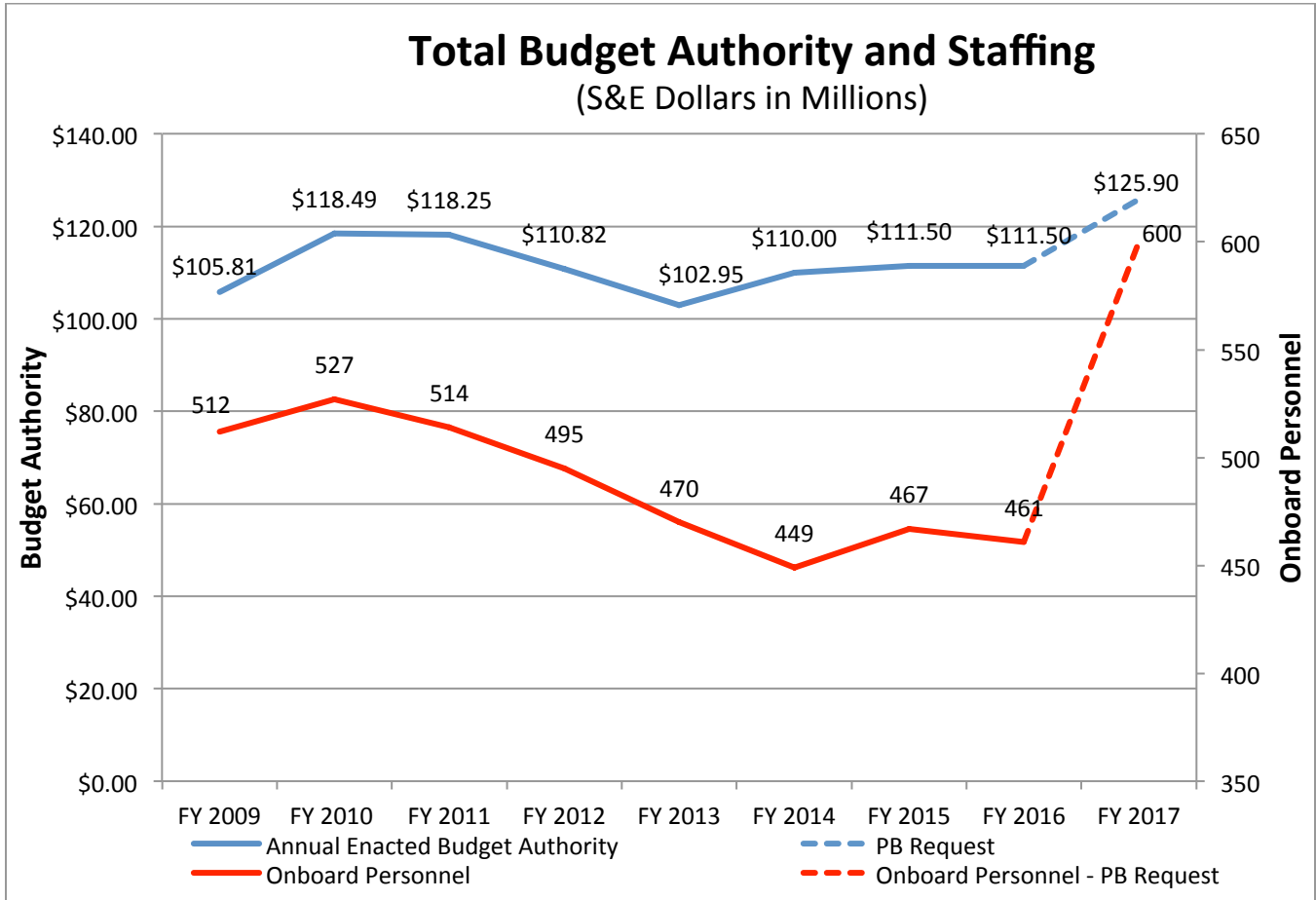
About the Department of Justice

The Department's mission is to enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans. Led by the Attorney General, the Department of Justice (DOJ or the Department) comprises approximately 40 components that have a broad array of national security, law enforcement, and criminal justice system responsibilities.

A listing of components ordered by Congressional budget authorization follows. The component snapshots include information on budget, personnel and performance.

General Administration (GA)

The GA appropriation supports the Attorney General and Department senior policy level officials in managing resources and developing policies for legal, law enforcement and criminal justice activities.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas (GA-Decision Units)
Dollars in Million

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.
 # Throughout this document, Pos. = Positions; Agts = Agents; Attys = Attorneys

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.#	Agts#	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Department Leadership	72	N/A	\$18.066	72	N/A	\$18.066	79	N/A	\$18.874
Intergovernmental Relations/External Affairs	52	N/A	\$ 9.393	53	N/A	\$ 9.393	54	N/A	\$ 9.728
Executive Support/Professional Responsibility	65	N/A	\$13.260	65	N/A	\$13.260	81	N/A	\$17.425
Justice Management Division	382	N/A	\$70.781	382	N/A	\$70.781	386	N/A	\$79.869

Performance Results by Strategic Goal
included in FY 2017 President's Budget Congressional Submission

Performance Measure Name	FY15 Target		FY15 Actual	
	FTE	Total Costs	FTE	Total Costs
<i>Strategic Goal 2/Objective 2.6: Protect the federal fisc and defend the interests of the United States</i>				
Department Leadership	47	\$16.635	52	\$16.177
Intergovernmental Relations/External Affairs	37	\$ 7.763	34	\$ 8.094
Executive Support/Professional Responsibility	57	\$13.260	55	\$12.924
Justice Management Division	328	\$70.781	319	\$70.045
<i>Strategic Goal 3/Objective 3.1 Promote and strengthen relationship and strategies for the administration of justice with state, local, tribal, and international law enforcement.</i>				
Department Leadership	8	\$1.131	7	\$1.682
Intergovernmental Relation/External Affairs	7	\$1.238	6	\$1.161

Budget and Financial Management Facts and Challenges

Fast Facts

The primary mission of the GA appropriation is to support the Attorney General and Department of Justice senior level officials in managing Department resources and developing policies for legal, law enforcement, and criminal justice activities. GA also provides administrative support services to the legal divisions and policy guidance to all Department organizations. GA's mission supports every aspect of the Department's strategic plan. GA offices have significant oversight responsibilities that shape Department policy and influence the way the Department works toward meeting each of its strategic goals. The GA appropriation consists of four decision units: Department Leadership, Intergovernmental Relations and External Affairs, Executive Support and Professional Responsibility, and the Justice Management Division.

Challenges

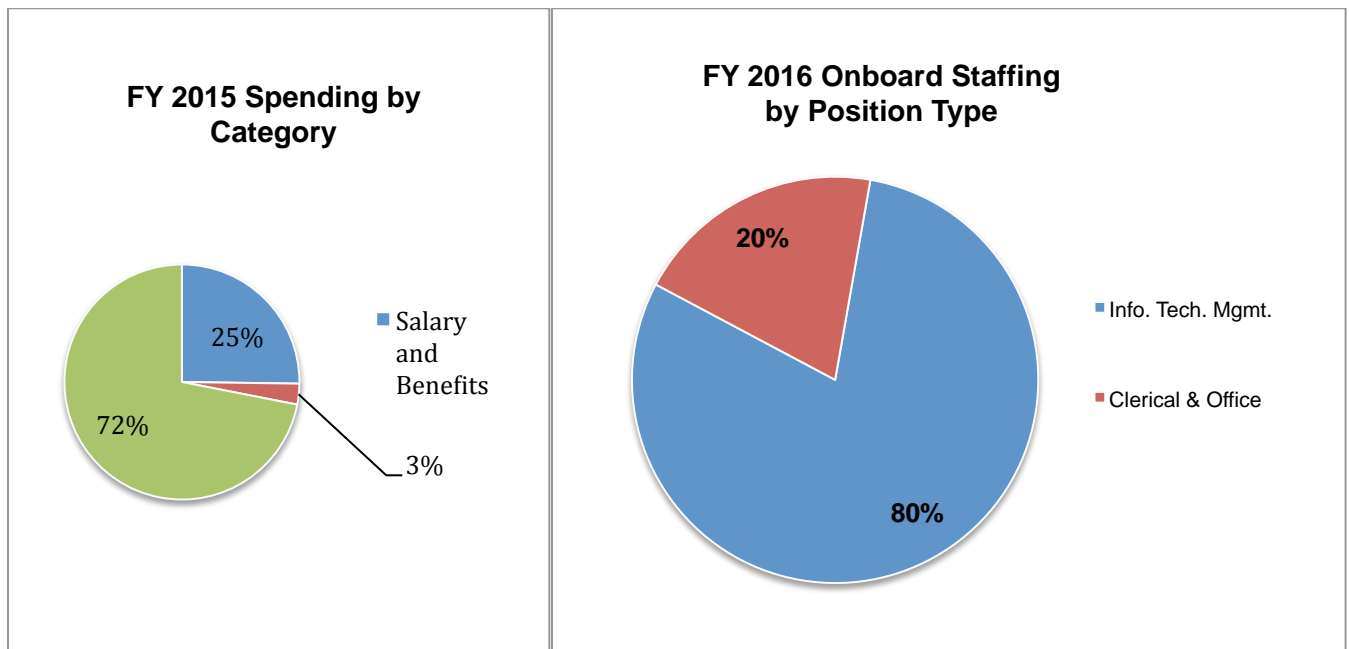
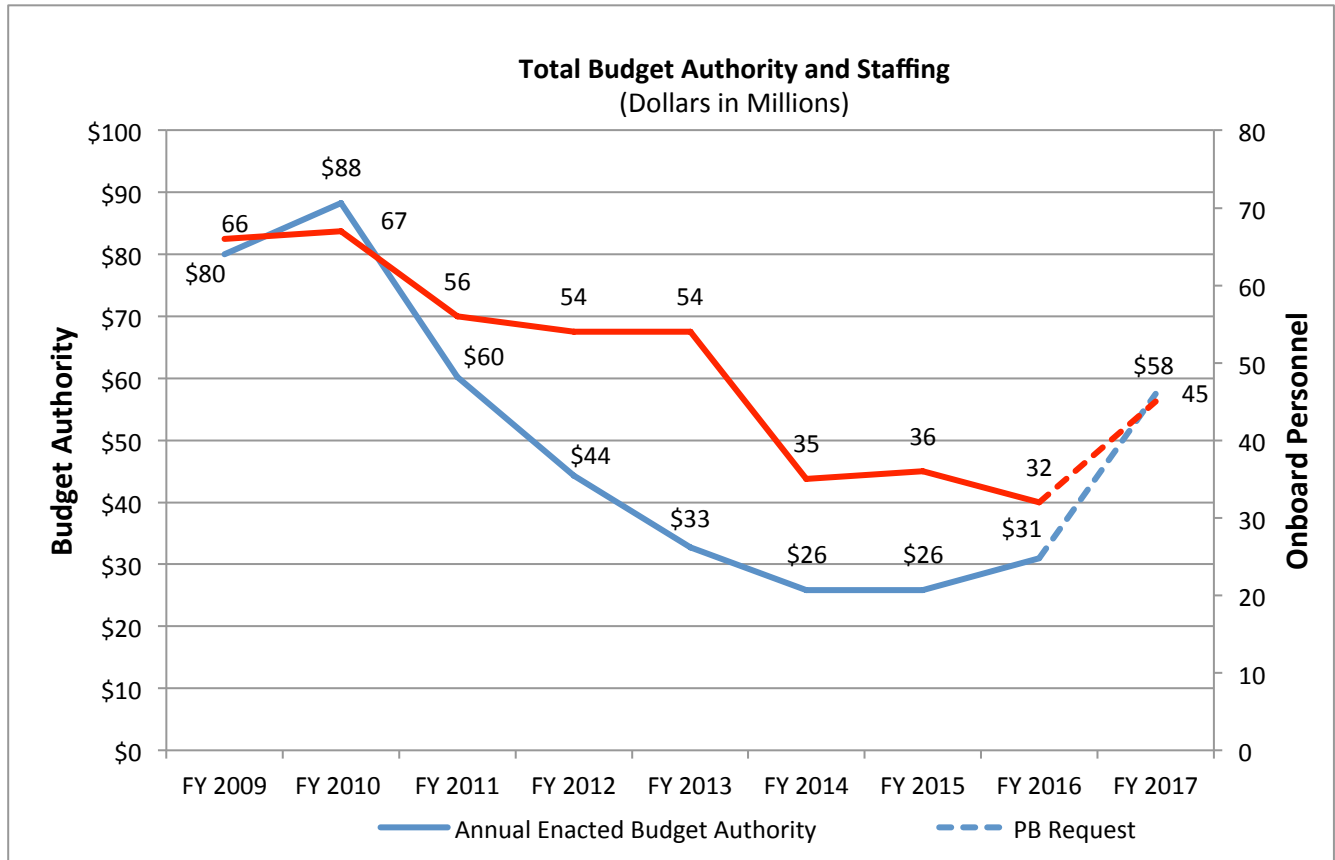
GA's biggest challenge lies with operating under strict budgetary constraints. Although Department organizations receive additional resources and responsibilities, in most instances the GA appropriation must absorb the corresponding oversight required within base resources. As shown in the table below, the General Administration budget has essentially remained flat for several years:

Fiscal Year	Appropriated Budget
FY 2012	\$ 110.8 million
FY 2013	\$110.3 million
FY 2014	\$110.0 million
FY 2015	\$111.5 million
FY 2016	\$111.5 million

Due to this flat budget, GA has absorbed millions of dollars in annual inflationary increases by reduced hiring.

Justice Information Sharing Technology (JIST)

The JIST appropriation provides IT resources to effectively coordinate enterprise-wide IT investments and ensure that infrastructure enhancements are aligned with overall IT strategy and enterprise architecture



Funding for Largest Priority Area
(Dollars in Millions)

Key Priority Area*	FY15 Enacted		FY16 Enacted		FY17 President's Budget	
	Pos.	Amount	Pos.	Amount	Pos.	Amount
Cybersecurity	7	\$10.299	4	\$3.481	4	\$26.440
Data Center Consolidation	0	\$ 7.621	0	\$1.305	0	\$ 7.000
Email Consolidation	0	\$ 1.580	0	\$8.000	0	\$11.000

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Percentage of offenders booked through JABS	100%	100%
Maintain mainframe enterprise system availability for client organizations	99%	100%
Maintain JMD/SMO JCON system availability for client organizations	99%	99%
Ensure IT systems are certified and accredited	100%	100%
Ensure IT help desk calls are answered and resolved within service level agreement terms	85%	91%

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Budget and Financial Management Facts and Challenges

Fast Facts

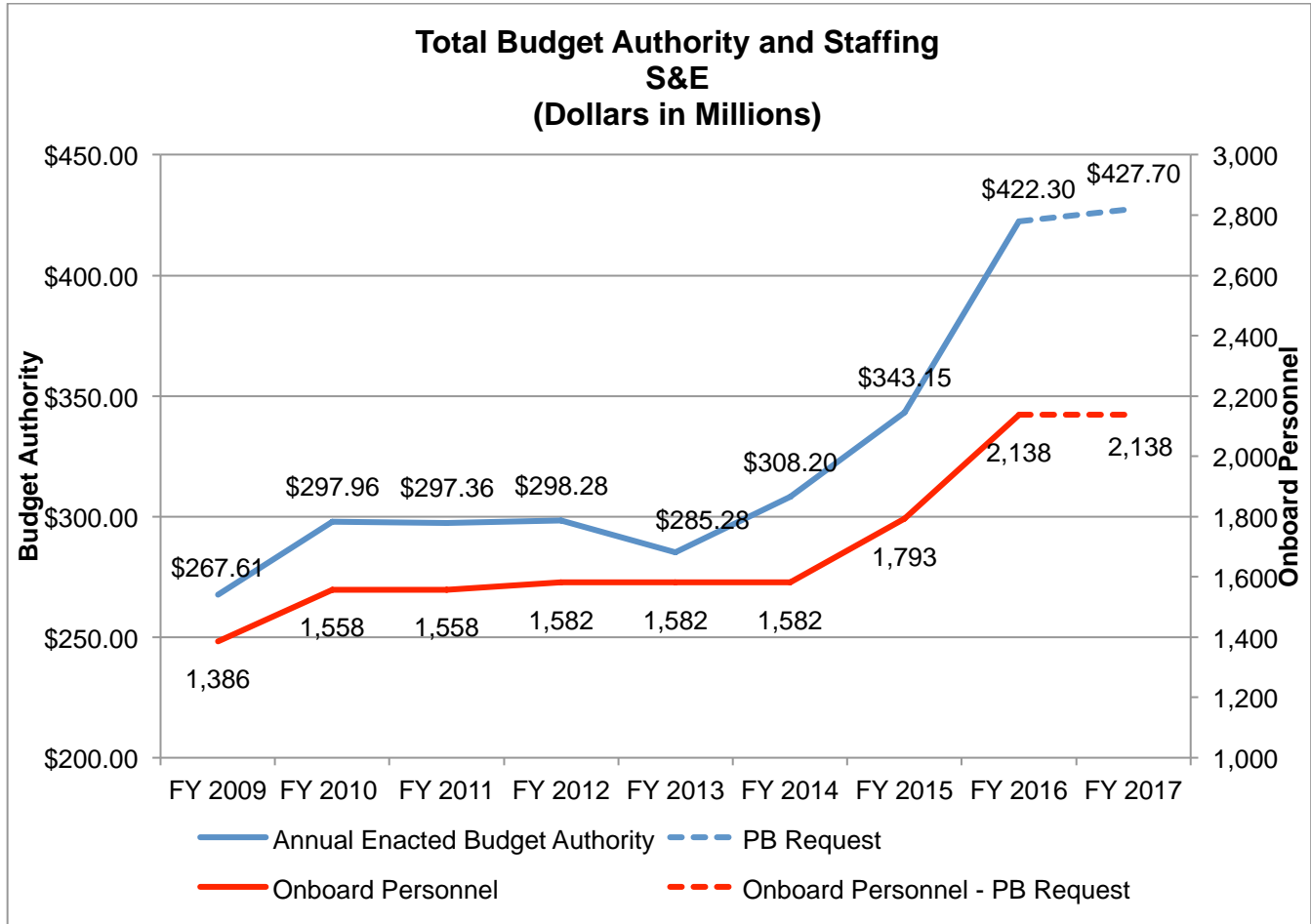
JIST is a no-year, centralized fund under the control of the Department of Justice Chief Information Officer (DOJ CIO) that was established in FY 2006 for the performance of Departmental responsibilities assigned to the CIO by the Clinger-Cohen Act of 1996. Additionally, JIST resources are used to perform financial management, reporting and IT oversight, and management responsibilities as stipulated by the Federal Information Technology Acquisition Reform Act (FITARA; P.L. 113-291). The JIST account funds development, modifications, and enhancements of IT initiatives and programs cybersecurity, cost-effective enterprise IT infrastructure, and information sharing technologies.

Challenges

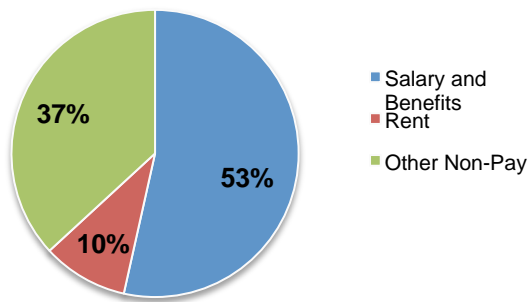
- Prioritization of investments in supporting the Department's various mission requirements within available funding.
- Developing enterprise IT solutions that promote information sharing across the Department, and with other law enforcement partners.
- Keeping up with and staying ahead of the continuous cyber-attacks that threaten enterprise and component-level networks, applications, and data.

Executive Office for Immigration Review (EOIR)

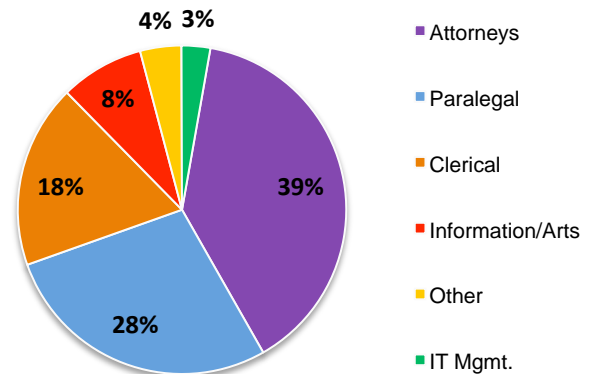
EOIR adjudicates immigration cases including conducting immigration court proceedings, appellate reviews and administrative hearings.



FY 2015 Spending by Category



FY 2016 Onboard Staffing by Position Type



Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Immigration	1,793	583	\$347.2	2,138	681	\$422.3	2,138	681	\$431.7

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Percent of Institutional Hearing Program cases completed before release	85%	79%
Percent of detained cases completed within 60 days	80%	71%
Percent of detained appeals completed within 150 days	90%	95%

Budget and Financial Management Facts and Challenges

Fast Facts

Cases pending adjudication rose from over 298,000 at the end of FY 2011 to over 500,000 in July 2016, an increase of 68%, whereas the Executive Office for Immigration Review's (EOIR) budgetary resources have only increased by 41%.

This backlog is by far the largest in EOIR's history. In response, EOIR continues aggressive hiring of immigration judges (IJs) and support staff.

As of September 2016, EOIR has 291 IJs on board and aims to reach the authorized level of 374 by the end of FY 2017.

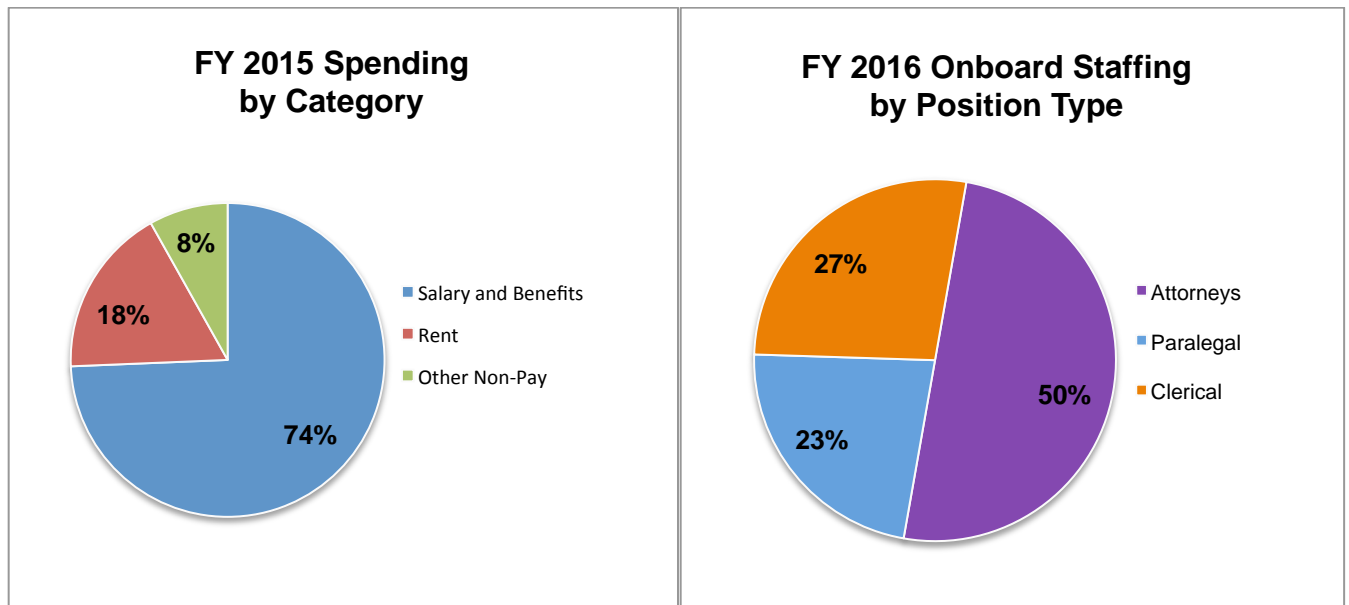
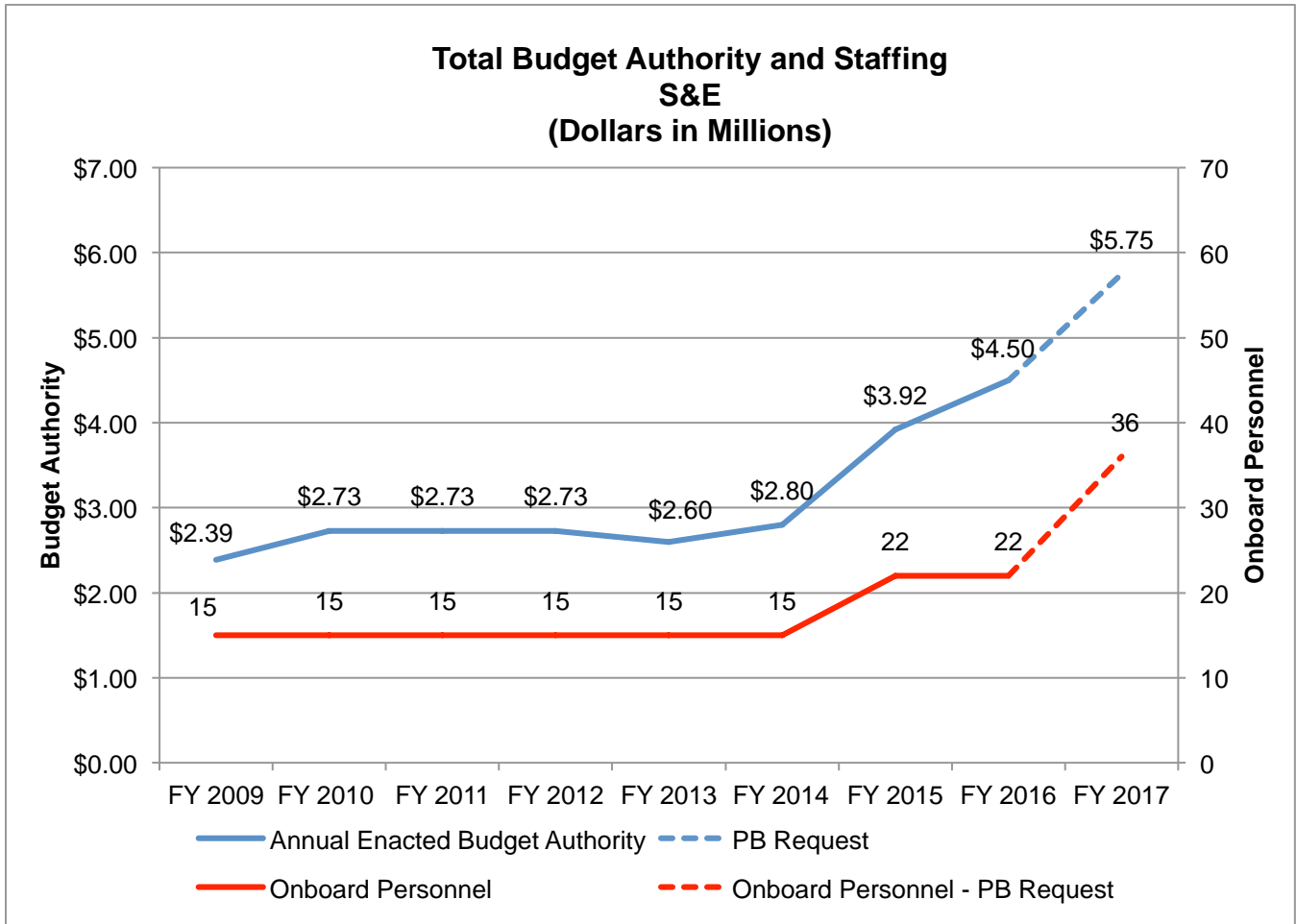
EOIR will also improve agency efficiencies, including making docket adjustments, prioritizing certain case types, and refocusing resources to best meet the needs of the immigration courts.

Challenges

Immigration Judge (IJ) Hiring: Reaching the authorized level of 374 IJs is a challenge. Candidates are vetted thoroughly by several Department components, EOIR, and Deputy Attorney General panels, and undergo a background check prior to the Attorney General appointment. While EOIR has taken steps to reduce the amount of time an application is pending, it often takes more than a year from vacancy announcement to entrance on duty.

The pending caseload remains the key challenge as courts continue to receive hundreds of thousands of cases for adjudication each year. While an increase in IJs will address the pending backlog, an increase in initial adjudications may result in increased appeals for the Board of Immigration Appeals (BIA), which receives approximately 30,000 appeals per year--an extremely large volume for any appellate body. EOIR continues to work to increase adjudicative resources to reach a balance between addressing incoming cases, while continuing to reduce the pending caseload.

Office of the Pardon Attorney (OPA)



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

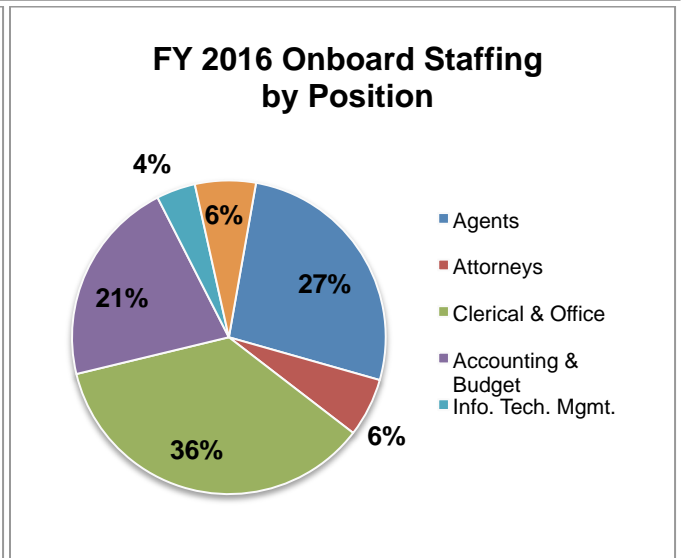
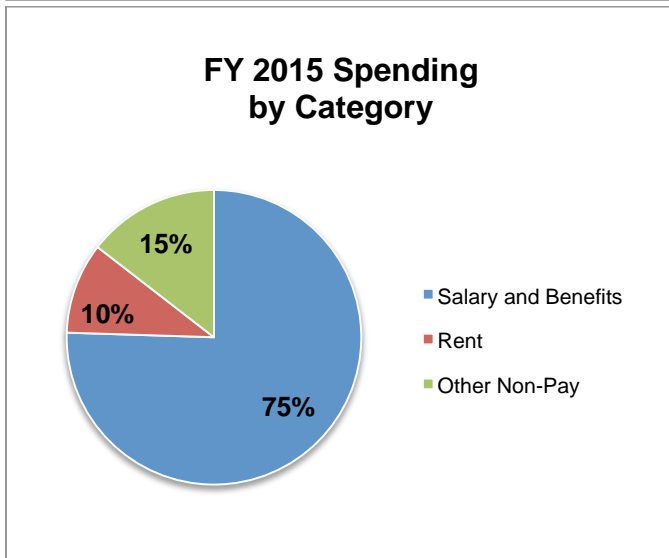
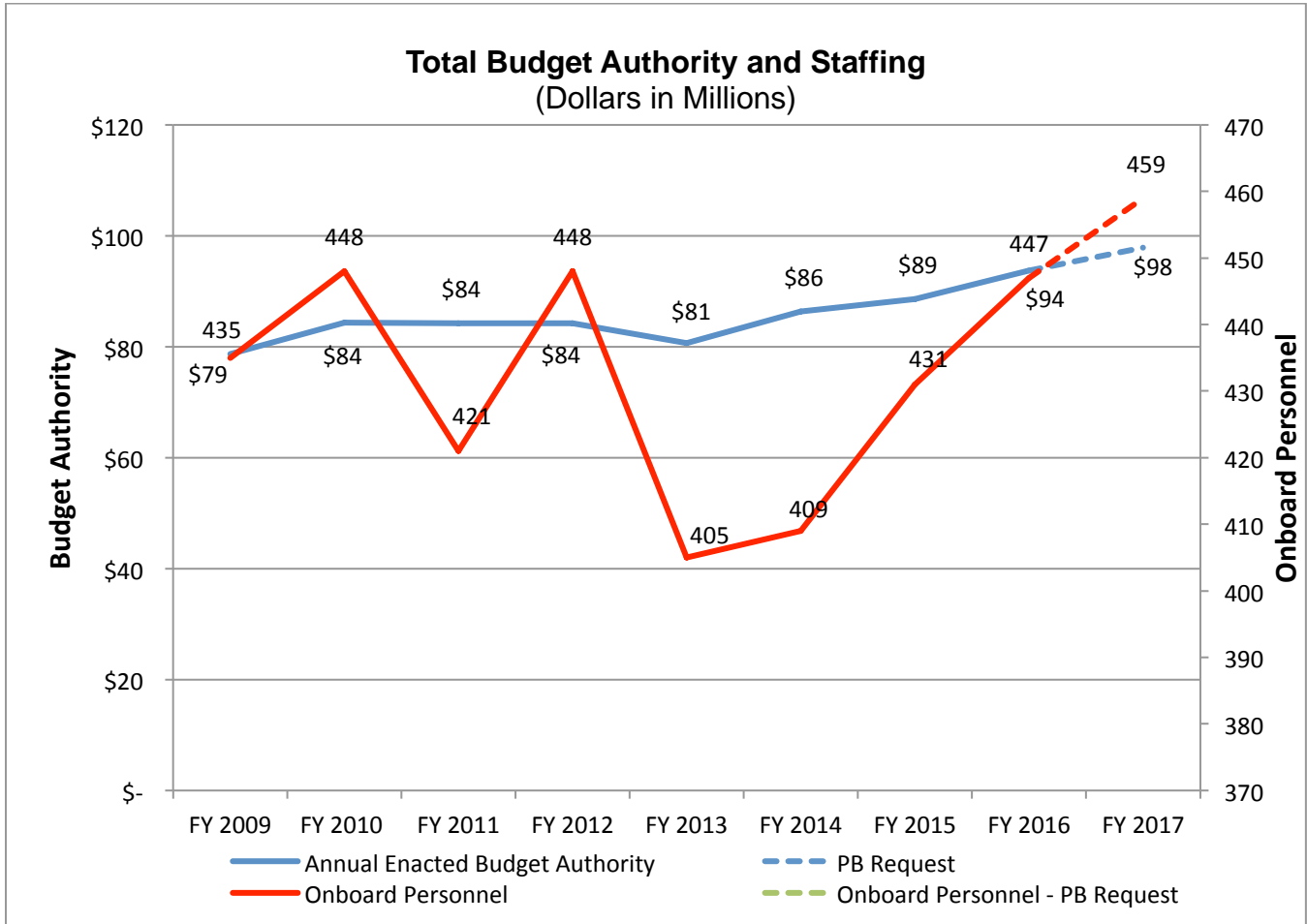
Key Priority Area	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Clemency Processing	22	11	\$3.9	22	11	\$4.5	36	18	\$5.7

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY 2015 Target	FY 2015 Actual
<i>Strategic Goal 3: Support and Ensure the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Number of clemency petitions pending in OPA	6,800	8,287
Number of clemency petitions processed by OPA	1,700	2,781

Office of the Inspector General (OIG)

OIG investigates allegations of fraud, waste, abuse, and misconduct by Department employees, contractors, grantees, and also works to promote economy and efficiency in Department operations.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts/Attys	Amount	Pos.	Agts/Attys	Amount	Pos.	Agts/Attys	Amount
OIG Audits, Inspections, Investigations, and Reviews	474	139/30	\$88.58	474	139/30	\$93.71	480	139/35	\$97.81

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Number of closed investigations substantiated	243	226
Percent of direct resources devoted to audit products related to Top Management Challenges, and GAO and JMD-identified High-Risk Areas	80%	96%

Budget and Financial Management Facts and Challenges

Fast Facts

In FY 2017, the OIG requested \$97.814 million, 461 FTE, and 480 positions (of which 139 are agents, 35 are attorneys, and 21 are reimbursable-funded) to investigate allegations of fraud, waste, abuse, and misconduct by Department of Justice employees, contractors, and grantees and to promote economy and efficiency in Department operations.

Challenges

Whistleblower Protection – The OIG is working to implement a whistleblower protection program. The OIG requested additional funding as part of our ongoing efforts to strengthen the protection of FBI and other DOJ whistleblowers from reprisal and to enhance training and outreach. Our Program increase request of \$1,202,000 includes 6 positions (5 attorneys and 1 paralegal).

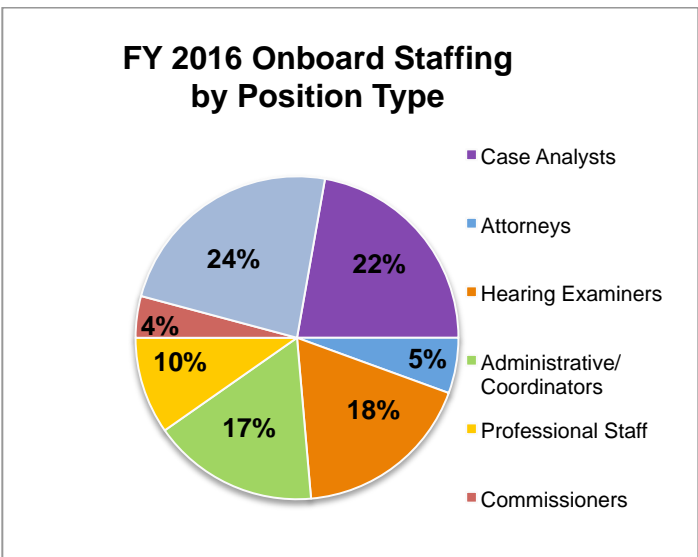
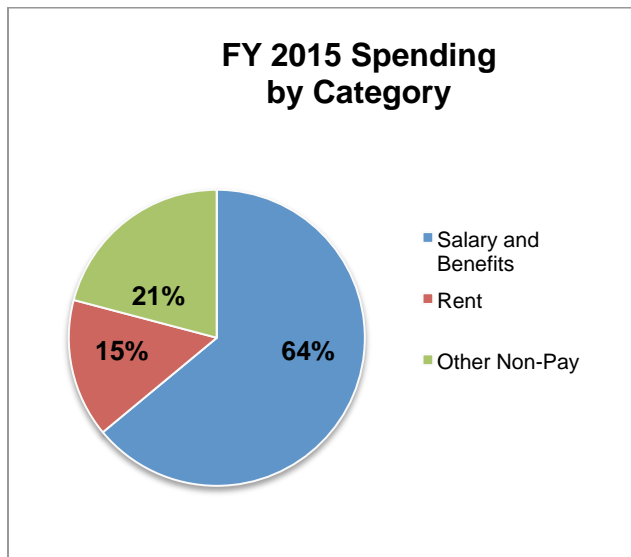
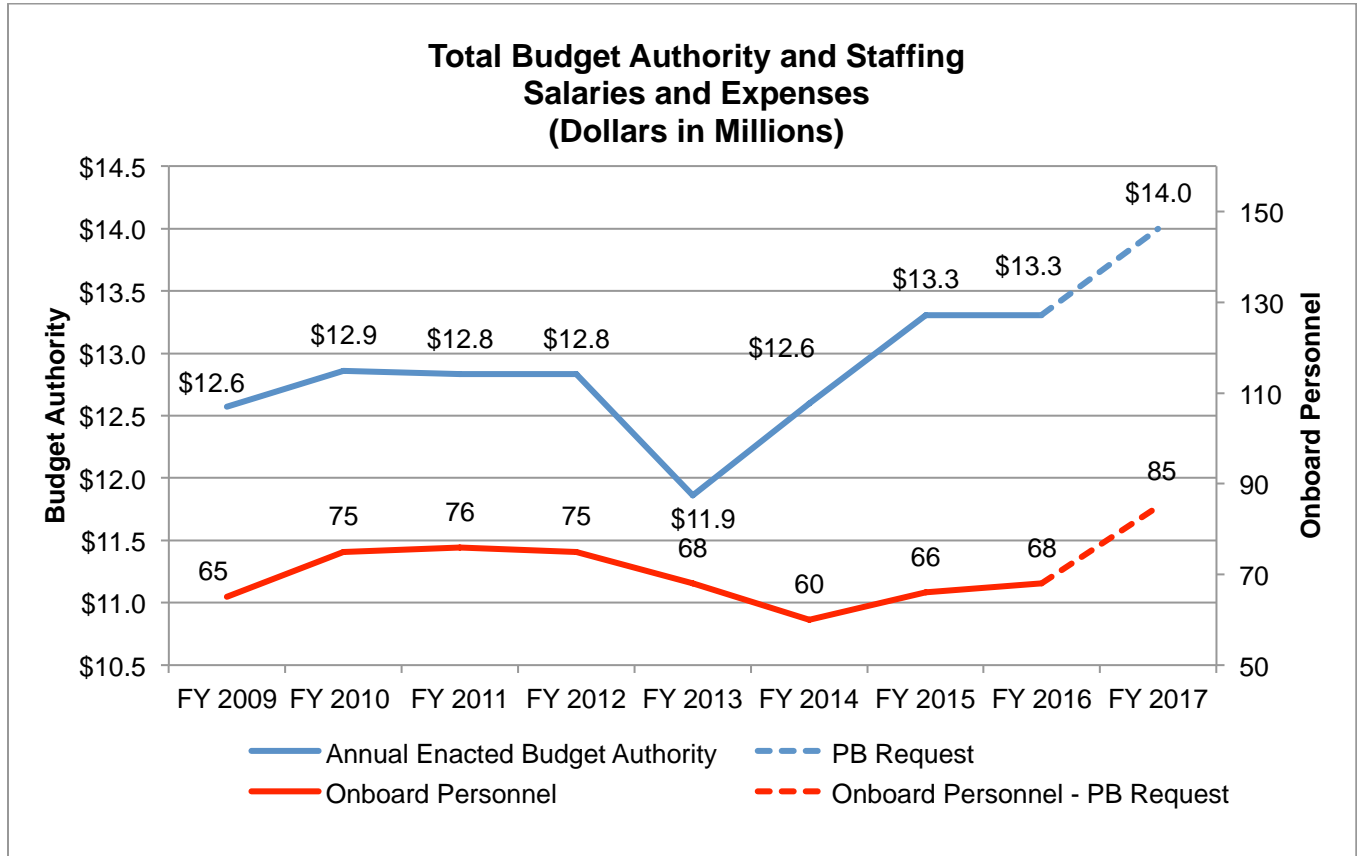
IT Telecommunication Upgrades – The OIG is modernizing information technology and telecommunications within available resources. The OIG requested additional funding as part of our ongoing efforts to support critical OIG mission support activities. Our goal in our budget request will be to replace aging IT and telecommunications equipment that will reach its end-of-life cycle, as well as fund certain Department IT initiatives such as virtual desktops, data analytics toolset, and network infrastructure. Our Program Increase request is in the amount of \$940,000.



- The OIG operates 14 field offices and 8 smaller regional offices throughout the country. In addition, the OIG leases 17 various spaces in various locations.

United States Parole Commission (USPC)

The USPC is the parole board responsible for granting or denying parole and supervising those released on parole as well as incarcerated individuals who come under its jurisdiction.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

**Performance Results by Strategic Goal
included in DOJ Annual Performance Report**

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Warrants	1,780	1,871
Appeals	160	219
Parole Hearings	1,780	1,738
Revocation Hearings	1,330	1,321
Alternatives to Re-Incarceration	300	362

Budget and Financial Management Facts and Challenges

Fast Facts

Mission: The United States Parole Commission promotes public safety and strives for justice and fairness in the exercise of its authority to release and revoke offenders under its jurisdiction.

Population: At the end of fiscal year 2015, the total prisoner and parolee population was 13,722, of which 11,369 are District of Columbia offenders and include 6,683 prisoners, and 4,686 parolees and supervised releases. The remaining 2,353 individuals consist of federal offenders and state probationers and parolees in the Federal Witness Protection Program.

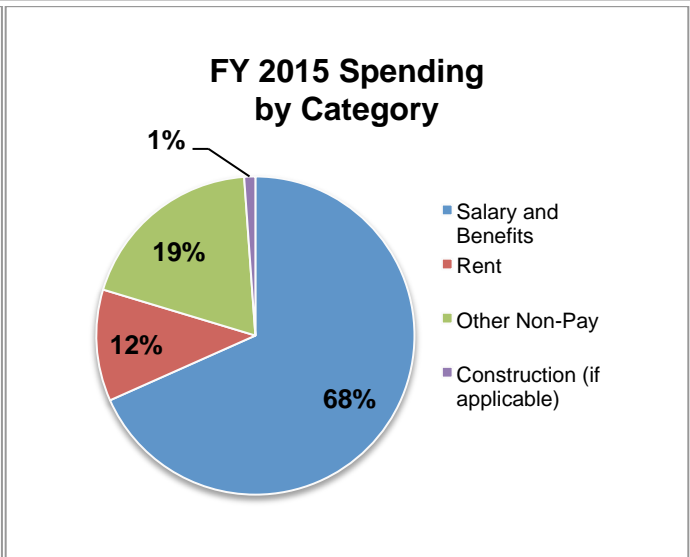
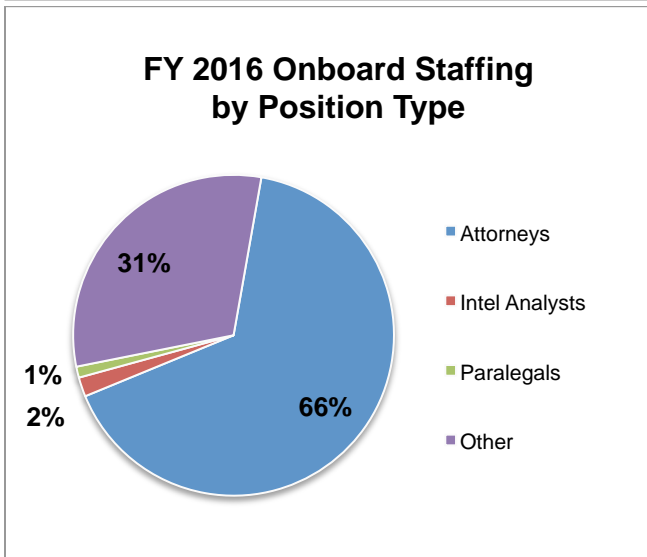
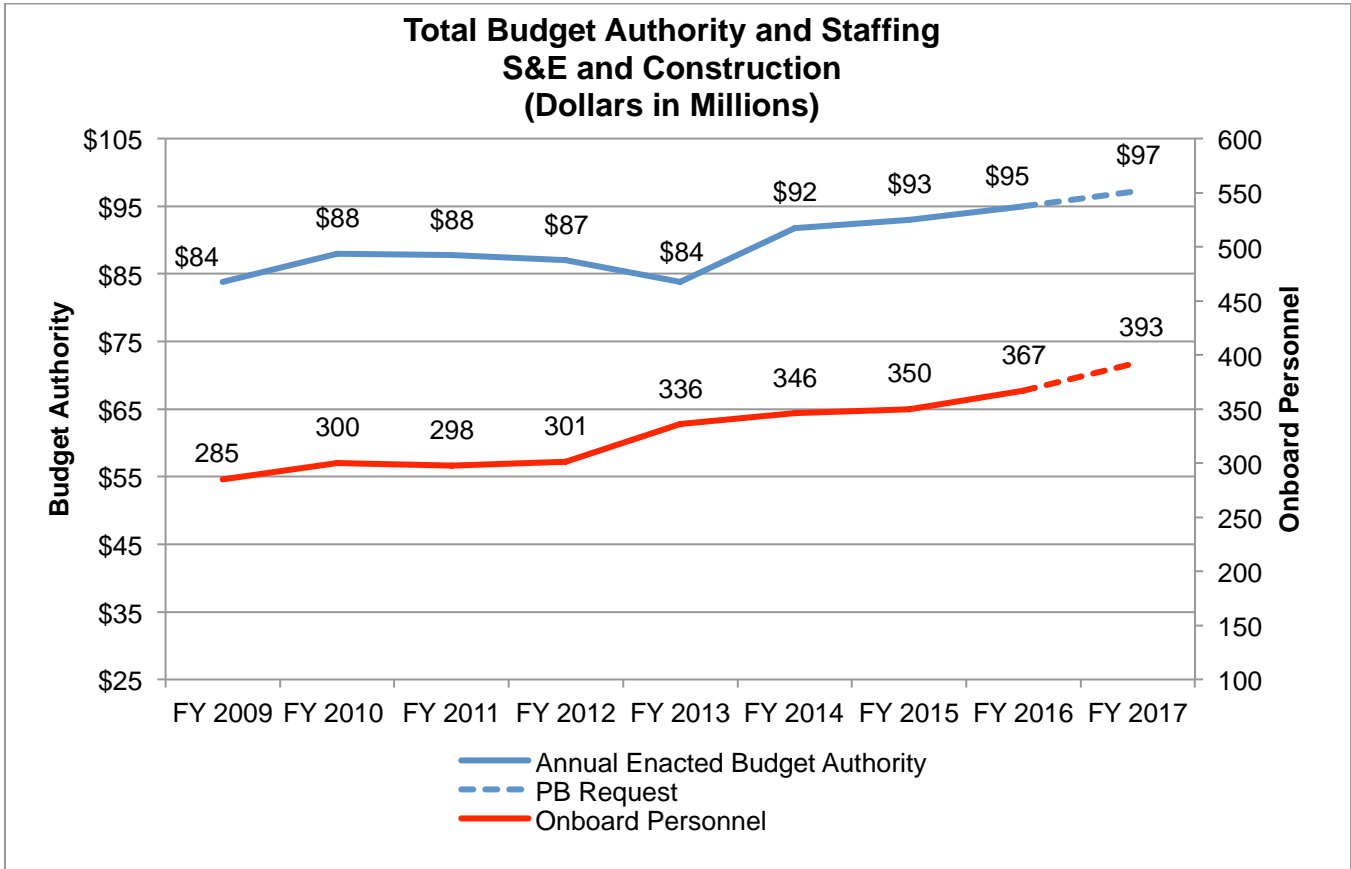
Challenges

Staffing: USPC caseloads are increasingly centered on mental health and sex offenses, and USPC is adjusting by expanding the staff expertise required to evaluate mental health disorders and set adequate supervision conditions.

Case Management System Modernization: USPC currently uses a paper filing system to track its cases, and is implementing an electronic Case Management System to enable USPC to better manage its workload, capture more reliable data, and establish remote access at hearings. The modernization will consider USPC access to case files, statutory deadlines, cybersecurity, and workflow management with multiple stakeholders: the Bureau of Prisons, Court Services and Offender Supervision Agency, United States Probation Office, U.S. Attorneys, and the Public Defender Service.

National Security Division (NSD)

NSD is the Department’s litigating division tasked with combating terrorism and other threats to national security.



NSD Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
National Security	383	249	\$93	393	254	\$95	393	254	\$97.3
Counterterrorism	383	249	\$93	393	254	\$95	393	254	\$97.3
*Cyber Crime	157	145	\$29.7	163	148	\$30.5	163	148	\$31
Intel & Info Sharing	383	249	\$93	393	254	\$95	393	254	\$97.3

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 1: Prevent Terrorism and Promote the Nation's Security Consistent with the Rule of Law</i>		
Defendants Charged (Cases Open)	127	141
Defendants Closed (Cases Closed)	112	138
Matters Opened	72,561	96,631
Matters Closed	72,458	93,844
% Cases Favorably Resolved	90%	98.5%

Budget and Financial Management Facts and Challenges

Fast Facts

Division Structure

NSD is led by an Assistant Attorney General who is supported by a Principal Deputy Assistant Attorney General, Chief of Staff, and three Deputy Assistant Attorneys General who oversee the Division's components.

The NSD consolidates within a single Division DOJ's primary national security elements outside of the Federal Bureau of Investigation, which currently are the:

- Office of Intelligence (OI);
- Counterterrorism Section (CTS);
- Counterintelligence and Export Control Section (CES);
- Law and Policy Office (L&P); and
- Office of Justice for Victims of Overseas Terrorism (OVT).

This organizational structure strengthens the effectiveness of the DOJ's national security efforts by ensuring greater coordination and unity of purpose between prosecutors, law enforcement agencies, intelligence attorneys, and the Intelligence Community (IC).

FY 2017 Performance

For FY 2017, NSD is considering increasing certain workload targets. The decision to increase workload targets is based on FY 2015 actuals and YTD FY 2016 information. As of September 2016, NSD is on target to meet and exceed its performance targets.

Challenges

FY 2017 Budget Request

NSD's resources have not increased at the same rate as the workload and operational tempo that the Division has experienced in recent years, driven by, among other things, the continuing grave threat of terrorism against the United States, the growing threat of cyber threats to the national security, and an increase in the volume and complexity of counterintelligence matters and associated policy issues.

NSD Design, Construction, and Move Project

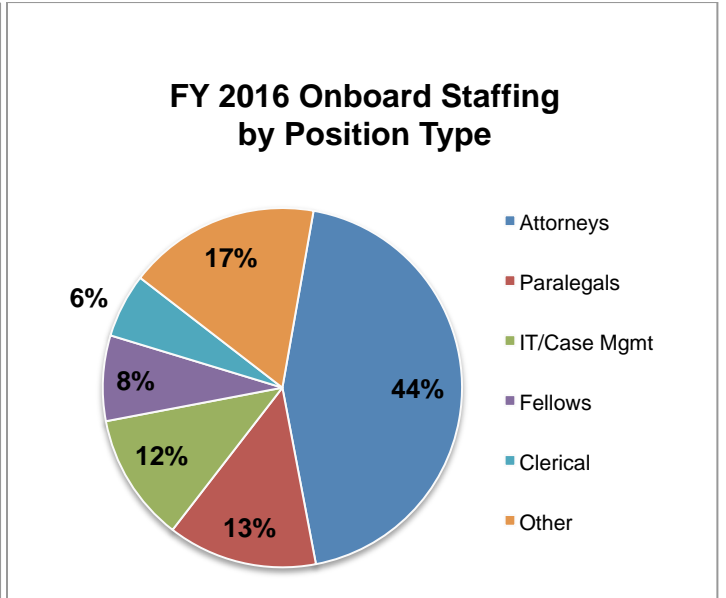
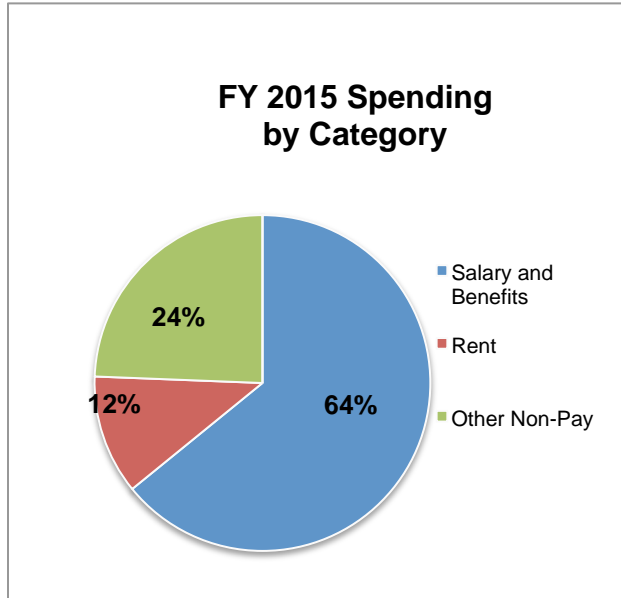
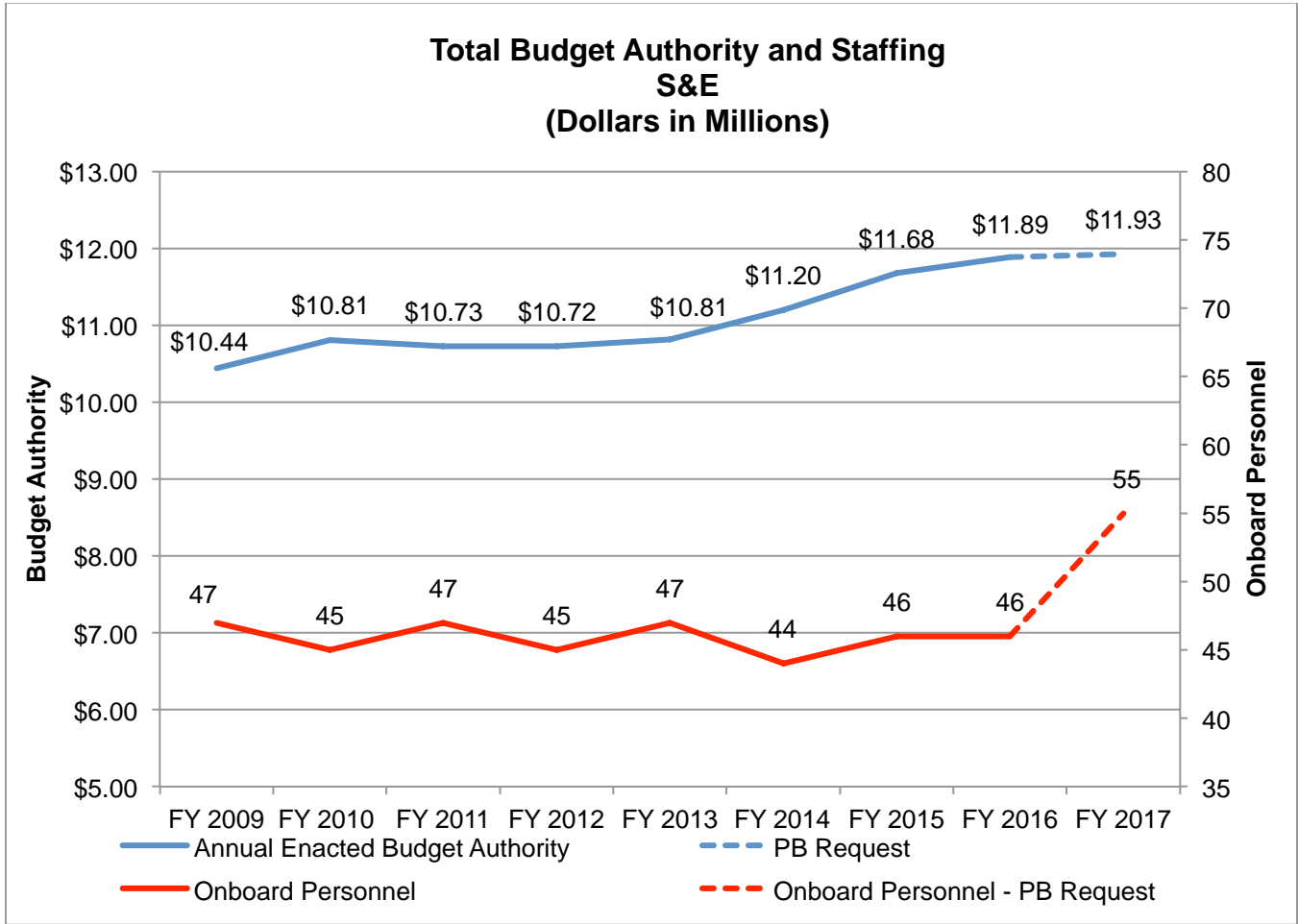
With the support of DOJ leadership, NSD began a multi-year, multi-million dollar design, construction, and move project that will continue into FY 2017. To ensure there is sufficient base funding available for the project in FY 2017, NSD will pay for IT projects with no year money (as allowed by its appropriations language). If additional funds are needed for the project, reductions could be made to non-personnel costs, such as the support services contracts.

FY 2017 Staffing

NSD's vacancy gap is one of the Division's greatest challenges, and therefore, NSD will continue to execute its current hiring plan to reach the authorized ceiling of 393 during FY 2017. If an issue arises that requires NSD to delay the onboarding of a new employee (e.g., funding issues), NSD will do so.

Office of the Solicitor General (OSG)

The OSG conducts all litigation on behalf of the United States and its agencies in the Supreme Court.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Federal Appellate Activity	51	23	\$12	55	23	\$12	55	23	\$12

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Objective 2.6: Protect the federal fisc and defend the interests of the United States</i>		
Cases in which the Solicitor General Participated	3,500	3,775
Requests to which the Solicitor General Responded	2,000	1,422

Budget and Financial Management Facts and Challenges

Fast Facts

The Solicitor General's docket, which mirrors the docket of the Supreme Court and the federal courts of appeals, covers a range of issues that are critical to our Nation's viability and economy. Many of the cases require careful attention and coordination within the government, as well as a difficult assessment of how to apply existing statutory schemes.

In recent years, patent cases and other cases defining the scope of intellectual property protection have been at the heart of the Supreme Court's caseload. These cases require substantial time in order to understand the statutory framework; the technologies at issue; and to assimilate the views both inside and outside government as to the proper balance of interests in these cases, which have the potential to affect large sectors of the economy.

Criminal cases make up a large portion of the Court's caseload. Criminal defendants regularly challenge the reach of the provisions of criminal law enacted by Congress. And the Court continues to wrestle in criminal cases with issues relating to the scope of constitutional protections in the context of emerging technologies.

OSG regularly handles important foreign affairs cases, including cases under the Alien Tort Statute and the Torture Victims Protection Act, as well as important constitutional cases. These cases can affect the structure of government and the relationship between the Branches, and they can have important consequences for the conduct of foreign affairs.

Budget and Financial Management Facts and Challenges

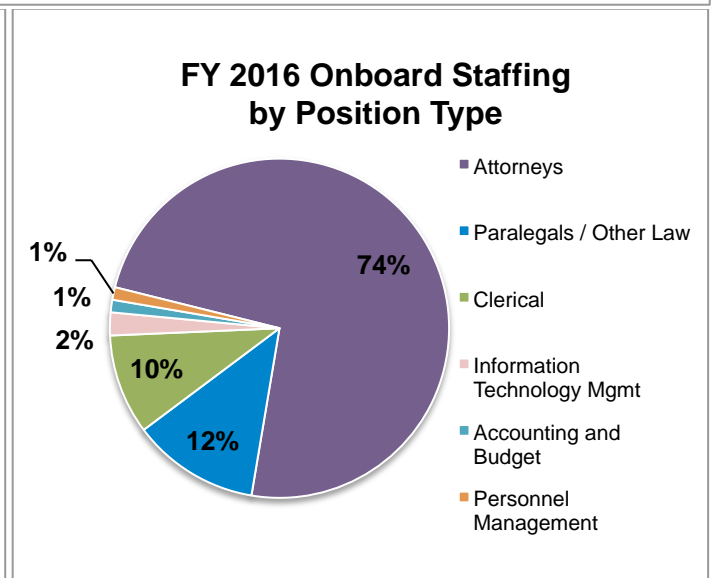
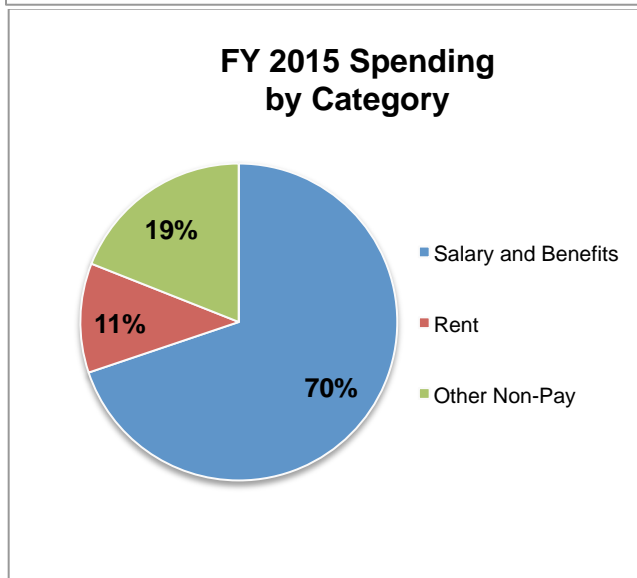
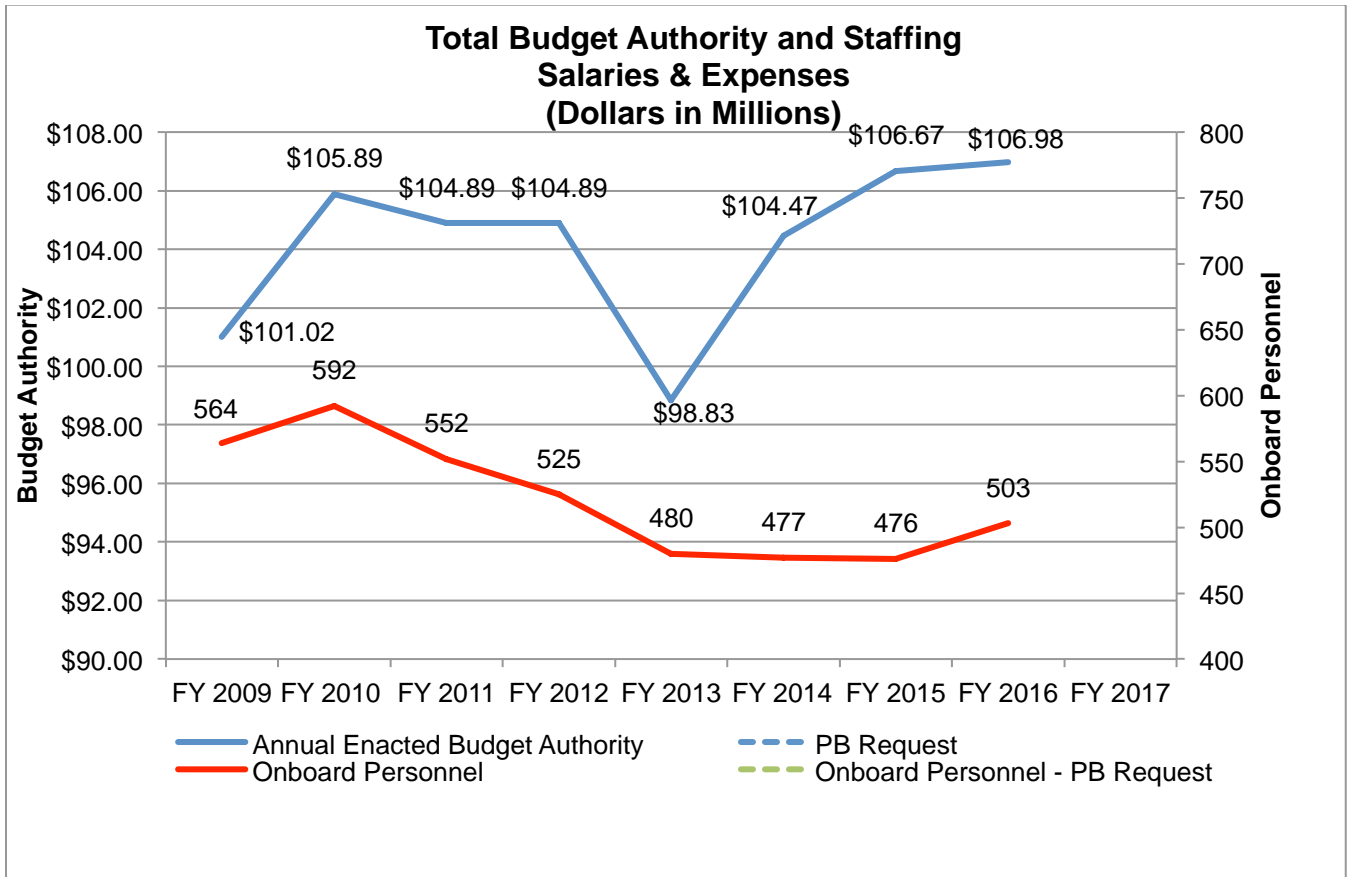
Challenges

Internal Challenges. OSG has only one program—Federal Appellate Activity. Its program costs consist almost entirely of fixed expenses, such as salaries and benefit, GSA rent, reimbursable agreements with other DOJ components, and printing. Prior fiscal year performance measures indicate a gradual increase in the number of cases the Solicitor General either participated in and/or responded to, which predicts an increasing caseload at the current allocation of resources.

External Challenges. In the vast majority of cases filed in the Supreme Court in which the United States is a party, a petition is filed by an adverse party and the United States responds, either by filing a brief or, after reviewing the cases, waiving its right to do so. Additionally, the Supreme Court formally requests the Solicitor General to express the views of the United States on whether the Court should grant certiorari in a case in which the United States is not a party. The Office of the Solicitor General does not initiate any programs, but it is required to handle all appropriate Supreme Court cases and requests for appeal, amicus, or intervention authorization. As a result, the number of cases in which the Office of the Solicitor General reviews, acquiesces, or participates may vary widely from year to year.

Tax Division (TAX)

Tax enforces the nation's tax laws through civil and criminal litigation.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Civil/Appellate Tax	346	207	\$76.6	346	219	\$76.8	346	233	\$81.9
Criminal Tax	130	98	\$30.1	130	96	\$30.2	130	91	\$32.2

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Objective 2.6 - Protect the federal fisc and defend the interests of the United States</i>		
Case resolution for the Tax Division – percent of criminal cases favorably resolved	90%	98%
Case resolution for the Tax Division – percent of civil cases favorably resolved	80%	97%

Budget and Financial Management Facts and Challenges

Fast Facts

The Tax Division (TAX) is located in Washington, DC, and operates one district office in Dallas, Texas, for Southwest Civil cases. TAX leases three buildings: Two in Washington, DC, and one in Dallas, Texas.

Historically, TAX collects more unpaid tax liabilities than its annual GLA budget, by bringing affirmative civil litigation against delinquent taxpayers. Most of the affirmative collection suits that the Division handles are factually complex and time-consuming – debts that the IRS has been unable to collect administratively and that frequently involve fraudulent transfers of property or other unlawful attempts by taxpayers to conceal their income or assets or to delay the proceedings.

(Dollars in Millions)	FY12	FY13	FY14	FY15	FY16	5-year avg.
Appropriated Funds	105.0	99.0	104.5	106.7	107.0	104.4
Dollars Actually Collected	292.0	235.0	112.3	424.3	1,108.0	434.3
Direct, Realized Refund Suit Savings	1,139.0	977.0	252.9	482.6	146.0	599.5
Totals Savings for Year	1,431.0	1,212.0	365.2	906.9	1,254.0	1,033.8

Challenges

External – Reducing the Tax Gap amid Increasing Globalization

The IRS collects more than \$3.3 trillion annually. Enforcement actions brought in almost \$45.1 billion for FY 2015.

The IRS estimates that the annual tax gap – the difference between taxes owed and taxes paid voluntarily and timely – is \$458 billion. The IRS Oversight Board noted: “Enforcement programs allow the IRS to further voluntary compliance, help reduce the estimated \$458 billion tax gap, and provide much needed dollars to the federal purse.” Improving compliance is the number one priority in the IRS Strategic Plan. The problem is exacerbated by the vast increase in financial globalization, which has expanded the opportunities for assets and income to be easily hidden offshore.

Reducing the tax gap will require effective enforcement. The challenge is to narrow that gap in a manner that not only collects the revenue due, but also assures the public that enforcement actions are vigorous, fair, and uniform.

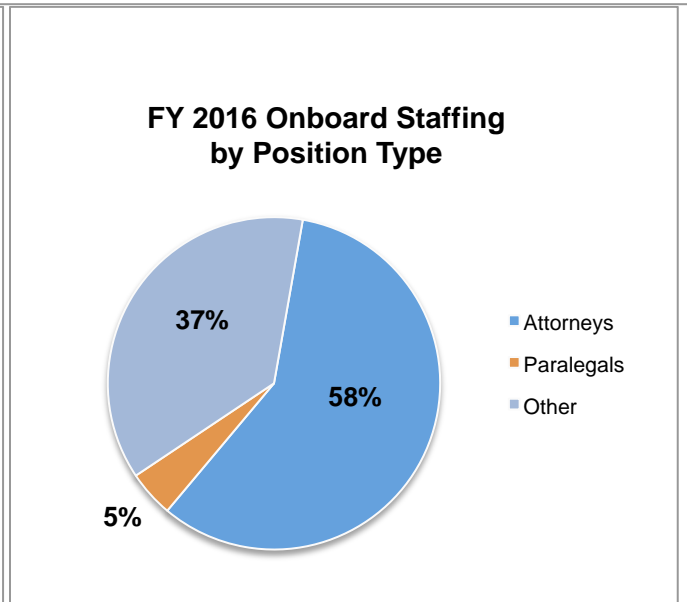
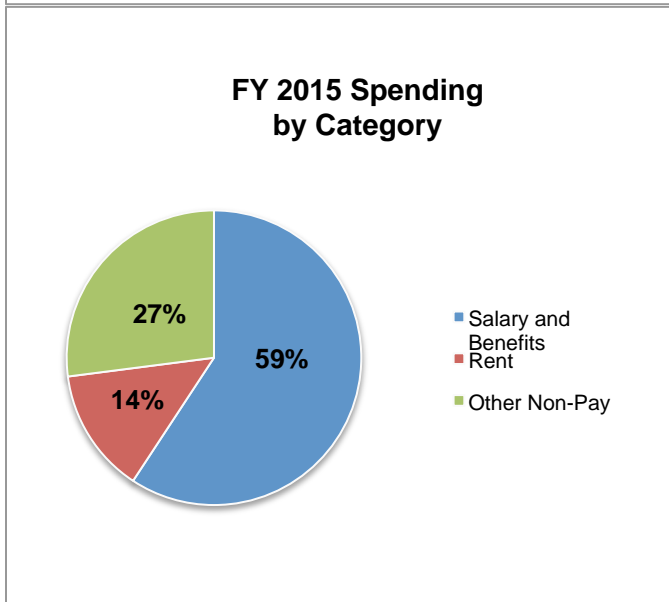
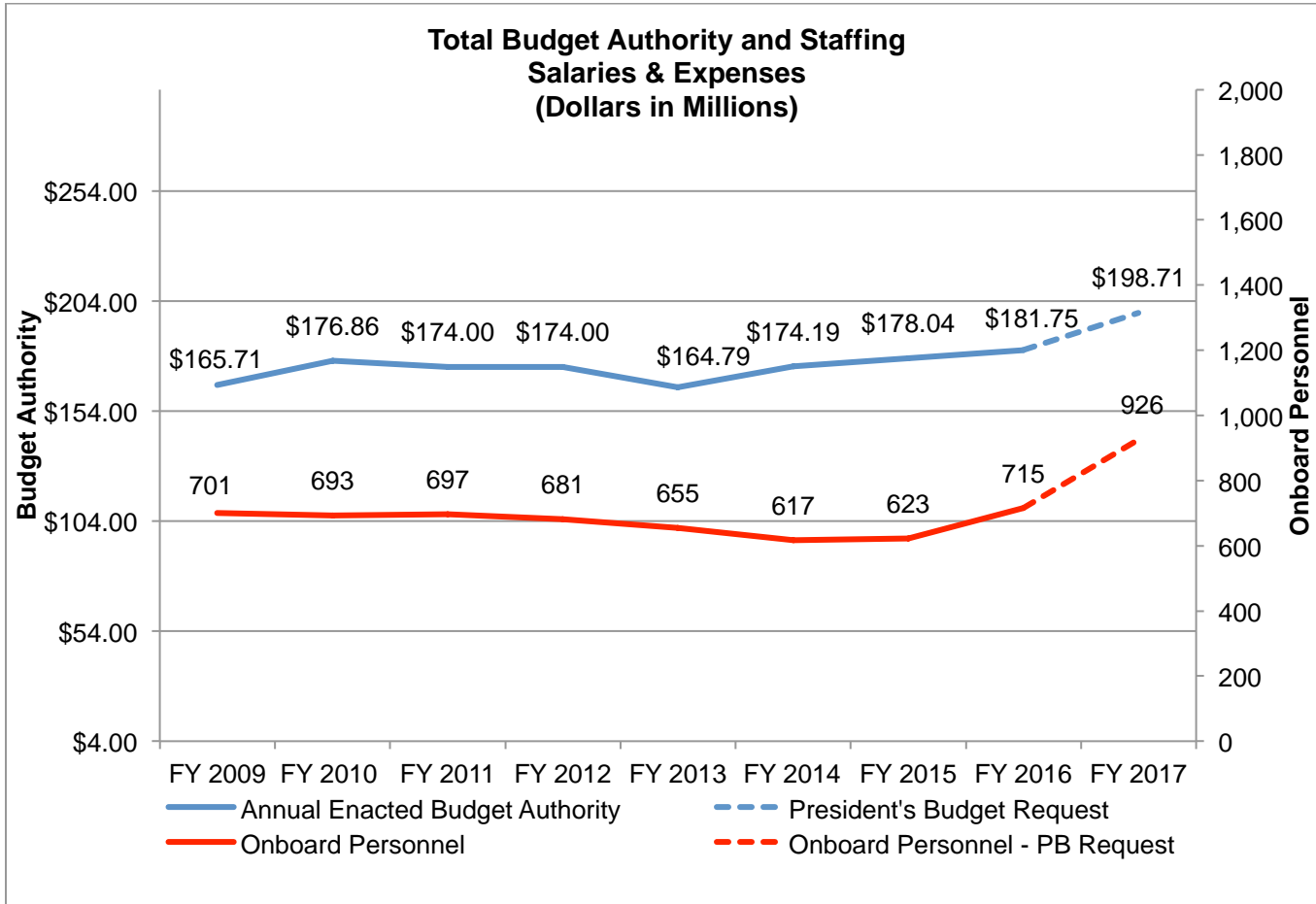
Internal – Retaining an Experienced Workforce to Handle Complex Litigation

The Tax Division’s workload is directly related to IRS enforcement efforts. Historically, an increase in IRS enforcement activity leads to increased Division workload, with a lag time of about two years. Moreover, it is expected that the Division’s cases – both civil and criminal – will continue to become increasingly complex, as the IRS focuses its enforcement efforts on offshore issues and on taxpayer populations with more sophisticated tax issues, such as flow-through entities, high-income individuals, and corporations.

It remains a challenge for the Tax Division to retain highly trained and experienced attorneys who can serve effectively as lead counsel in our most complex cases. The existing caseload, coupled with increased IRS enforcement, will likely lead to an increase in the numbers of these highly complex cases over the next three years.

Criminal Division (CRM)

CRM develops and enforces the application of federal criminal law, except those specifically assigned to other divisions.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
International Activities (direct funding)	399	258	\$93.54	413	264	\$96.36	551	323	\$110.75
International Activities (reimbursable funding - ICITAP and OPDAT)	78	78	\$100.16	128	59	\$100.31	TBD	TBD	TBD
Economic Fraud	326	225	\$86.74	355	247	\$88.23	362	250	\$105.04
Transnational Crime	212	139	\$50.55	231	139	\$50.49	224	141	\$51.95
Drugs	173	109	\$40.04	169	106	\$39.02	175	107	\$39.91
Cyber	117	77	\$28.56	164	103	\$38.88	179	112	\$41.01
National Security	117	66	\$27.34	138	78	\$30.49	166	88	\$34.08
Violent Crime	118	78	\$27.73	125	82	\$29.28	125	82	\$29.60
Gangs	51	36	\$12.26	49	34	\$11.86	52	35	\$12.23

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law		
Percent of criminal cases favorably resolved [EOUSA and CRM]	90%	99%
Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels		
Number of training sessions or presentations given with the goal of building the capacity of foreign law enforcement, prosecutors, and judicial systems regarding the investigation and prosecution of serious criminal offenses, including genocide and mass atrocities.	3,675	4,023

Budget and Financial Management Facts and Challenges

Fast Facts

In FY 2016, in addition to the Division's direct resources (\$181.75 million), the Division has more than \$525 million in reimbursable authority. This authority supports over 300 positions and includes one-year and multi-year funding for programs such as justice sector development, asset forfeiture, OCDEF, securities and financial fraud, Foreign Corrupt Practices Act, and healthcare fraud.

In FY 2015, the Division received a transfer of \$13.5 million to support the Division's efforts to modernize the Mutual Legal Assistance Treaty (MLAT) program.

This funding supports 64 new hires and will remain available until expended. A request to formalize this transfer into the Division's base resources is part of the President's FY 2017 budget that is currently pending on the Hill.

Litigation Performance Data – FY 2015			
	Opened	Closed	Pending
Investigations	778	719	1,303
Prosecutions	344	255	1,225

Challenges

MLAT Reform: In FY 2015, a transfer provided the Criminal Division with funding for 64 MLAT positions. The transfer was a one-time, non-recurring, non-permanent funding source. The Division anticipates that the transfer funding will last through FY 2017. Without permanent funding for these efforts, the Division will need to implement immediate measures to reduce personnel costs. These steps will affect U.S. and foreign law enforcement authorities who are seeking international mutual legal assistance, as well as the Division's ability to accomplish its mission in FY 2017.

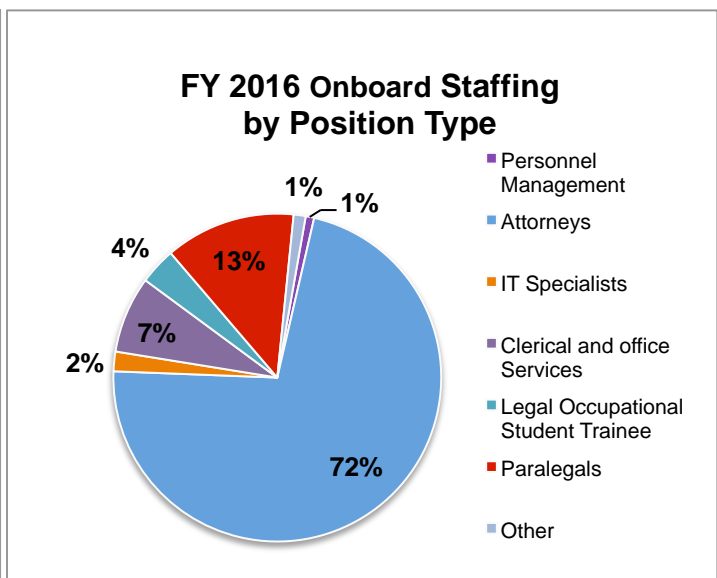
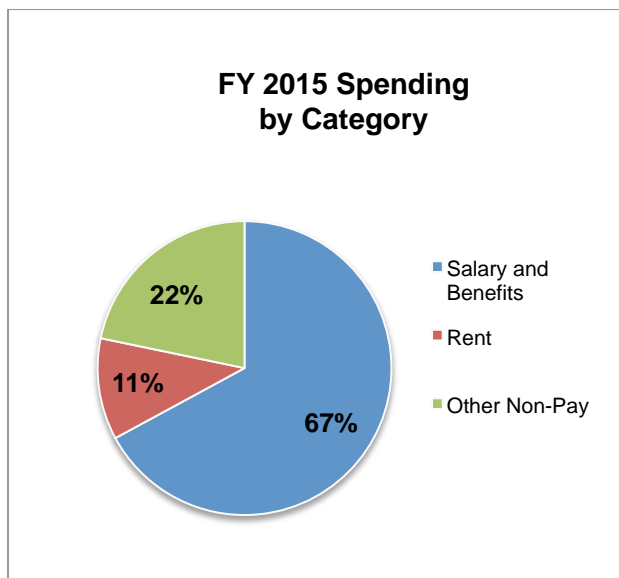
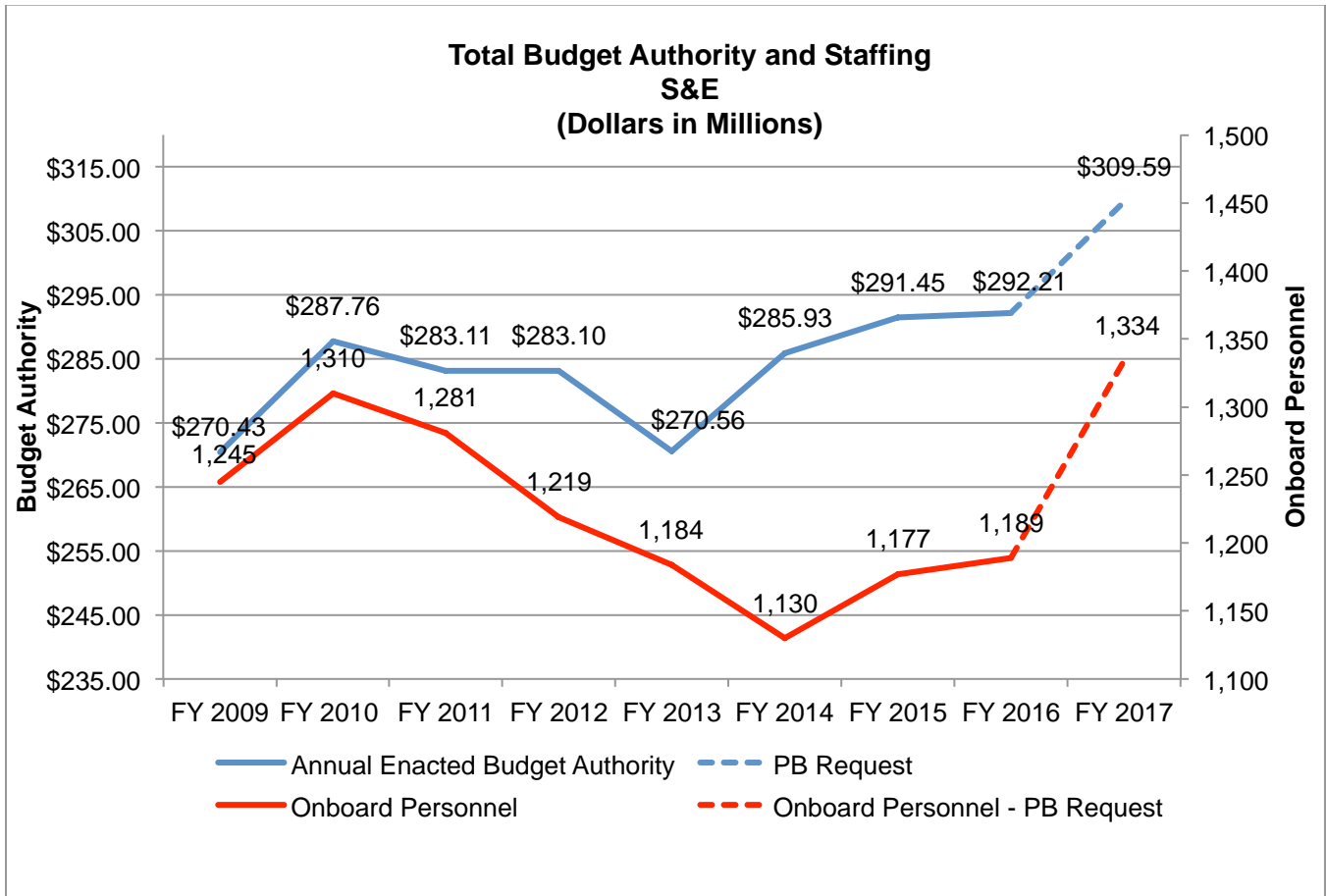
ICITAP/OPDAT Solvency: The FY 2017 President's Budget Request to Congress included the International Law Enforcement and Justice Development enhancement, which would provide partial base funding for the Criminal Division's International Criminal Investigative Training Assistance Program (ICITAP) and the Office of Overseas Prosecutorial Development, Assistance and Training (OPDAT). The vast majority of funding for the headquarters and field operations of both sections comes from Interagency Agreements (IAAs) with the Department of State and other agencies and the overhead provided for in these agreements. Without permanent support for these programs, funding for headquarters operations could run out as early as FY 2020. The lack of permanent headquarters funding creates the possibility of initiating the closeout of multiyear programs in FY 2018 to ensure a smooth ending of the programs by 2020.

Criminal Division Overseas Presence – All Sources



Civil Division (CIV)

CIV represents the legal interests of the U.S., safeguards taxpayer dollars and protects the federal fisc.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Immigration	414	315	\$64.9	414	315	\$68.7	421	322	\$72.0
Southwest Border	86	86	\$15.8	86	86	\$16.4	86	86	\$17.0
Economic Fraud	80	38	\$12.9	80	38	\$13.4	82	38	\$14.3
National Security	50	43	\$10.0	50	43	\$9.6	50	43	\$9.9
Counterterrorism	39	32	\$8.1	39	32	\$7.6	39	32	\$7.9

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Percentage of dollar amounts sought by the government recovered	85%	85%
Case resolution for DOJ litigating divisions – percent of criminal cases favorably resolved [ATR, CIV, ENRD, TAX]	90%	97%
Case resolution for DOJ litigating divisions – percent of civil cases favorably resolved [ATR, CIV, ENRD, TAX]	80%	85%

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Budget and Financial Management Facts and Challenges

Fast Facts

Each year, the Civil Division, often working with U.S. Attorneys, handles 40,000 - 50,000 matters (including cases, claims, and investigations). Since FY 2009, Civil, working with the U.S. Attorneys, has secured over \$35 billion in settlements, judgments, fines, and restitutions. Each year, the Civil Division and the U.S. Attorneys defeat billions of dollars in unmeritorious claims and thousands of challenges to laws, regulations, policies, and decisions. The majority of the Civil Division's workload – typically 85% - 90% – involves representing the Federal Government in defensive lawsuits.

Civil relies heavily on reimbursable funding. For its affirmative casework, the Three Percent Fund and the Health Care Fraud and Abuse Control Account are critical to Civil accomplishing its mission. The Civil Division administers two different compensation programs: the Radiation Exposure Compensation Program and the Vaccine Injury Compensation Program. It also provides administrative support to another compensation program, the September 11th Victim Compensation Fund

Civil Division operates three field offices throughout the country and has staff in seven DC buildings. In addition to 1,187 direct domestic positions, Civil Division has two international positions in one foreign country as of September 2016.

Challenges

Flat Budget: As shown in the table below, the Civil Division’s budget has essentially remained flat for several years.

Fiscal Year	Appropriated Budget
FY 2013*	\$270.5 million
FY 2014	\$285.9 million
FY 2015	\$291.5 million
FY 2016	\$292.2 million

**FY 2013 enacted was \$290.9 million; reduced \$20.4 million due to sequestration and rescissions.*

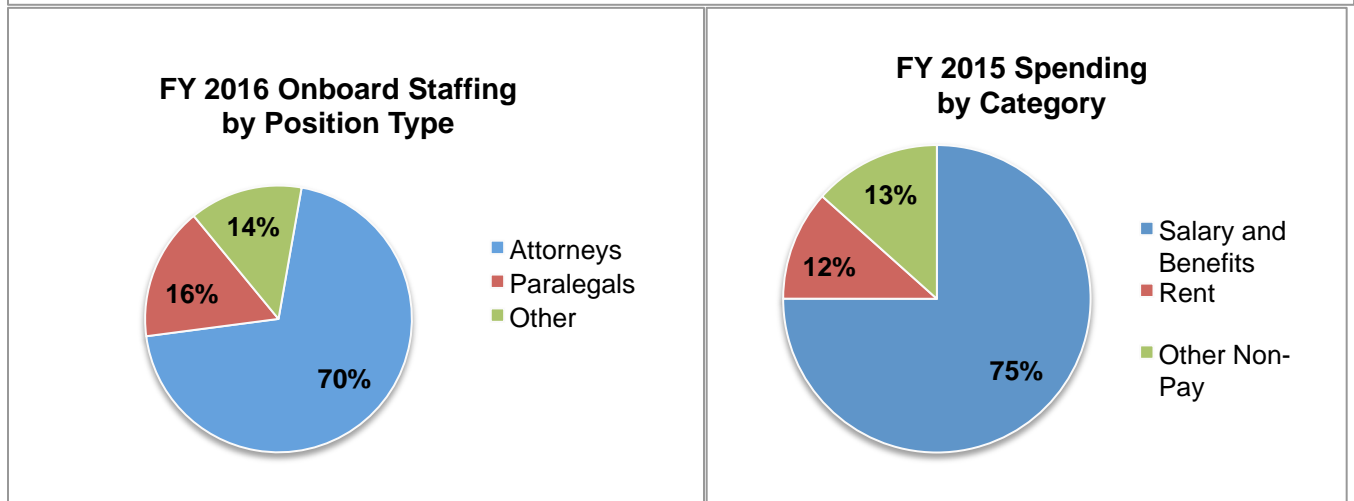
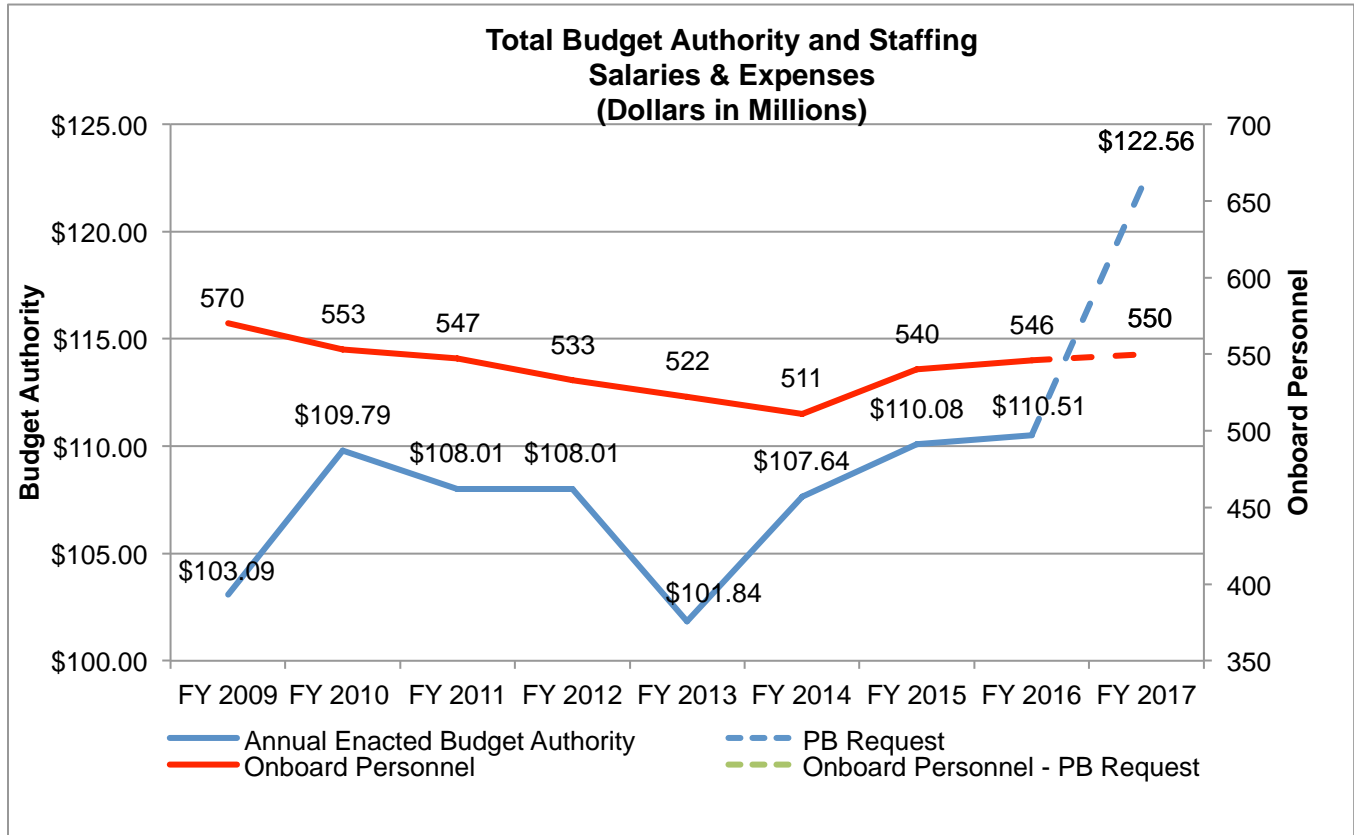
Civil has had to absorb annual inflationary increases by reducing hiring.

Defensive Cases: The overwhelming majority of Civil Division’s caseload is defensive. Currently, approximately 87% of Civil Division’s pending caseload is defensive. This means that opponents decide the time, nature, and location of a claim. Once a complaint is filed, the Federal Government has no choice but to respond to the suit, lest it face default judgments or sanctions. Regardless of the Civil Division’s budget or ability to absorb additional work, the Civil Division must represent the Federal Government in these matters.

Reimbursable Funding: The Civil Division relies heavily on reimbursable staffing from the Three Percent Fund and the Health Care Fraud and Abuse Control Account (“HCFAC”). For example, in FY 2016, Civil Division received funding of \$66 million (including 103 FTE) from the Three Percent Fund and \$39.6 million (including 93 FTE) from HCFAC. These reimbursable resources can only be used for the Civil Division’s affirmative work (the Three Percent Fund may be used for affirmative, monetary work, while HCFAC funds may be used for health care fraud work). These reimbursements, which primarily aid the Civil Division’s Fraud Section and Consumer Protection Branch, are essential to Civil Division’s affirmative work.

Environmental and Natural Resources Division (ENRD)

ENRD enforces civil and criminal environmental laws and defends suits challenging environmental programs and activities.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Cyber Crime	2	0	\$0.267	2	0	\$0.276	2	0	\$0.283
Indian Country	42	38	\$11.042	41	38	\$11.510	45	42	\$13.010

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Throughout this document, Pos. = Positions; Agts = Agents; Attys = Attorneys

Performance Results by Strategic Goal
included in FY 2017 President's Budget Congressional Submission

Performance Measure Name	FY15 Target		FY15 Actual	
	FTE	Total Costs	FTE	Total Costs
Strategic Goal 2/Objective 2.6: Protect the federal fisc and defend the interests of the United States				
Department Leadership	47	\$16.635	52	\$16.177
Intergovernmental Relations/External Affairs	37	\$7.763	34	\$8.094
Executive Support/Professional Responsibility	57	\$13.260	55	\$12.924
Justice Management Division	328	\$70.781	319	\$70.045
Strategic Goal 3/Objective 3.1 Promote and strengthen relationship and strategies for the administration of justice with state, local, tribal, and international law enforcement.				
Department Leadership	8	\$1.131	7	\$1.682
Intergovernmental Relation/External Affairs	7	\$1.238	6	\$1.161

Budget and Financial Management Facts and Challenges

Fast Facts

ENRD currently has nearly 7,000 active cases and matters, involving more than 150 statutes and virtually every federal agency.

ENRD has imposed billions of dollars in applicable civil penalties and other monetary impositions over the past few years. In FY 2015, civil and criminal fines, penalties and costs imposed totaled \$2.7 billion; the value of cleanup and corrective actions totaled \$6.4 billion; and the amount saved in defensive litigation totaled \$3.03 billion.

Challenges

The Division has limited control over the filing of defensive cases, which make up over half of its workload. Court schedules and deadlines drive the pace of work and attorney time devoted to these cases. ENRD's defensive caseload is expected to continue to increase in FY 2017.

ENRD faces internal challenges as it continues to refresh aging hardware, develop and implement required tracking systems, and comply with Department security mandates. In addition, ENRD is facing a move in the coming years that will cost approximately \$8 million.

Environment & Natural Resources Division

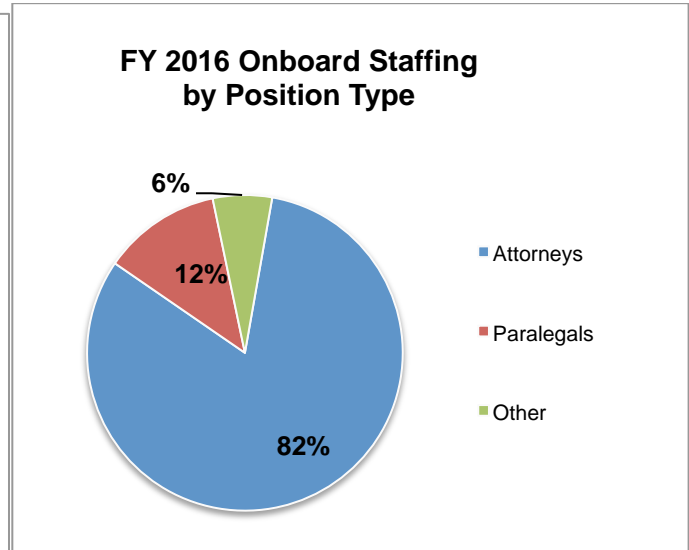
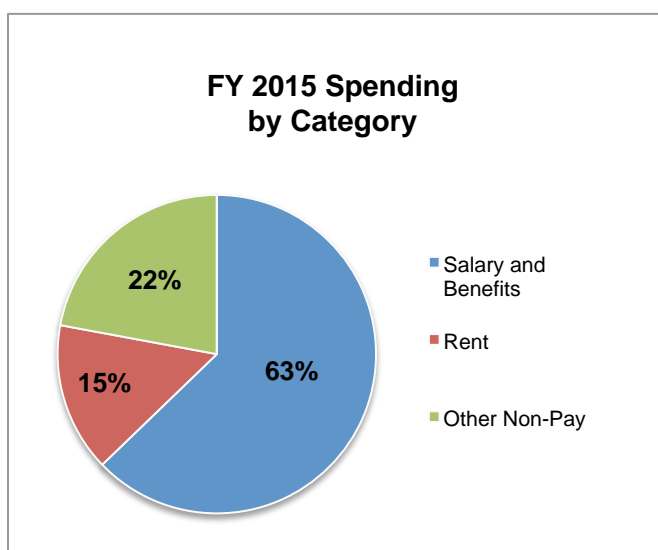
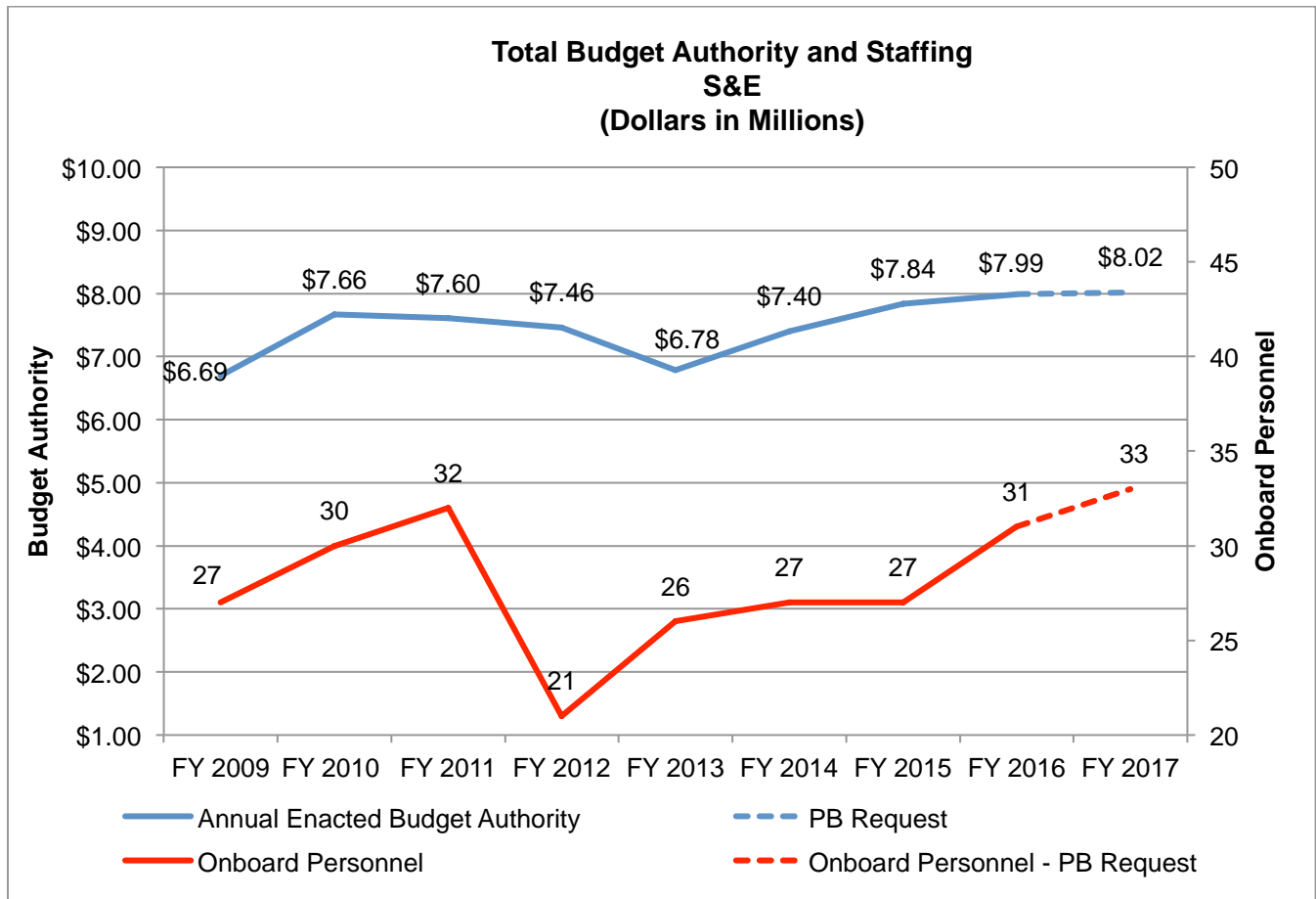
Employee Duty Locations Map

As of September 30, 2015



Office of Legal Counsel (OLC)

OLC drafts legal opinions on behalf of the Attorney General and provides written opinions and advice to the White House and other agencies.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY 16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Office of Legal Counsel	33	27	\$8	33	27	\$8	33	27	\$8

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Objective 2.6: Protect the federal fisc and defend the interests of the United States</i>		
Provisions of the Legal Opinions on Constitutional questions from the President and Executive Branch	1,700	1,700
Review form and legality of all proposed Executive Orders and Proclamations to be issued by the President	190	190

Budget and Financial Management Facts and Challenges

Fast Facts

The Office provides formal opinions and informal advice in response to requests from the Counsel to the President, the various Departments and Agencies of the Executive Branch, and offices within the Department, including the offices of the Attorney General and Deputy Attorney General. The opinions and legal advice cover constitutional, statutory, and regulatory questions from a wide range of fields, including national security, criminal law, civil rights, fiscal law, and appointment and removal authorities.

Beginning in FY 2012, OLC has been updating a series of Presidential Emergency Action Documents (PEADs), first prepared by OLC in 1989 and updated pursuant to presidential directive in 2008.

At the direction of the Attorney General, OLC has published selected formal opinions. OLC published a volume of opinions from the period 1939 until 1977. Volumes covering the years 1977 through 2008 have already been issued in hardback, and preparations for additional volumes are in progress.

Challenges

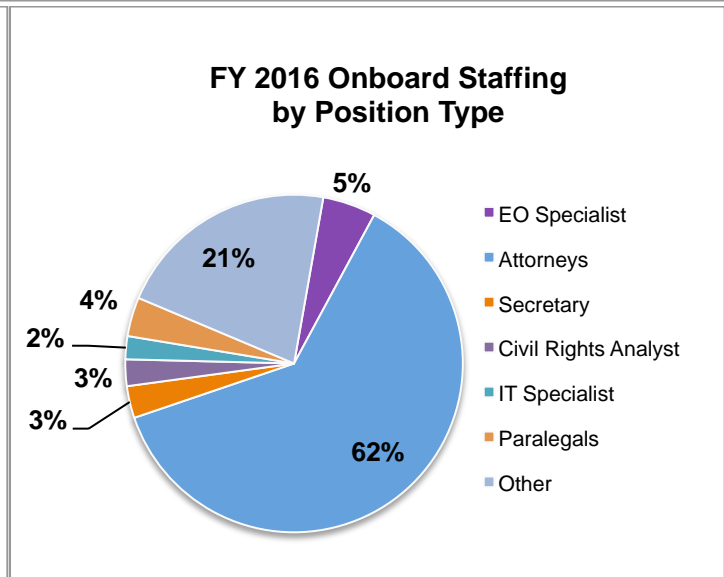
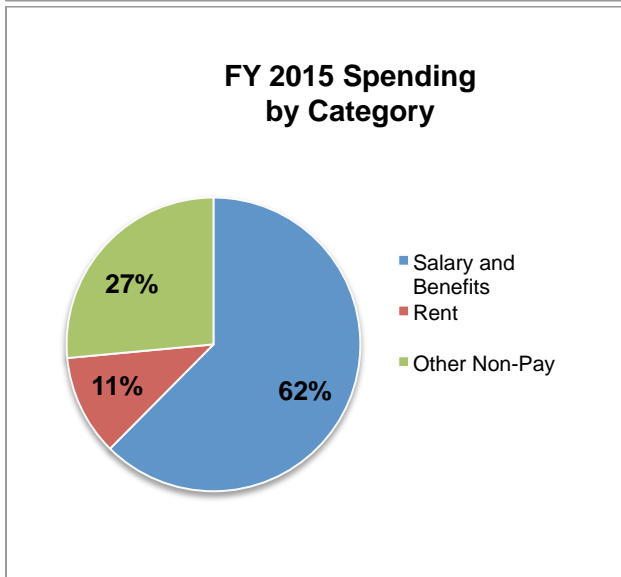
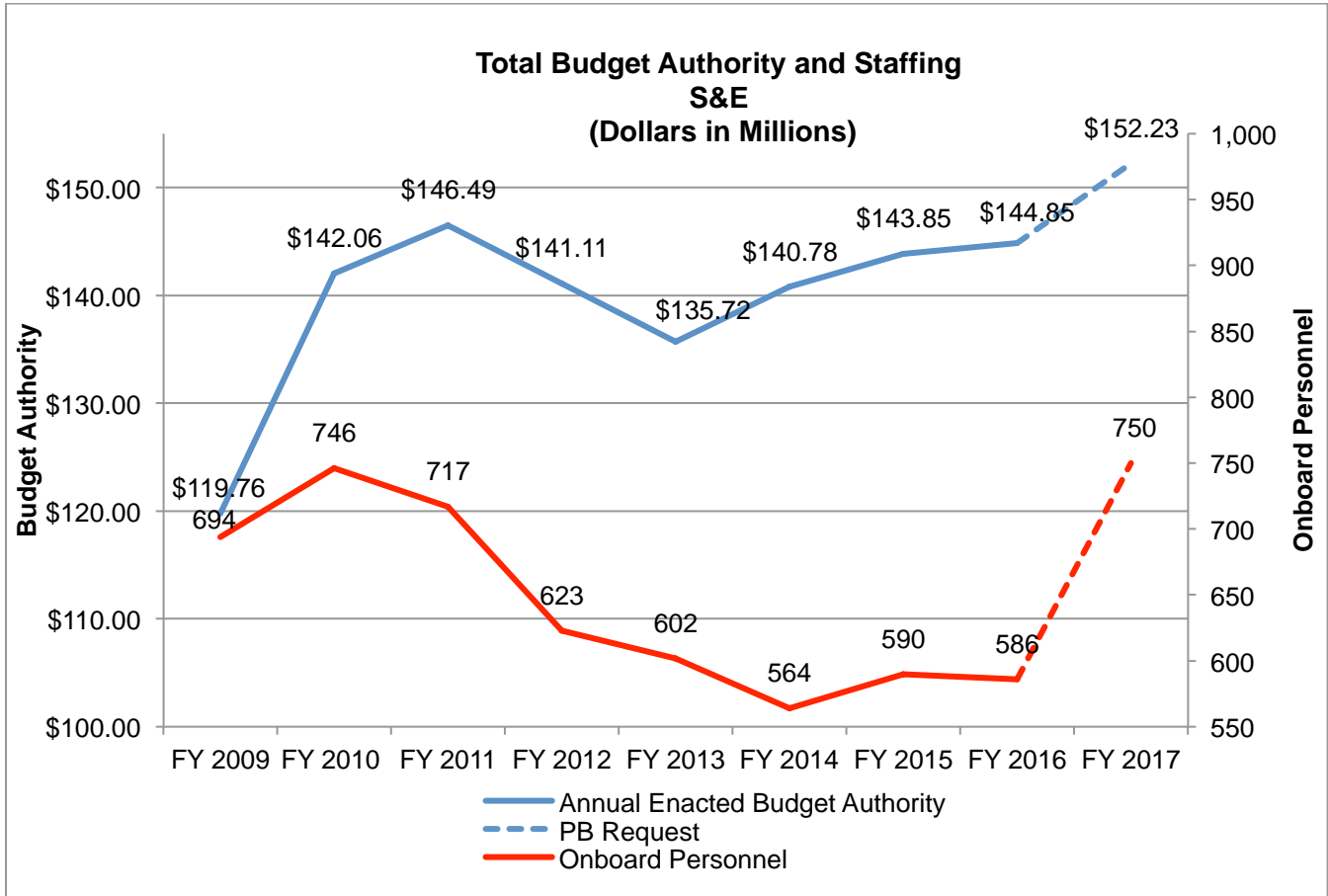
OLC's ability to accomplish its mission centers primarily on its ability to allocate resources to meet the demands of an externally-driven workload.

External Challenges: OLC generally does not initiate programs, nor does it have control over the volume of its work. The work results from requests for opinions and legal advice from the Counsel to the President; general counsels of OMB and other Executive Office of the President components; general counsels of Executive Branch Departments and Agencies; and the Attorney General and other Department of Justice officials. This externally-driven workload is anticipated to remain constant as the Office's work includes reviewing legislation, testimony, and Presidential and Attorney General documents.

Internal Challenges: Because it is a relatively small component, OLC has little flexibility in responding to unexpected surges in workload, such as those created by national security matters.

Civil Rights Division (CRT)

CRT enforces federal laws that prohibit discrimination and uphold civil rights for all who live in America.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Civil Rights	714	383	\$147.2	714	364	\$148.2	750	407	\$155.6
National Security	0	0	\$2.3	0	0	\$2.3	0	0	\$2.3
Economic Fraud	12	10	\$1.6	12	10	\$1.6	12	10	\$1.6

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Percent of Civil Rights cases favorably resolved: criminal cases	85%	99%
Percent of Civil Rights cases favorably resolved: civil cases	85%	86%

Budget and Financial Management Facts and Challenges

Fast Facts

The Civil Rights Division comprises 11 program-related sections and operates as a single budgetary decision unit within the General Legal Activities appropriation.

Division employees are primarily stationed in Washington, DC, but travel to other parts of the country for litigation activities and outreach events.

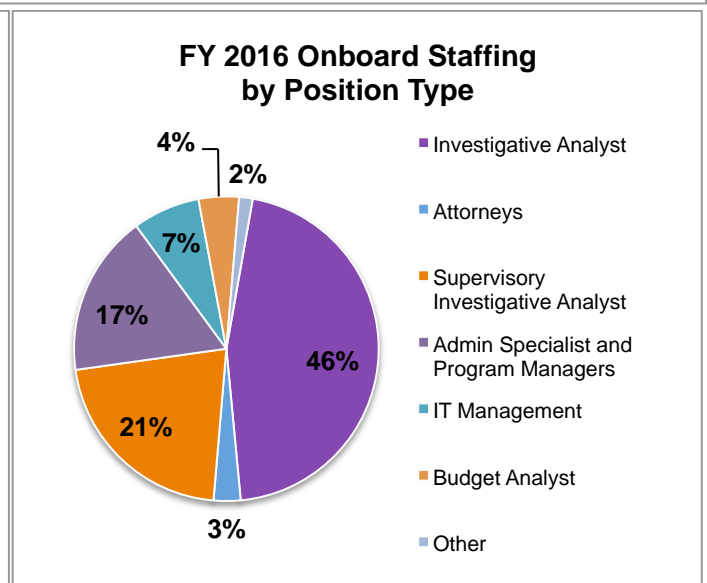
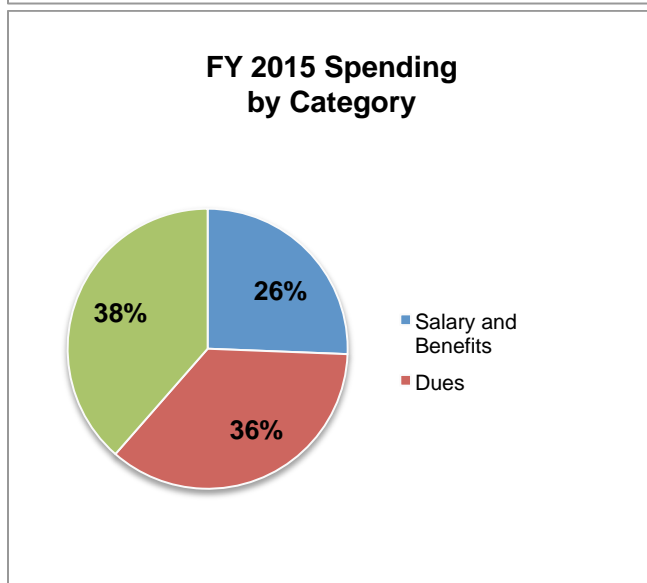
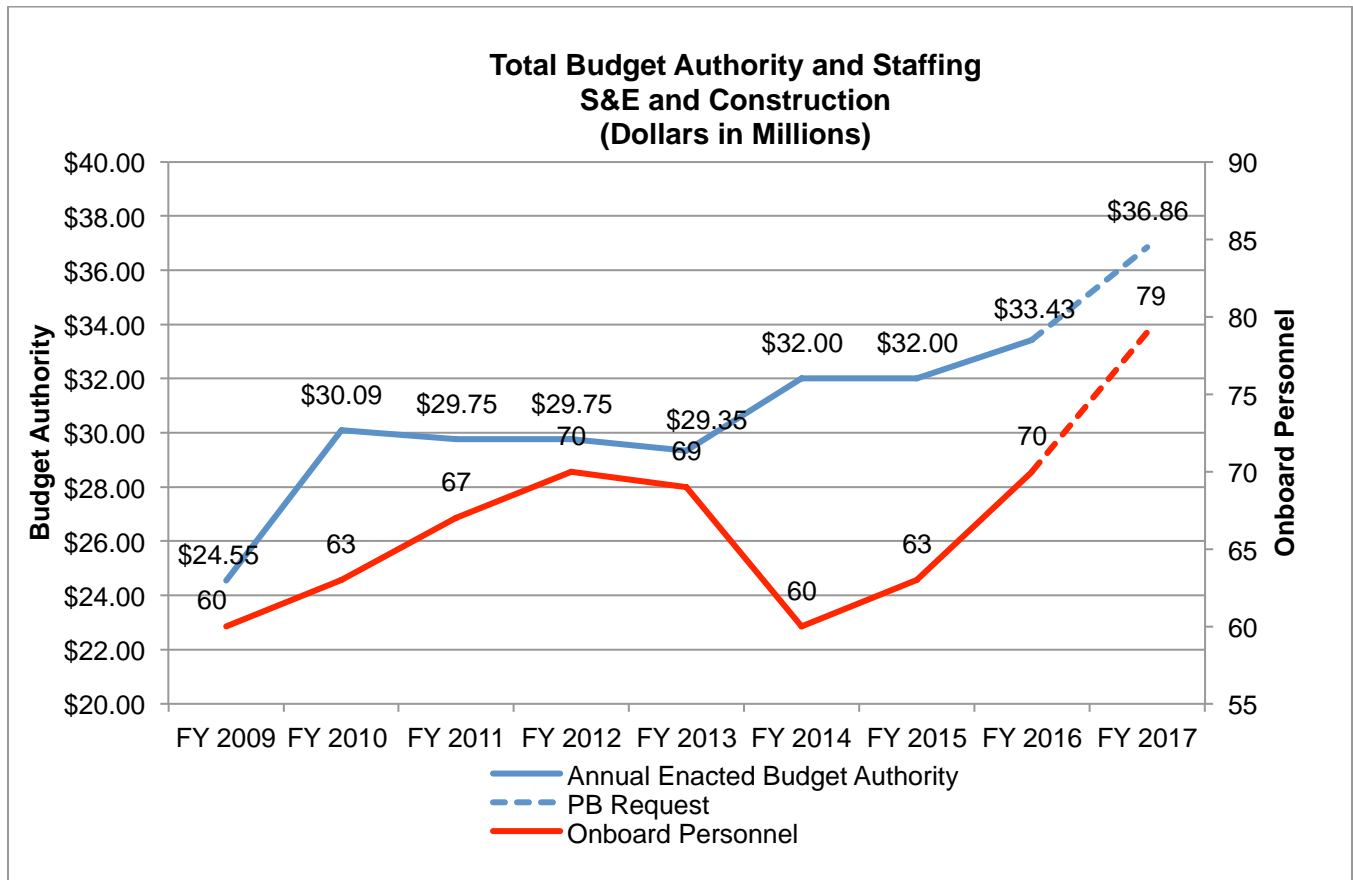
The Division directs and manages federal enforcement of the provisions of the Voting Rights Act and reimburses the Office of Personnel Management for expenses incurred for federal election observers under Section 8 of the Act, from funding specifically appropriated for that purpose.

Challenges

Several prominent court cases and a number of highly-publicized events have created a demand for the Division's expertise across a range of enforcement areas, such as police misconduct, voting and LGBT rights. The diversity of the Division's enforcement mission limits the Division's ability to rapidly scale or realign existing resources in response to external events. Adjusting operations to meet the demand for involvement has become increasingly more challenging.

INTERPOL Washington (IPOL)

INTERPOL Washington is the designated representative to INTERPOL on behalf of the Attorney General.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Intel and Info Sharing	29	0	\$9.4	40	1	\$15.5	41	1	\$16.7
National Security	17	0	\$6.1	18	0	\$ 7.2	25	0	\$10.0
Counterterrorism	17	0	\$6.1	7	0	\$ 2.6	7	0	\$ 2.8
Violent Crime	7	0	\$2.3	5	0	\$ 1.8	5	0	\$ 1.9
Cyber Crime	7	0	\$2.7	4	0	\$ 1.8	4	0	\$ 1.9
Crimes Against Children	6	0	\$1.9	4	0	\$ 1.4	4	0	\$ 1.5
Gangs	6	0	\$1.9	2	0	\$ 0.6	2	0	\$ 0.7

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Number of red notices published on U.S. fugitives and sex offenders	501	402
Number of green notices published on U.S. fugitives and sex offenders	816	521

Budget and Financial Management Facts and Challenges

Fast Facts

INTERPOL Washington, the U.S. National Central Bureau (USNCB), is the statutorily designated representative to the International Criminal Police Organization (INTERPOL) on behalf of the Attorney General.

INTERPOL Washington operates 24/7/365 and serves as the central point of contact for all INTERPOL matters in the United States.

INTERPOL Washington USNCB is based in one office located in Washington, DC. Only one employee does not work in this space; that employee works in Chicago, Illinois, in the US Marshals Service's Great Lakes Regional Fugitive Task Force headquarters.

Challenges

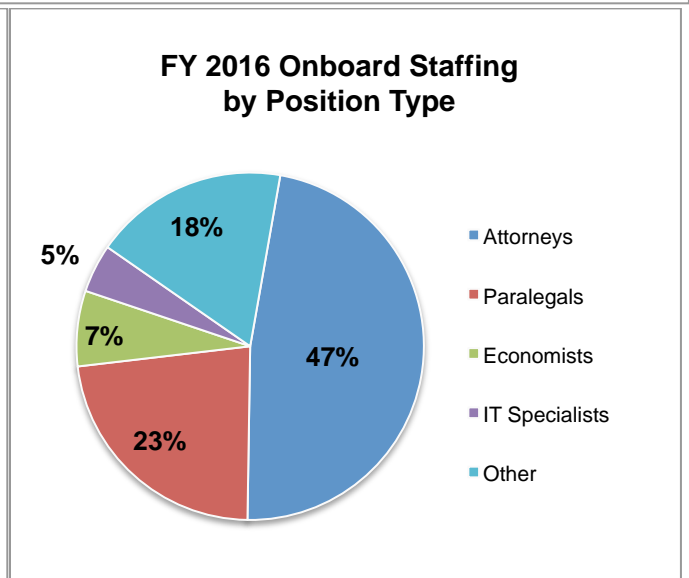
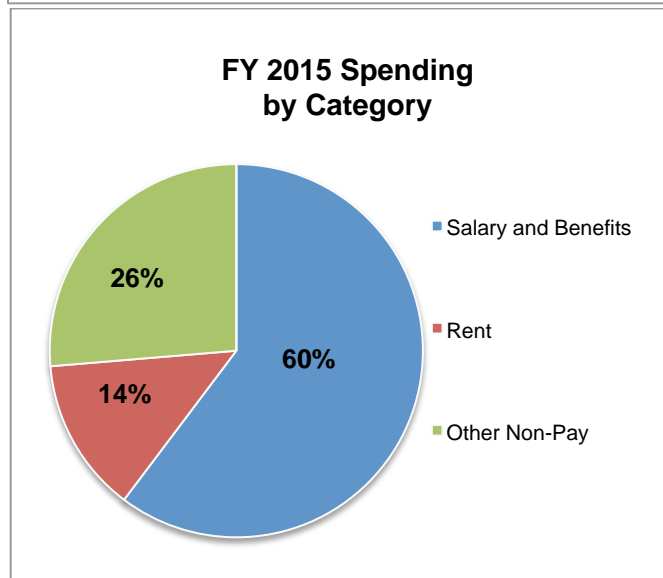
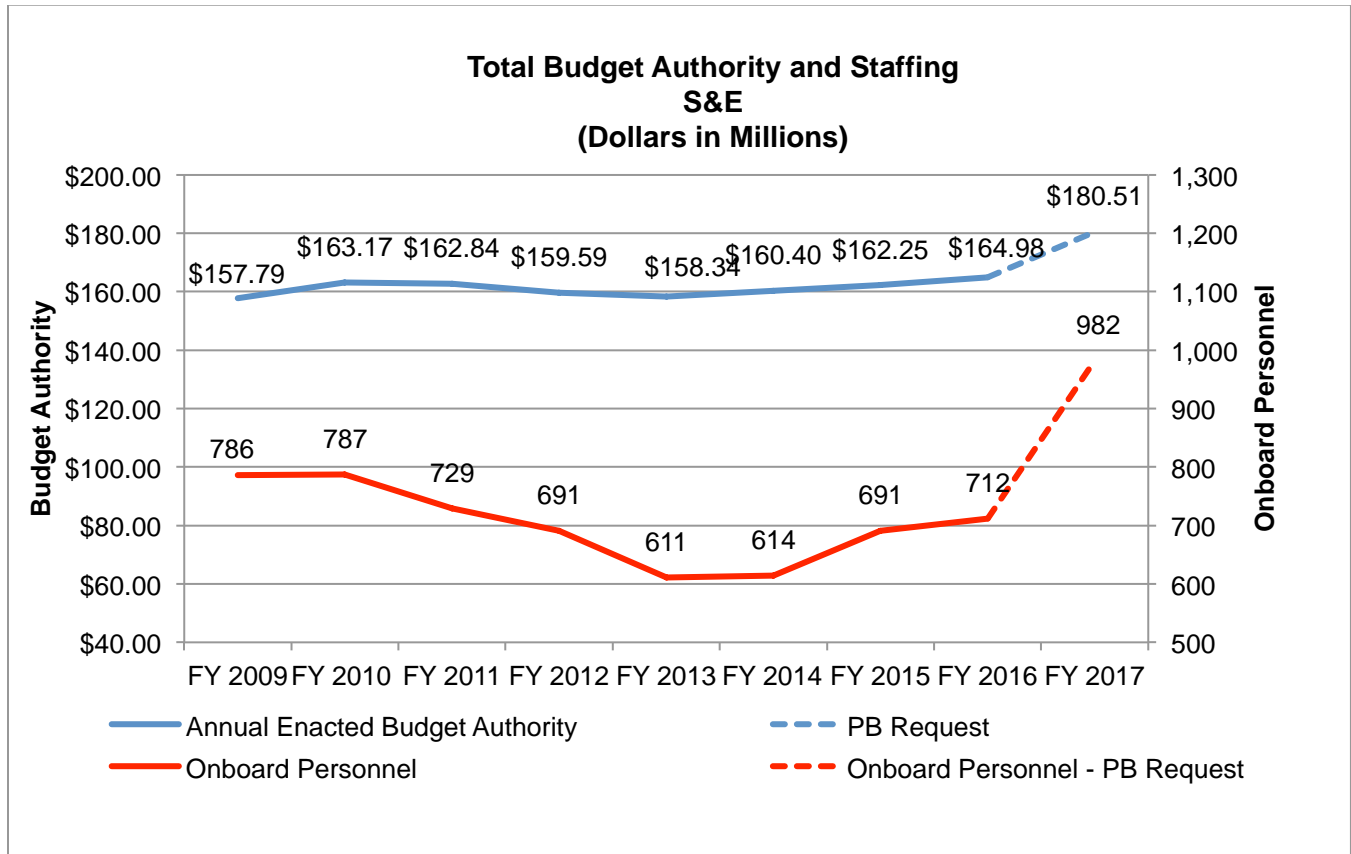
The single largest expense of INTERPOL Washington is the Statutory Contribution (dues) payment to INTERPOL Secretariat General (IPSG). The contribution amount is a percentage of the overall statutory contribution amount established annually for all member countries. There are three critical variables in the determination of INTERPOL contribution: overall statutory contribution amount; statutory contribution percentage assessed to the US', and euro-to-dollar conversion.

INTERPOL Washington struggles to accommodate the increasing volumes of message traffic and cannot handle new programs that could increase border security and information sharing. The agency has funding to maintain current operations, but relies on savings from vacant positions and a favorable foreign currency exchange rate to fund modernizing their IT equipment, connectivity, and security.

INTERPOL Washington "browned-out" the INTERPOL network when piloting the data for the TSA SecureFlight program. This program is a critical enhancement to United States border security, but launching the program with no upgrades to INTERPOL's network could pose risk to the entire network for all 190 member countries.

Antitrust Division (ATR)

ATR promotes economic competition through enforcing antitrust laws and principles.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Criminal Enforcement	166	113	\$65	178	119	\$66	239	172	\$72
Civil Enforcement	525	204	\$97	534	219	\$99	713	306	\$108

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Percent of criminal cases favorably resolved	90%	98%
Percentage of civil cases favorably resolved	80%	100%

Budget and Financial Management Facts and Challenges

Fast Facts

Since FY 1998, the first year for which data is available, the Division, through its efforts in all three enforcement areas - merger, criminal and civil non-merger - is estimated, conservatively, to have saved consumers \$45 billion.

In recent years, approximately 40 percent of the Division's budget and expenditures can be attributed to its criminal program and approximately 60 percent of the Division's budget and expenditures can be attributed to its civil program.

Approximately two-thirds of ATR's funding is derived from Hart-Scott-Rodino premerger filing fees paid by companies planning to merge.

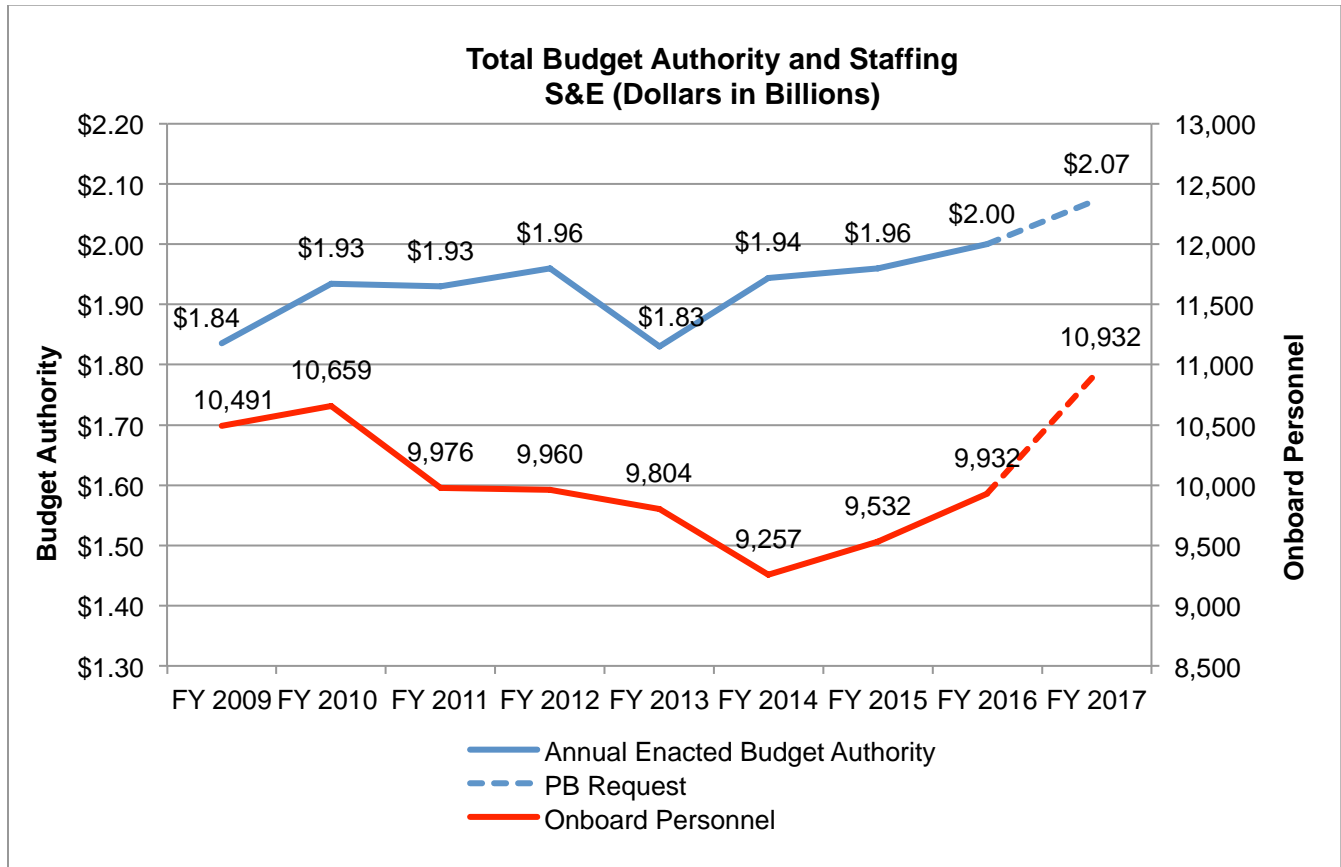
ATR operates three field offices throughout the country and leases six buildings.

Challenges

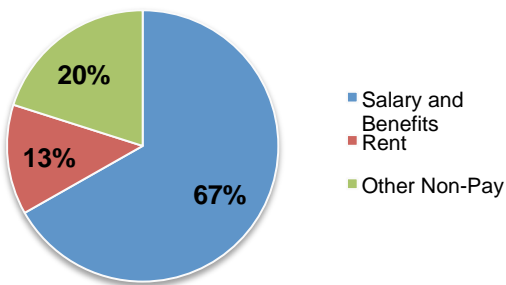
The Antitrust Division's budget has not kept pace with the increasing workload in both its civil and criminal enforcement programs, increasing just 1% over the last six years. In recognition of this, the President's FY 2017 Budget includes a \$15 million program enhancement to assist in meeting these increased demands. ATR faces many external challenges that require flexibility and adaptability in order to pursue its mission. These external challenges include: globalization of the business marketplace; increasing economic concentration across industries and geographic regions; and rapid technological change.

United States Attorneys (USA)

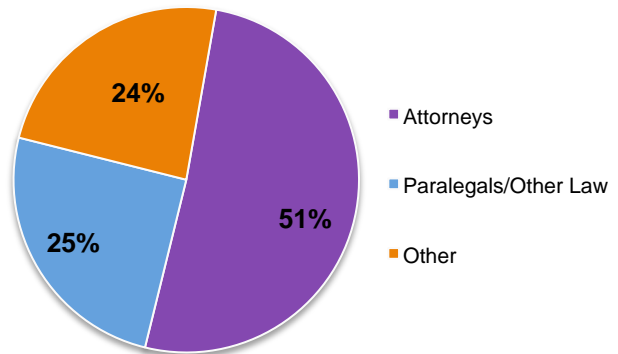
The U.S. Attorneys serve as the Nation’s principal litigators.



**FY 2015 Spending
by Category**



**FY 2016 Onboard Staffing
by Position Type**



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Economic Fraud	2,197	1,149	\$357.9	2,302	1,518	\$353.9	2,140	1,428	\$367.9
Immigration	1,348	738	\$171.0	1,348	738	\$171.0	1,349	733	\$175.1
Violent Crime	974	637	\$160.6	974	637	\$161.9	964	635	\$156.5
Drugs	459	309	\$ 76.8	459	309	\$ 72.6	458	313	\$ 75.9
Guns	331	254	\$ 59.4	331	254	\$ 59.9	322	244	\$ 56.2
Cyber	262	210	\$ 48.7	322	240	\$ 55.1	308	230	\$ 55.7
National Security	345	205	\$ 51.1	345	205	\$ 51.1	345	205	\$ 51.1

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
Included in DOJ Annual Performance Report

Performance Measure Name	FY 2015 Target	FY 2015 Actual
Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law		
Percent of Criminal cases favorably resolved	90%	93%
Percent of civil cases favorably resolved	80%	82%

Budget and Financial Management Facts and Challenges

Fast Facts

EOUSA provides administrative support for 93 United States Attorneys located throughout the 50 states, DC, Guam, Marianas Islands, Puerto Rico, and US Virgin Islands, and are further divided into 11 Circuits.

The diverse criminal and civil workload includes cases in international and domestic terrorism; cybercrime; complex and multi-jurisdictional fraud – including health care, identity theft, public corruption, bank and investment frauds; drug enforcement; immigration; and human trafficking.

USAOs receive criminal referrals from federal investigative agencies as well as state and local investigative agencies. During FY 2015, the USAOs filed 54,928 felony criminal cases against 73,316 defendants in U.S. District Courts.

Civil matters and cases represent a significant part of the U.S. Attorneys' workload. In FY 2015, the United States Attorneys received 110,362 civil matters, which represented 45 percent of all of the 247,051 criminal and civil matters received during the fiscal year. The United States Attorneys filed or responded to 102,104 civil cases in FY 2015.

The Office of Legal Education (OLE) develops, conducts, and authorizes the training of all federal legal personnel for the Department of Justice and other departments and agencies of the Executive Branch. Virtually all of OLE's classroom training is conducted at the National Advocacy Center (NAC), a premier federal training facility in Columbia, South Carolina. The NAC features an integrated instructional and residential facility. In FY 2015, 25,989 individuals participated in training hosted by OLE.

Challenges

Budget uncertainty continues to be a challenge. Operating under continuing resolutions for prolonged periods imposes additional challenges in executing our annual budget in a compressed timeframe.

To ensure financial solvency due to sustained unfunded cost-of-living adjustments, as well as certain fixed cost increases such as rental payments and benefits, the United States Attorneys are forced to make across-the-board percentage cuts to districts' non-personnel budget allocations.

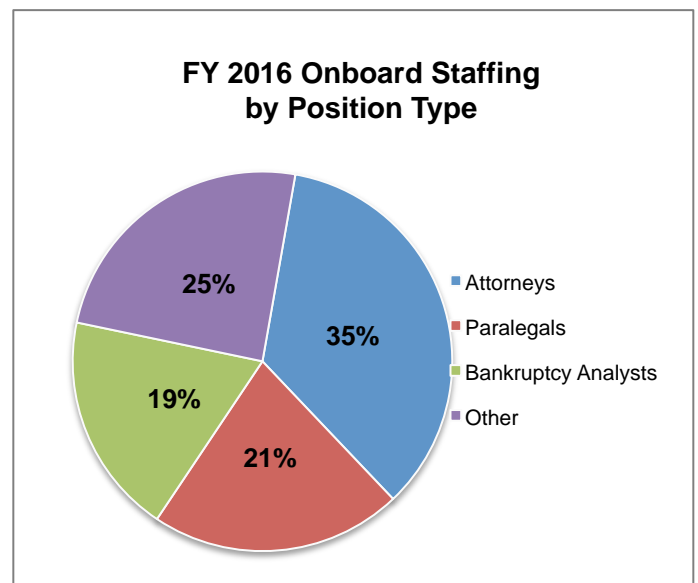
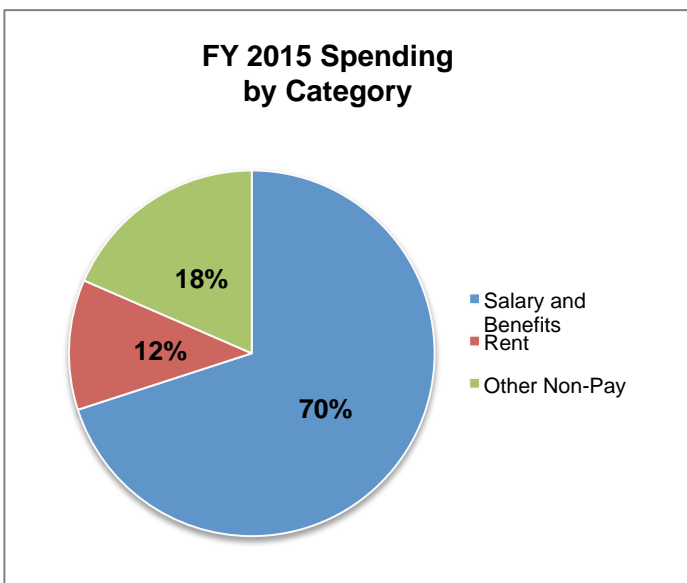
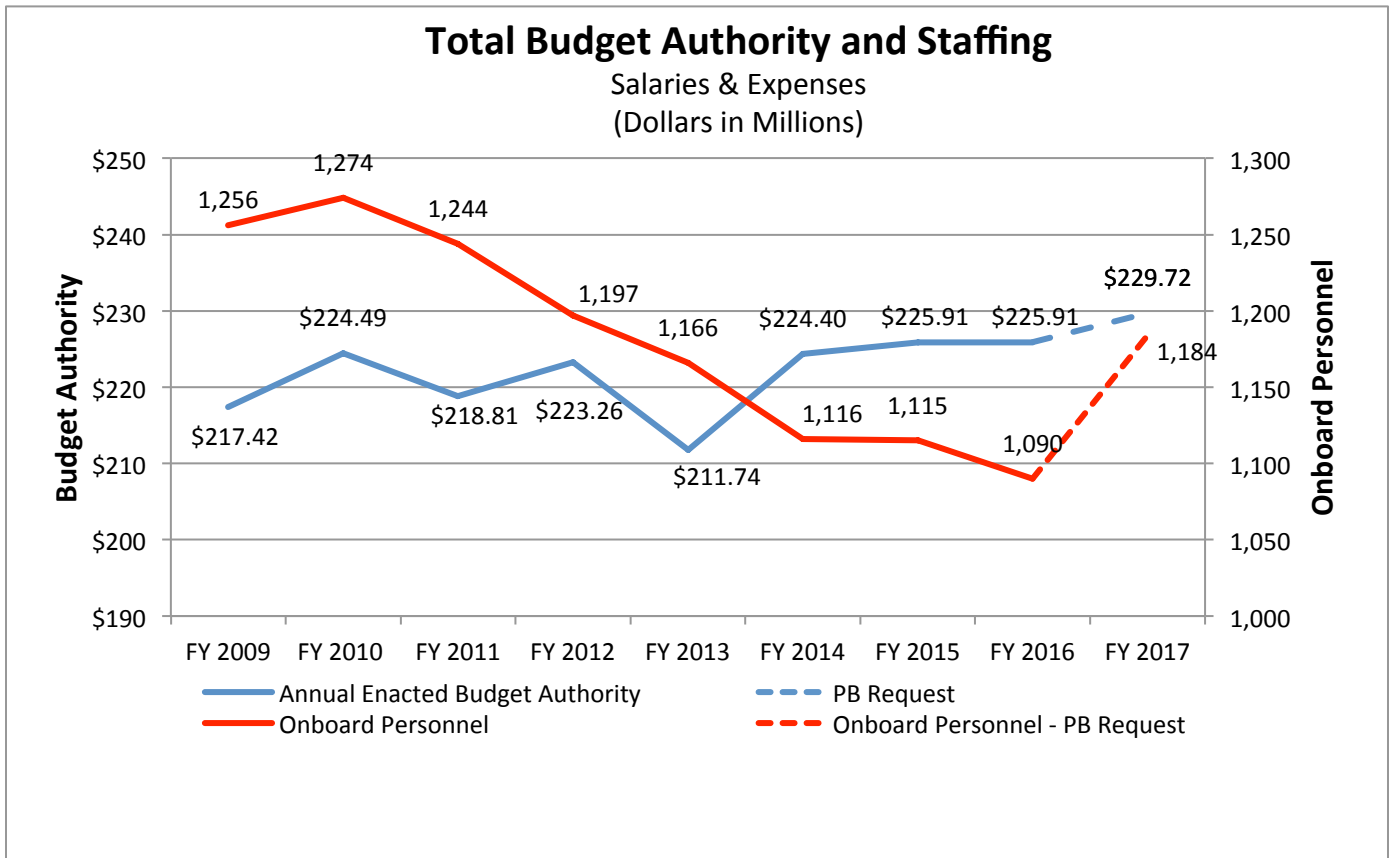
U.S. ATTORNEYS' OFFICES



Produced by
United States Department of Justice
Executive Office for United States Attorneys
Facilities and Administrative Support Services Unit
July 2016

United States Trustees Program (USTP)

USTP promotes the integrity of the bankruptcy system.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Atty	Amount	Pos.	Atty	Amount	Pos.	Atty	Amount
Economic Fraud *	69	N/A	\$10.5	69	N/A	\$10.5	69	N/A	\$10.5
Cyber Crime	39	N/A	\$2.0	39	N/A	\$2.3	39	N/A	\$2.3

* Funding does not include civil enforcement actions that address abusive bankruptcy conduct or other violations of bankruptcy law.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Number of 707 (b) inquiries per successful outcome	7.0	5.2
Number of successful actions related to consumer protection	2,400	2,545
Number of successful discharge complaints	600	395
Potential additional returns to creditors through civil enforcement and related efforts	\$950 M	\$1,168 M

Budget and Financial Management Facts and Challenges

Fast Facts

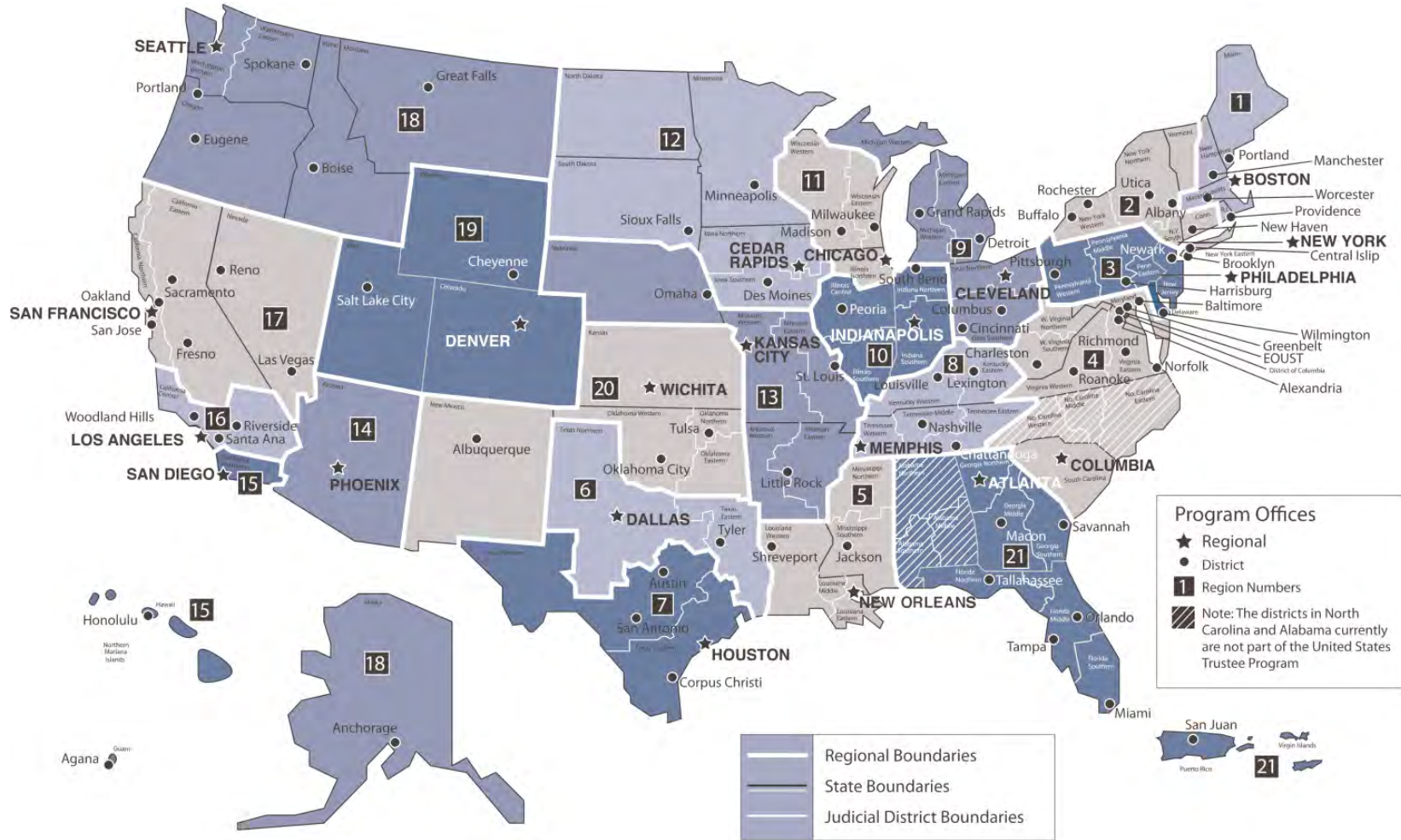
The USTP is funded solely through appropriations made by Congress. Amounts appropriated are offset by fees paid by bankruptcy debtors that are deposited into the United States Trustee System Fund (the "Fund"). The President's budget request for fiscal year 2017 contains a proposal to increase revenues collected into the Fund.

The President's budget request for the Program for fiscal year 2017 totals \$229.7 million, which includes a \$2.2 million enhancement to provide additional security at sites where Section 341 meetings that are required in every bankruptcy case are held. USTP currently maintains more than 400 sites. Section 341 meetings potentially can be quite combustible because tensions between debtors and creditors, ex-spouses, and others sometimes run high.

Challenges

Over the last ten years the Program has successfully taken on substantial new duties under the Bankruptcy Abuse Prevention and Consumer Protection Act (BACA), greatly expanded its national consumer protection initiatives, and undertaken more complex litigation. Despite a significant workload expansion, funding has not kept up with inflationary increases, resulting in a loss of buying power of over \$35 million.

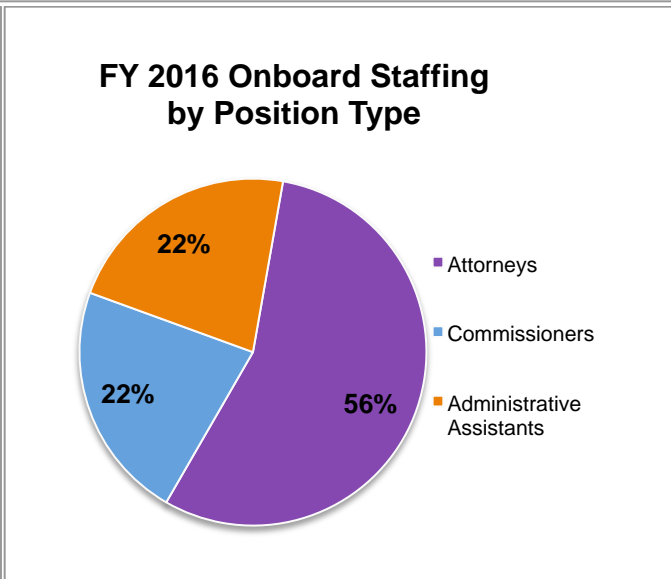
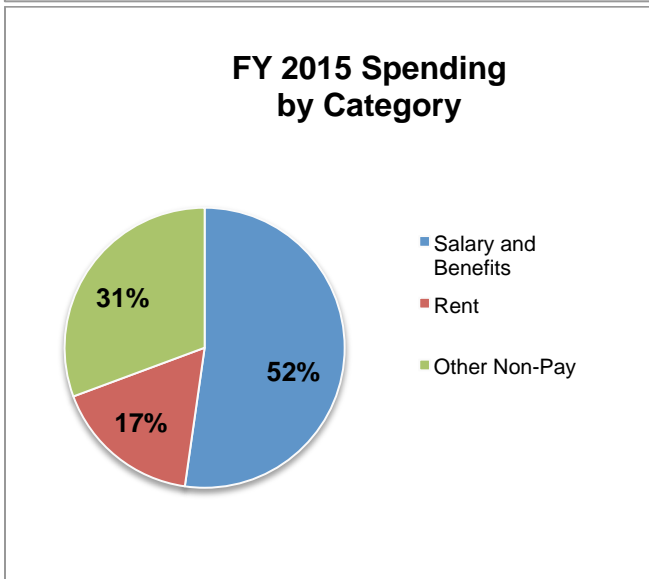
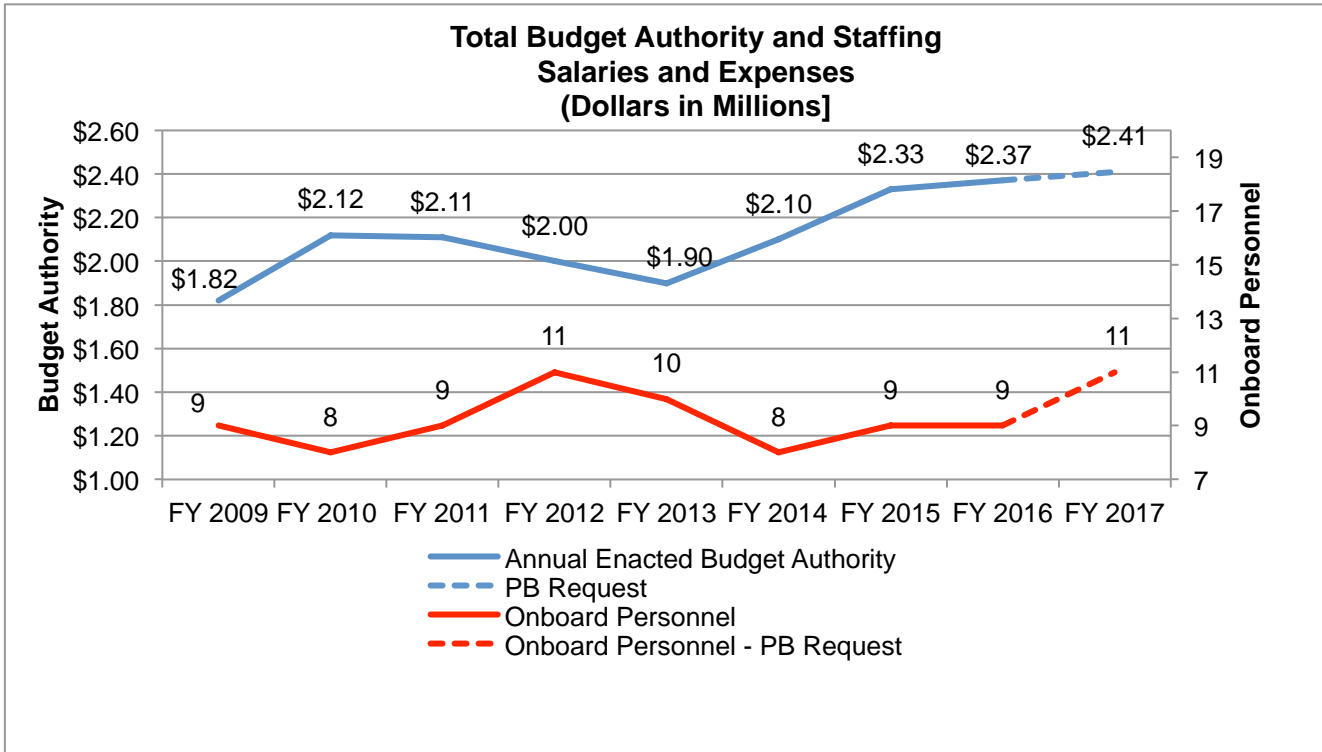
The USTP has struggled to sustain an expanded workload and maintain quality performance within its current budget. Since FY 2010, the USTP has sustained a net loss of more than 100 staff or over 10 percent of total staff. If the current appropriations trends continue, the USTP will have to consider additional reductions in enforcement against fraud and abuse, and reduce core activities.



- The U.S. Trustee Program has a headquarters in Washington, D.C. and 92 district field locations in 46 states throughout the country. In addition, the U.S. Trustee Program maintains more than 400 meeting sites where section 341 meetings that are required for every bankruptcy case are held.
- In 2016, the U.S. Trustee Program had approximately 1,100 employees, consisting of attorneys, financial analysts, paralegals and support staff. More than 90 percent of the Program’s employees are located in the district offices.

Foreign Claims Settlement Commission (FCSC)

FCSC adjudicates claims of U.S. nationals against foreign governments.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Adjudication of Claims	11	5	\$2.326	11	5	\$2.374	11	5	\$2.409

**Performance Results by Strategic Goal
included in DOJ Annual Performance Report**

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Cost of the adjudication of claims of U.S. nationals against foreign governments	\$2.326M	\$1.993M

Budget and Financial Management Facts and Challenges

Fast Facts

The Foreign Claims Settlement Commission (FCSC) is a small, independent, quasi-judicial agency organized to distribute to U.S. victims of international terrorism monies paid to the United States by foreign governments.

To date, the Commission has administered and completed 48 international and war-related claims programs involving claims against 19 countries. Currently, the FCSC is adjudicating the claims of U.S. victims of Iraqi actions during the Saddam Hussein era and continuing its adjudication of claims of U.S. victims of Libyan terrorism.

The Commission consists of a Chairman and two part-time Commissioners, who are appointed by the President and confirmed by the Senate, as well as legal and non-legal secretariat staff. The Chairman and Commissioners are appointed to staggered three-year terms and continue to serve until they are replaced or they resign. The Chairman's position is currently vacant.

Challenges

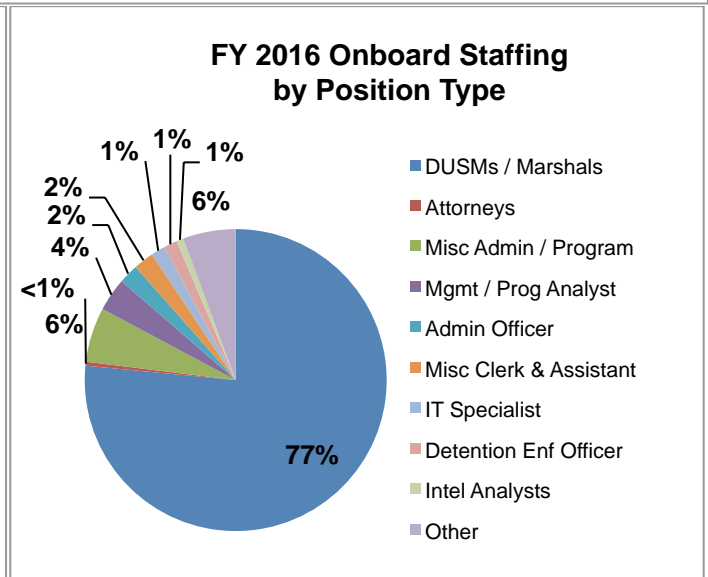
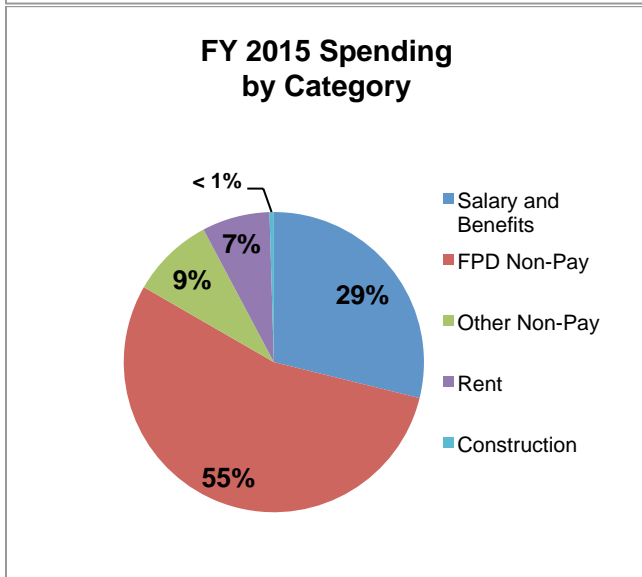
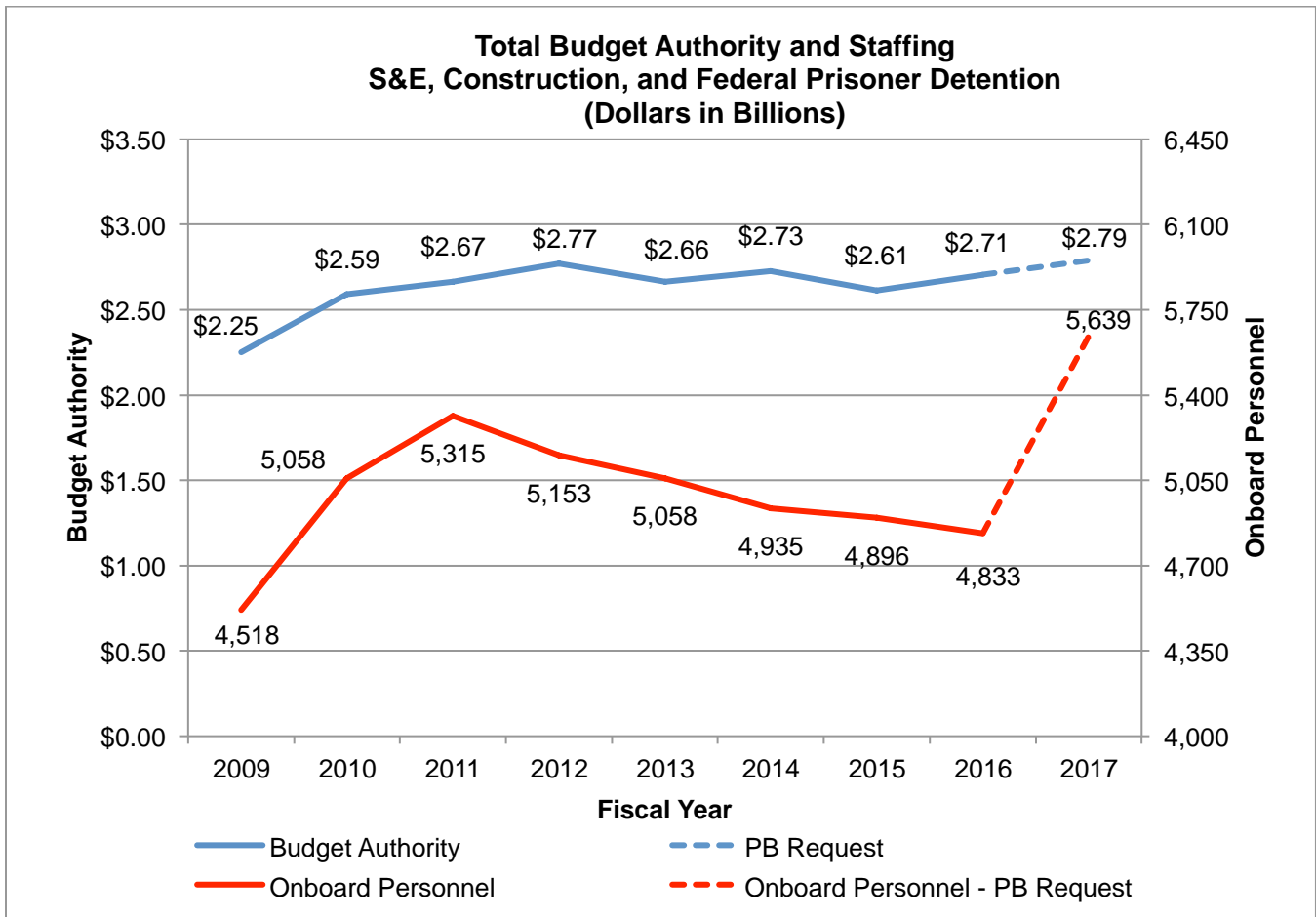
The Commission must be prepared to act based on the ever-changing international and political landscape. The work of the Commission is dictated by current international affairs, and current and future claims programs enacted by Congress or referred to the Commission by the Department of State.

In order to meet its external challenges, the Commission must internally maintain a well-trained staff prepared to assist U.S. nationals with claims against foreign governments, as well as to provide technical assistance to other federal agencies upon request.

The workload of the Commission within particular programs is difficult to predict, as it is based on the number of individuals who file claims and the complexity of the claims that are filed. Accordingly, the Commission must constantly assess its staffing to ensure that appropriate staffing levels are maintained and must be prepared to efficiently hire and train new staff when the need arises.

United States Marshals Service (USMS)

USMS is responsible for prisoner transport, fugitive operations, protection of officers of the court, and for the effective operation of the judiciary.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

S&E Funding by Priority Areas
(Dollars in Millions) *

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	1,235	840	\$270	1,235	840	\$278	1,257	849	\$290
Immigration	1,332	1,032	\$217	1,332	1,032	\$220	1,332	1,032	\$223
Violent Crime	1,448	1,339	\$168	1,448	1,339	\$173	1,508	1,393	\$196
Southwest Border Enforcement	973	783	\$154	973	783	\$155	973	783	\$158
National Security	391	367	\$110	391	367	\$120	391	367	\$121

* Resources may overlap across multiple priority areas. The values displayed above are not meant to be additive.

FPD Funding by Priority Areas
(Dollars in Millions) *

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	-	-	\$498	-	-	\$510	-	-	\$505
Immigration	-	-	\$409	-	-	\$388	-	-	\$406
Southwest Border Enforcement	-	-	\$617	-	-	\$627	-	-	\$656

* Resources may overlap across multiple priority areas. The values displayed above are not meant to be additive. The funding reflected is the cost of house detainees by offense types (i.e. drugs, immigration, SWB) calculated using the average daily population (ADP) by each offense type multiplied by the national average per diem rate (housing cost per day) and the number of days in the year. No positions are associated with these funds.

**Performance Results by Strategic Goal
Included in DOJ Annual Performance Report**

Performance Measure	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Assaults against protected court members	0	0
Percent of USMS federal fugitives apprehended or cleared	58%	63%
Number of USMS federal fugitives apprehended or cleared	30,018	31,202

Budget and Financial Management Facts and Challenges

Fast Facts – FY 2015

Fugitive Operations

Total fugitives apprehended by USMS	99,756	
• Sex offenders apprehended / Gang members apprehended	11,705	5,802
Extraditions, deportations and expulsions	796	

Judicial Security

Judges eligible for protection / court locations protected	2,273	440
Federal prosecutors, public defenders, and court employees protected	~ 26,000	

Prisoner Operations and Transportation

Prisoners received by USMS / Average daily detention population	194,792	51,862
Total prisoner movements	261,526	
Average daily cost (rate paid) per prisoner	\$85.95	

Witness Security

Gov't witnesses and cooperating defendants protected since 1971	~ 8,600	
Family members of government witnesses protected since 1971	~ 9,900	

Challenges

Equipment and Construction: USMS prioritizes its mission-critical equipment, including body armor, vehicles, radios, surveillance equipment, and IT hardware for cybersecurity. USMS executes high priority projects needed to repair and modernize aging facilities, reduce project backlogs, and maintain safety and security for judicial officials, court participants, the public, USMS personnel, and prisoners.

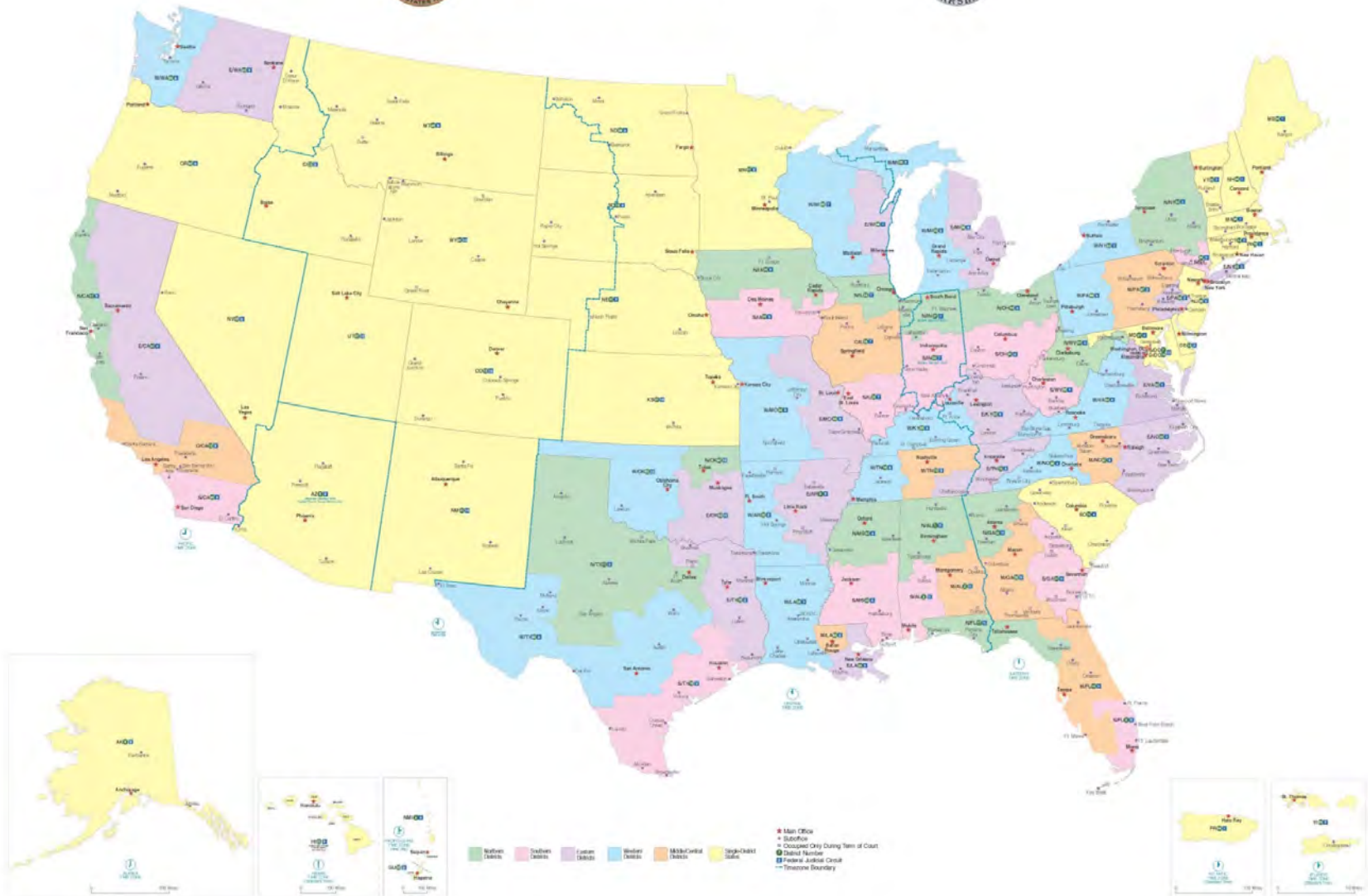
Staffing: The USMS relies on contract services to fill some workforce gaps due to delays in Office of Personnel Management security clearance processing and is considering whether the positions should be federal or contract on a permanent basis.

Information Systems: The USMS is implementing a new case management system (“Capture”) that will support investigations, prisoner management, and security management to enhance organizational decision making, intelligence gathering, and program reporting. The legacy Justice Detainee Information System remains in service and USMS will maintain funding for both systems until Capture is fully operational.

Federal Prisoner Detention (FPD): The USMS must accept all detainees remanded to the custody of the Attorney General, and has limited ability to control fluctuations in the detention population that result from changes in law enforcement and prosecutorial priorities. FPD may experience funding shortfalls during the fiscal year and USMS and the Department must vigilantly manage its resources to ensure the account does not become deficient.



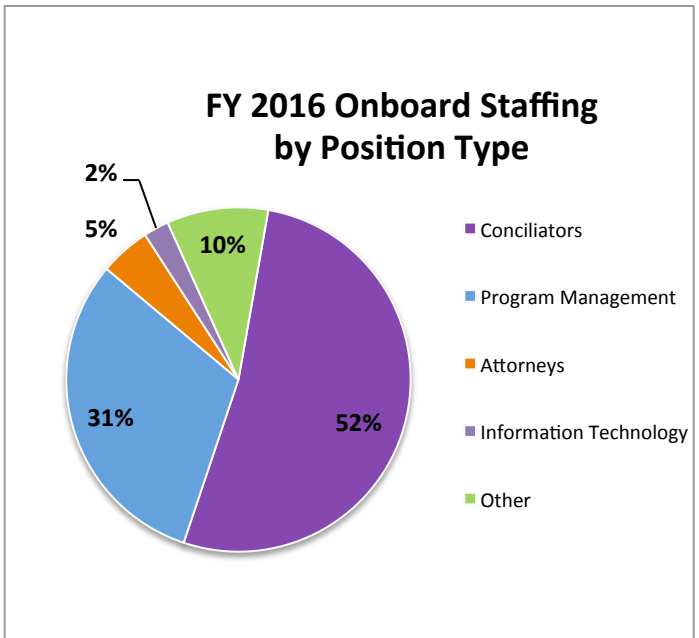
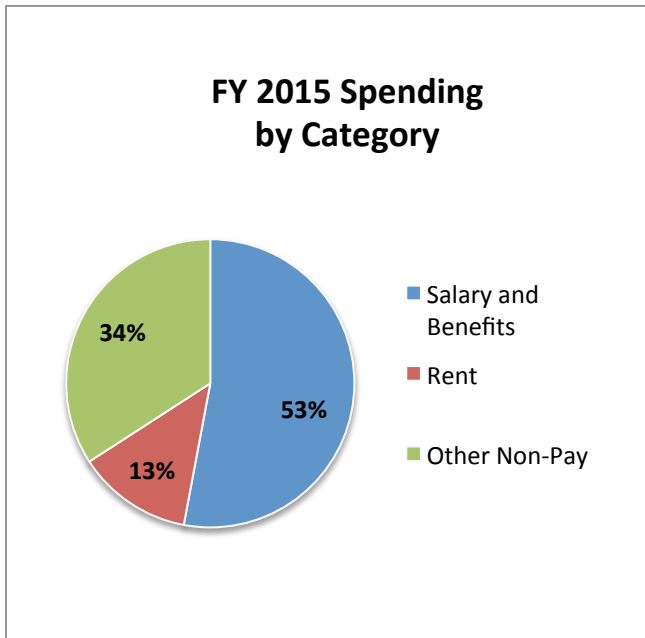
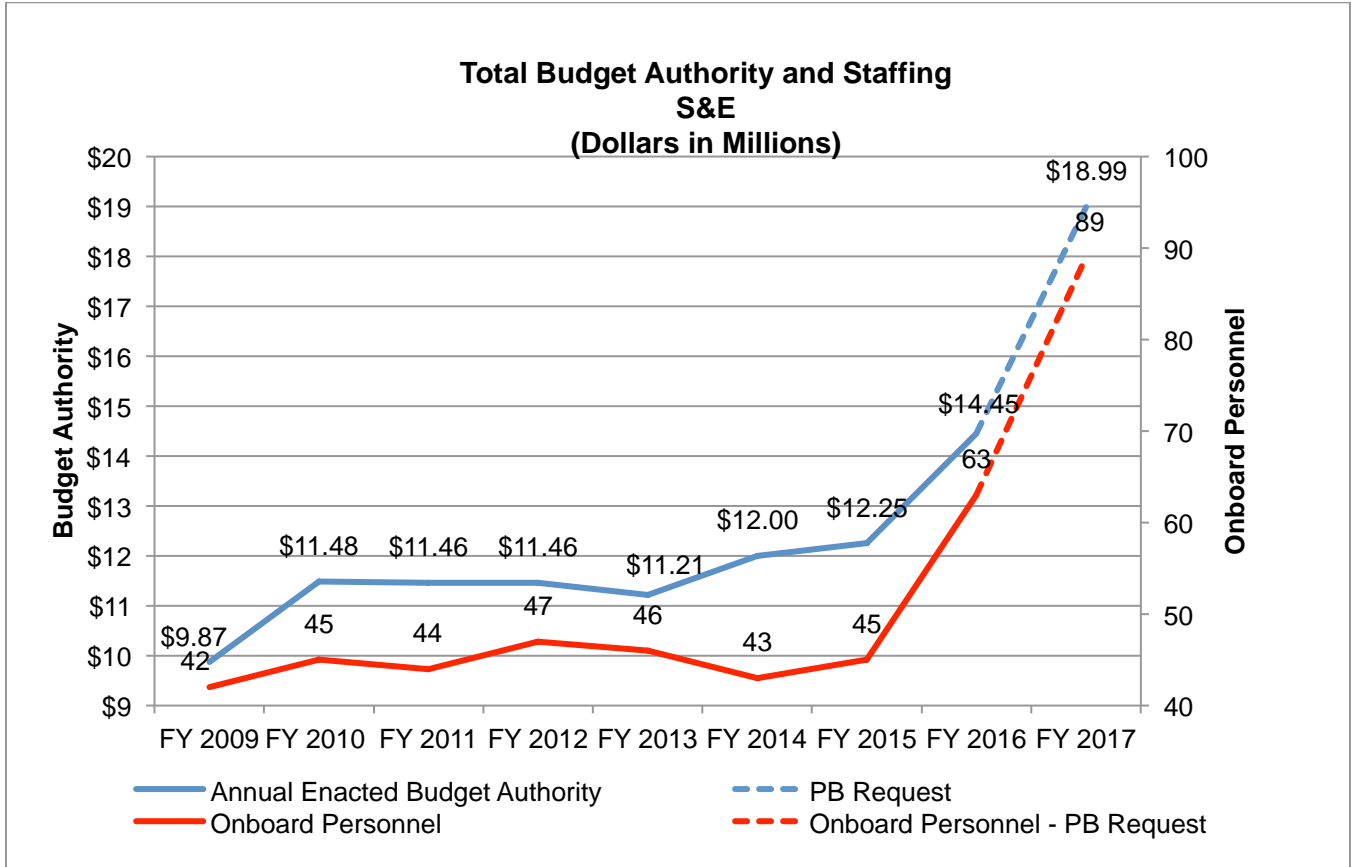
U.S. Marshals Service Districts



- USMS has 5,527 domestic positions and 17 international positions in 3 foreign countries as of September 2016.
- USMS operates 94 district offices nationwide. USMS does not own its buildings, but leases space in 400+ locations.

Community Relations Service (CRS)

CRS is the Department's peacemaker, dedicated to assisting state and local units of government, organizations, and community groups to address conflicts and tensions arising from differences of race, color and national origin.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Civil Rights	69	2	\$12.4	74	2	\$14.7	89	2	\$19.0

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Services Accepted Ratio	35%	37%
Response Ratio	99%	97%
Customer Satisfaction	80%	92%

Budget and Financial Management Facts and Challenges

Fast Facts

- CRS serves as the Department’s “peacemaker” for community conflicts and tensions arising from actual or perceived discriminatory practices based on race, color, or national origin. CRS also helps communities prevent and respond to violent hate crimes committed on the basis of race, color, national origin, gender, gender identity, religion, sexual orientation, or disability. The Community Relations Service classifies the assistance it provides communities into four unique services: Mediation, Facilitated Dialogues, Training and Consultation.
- CRS staff carry no guns or badges and have no prosecutorial or investigative authority. Nevertheless, CRS staff represent the Department of Justice in one of its most important missions – providing assistance and support to state and local authorities in their efforts to prevent violence and resolve destructive conflicts.

Challenges

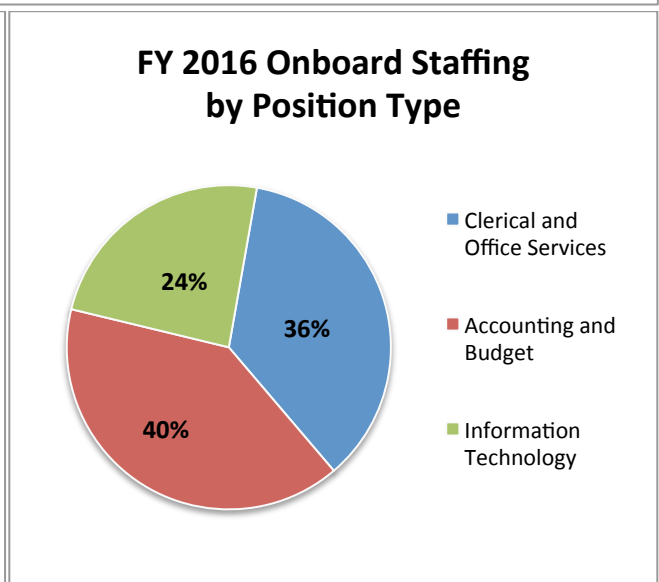
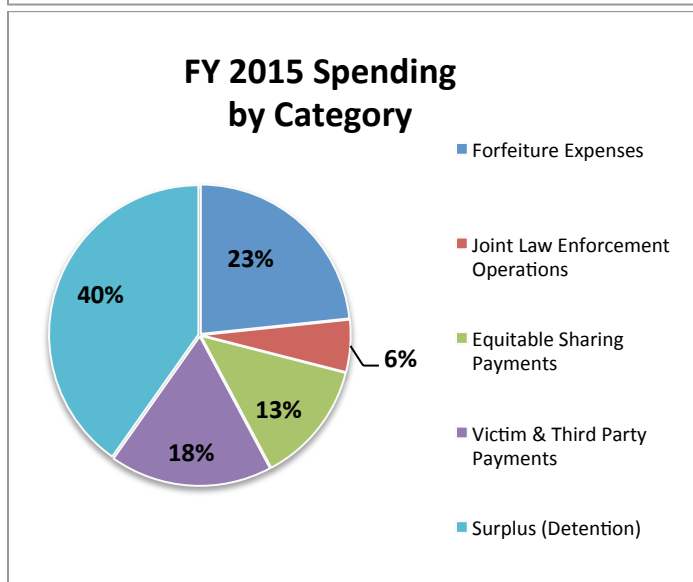
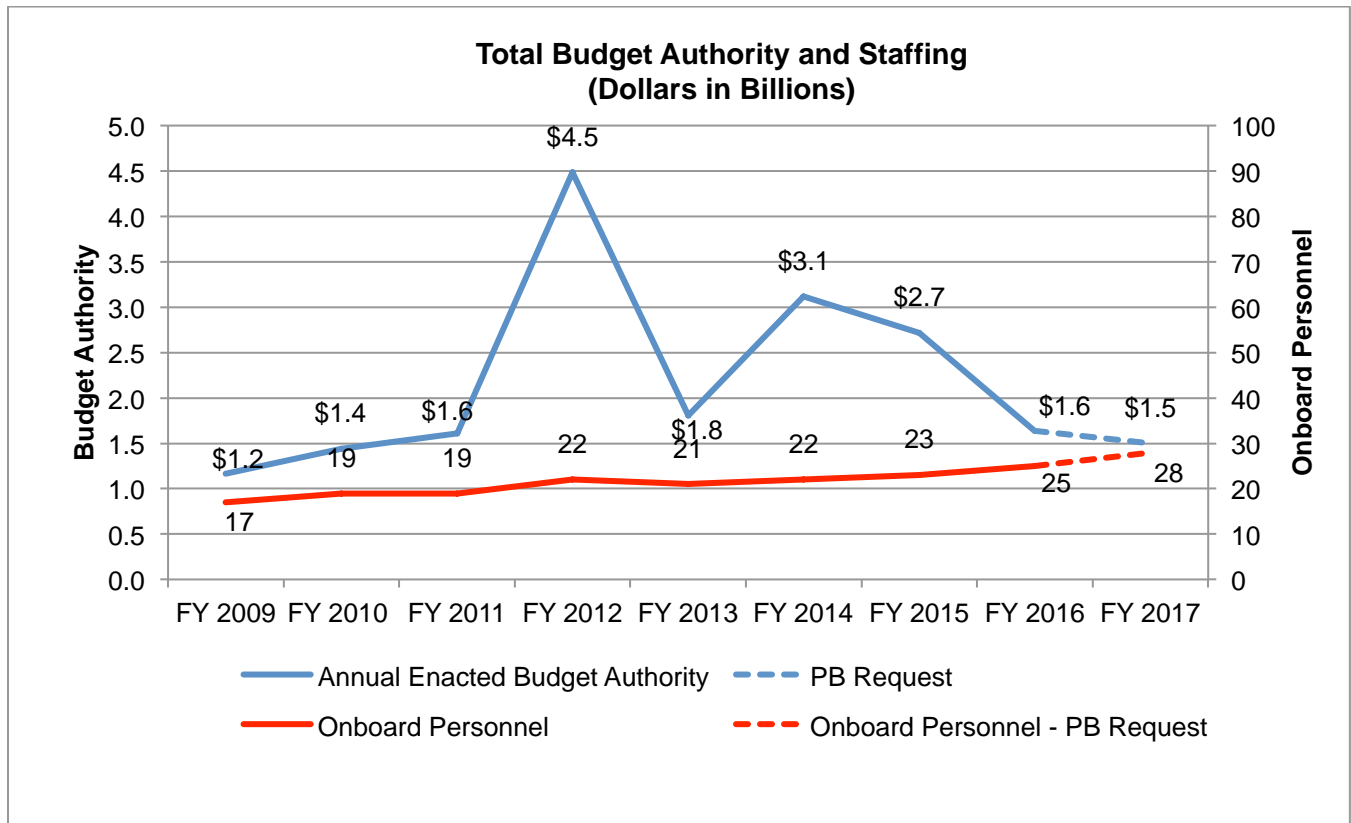
- CRS is a small agency and, as such, addressing the range of conflicts that develop throughout the country related to its jurisdictional mandates can be challenging. It is not uncommon to have the majority of the non-headquarters staff actively deployed to support communities at any given time. This dynamic can make it challenging to respond to all the potential cases that CRS could possibly take on, and to develop and train staff on new and developing issues and approaches to leading communities through resolution processes related to specific and persistent types of conflicts (e.g., Police-Minority Community Conflicts, etc.).



- CRS has 10 regional offices and 4 field offices in the following locations: Boston; New York; Philadelphia; Chicago (field office in Detroit); Kansas City, MO; Denver; Los Angeles (field office in San Francisco); Dallas (field office in Houston); Atlanta (field office in Miami); and Seattle.

Asset Forfeiture Program (AFP)

AFP enforces federal laws using asset forfeiture to dismantle criminal enterprises and deprive wrongdoers of proceeds from criminal activity.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Forfeiture-Related Expenses	0	0	\$639	0	0	\$659	0	0	(b) (5)
Equitable Sharing Payments	0	0	\$362	0	0	\$336	0	0	(b) (5)
Victim & Third Party Payments	0	0	\$481	0	0	\$237	0	0	(b) (5)
Joint Law Enforcement Operations	0	0	\$154	0	0	\$150	0	0	(b) (5)
Surplus Obligations	0	0	\$1,100	0	0	\$61	0	0	(b) (5)

*The Asset Forfeiture Program provides funding to other DOJ components to supplement forfeiture-related procedures and operations. No positions are associated with these funds.

Performance Results
included in the FY 2017 President's Budget

Performance Measure Name	FY15 Target	FY15 Actual
Percent of time CATS is accessible in support of forfeiture agency operations.	99.8%	99.6%
Percent of time Business Objects is accessible in support of forfeiture agency operations.	99.8%	99.5%
Percent of time SharePoint Services are accessible in support of forfeiture agency operations.	99.8%	99.6%
Achieve effective funds control as corroborated by an unmodified opinion on the AFF financial statements.	100%	100%

Budget and Financial Management Facts and Challenges

Fast Facts

- **Mission:** To support the use of asset forfeiture consistently and strategically to disrupt and dismantle criminal enterprises, deprive wrongdoers of the profits and instrumentalities of criminal activity, deter crime, and restore property to victims of crime while protecting individual rights.
- **Title III Wiretaps** – AFP funds approximately 70% of DEA's judicial wiretap requirements, which help DEA agents to collect evidence of criminal activity.

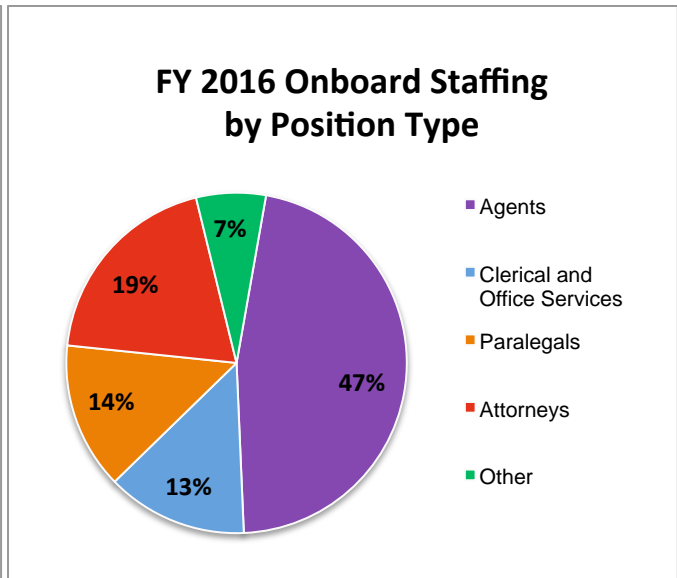
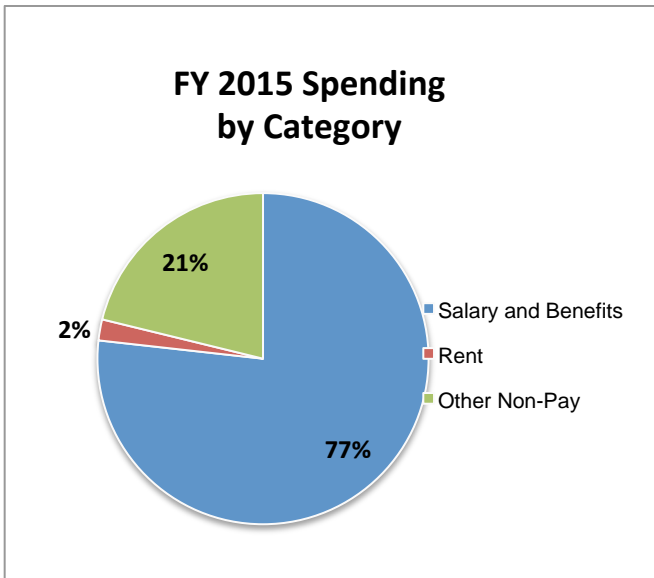
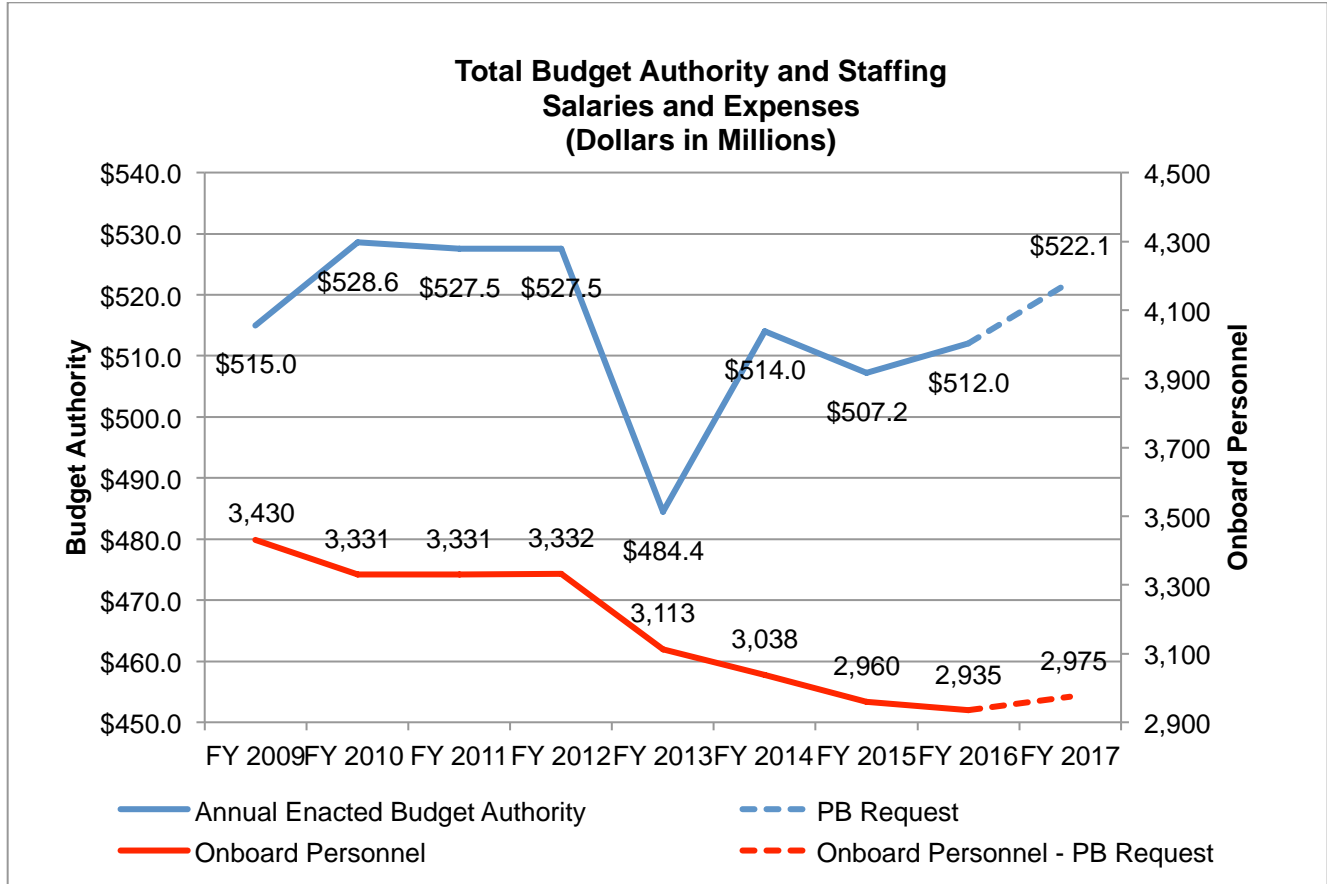
- **Joint Law Enforcement Operations** - Overtime and other expenses, such as vehicles and equipment, for State and Local officers participating on Department task forces are paid from the fund.
- **Madoff Forfeiture:** AFP ensured the recovery of more than \$4 billion which will be returned to victims of the Madoff Ponzi scheme.
- **U.S. Marshals Service Asset Forfeiture Division:** USMS manages seized and forfeited assets and distributes equitable sharing payments to State and Local law enforcement.

Challenges

- **Civil Asset Forfeiture:** As part of an ongoing review of AFP during FY 2015-FY 2016, the Program has issued new policies on adoptive seizures of State and Local assets, the use of forfeiture in structuring cases, and minimum asset values for seizures, which has resulted in reduced seizures.
- **Asset Tracking:** The AFP faces some challenges in its financial, asset tracking, and property data and continues to examine potential improvements.
- **Rescissions** – Because the AFP is funded by forfeited assets, it is a frequent target for rescissions of unobligated balances. In FY 2016 the Congress enacted a significantly larger rescission than the fund could initially afford, requiring the temporary suspension of the Equitable Sharing Program.

Interagency Crime and Drug Enforcement (ICDE)

The Organized Crime Drug Enforcement Task Force, or OCDETF, is the centerpiece of the Department’s drug strategy to reduce the availability of drugs and dismantle major drug trafficking organizations, money laundering organizations and related criminal enterprises.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	3,051	2,022	\$507	2,935	1,939	\$512	2,975	1,966	\$522
Transnational Crime	3,051	2,022	\$507	2,935	1,939	\$512	2,975	1,966	\$522
Violent Crime	1,063	774	\$186	1,000	729	\$187	1,000	729	\$188
Southwest Border Enforcement	918	303	\$135	918	303	\$135	941	318	\$138
Gangs	325	236	\$57	305	223	\$57	305	223	\$57
Intelligence and Information Sharing	167	43	\$36	160	43	\$37	160	44	\$37

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY 2015 Target	FY 2015 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Consolidated Priority Organization Target (CPOT)-linked drug trafficking organizations -dismantled -disrupted	89 180	110 216
Number of OCDETF Defendants -Indicted -Convicted	9,600 9,000	10,072 7,958
Percent of OCDETF investigations with indictments resulting in financial convictions	25%	29%
Number and percent of convicted defendants linked to CPOT	450/5%	372/5%

Budget and Financial Management Facts and Challenges

Fast Facts

Interagency Crime and Drug Enforcement (ICDE): The ICDE appropriation funds the Organized Crime Drug Enforcement Task Force (OCDETF) Program within the Department of Justice. This program provides reimbursable funding to participating agencies engaged in disrupting and dismantling the highest priority drug trafficking and organized crime organizations threatening the United States' national security. The following Department components participate in the OCDETF Program:

- Drug Enforcement Administration
- Federal Bureau of Investigation
- United States Marshals Service
- Bureau of Alcohol, Tobacco, Firearms and Explosives
- United States Attorneys
- Criminal Division

OCDETF Successes: In FY 2015, OCDETF led over 160 cases, resulting in 2,000 total convictions, and with respect to Consolidated Priority Organization Targets (CPOTs), OCDETF achieved 216 disruptions and 110 dismantlements.

Challenges

External Agency Participation: The OCDETF Program leverages its partners' expertise to attack multi-dimensional transnational criminal organizations, some of which exists outside of the Department of Justice. OCDETF's authority to provide funding to external agencies is not clear, which presents some difficulty in gaining participation from agencies outside of DOJ.

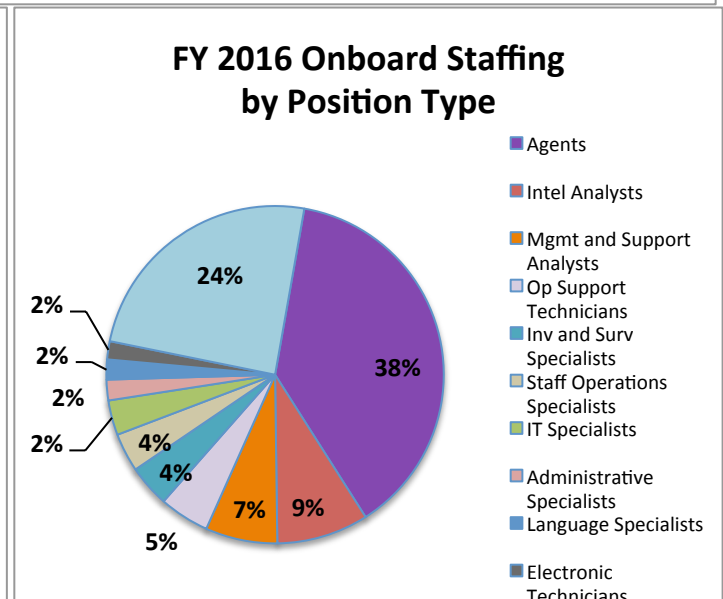
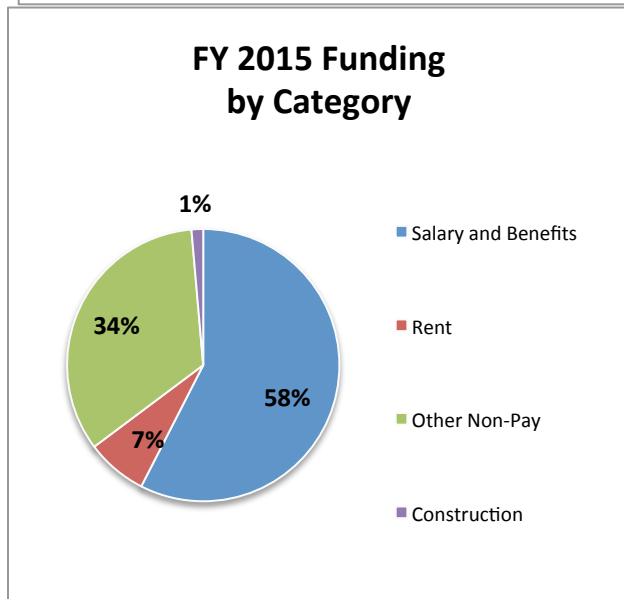
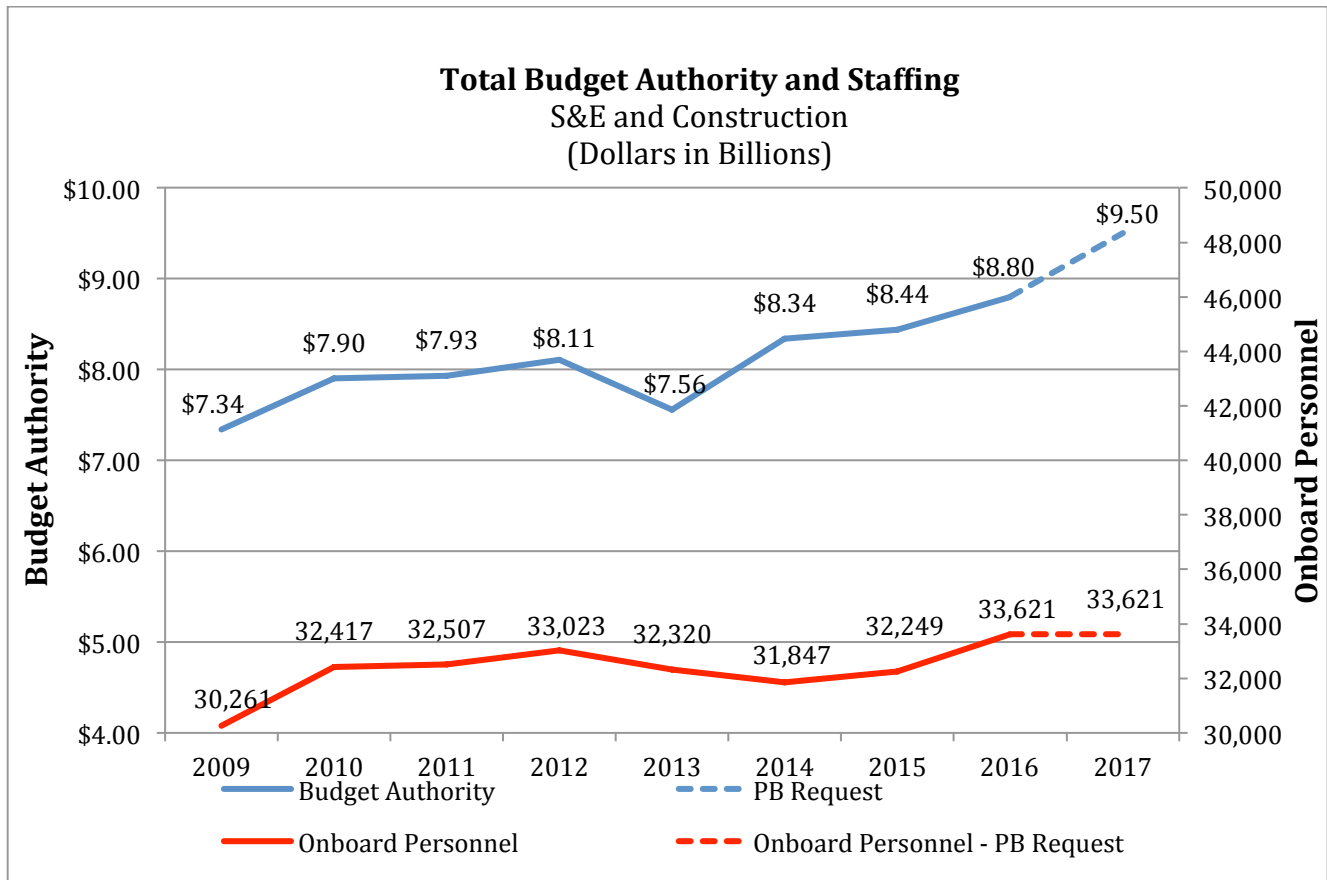
Budget Uncertainty: Operating under continuing resolutions for prolonged periods imposes additional challenges in executing OCDETF's annual budget in a compressed timeframe. This challenge required OCDETF to reposition its investigative activities.

ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCES REGIONAL MAP



Federal Bureau of Investigation (FBI)

The FBI is an intelligence-driven and threat-focused national security organization with both intelligence and law enforcement responsibilities.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Am't	Pos.	Agts	Am't	Pos.	Agts	Am't
National Security	12,964	4,837	\$3,121	13,008	4,840	\$3,251	12,683	4,770	\$3,538
Counterterrorism	5,051	2,888	\$868	5,037	2,894	\$945	4,968	2,847	\$966
Intel and Info Sharing	4,017	157	\$820	3,978	152	\$870	3,869	149	\$860
Cyber Crime	2,180	1,118	\$506	2,346	1,193	\$614	2,341	1,189	\$721
Violent Crime	3,080	1,881	\$517	3,451	1,926	\$567	3,406	1,889	\$566
Economic Fraud	2,344	1,390	\$372	2,896	1,342	\$445	3873	1,325	\$456
Gangs	1,503	908	\$253	1,689	819	\$265	1,667	802	\$265

*Resources may overlap with others. The values above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 1: Prevent Terrorism and Promote the Nation's Security Consistent with the Rule of Law</i>		
Number of terrorism disruptions	125	440
Percentage of counterespionage actions and disruptions against national counterintelligence priorities that result from FBI outreach	10%	14%
Number of computer intrusion program disruptions and dismantlements	500	479
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Number of gangs/criminal enterprise dismantlements (non-CPOT)	150	153
Consolidated Priority Organization Target-linked drug trafficking organizations	40	136
-dismantled	20	34
-disrupted		
Number of criminal enterprises engaging in white-collar crimes dismantled	368	416

Budget and Financial Management Facts and Challenges

Fast Facts

Budget Growth: Since 9/11, the FBI has shifted almost 2,000 agents from criminal investigations to national security matters. In addition, the FBI's budget doubled over seven years, from \$3.3 billion in FY 2001 to \$6.7 billion in FY 2008. Today, the FBI's budget is \$8.8 billion and is strategically aligned to face acute and persistent terrorist and criminal threats.

FBI Task Forces: The FBI currently leads 580 task forces consisting of federal, state, and local personnel. These task forces focus on 14 national security and criminal areas, including the Joint Terrorism Task Forces, Cyber Crime, Intellectual Property, Gangs, Violent Crime, and Child Exploitation.

Criminal Justice Information Services (CJIS): The CJIS division is the largest division in the FBI and provides several critical services, for which the FBI collects fees from government and private entities. Examples of CJIS services include the Uniform Crime Reporting (UCR) Program, the National Instant Criminal Background Check System (NICS), Fingerprinting and other Biometrics, the National Crime Information Center (NCIC), and Identity Information History Summaries.

Challenges

New Headquarters: The J. Edgar Hoover FBI headquarters houses just over half of the personnel assigned to it; the remaining personnel are dispersed in 13 satellite offices at multiple leased locations throughout the National Capital Region. The plan to consolidate current headquarters operations will improve information sharing and collaboration and eliminate redundancy. From FY 2016 to FY 2017, the FBI could potentially have up to \$2.11 billion available for this project between FBI's and GSA's appropriation.

Intelligence Authorization and the Office of the Director of National Intelligence (ODNI): The appropriations committees enact the FBI's annual budget with the rest of the Department; however, the majority of the FBI's national security programs are also subject to oversight by ODNI and the House and Senate Intelligence Committees. The Intelligence Committees authorize specific resource levels and require regular monitoring and internal funding control to ensure resources are executed consistent with the Intelligence Authorization.

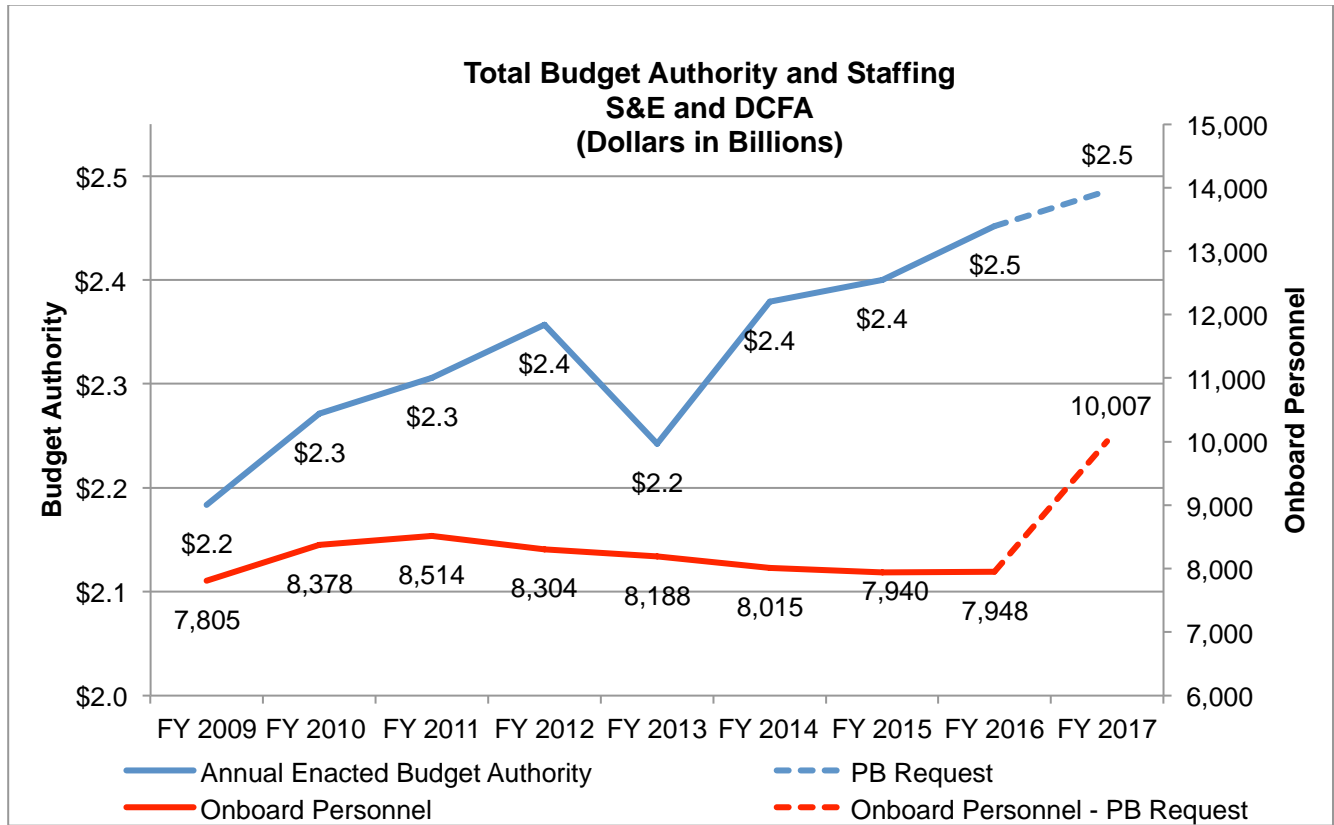
Field Office Personnel



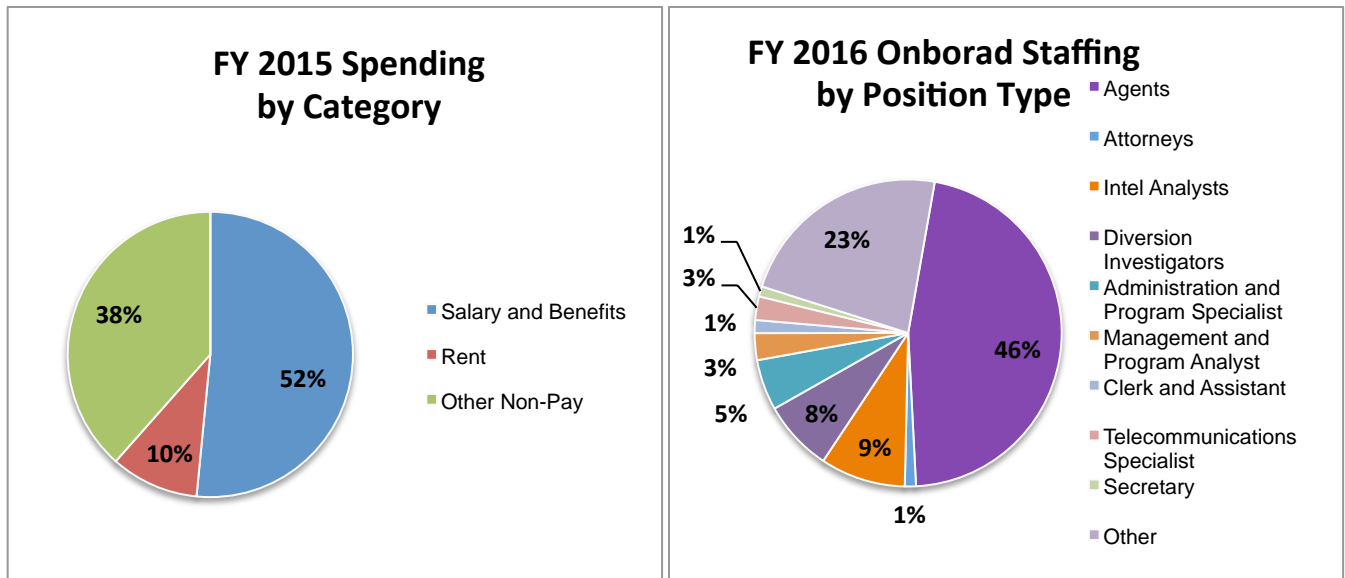
- The FBI operates 56 field offices and 356 resident agencies throughout the country. In addition, the FBI owns 164 buildings and leases 539 buildings.
- Of the 35,158 positions, the FBI has 34,847 domestic positions and 316 international positions in 74 foreign countries as of October 2016. These positions are spread across 64 LEGATs and 26 sub-office LEGAT locations

Drug Enforcement Administration (DEA)

DEA is the lead federal agency in the country's war on drugs.



DCFA personnel totals for FY 2009-FY 2013 reflect FTE burn, FY 2014 and beyond reflect on-board personnel.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	9,724	4,273	\$2,395	9,799	4,324	\$2,426	10,007	4,429	\$2,486
Transnational Crime	8,171	3,949	\$2,029	8,276	4,024	\$2,077	8,329	4,059	\$2,099
International Activities ¹	1,104	659	\$465	1,074	635	\$476	1,074	635	\$468
Southwest Border Enforcement	1,822	1,075	\$372	1,822	1,075	\$377	1,822	1,075	\$382
Intelligence and Information Sharing	1,323	72	\$201	1,323	72	\$204	1,323	72	\$207
National Security	238	109	\$108	119	80	\$101	119	80	\$103
Counterterrorism ¹	268	133	\$110	203	80	\$89	203	80	\$84
Gangs	256	232	\$44	256	232	\$45	256	232	\$45
Violent Crime	256	232	\$44	256	232	\$45	256	232	\$45
Afghanistan ¹	65	52	\$40	13	8	\$16	13	8	\$7

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

¹Resources include reimbursements from the Department of State and the Department of Defense; FY 2017 funding is not yet determined.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Consolidated Priority Organization Target (CPOT)-linked drug trafficking organizations		
-dismantled	130	164
-disrupted	310	190
Priority Target Organizations (PTO) not linked to CPOTs		
-dismantled	630	821
-disrupted	1,390	951
Monetary Value of Currency, Property and Drugs Seized (Drug Trafficker Revenue Denied)	\$2.8 Billion	\$3.5 Billion
Number of State and Local Law Enforcement Officers Trained in Clandestine Laboratory Enforcement	1,200	1,888
Diversion PTOs not linked to CPOTs		
-dismantled	150	248
-disrupted	275	185

Budget and Financial Management Facts and Challenges

Fast Facts

Disruption and Dismantlement: DEA prioritizes its resources to disrupt and dismantle the “most wanted” drug trafficking and money laundering organizations believed to be primarily responsible for the nation’s illicit drug supply. This includes the Consolidated Organizational Priority Targets (CPOs) identified by DOJ, plus other Priority Target Organizations (PTOs) identified by DEA. Between the inception of CPO lists in June 2002 and March 2016, federal law enforcement has dismantled 75 CPO organizations and disrupted the operations of another 50.

Drug Trafficking Successes: Between FY 2005 and March 2016, DEA denied drug trafficking organizations a total of \$35.7 billion in drug trafficking revenue through the seizure of both assets and drugs. In the first six months of FY 2016 alone, DEA successfully denied \$2.6 billion in drug trafficking revenue.

Diversion Control: DEA’s Office of Diversion Control enforces the provisions of the Controlled Substances Act (CSA) and the Chemical Diversion and Trafficking Act by preventing, detecting, and investigating the diversion of controlled pharmaceuticals and listed chemicals from legitimate sources.

Task Forces: In FY 2016, DEA personnel participated in 123 Regional Task Forces, 67 High Intensity Drug Trafficking Area (HIDTA) Task Forces, and 76 Tactical Diversion Squads (TDS).

Tactical Diversion Squads: As of March 2016, there were 76 operational TDS groups throughout the United States, covering 43 states, Puerto Rico and the District of Columbia. These groups incorporate the enforcement, investigative, and regulatory skill sets of DEA Special Agents, Diversion Investigators, other federal law enforcement, and state and local Task Force Officers. In the first six months of FY 2016, TDS Groups seized \$51.3 million in assets.

Challenges

Hiring: DEA’s ability to hire new employees to maintain a constant position level remains challenging due in part to delays in background check and security clearance processing at the Office of Personnel Management. Two years ago, an agent’s background investigation took 67 days on average, whereas today, investigations take an average of 193 days.

Technology Advances: DEA faces numerous challenges related to infrastructure, capabilities, and technology. DEA must keep pace with rapidly changing technology to lawfully collect and retain information stored on individuals’ electronic devices (a challenge known as “Going Dark”). DEA is also seeking to move its communications to the cloud, while providing modern technology for its workforce.

DEA Domestic Offices

U.S. Department of Justice
Drug Enforcement Administration

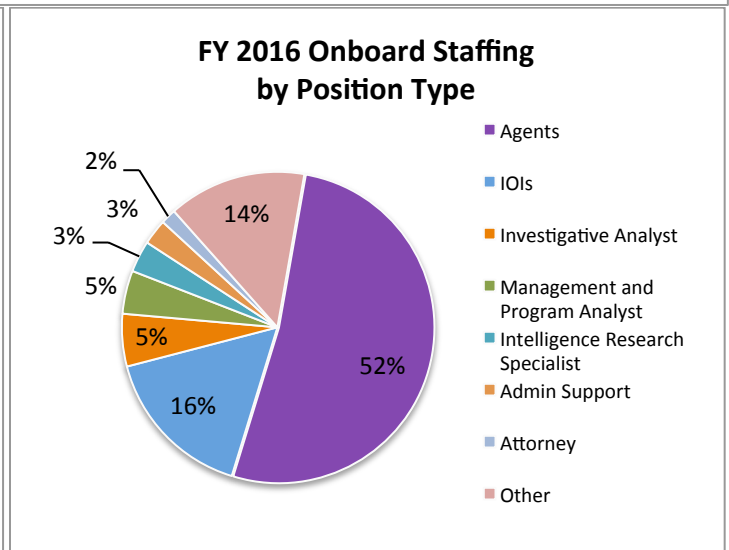
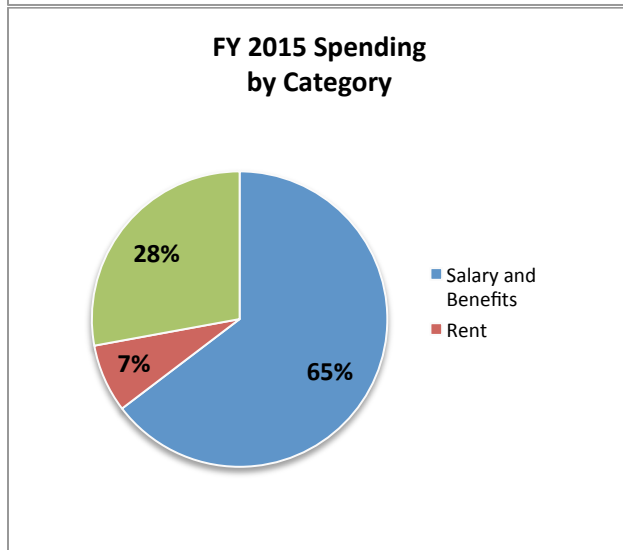
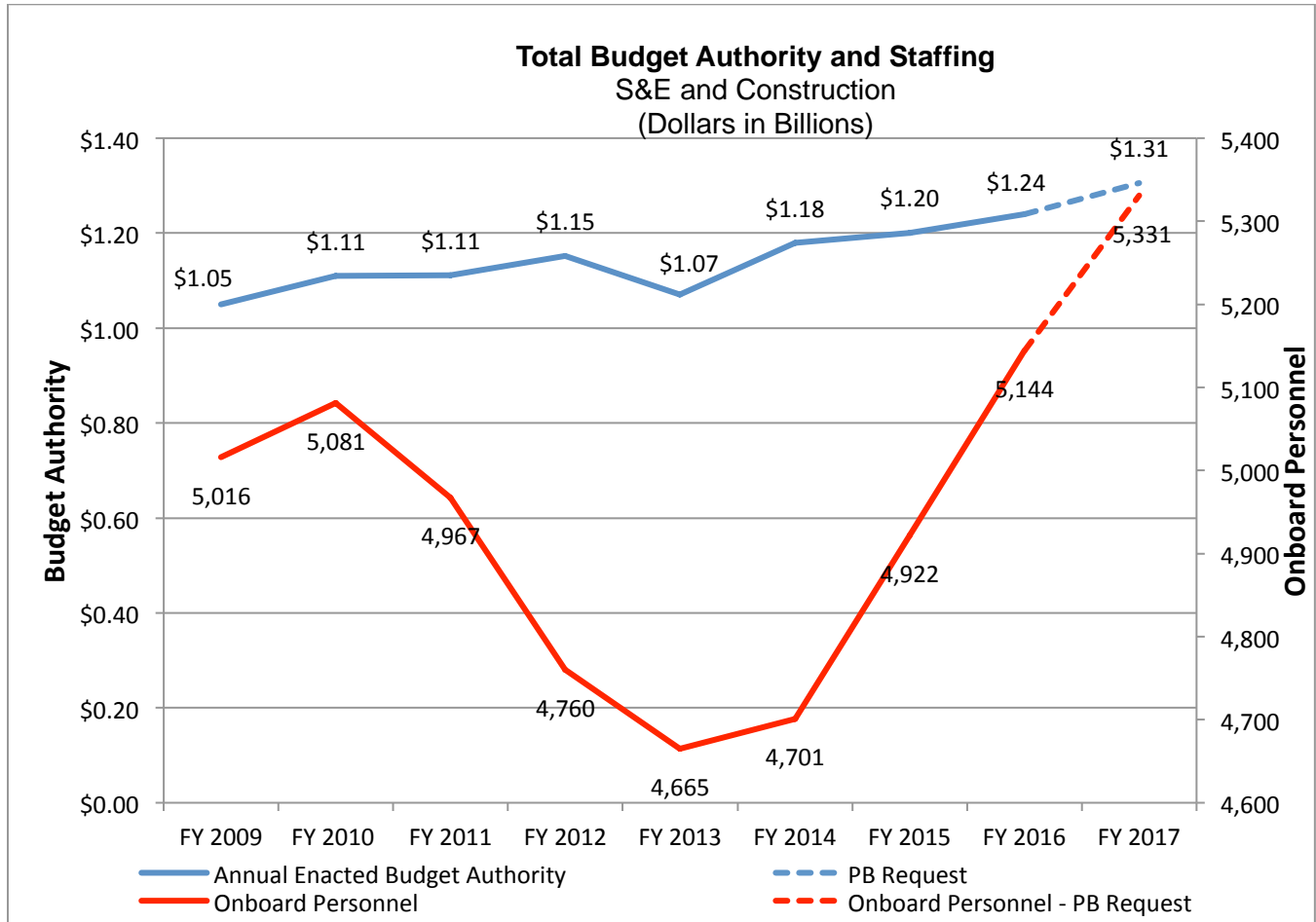


DEA Map 1 9-2014

- In addition to 7,631 domestic positions, DEA has 671 international positions in 68 foreign countries as of September 2016.
- DEA operates 21 Field Offices, 40 District Offices, 116 Resident Offices, and 44 Posts of Duty throughout the country. In addition, DEA owns 3 buildings and has 369 leases in 358 buildings.

Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)

ATF protects our communities from violent criminals, criminal organizations, the illegal use and trafficking of firearms, the illegal use of explosives, acts of arson and bombings, acts of terrorism, and the illegal diversion of alcohol and tobacco products.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY 2015 Enacted			FY 2016 Enacted			FY 2017 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Gun Safety	3,086	1,910	\$798	3,086	1,910	\$828	3,316	1,990	\$885
Violent Crime	2,410	1,791	\$563	2,395	1,788	\$573	2,603	1,868	\$617
National Security	1,632	795	\$384	1,632	795	\$397	1,706	821	\$418
Transnational Crime	832	480	\$169	832	480	\$169	832	480	\$169
Gangs	624	364	\$130	624	364	\$135	666	380	\$144
Southwest Border Enforcement	599	318	\$130	599	318	\$135	599	318	\$136
Intelligence and Information Sharing	250	58	\$51	250	58	\$53	250	58	\$53

*Resources for some areas may overlap with others. The values displayed above are not meant to be additive.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name**	FY15 Target	FY15 Actual
<i>Strategic Goal 1, Objective 1.1: Goal 2, Objective 2.1</i>		
Reduce the risk to public safety caused by illegal firearms trafficking	106	105.2
Reduce the risk to public safety caused by criminal possession and use of firearms	92	102.6
Reduce the risk to public safety caused by criminal organizations and gangs	96	96.2
Reduce the risk to public safety caused by bomb and explosives	86	100.2
Reduce the risk to public safety caused by criminal use of fire	90	103.9
Improve public safety by increasing compliance with Federal laws and regulations by firearms industry members	87	87
Improve public safety by recreating compliance with Federal laws and regulations by explosives industry members	95	104.3

**ATF performance measures noted above are the result of its Performance Index management tool. The Index calculates the performance indicators that ATF routinely tracks into one number to infer the effectiveness of its violent crime-reducing programs and activities.

Budget and Financial Management Facts and Challenges

Fast Facts

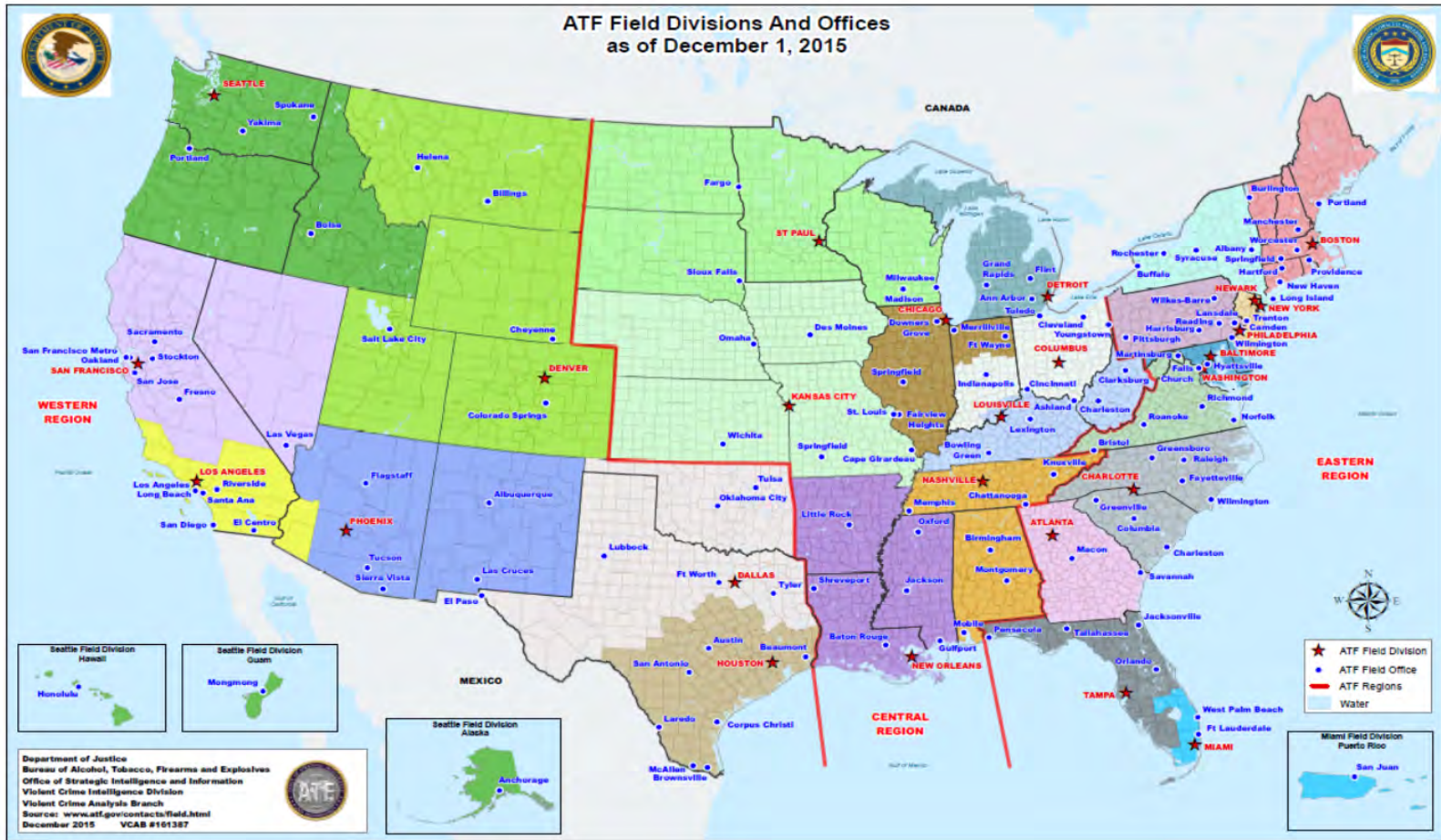
National Tracing Center (NTC): NTC is the only crime gun tracing facility in the United States, and it provides assistance to both domestic and international law enforcement agencies. In FY 2015, ATF processed 373,000 trace requests, compared to 360,000 traces in FY 2014.

National Integrated Ballistic Information Network (NIBIN): NIBIN provides federal, state and local law enforcement, forensic science and attorney agencies with an automated ballistics imaging system to aid investigations. In FY 2016, there were approximately 78,000 hits in the database, compared to approximately 68,000 hits in FY 2015.

Hiring Efforts: Since the end of the Department hiring freeze in FY 2014, ATF has filled 391 positions, and as of the end of FY 2016, ATF is estimated to have only nine unfilled positions.

Challenges

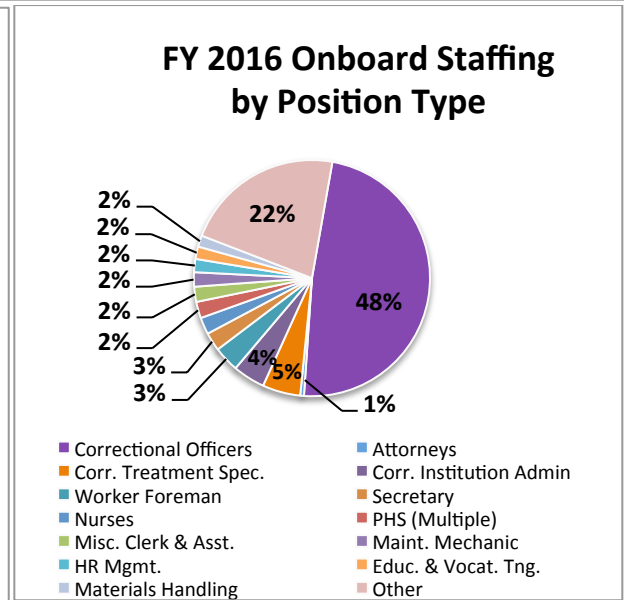
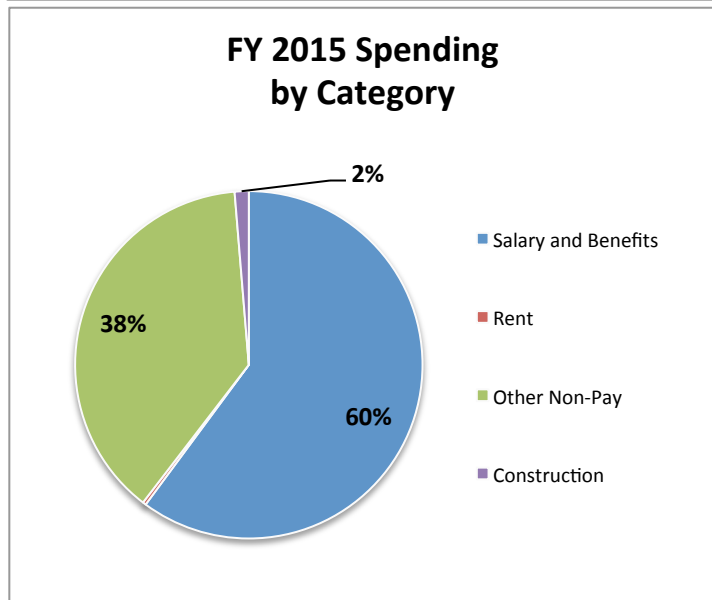
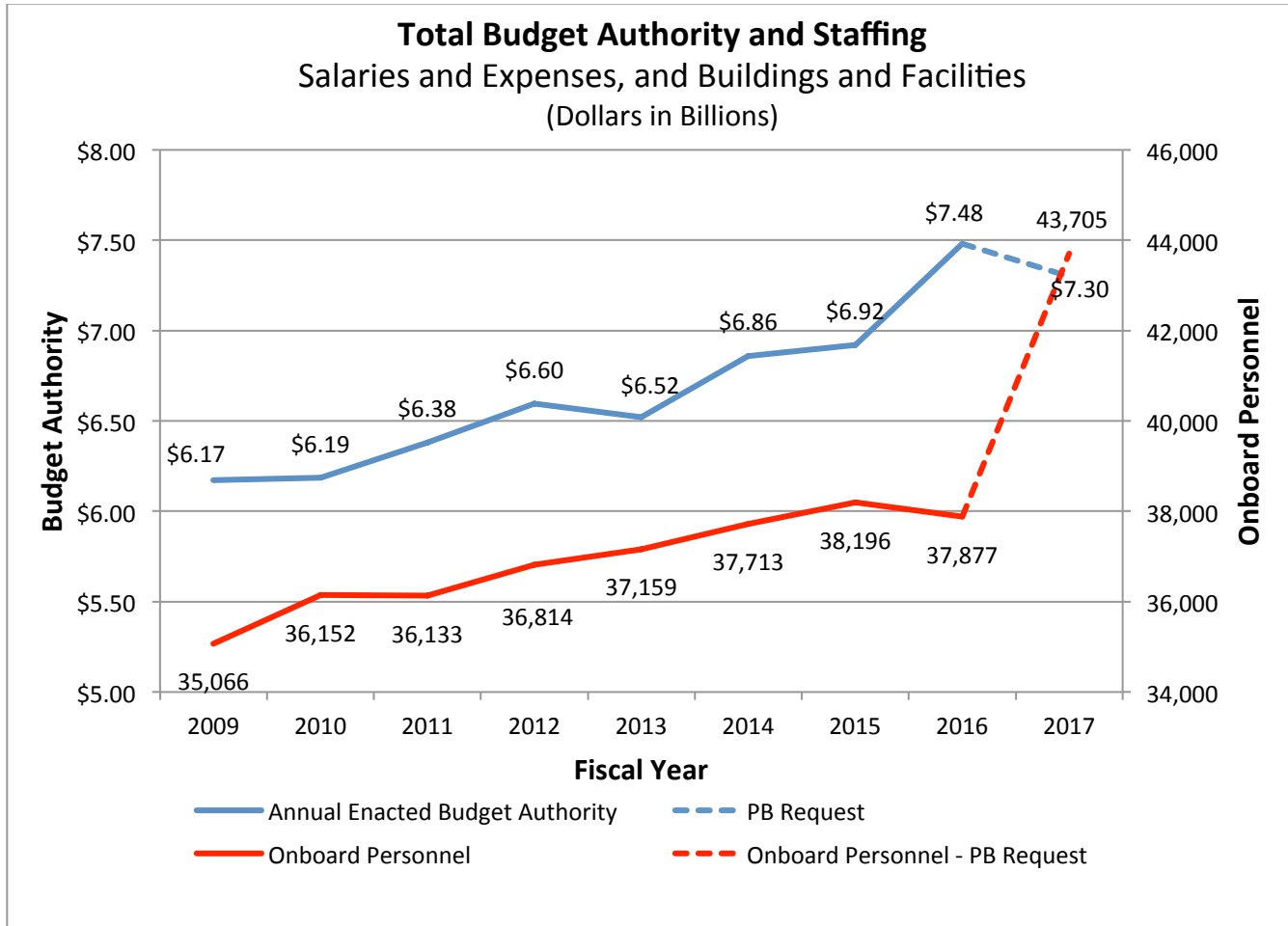
Appropriations Riders: ATF has a number of appropriation riders related to firearms, which affect how ATF can spend its funding. The Department of Justice proposed deletion of two provisos (first and fifth) that were made permanent in the Consolidated and Further Continuing Appropriations Act, 2013.



- In addition to 5,072 domestic positions, ATF has 29 international positions in 8 foreign countries as of September 2015.
- ATF operates 25 field divisions throughout the country. In addition, ATF owns 3 facilities, directly leases one location, and occupies 269 GSA-leased or owned federal building spaces.

Federal Bureau of Prisons (BOP)

BOP is responsible for the administration of the federal prison system.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	21,837	-	\$3,491	21,204	-	\$3,672	20,923	-	\$3,492
Immigration	11,560	-	\$1,777	10,672	-	\$1,333	10,672	-	\$1,373
Prisoner Reentry and Second Chance Act	3,402	-	\$693	3,403	-	\$692	3,739	-	\$863
Southwest Border Enforcement	-	-	\$21	-	-	\$22	-	-	\$22
Counterterrorism	90	-	\$17	90	-	\$17	90	-	\$17

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Percent of system-wide crowding in federal prisons	24%	23%
Rate of serious assaults in federal prisons (rate /5000 inmates)	12	8
Escapes from secure institutions	0	0
Percent of facilities accredited by the American Correctional Association	99%	99%
Number of inmate participants in the Residential Drug Abuse Treatment Program	18,229	18,304

Budget and Financial Management Facts and Challenges

Fast Facts (as of September 1, 2016)

Inmate Population by Facility Type		
Facility Type	Population	Percent of Total Population
BOP Facilities*	156,961	81.4
Govt. Owned, Contractor Operated	2,165	1.1
Private Contract Facilities		
Long-Term	19,866	10.3
Jail/Juvenile	825	0.4
Residential Reentry Centers	13,131	6.8
Total	192,968	100.0

* Rated capacity of BOP facilities is 134,671.

Inmate Population and Crowding by Security Level		
Security Level	Percent of Total Population	Crowding Rate* (Percent)
Minimum	17	-10
Low	38	21
Medium	30	23
High	12	37
Admin	3	

* Overall crowding rate: 17%. Secure Female Facilities crowding rate: 15%.

Challenges

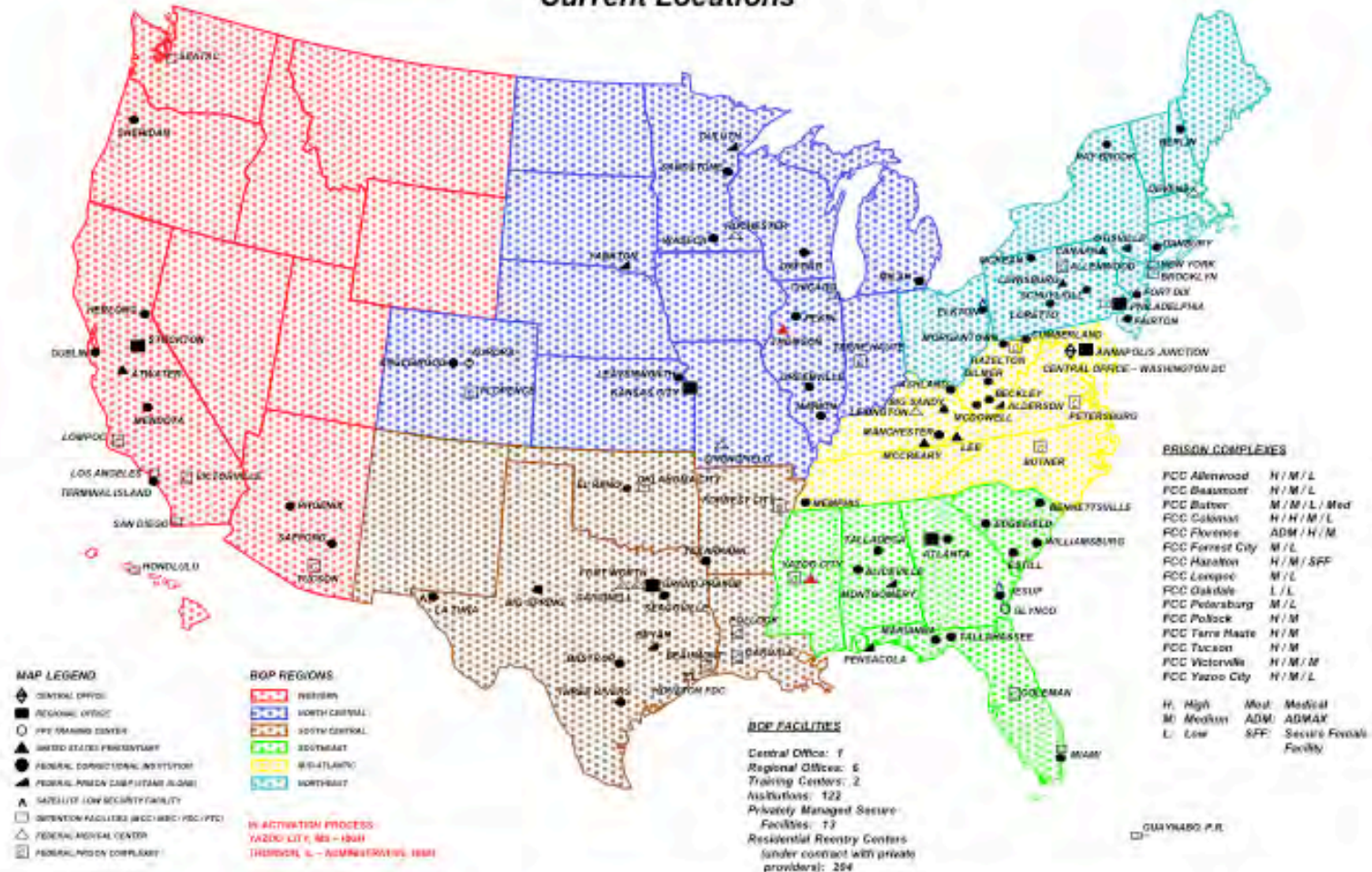
Staffing: BOP continually faces staffing challenges due to the nature of corrections work, the remote locations of many of its institutions, and delays in background check and security clearance processing at the Office of Personnel Management. Some career classifications (particularly medical) pose recruiting difficulties due to relatively low compensation compared to the private sector.

Crowding: The size of the federal prison population varies based on the nation's crime levels, federal sentencing laws, and law enforcement policies. Although system-wide crowding is at an historic low level of 16 percent overall, crowding remains a concern at medium and high security institutions, with rates of 22 and 30 percent respectively.

Modernization and Repair (M&R): Addressing the M&R needs of BOP's aging infrastructure is a major challenge – one-third of BOP's institutions are over 50 years old, with a current backlog of major projects totaling \$478 million.

FEDERAL PRISON SYSTEM Current Locations

Produced by: Capacity Planning & Construction Branch
Administration Division
November 4, 2010

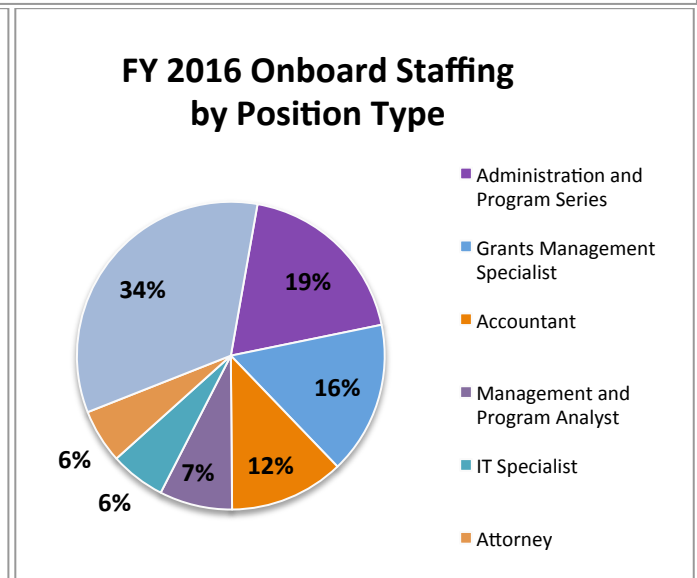
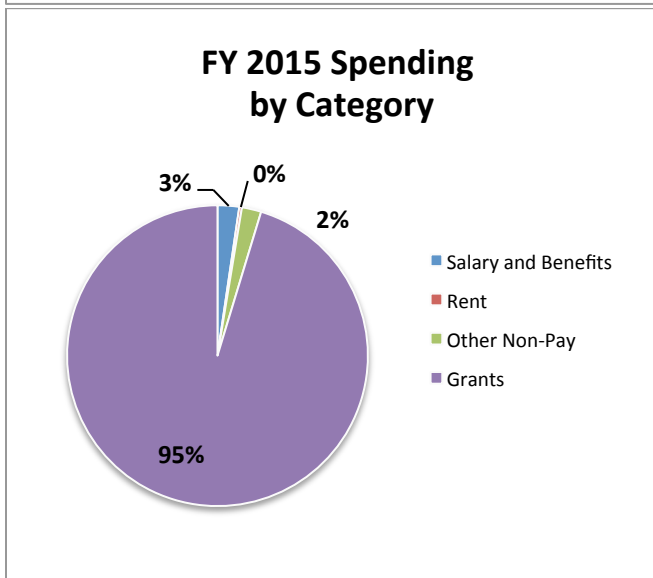
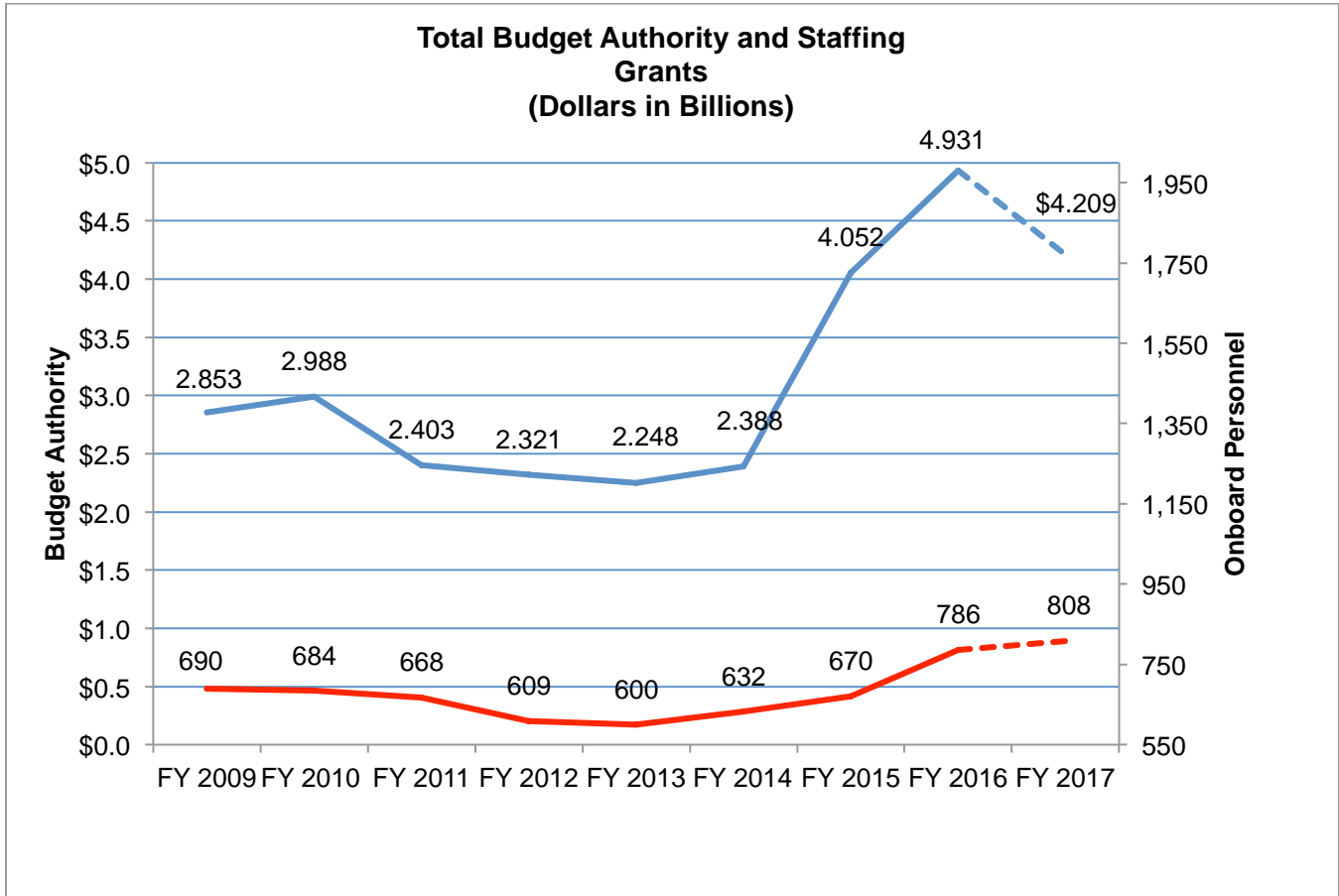


Prison Work Camps Located with Higher Security Facilities and Complexes (Satellite Camps)

Altoona, AL; Ashland, KY; Asana, GA; Arroyo, CA; Bastrop, TX; Beaumont, TX; Beckley, WV; Bennettsville, SC; Berlin, NH; Big Spring, TX; Big Sandy, KY; Buies, NC; Canaan, PA; Carswell, TX; Coleman, FL; Crowsland, MD; Danbury, CT; Deyers, MA; Doss, CA; Edgemoor, SC; El Reno, OK; Englewood, CO; Esola, SC; Fallon, NJ; Fayette, CO; Forest City, AR; Fort Dix, NJ; Ginter, WV; Greenville, E; Hazleton, WV; Herkonia, CA; Jessup, GA; La Tona, TX; Lodi/Fairfield, KS; Lee, VA; Lewisburg, PA; Lexington, KY; Lompoc, CA; Lonsdale, PA; Manchester, KY; Marana, AZ; Marion, IL; McCreary, KY; McDowell, WV; McKean, PA; Memphis, TN; Merced, CA; Miami, FL; Oakdale, LA; Oklawaha, FL; Ocala, FL; Pecos, IL; Petersburg, VA; Phoenix, AZ; Pollock, LA; Schuylkill, PA; Seagraves, TX; Sheldon, DC; Talladega, AL; Terra Haute, IN; Tarrant, TX; Three Rivers, TX; Thomson, IL; Victorville, CA; Williamsburg, SC; Yazoo City, MS.

Office of Justice Programs (OJP)

OJP provides leadership to federal, state, local, and tribal justice systems and provides grants for the implementation of these crime-fighting strategies.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Area
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Drugs	0	0	\$239.9	0	0	\$255.2	0	0	\$264.6
Violent Crime	0	0	181.8	0	0	197.5	0	0	226.5
Prisoner Reentry & Second Chance	0	0	155.0	0	0	159.5	0	0	200.0
Gun Safety	0	0	168.0	0	0	163.0	0	0	145.0
Crimes Against Children	0	0	123.5	0	0	132.2	0	0	129.5

*The grants components do not break out personnel by priority area. Grants analysts work across priority areas and a breakout would not be feasible.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels</i>		
Number of individuals in Indian Country that are receiving substance abuse treatment services (in-patient or out-patient), including Healing-to-Wellness Court	1,200	1,096
Percent of participants who reoffend while participating in the Drug Court Program	10%	2%
Percent of children recovered within 72 hours of an issuance of an AMBER Alert	90%	94%

Budget and Financial Management Facts and Challenges

Fast Facts

- The Office of Justice Programs (OJP) is led by an Assistant Attorney General, who assists the Department of Justice leadership in implementing Department policies and programs, and promotes coordination among the OJP bureaus and offices and reports to the Department's Associate Attorney General.
- OJP does not directly carry out law enforcement and justice activities. Instead, OJP works in partnership with the state and local justice community to identify the most pressing crime-related challenges confronting the justice system and to provide grants, information, training, coordination, and innovative strategies and approaches for addressing these challenges.

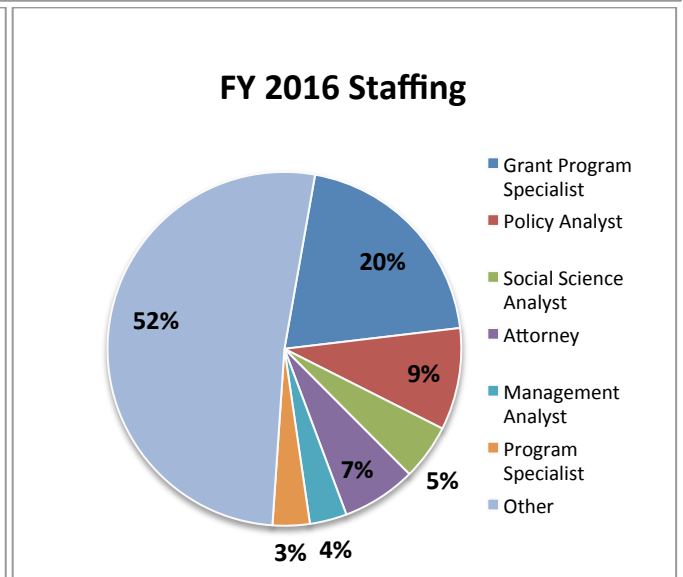
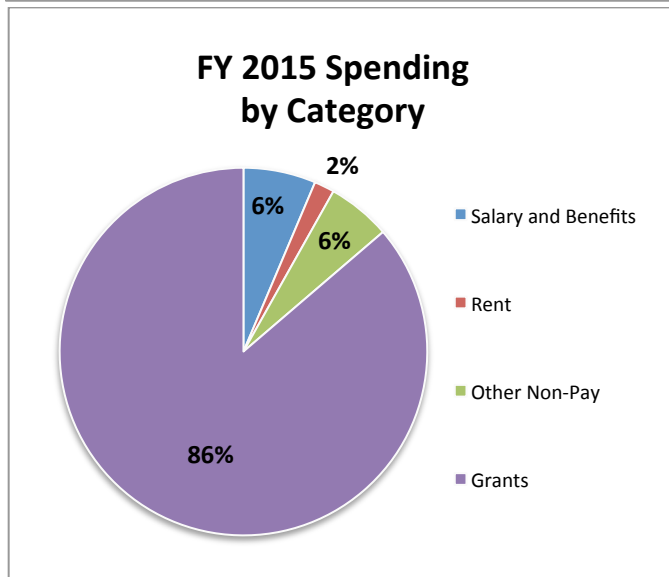
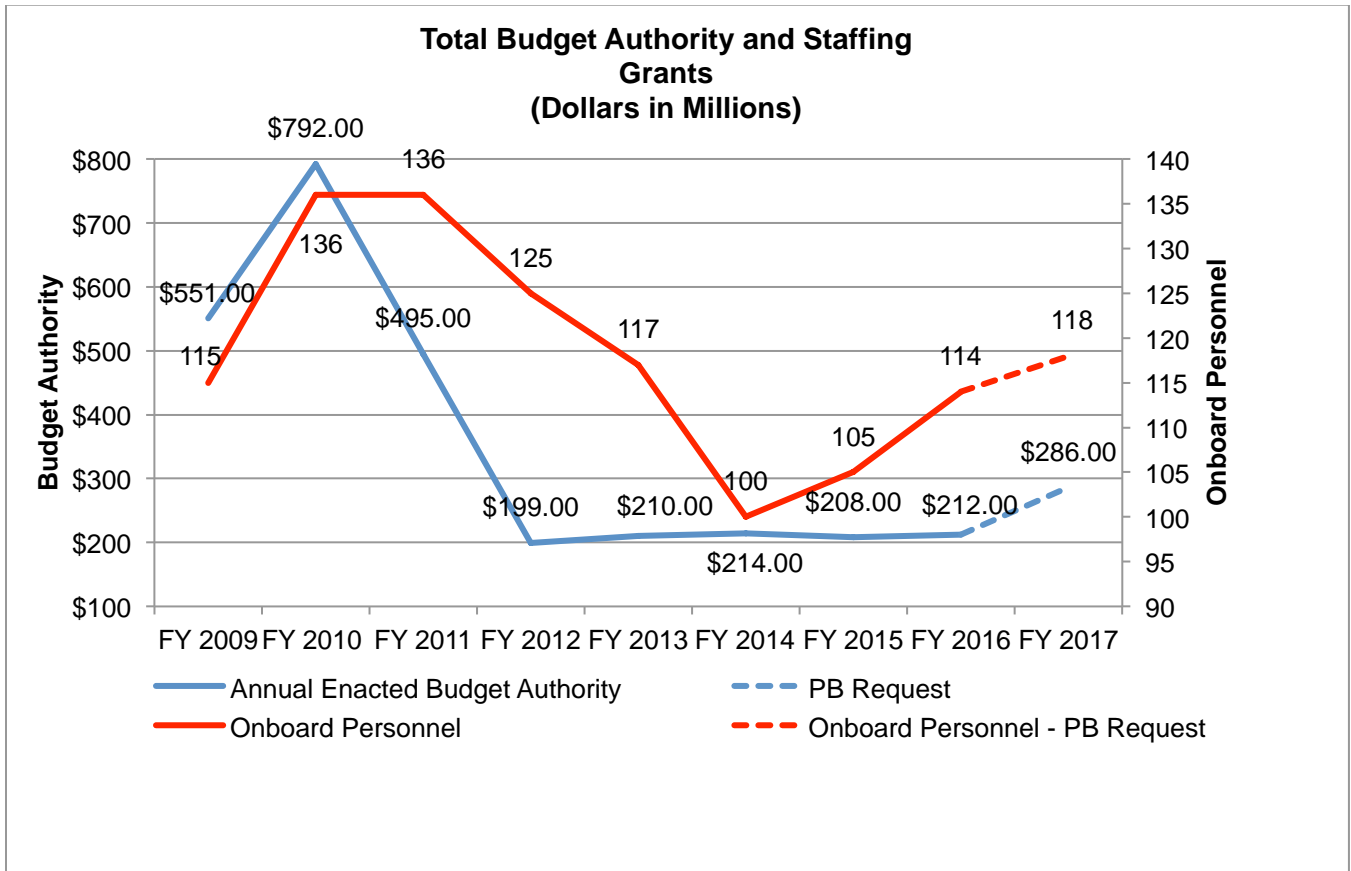
- OJP administers six different appropriations that fund a wide variety of criminal justice initiatives: Research and Evaluation (\$154 million), Juvenile Justice (\$334 million), State and Local Law Enforcement (\$1.1 billion), Public Safety Officers Benefits (\$116 million), Domestic Victims of Trafficking (\$6 million), and the Crime Victims Fund (\$2.0 billion).

Challenges

- Funding for OJP's major juvenile justice programs has not kept with demand in recent years.
- The cap placed on the Crime Victims Fund (CVF) each year will need to be adjusted to reflect the long-term availability of funds to meet the needs of crime victims in future years. Obligation caps in FY 2015 and FY 2016 have exceeded the five-year average of annual receipts, while CVF receipts in FY 2016 were lower than the average. This situation will not sustain the long-term viability of the fund.
- OJP activities regarding the Prison Rape Elimination Act (PREA) are growing significantly. OJP must fund the audits, statistical collection and grants required under its PREA program.
- OJP's lease expires in FY 2021, so OJP must identify funding and work with GSA to locate and renovate space within the metropolitan area.

Community Oriented Policing Service (COPS)

COPS advances public safety through the practice of community policing.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Agts	Amount	Pos.	Agts	Amount	Pos.	Agts	Amount
Civil Rights	0	0	\$5.0	0	0	\$10.0	0	0	\$20.0
Drugs	0	0	21.0	0	0	25.0	0	0	11.0

*The grants components do not break out personnel by priority area. Grants analysts work across priority areas and a breakout would not be feasible.

Performance Results by Strategic Goal
included in DOJ Annual Performance Report

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal and International Levels</i>		
Number of officers funded	10,841	10,893
Number of officers hired	9,465	8,882
Number of COPS knowledge resource products distributed	224,000	260,488

Budget and Financial Management Facts and Challenges

Fast Facts

- The Office of Community Oriented Policing Services (COPS) is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources.
- The COPS Office awards grants to hire community policing professionals, develop and test innovative policing strategies, and provide training and technical assistance to community members, local government leaders, and all levels of law enforcement. Since 1994, the COPS Office has invested more than \$14 billion to help advance community policing.

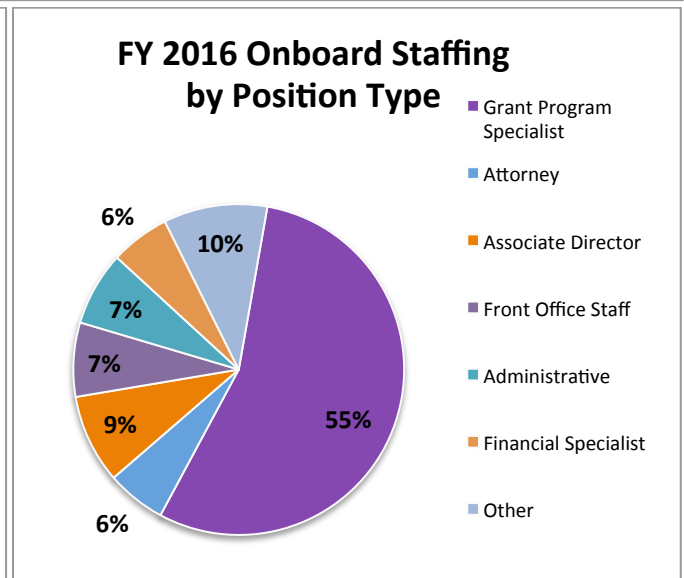
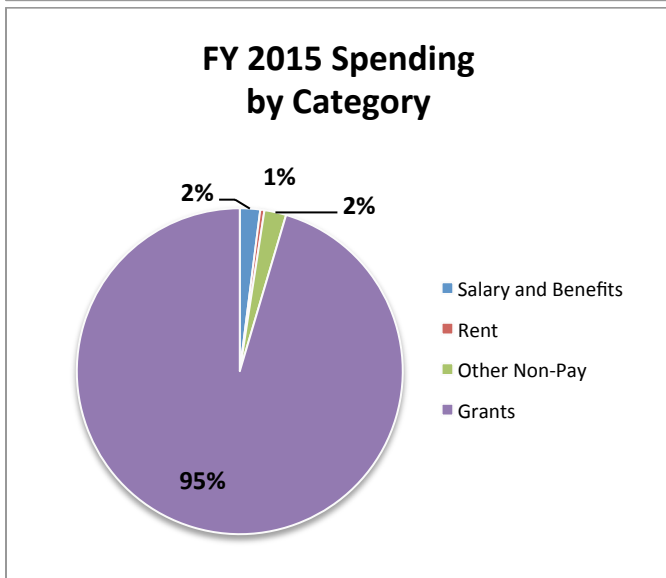
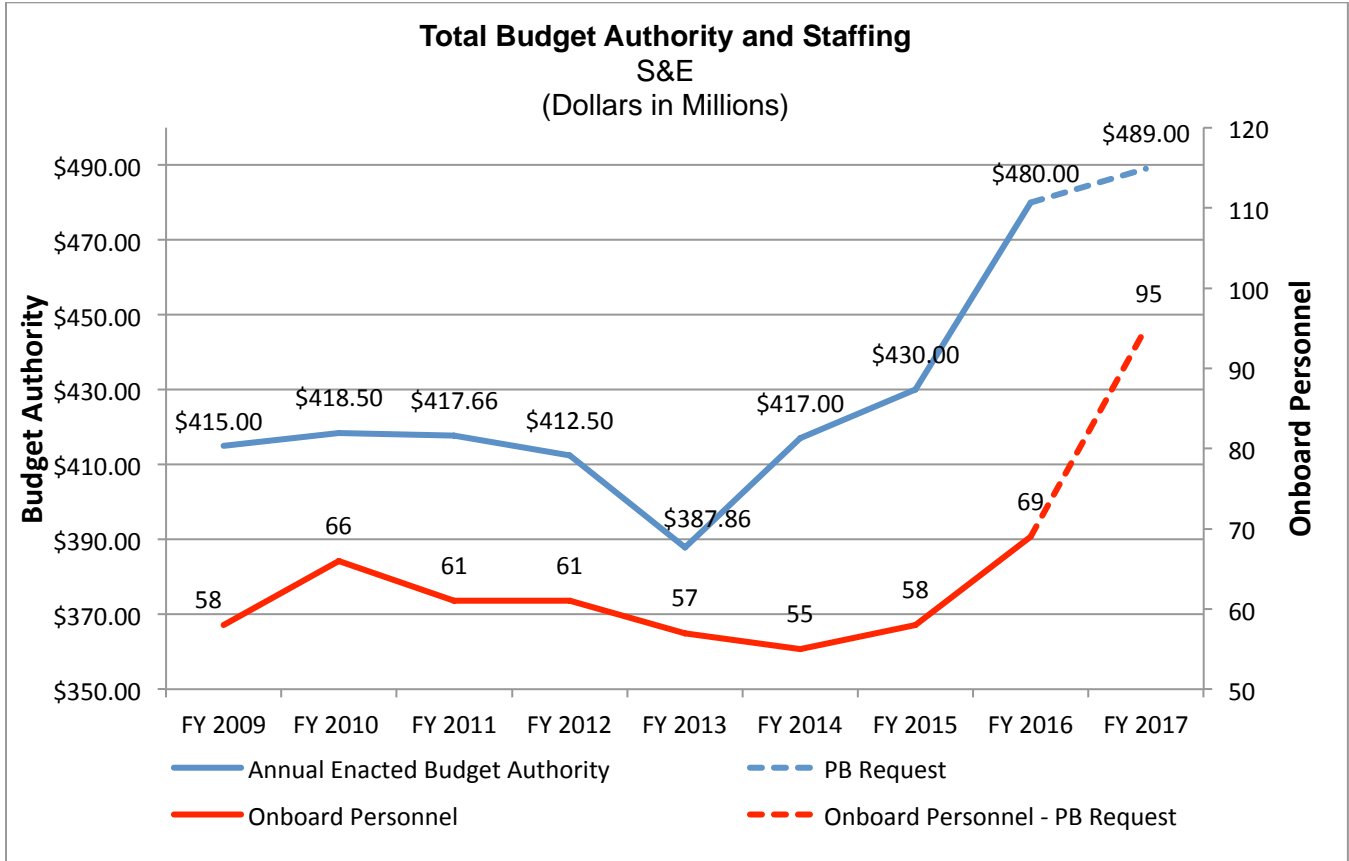
Challenges

- COPS has been seeking appropriations language to allow it to better respond to the ever-changing needs of the field. For example, in response to many requests, COPS would like authority to provide grants to police departments to hire civilians in addition to sworn law enforcement officers. COPS would also like to be able to use its hiring funds to provide training for its hiring grantees and to use hiring funding to provide technical assistance during a crisis.

- The COPS Office has partnered with the Office of Justice Programs and the Office on Violence Against Women on a shared services grants management solution, entitled GrantsNet. There will continue to be significant budget and staffing challenges to the continued development of GrantsNet.

Office on Violence Against Women (OVW)

OVW provides leadership in developing the national capacity to reduce violence against women and administer justice for and strengthen services to victims of domestic violence, dating violence, sexual assault, and stalking.



Other Non-Pay includes travel, supplies, equipment, training and any other non-personnel-related costs.

Funding for Largest Priority Areas
(Dollars in Millions)

Key Priority Area*	FY15 Enacted			FY16 Enacted			FY17 President's Budget		
	Pos.	Attys	Amount	Pos.	Attys	Amount	Pos.	Attys	Amount
Indian Country	0	0	\$46.8	0	0	\$53.1	0	0	\$56.0
Violent Crime	0	0	\$290.0	0	0	\$320.0	0	0	\$322.3
Adam Walsh	0	0	\$30.0	0	0	\$35.0	0	0	\$35.0
Civil Rights	0	0	\$12.0	0	0	\$20.0	0	0	\$26.0

**Performance Results by Strategic Goal
included in DOJ Annual Performance Report**

Performance Measure Name	FY15 Target	FY15 Actual
<i>Strategic Goal 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law</i>		
Number of communities with improved capacity for a coordinated response to domestic violence, dating violence, sexual assault, and stalking	5,158	5,176

*The grants components do not break out personnel by priority area. Grants analysts work across priority areas and a breakout would not be feasible.

Budget and Financial Management Facts and Challenges

Fast Facts

- OVW is a grant making organization that awards 700+ grants annually to state, local and tribal governments, government agencies, and non-profit victim service organizations in the fight against domestic violence, stalking, sexual assault and dating violence.
- Funds are awarded as authorized by the Violence Against Women Act (VAWA) and subsequent legislation.
- In 2004, OVW became an independent office reporting to the Associate Attorney General (previously, OVW was a component of the Office of Justice Programs).

Challenges

- Hiring Staff. OVW has encountered major challenges in staffing vacant positions, including getting positions posted in a timely manner, and recruiting qualified candidates. These types of delays result in needed staff positions remaining vacant and large carry-forward balances (since OVW's funding is no-year), which require the office to defend these balances and justify our vacancies. OVW is in the process of hiring a dedicated staff-person in JMD HR which will alleviate many of these delays.

- Unobligated Balances. OVW has been carrying an unobligated balance of \$3.9 million for the last few years as a result of funds appropriated for tribal sex offender and protection order registries. OVW has been unable to identify an appropriate project to allocate these funds that would meet the needs of tribes. Consequently, OVW requested language in the FY 2016 and FY 2017 appropriations acts that would have authorized the Attorney General to transfer these prior year balances to a project to enhance the ability of tribes to access federal criminal information databases. Congress did not authorize this transfer authority in FY 2016, and currently there is no authorizing language in either the FY 2017 House or Senate Marks. As with the delays in hiring staff, the fact that OVW cannot get the authority to transfer this balance contributes to OVW's carry-forward balance.
- Rescission. Over the past several years, OVW has been assessed rescissions, currently at \$15 million. OVW has been meeting these recessions from grant recoveries. OVW expects that recoveries will decrease over the next several years due to changes made in the Violence Against Women Reauthorization Act of 2013 (VAWA 2013). These changes will substantially reduce the availability of de-obligated funds from three OVW grant programs. Therefore, if OVW continues to be assessed rescission balances of \$15 million, it is likely to need to use current-year appropriations to cover these rescissions.

Acronyms for DOJ Components

Acronym/Abbreviation	Description
AAG	Assistant Attorney General
AG	Attorney General
ASG	Associate Attorney General
ATF	Bureau of Alcohol, Tobacco & Firearms
ATR	Antitrust Division
AUSA	Assistant U.S. Attorney
BOP	Federal Bureau of Prisons
CIV	Civil Division
COPS	Office of Community Oriented Policing Services
CRM	Criminal Division
CRS	Community Relations Service
CRT	Civil Rights Division
DAG	Deputy Attorney General
DEA	Drug Enforcement Administration
ENRD	Environment and Natural Resources Division
EOIR	Executive Office for Immigration Review
EOUSA	Executive Office for United States Attorneys
EOUST	Executive Office for United States Trustees
ExecSec	Executive Secretariat
FBI	Federal Bureau of Investigation
FCS	Foreign Claims Settlement Commission
IG	Inspector General
JMD	Justice Management Division
NDIC	National Drug Intelligence Center
NSCC	National Security Coordination Council
OAAG	Office of the Assistant Attorney General
OAG	Office of the Attorney General
OARM	Office of Attorney Recruitment Management
OASG	Office of the Associate Attorney General
ODAG	Office of the Deputy Attorney General
ODR	Office of Dispute Resolution
OIP	Office of Information and Privacy
OIG	Office of the Inspector General
OIAP	Office of Investigative Agency Policies
OIPR	Office of Intelligence Policy and Review
OIPL	Office of Intergovernmental and Public Liaison
OJP	Office of Justice Programs
OLA	Office of Legislative Affairs
OLC	Office of Legal Counsel
OLP	Office of Legal Policy
OPA	Office of the Pardon Attorney
OPR	Office of Professional Responsibility
OSG	Office of the Solicitor General
OTJ	Office of Tribal Justice
OVW	Office on Violence Against Women
PAO	Office of Public Affairs
PRAO	Professional Responsibility Advisory Office
SES	Senior Executive Service
SA	Special Agent
SAC	Special Agent in Charge
SSA	Supervisory Special Agent
TAX	Tax Division
USA	U.S. Attorney
USAO	U.S. Attorney's Office
USM	U.S. Marshal
USMS	United States Marshals Service
INTERPOL	U.S. National Central Bureau (International Criminal Police Organization)
USPC	United States Parole Commission



2016 Presidential Transition Department Overview



U.S. Department of Justice

INTRODUCTION

The Justice Management Division (JMD) has developed various documents to assist our new leaders, and this *Department Overview* includes information about the overall Justice Department organization. It contains descriptions of the mission and functions of some 40 components, along with component organization charts and, in some cases, maps of component locations and staff.

The organization charts show selected senior executive and other staff; specifically, Presidential appointees, non-career and career Senior Executives, Limited term and Schedule C political appointments. Please NOTE that these charts do not show ALL key staff, particularly those at GS-15 and below career employees who occupy positions attached to boxes that are not labeled with names.

The Justice Management Division is responsible for keeping the management infrastructure of the Department operating smoothly across presidential administrations. Our role is to assist and support senior leaders as they oversee and manage the Department's many activities. As career employees, we are dedicated to seeing that the budget, finance, human resources, procurement, security, information technology, organizational management, and various other administrative processes necessary to Justice operations, are carried out efficiently and effectively.

For further information about this *Department Overview*, or any questions about any administrative or management issue, please contact me at 202-514-3101.

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THE DEPARTMENT OF JUSTICE AT A GLANCE

HISTORY

The Office of the Attorney General was created by the Judiciary Act of 1789 (ch. 20, sec. 35, 1 Stat. 73, 92-93), as a one-person part-time position. The Act specified that the Attorney General was to be "learned in the law," with the duty "to prosecute and conduct all suits in the Supreme Court in which the United States shall be concerned, and to give his advice and opinion upon questions of law when required by the President of the United States, or when requested by the heads of any of the departments, touching any matters that may concern their departments."

However, the workload quickly became too much for one person, necessitating the hiring of several assistants for the Attorney General. As the work steadily increased along with the size of the new nation, private attorneys were retained to work on cases.

By 1870, after the end of the Civil War, the increase in the amount of litigation involving the United States had required the very expensive retention of a large number of private attorneys to handle the workload. A concerned Congress passed the Act to Establish the Department of Justice (ch. 150, 16 Stat. 162), creating "an executive department of the government of the United States" with the Attorney General as its head.

Officially coming into existence on July 1, 1870, the Department of Justice was empowered to handle all criminal prosecutions and civil suits in which the United States had an interest. To assist the Attorney General, the 1870 Act also created the Office of the Solicitor General, who represents the interests of the United States before the U.S. Supreme Court.

The 1870 Act remains the foundation for the Department's authority, but the structure of the Department of Justice has changed over the years, with the addition of the offices of Deputy Attorney General, Associate Attorney General, and the formation of various components, offices, boards and divisions. From its beginning as a one-man, part-time position, the Department of Justice has evolved into the world's largest law office and the chief enforcer of federal laws.

Thomas Jefferson wrote, "The most sacred of the duties of government [is] to do equal and impartial justice to all its citizens." This sacred duty remains the guiding principle for the women and men of the U.S. Department of Justice.

For additional information about the Department's history, please see the following links:

[Attorneys General of the United States, biographies and speeches](#)

- Eighty-three distinguished Americans have served as Attorney General. Learn more about these honored individuals: [Attorneys General Throughout History](#).

Art and Architecture of the Robert F. Kennedy Main Justice Department Building

For the 75th anniversary of the Robert F. Kennedy Department of Justice Building, this book was created dedicated to the history of the Department, the building, and its artwork.

History of the Department's Motto and Seal

- Read about the history of the Department of Justice’s seal and the somewhat enigmatic Latin motto appearing on it: "Qui Pro Domina Justitia Sequitur."

MISSION STATEMENT

The mission of the Department of Justice is:

“... to enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans.”

STRATEGIC GOALS AND OBJECTIVES

The Department of Justice’s strategic goals and objectives for FY 2014-2018 are:

GOAL 1: Prevent Terrorism and Promote the Nation’s Security Consistent with the Rule of Law

1.1: Prevent, disrupt, and defeat terrorist operations before they occur by integrating intelligence and law enforcement efforts to achieve a coordinated response to terrorist threats

1.2: Prosecute those involved in terrorist acts

1.3: Investigate and prosecute espionage activity against the United States, strengthen partnerships with potential targets of intelligence intrusions, and proactively prevent insider threats

1.4: Combat cyber-based threats and attacks through the use of all available tools, strong private-public partnerships, and the investigation and prosecution of cyber threat actors

GOAL 2: Prevent Crime, Protect the Rights of the American People, and Enforce Federal Law

2.1: Combat the threat, incidence, and prevalence of violent crime by leveraging strategic partnerships to investigate, arrest, and prosecute violent offenders and illegal firearms traffickers

2.2: Prevent and intervene in crimes against vulnerable populations and uphold the rights of, and improve services to, America's crime victims

2.3: Disrupt and dismantle major drug trafficking organizations to combat the threat, trafficking, and use of illegal drugs and the diversion of licit drugs

2.4: Investigate and prosecute corruption, economic crimes, and transnational organized crime

2.5: Promote and protect American civil rights by preventing and prosecuting discriminatory practices

2.6: Protect the federal fisc and defend the interests of the United States

GOAL 3: Ensure and Support the Fair, Impartial, Efficient, and Transparent Administration of Justice at the Federal, State, Local, Tribal, and International Levels

3.1: Promote and strengthen relationships and strategies for the administration of justice with law enforcement agencies, organizations, prosecutors, and defenders through innovative leadership and programs

3.2: Protect judges, witnesses, and other participants in federal proceedings by anticipating, deterring, and investigating threats of violence

3.3: Provide safe, secure, humane, and cost-effective confinement and transportation of federal detainees and inmates

3.4: Reform and strengthen America's criminal justice system by targeting the most serious offenses for federal prosecution, expanding the use of diversion programs, and aiding inmates in reentering society

3.5: Apprehend fugitives to ensure their appearance for federal judicial proceedings or confinement

3.6: Prevent and respond to genocide and mass atrocities and ensure that perpetrators of such crimes are held accountable in the United States, and, if appropriate, their home countries

3.7: Adjudicate all immigration cases promptly and impartially in accordance with due process

3.8: Strengthen the government-to-government relationship between tribes and the United States; improve public safety in Indian Country; and honor treaty and trust responsibilities through consistent, coordinated policies, activities, and litigation

ORGANIZATION

To execute its mission, the Department of Justice depends on each of its over 116,000 loyal, skilled and dedicated employees. Led by the Attorney General, the Department comprises some 40 separate components (See Organization Chart).

These components include the United States Attorneys (USAs) who prosecute offenders and represent the U.S. Government in court, and the major investigative agencies – the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), the Drug Enforcement Administration (DEA) and the Federal Bureau of Investigation (FBI) – which deter and investigate crimes, and arrest criminal suspects; the U.S. Marshals Service (USMS), which protects the federal judiciary, apprehends fugitives and detains persons in federal custody; and the Federal Bureau of Prisons (BOP), which confines convicted offenders.

The litigating divisions represent the interests of the American people and enforce federal criminal and civil laws, including civil rights, tax, antitrust, environmental and civil justice statutes. The Office of Justice Programs (OJP) provides leadership and assistance to state, tribal and local governments. Other major Department components include the Office of Community Oriented Policing Services (COPS), the Office of Tribal Justice (OTJ), the Office on Violence Against Women (OVW), and the Community Relations Service (CRS).

Although headquartered in Washington, D.C., the Department conducts most of its work outside the nation's capital. Most of its employees are located in field offices around the country (See map: DOJ Domestic Office Locations). In addition, the Department has a presence in a number of foreign cities (See map: DOJ International Office Locations). Finally, the Department has a law enforcement presence in every state (See map: Total Onboard Law Enforcement Staffing by State).

RESOURCES

For FY 2017, the Department of Justice requested \$28.6 billion. Approximately \$10.5 billion of this amount was generated through fees and collections. This is an increase of \$1.5 billion over the FY2016 enacted appropriation.

The bulk of the Department's FY 2017 budget authority supported the activities of the FBI (32%), BOP (25%), the DEA (7%), the U.S. Attorneys (7%), the ATF (5%) and USMS (10%, including 5% for FPD).

Congress passed a continuing resolution for FY 2017 which provides funding until December 9, 2016, for approximately \$5.5 billion.

**DEPARTMENT OF JUSTICE
COMPONENTS**

LEADERSHIP OFFICES

OFFICE OF THE ATTORNEY GENERAL

The position of Attorney General was created by the Judiciary Act of 1789 as a one-person, part-time position. However, the workload quickly became too much for one person. For a time private attorneys were retained to assist the Attorney General. In June 1870, Congress enacted a law entitled “An Act to Establish the Department of Justice,” with the Attorney General as head of the new executive department. This Act gave the Attorney General direction and control of U.S. Attorneys and all other counsel employed on behalf of the United States.

The mission of the Office of the Attorney General is to supervise and direct the administration and operation of the 40 components comprising the Department of Justice.

The principal duties of the Attorney General are to:

- Represent the United States in legal matters.
- Supervise and direct the administration and operation of the offices, boards, divisions and bureaus that comprise the Department.
- Furnish advice and opinions, formal and informal, on legal matters to the President and the Cabinet and to the heads of the executive departments and agencies of the government, as provided by law.
- Make recommendations to the President concerning appointments to federal judicial positions and to positions within the Department, including U.S. Attorneys and U.S. Marshals.
- Represent or supervise the representation of the U.S. Government in the Supreme Court of the United States and all other courts, foreign and domestic, in which the United States is a party or has an interest as may be deemed appropriate.
- Perform or supervise the performance of other duties required by statute or Executive Order.

Key Personnel

Name	Title	Type
Loretta Lynch	Attorney General	Presidential Appointee
Sharon Werner	Chief of Staff and Counselor to the AG	Non-Career SES
Carolyn Pokorny	Deputy Chief of Staff and Counselor to the AG	Non-Career SES
Shirlethia Franklin	Deputy Chief of Staff and Counselor to the AG	Non-Career SES
Paige Herwig	Counselor to the Attorney General	Non-Career SES
James Cadogan	Counselor to the Attorney General	Non-Career SES
Brian Boynton	Counselor to the Attorney General	Non-Career SES
Bessie Meadows	Confidential Assistant	Schedule C
Alan Bray	Director of Advance	Schedule C
Shomari Figures	White House Liaison	Schedule C
Ariane Frost	Special Assistant	Schedule C

OFFICE OF THE DEPUTY ATTORNEY GENERAL

On May 24, 1950, Attorney General J. Howard McGrath created the Office of the Deputy Attorney General (ODAG). The Deputy Attorney, appointed by the President with the advice and consent of the Senate, is the Department's second-ranking official and functions as a Chief Operating Officer. Twenty-four components and 93 U.S. Attorneys report directly to the Deputy, and 13 additional components report to the Deputy through the Associate Attorney General. On a daily basis, the Deputy decides a broad range of legal, policy and operational issues.

The mission of the ODAG is to advise and assist the Attorney General in formulating and implementing Department policies and programs and in providing overall supervision and direction to all organizational units of the Department.

The major functions of the Deputy Attorney General are to:

- Exercise all the power and authority of the Attorney General unless any such power or authority is required by law to be exercised by the Attorney General personally, or has been specifically delegated exclusively to another Department official.
- Represent the Department at White House coordination meetings of the National Security Council and Homeland Security Council, and maintain staff to address related Justice policy.
- Act on behalf of the Attorney General for purposes of authorizing searches and electronic surveillance under the Foreign Intelligence Surveillance Act (FISA) and Executive Order 12333 on Intelligence.
- Review and recommend to the Attorney General whether to seek or decline to seek the death penalty in specific cases.
- Act as initial contact with the White House on pending criminal matters.
- Recommend to the White House, after consultation with the Office of the Pardon Attorney, whether the President should grant specific petitions of pardon or commutation of sentence.
- Be responsible for all Department attorney personnel matters, including final action in matters pertaining to the employment, separation, and discipline (except for GS-15 and below attorney matters that have been delegated to the Office of Attorney Recruitment and Management. Coordinate and control the Department's reaction to civil disturbances and terrorism.
- Oversee budget matters as well as certify to Congress the cost-effectiveness of Department investments in information technology.
- Set enforcement priorities in consultation with the Attorney General, to address key priorities, chair inter- and intra-agency task forces and organizations; e.g., National Procurement Fraud Task Force, International Organized Crime Council, National Corporate Fraud Task Force, Anti-Gang Coordination Committee, and the Attorney General Advisory Committee.

- Manage other high-priority program offices, including the Professional Misconduct Review Unit and the Office of Privacy and Civil Liberties.
- Perform such other activities and functions as may be assigned from time to time by the Attorney General.

Key Personnel

Name	Title	Type
Sally Yates	Deputy Attorney General	Presidential Appointee
Matthew Axelrod	Principal Associate Deputy Attorney General	Non-Career SES
Heather Childs	Counselor to the Deputy Attorney General	Limited Term
Danielle Conley	Associate Deputy Attorney General	Non-Career SES
Scott Schools	Associate Deputy Attorney General	Career SES and SL
Samir Jain	Associate Deputy Attorney General	Non-Career SES
Tashina Gauhar	Associate Deputy Attorney General	Career SES and SL
Carlos Uriarte	Associate Deputy Attorney General	Non-Career SES
Crystal Brown	Associate Deputy Attorney General	Non-Career SES
Raphael Prober	Associate Deputy Attorney General	Non-Career SES
Jill Steinberg	Associate Deputy Attorney General	Limited Term
Vacant	Director, Office of Small and Disadvantaged Prevention Business Utilization	Career SES and SL
Andrew Goldsmith	National Criminal Discovery Coordinator	Career SES and SL
Brette Steele	Deputy Director, Countering Violent	Limited Term
Vacant	Emergency Preparedness and Crisis	Career SES and SL
Melanie Dix	Special Assistant	Schedule C
Joshua Mogil	Special Assistant	Schedule C
Jemma York	Specialist Assistant	Schedule C
Erika Brown	Chief Privacy and Civil Liberties Officer	Non-Career SES

OFFICE OF THE ASSOCIATE ATTORNEY GENERAL

The Office of the Associate Attorney General (OASG) was created by Attorney General Order No. 699-77 on March 10, 1977. The Associate Attorney General, appointed by the President with the advice and consent of the Senate, is the Department's third-ranking official. The ASG is a principal member of the Attorney General's senior management team.

The major functions of the ASG are to:

- Advise and assist the Attorney General and Deputy Attorney General on the formulation and implementation of Department of Justice policies and programs.
- Supervise the work of five large litigating components – the Civil, Civil Rights, Antitrust, Tax, and Environment and Natural Resources Divisions – and, in consultation with the Attorney General and the Deputy Attorney General, devise policies and protocol relating to the Department's civil enforcement program.
- Set enforcement priorities in consultation with the Attorney General and the Deputy Attorney General.
- Act as an initial contact with the White House on pending civil matters.
- Supervise the Department's grant-making components – the Office of Justice Programs, Office of Community Oriented Policing Services, and Office on Violence against Women.
- Oversee the Community Relations Service, the Executive Office for United States Trustees, the Office for Access to Justice, and the Foreign Claims Settlement Commission.
- Serve as the Department's Chief FOIA Officer, formulating Administration-wide FOIA policy and guidance through oversight of the Department's Office of Information Policy.
- Serve as co-chair of the White House Task Force on Puerto Rico, which coordinates efforts across the Federal Government to address Puerto Rico's unique challenges.
- Serve as the Chairperson for the Attorney General's Diversity Management Advisory Council, which recommends policies to promote effective diversity management practices in the Department, monitors implementation of each component's diversity management plan, and coordinates Department-wide diversity management efforts.

Perform other duties as assigned from time to time by the Attorney General. These duties have included leadership of the Department's enforcement program as to fraud in residential mortgage-backed securities; coordinating the implementation of the *Windsor* and *Obergefell* decisions; assisting vulnerable communities, including tribal communities; oversight of the oversight of the Elder Justice Initiative; and supervision of the Service members and Veterans Initiative.

Key Personnel

Name	Title	Type
Vacant	Associate Attorney General	Presidential Appointee
William Baer	Principal Deputy Associate Attorney General	Non-Career SES
James Cox	Deputy Associate Attorney General	Non-Career SES
Rita Aguilar	Deputy Associate Attorney General	Non-Career SES
Philippa Scarlett	Deputy Associate Attorney General	Non-Career SES
Christopher Casey	Deputy Associate Attorney General	Non-Career SES
Javier Guzman	Deputy Associate Attorney General	Non-Career SES
Vacant	Chief of Staff and Deputy Associate AG	Non-Career SES
Currie Gunn	Confidential Assistant	Schedule C
Lisa Foster	Director, Access to Justice	Non-Career SES
Karen Lash	Deputy Director	Schedule C

OFFICE OF THE SOLICITOR GENERAL

The Office of the Solicitor General (OSG) was created by the Statutory Authorization Act of June 22, 1870. The Act states that there shall be an officer learned in the law, to be called the Solicitor General, to assist the Attorney General in the performance of his or her duties.

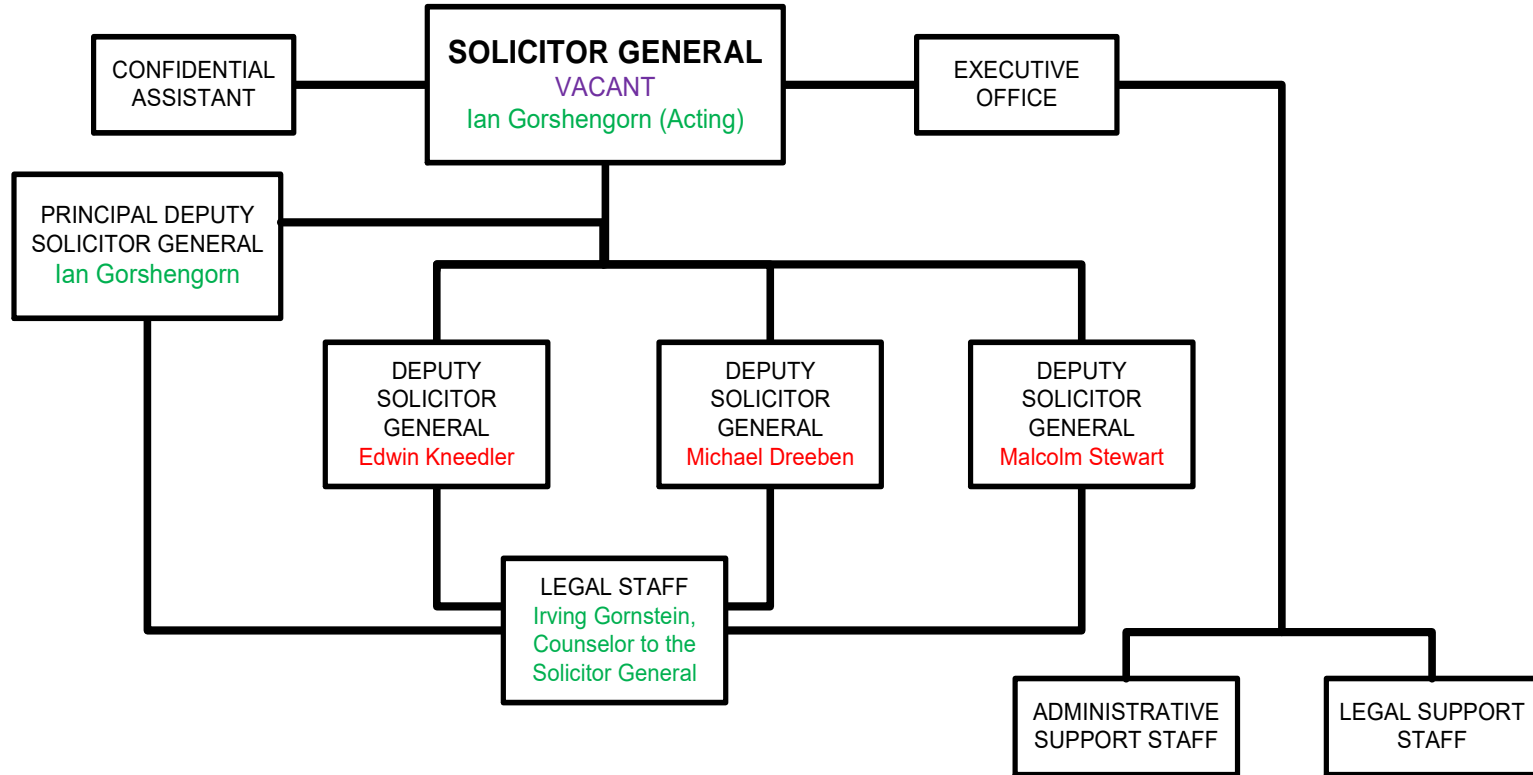
The mission of OSG is to represent the interests of the United States before the Supreme Court and to oversee appellate and certain other litigation on behalf of the United States in the lower federal and state courts.

The major functions of the OSG are to:

- Conduct, or assign and supervise all Supreme Court cases, including appeals, petitions for and in opposition to certiorari, briefs, and arguments.
- Determine whether, and to what extent, appeals will be taken by the government or whether the government will file a brief amicus curiae in any appellate court.
- Determine when and whether the United States should intervene in any court to defend the constitutionality of an Act of Congress.
- Assist the Attorney General, the Deputy Attorney General, and the Associate Attorney General, as requested, in the development of Department programs and policy.

OFFICE OF THE SOLICITOR GENERAL

KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

LEADERSHIP SUPPORT

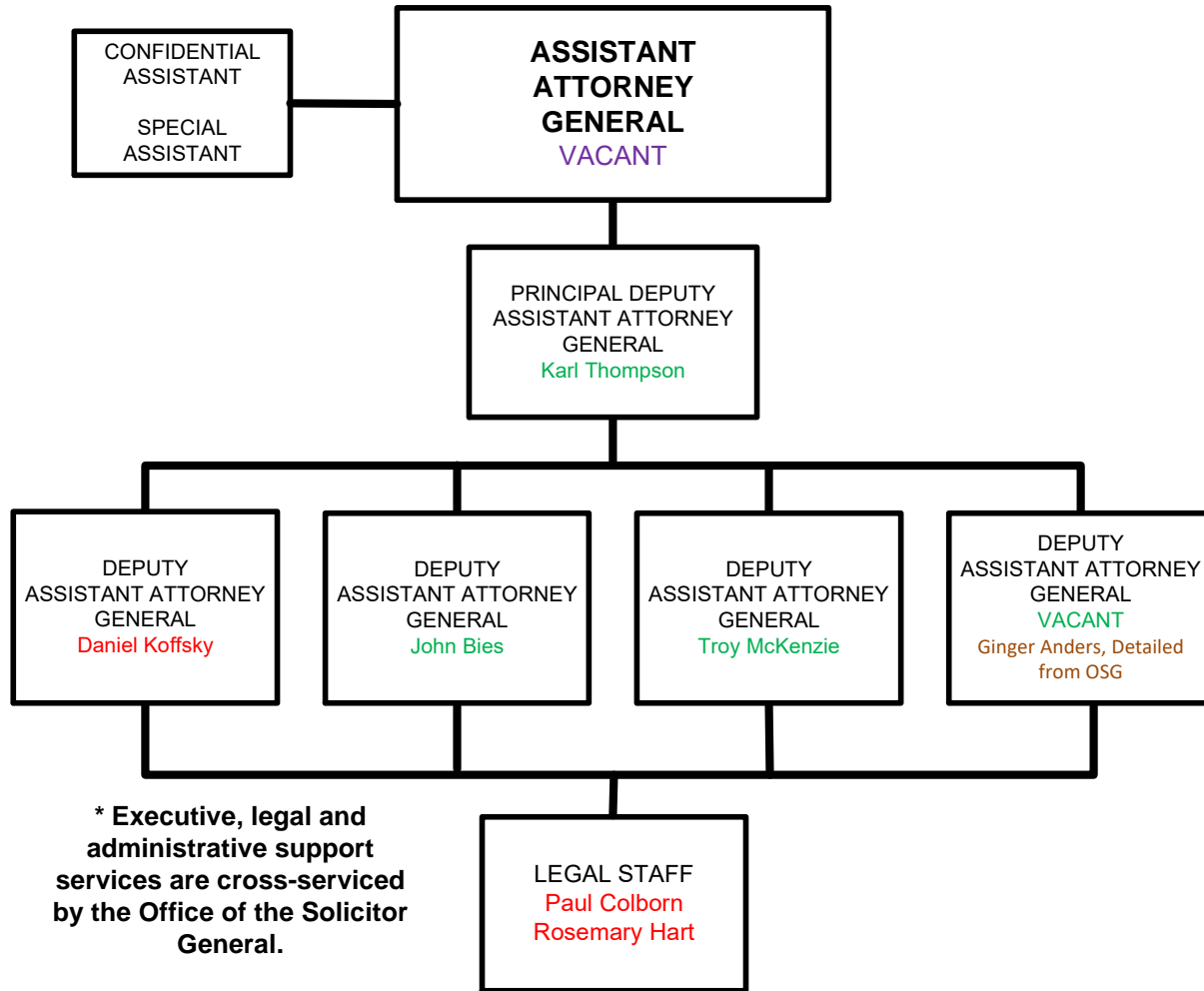
OFFICE OF LEGAL COUNSEL

The mission of the Office of Legal Counsel (OLC) is to assist the Attorney General in carrying out her statutory responsibility under 28 U.S.C. 511-513 of furnishing legal advice to the President and the heads of the executive and military departments, and to provide legal advice and assistance to other components of the Department of Justice upon request.

The major functions of OLC are to:

- Draft the Attorney General's formal opinions and render its own opinions to the White House and to the heads of executive departments and agencies on a variety of legal questions involving the operations of the executive branch.
- Review as to form and legality all proposed Executive Orders, certain Presidential proclamations, and regulations requiring approval by the President or the Attorney General.
- Render opinions to the Attorney General and to the heads of the various organizational units of the Department on questions of law arising in the administration of the Department.
- Advise the Attorney General in connection with the review of decisions by the Board of Immigration Appeals and other organizational units of the Department.
- Prepare reports on proposed legislation submitted to the Department for comment, and reports to the Office of Management and Budget on enrolled bills.

OFFICE OF LEGAL COUNSEL KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

OFFICE OF LEGAL POLICY

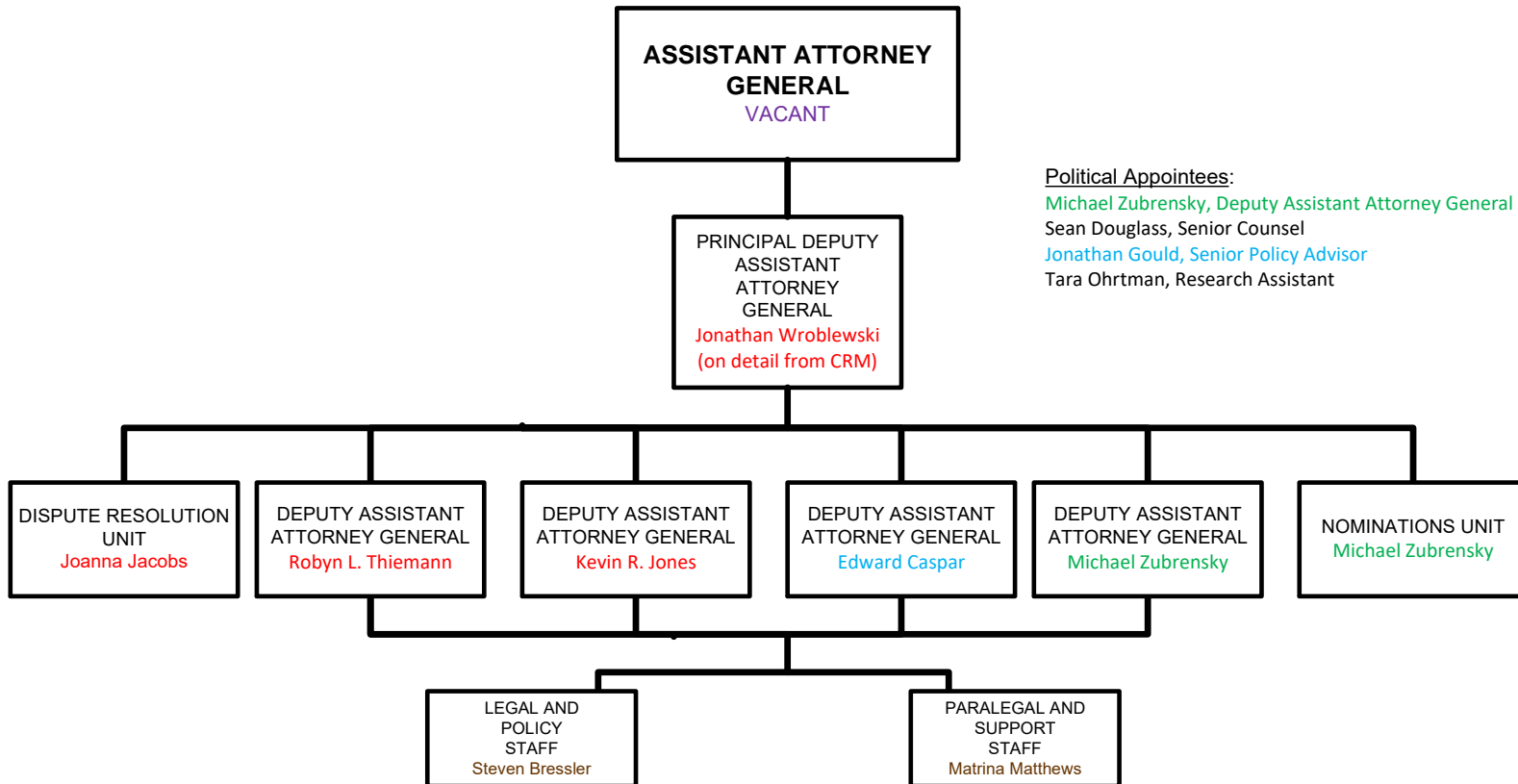
The Office of Legal Policy (OLP) was originally established in 1981 by merging the Office for improvements in the Administration of Justice, the Office of Information Law and Policy, and the Office of Privacy and Information Appeals.

The mission of the Office of Legal Policy is to articulate a Department-level policy agenda, lead cross-cutting, high-priority policy projects, assist in the work of component policy offices, lead the Department's efforts to advise the President concerning the fitness of candidates for judicial nomination, and develop institutional structures to ensure continuous improvement in the delivery of justice.

The major functions of the Office of Legal Policy are to:

- Develop strategies and programs to implement legislative, programmatic and policy initiatives.
- Serve as a liaison to the Executive Office of the President and other agencies on policy matters.
- Conduct policy reviews of legislation and other proposals and support and coordinate Department efforts to advance the Administration's legislative and policy agenda.
- Assure policy consistency and coordination of Department initiatives, briefing materials and policy statements.
- Provide support and policy expertise in conjunction with other components to implement effectively major Department and Administration initiatives in the criminal and civil justice areas.
- Assist the President and the Attorney General in filling all Article III and certain Article I judicial vacancies.
- Assist the Attorney General with responsibilities in recommending candidates for federal judgeships, and coordinate the judicial nomination and confirmation process with the White House and the Senate.
- Review and coordinate all regulations promulgated by the Department and its components.
- Coordinate regulatory development and the review of all proposed and final rules developed by Department components.
- Serve as liaison to OMB and other agencies on regulatory matters.
- Track and coordinate Department implementation of statutory responsibilities and reporting requirements.

**OFFICE OF LEGAL POLICY
KEY PERSONNEL**



Political Appointees:
 Michael Zubrensky, Deputy Assistant Attorney General
 Sean Douglass, Senior Counsel
 Jonathan Gould, Senior Policy Advisor
 Tara Ohrtman, Research Assistant

Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

OFFICE OF LEGISLATIVE AFFAIRS

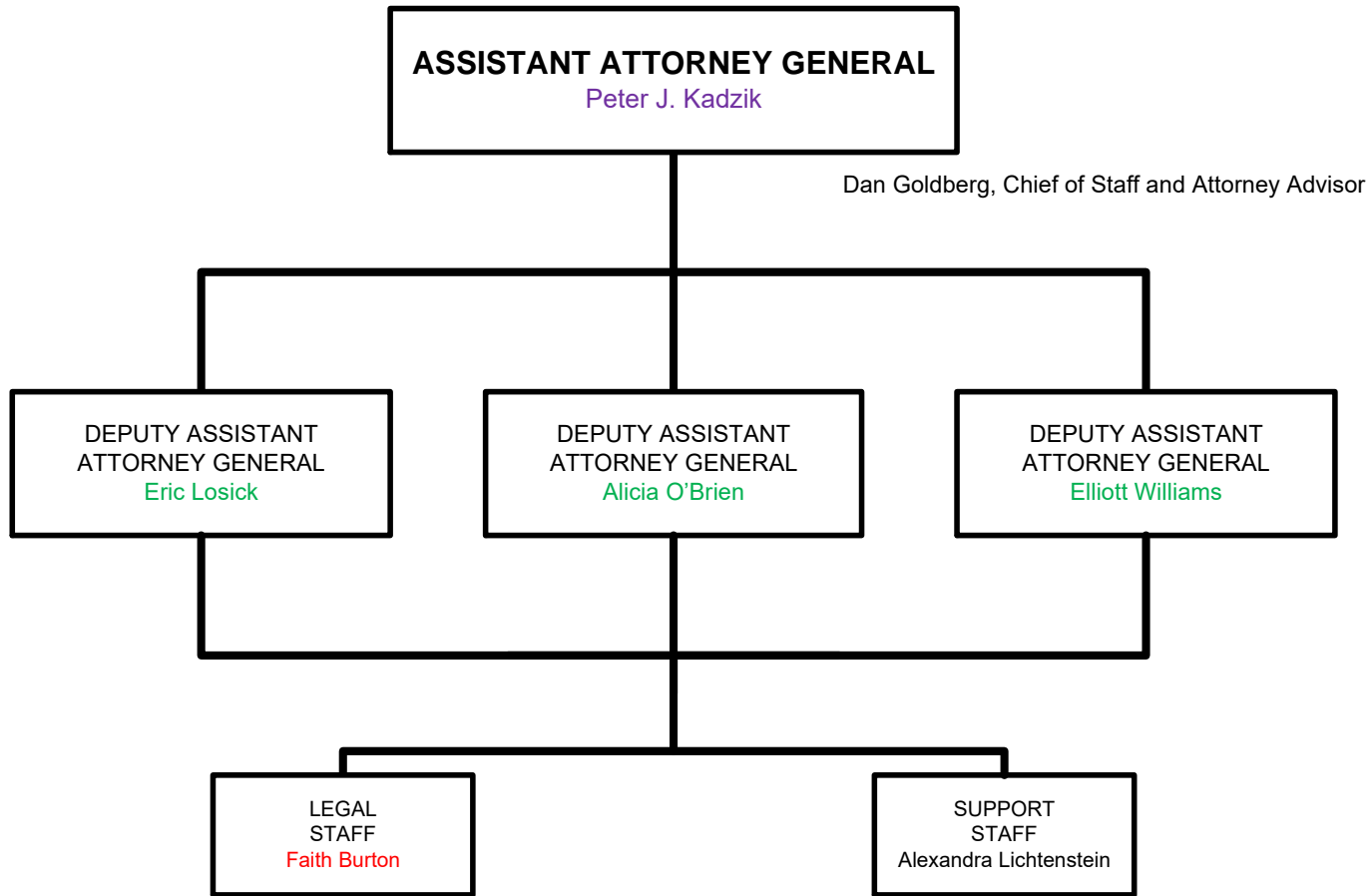
The Office of Legislative Affairs (OLA) was established in the Department of Justice on February 2, 1973, by Attorney General Order 504-73, to be the coordinating center for all Department of Justice activities relating to legislation and the Congress. The Office was subsequently reorganized into the Office of Legislative and Intergovernmental Affairs on January 24, 1984, by Attorney General Order No. 1054-84. Attorney General Order 1097-85 reestablished the Office of Legislative Affairs as an independent office on February 4, 1986.

The mission of OLA is to advise appropriate components of the Department on the development of the Department's official policies through legislation initiated by the Department, by other parts of the executive branch, or by Members of Congress, and to explain and advocate the Department's policies to the Congress. The Office also serves as the Attorney General's focal point for dealing with Department nominees, Congressional oversight, Congressional correspondence, and Congressional requests for documents and access to Department employees.

The major functions of OLA are to:

- Maintain liaison between the Department and the Congress.
- Manage and direct all legislative functions between Congress and the Department.
- Consult with and advise the Attorney General, the Deputy Attorney General, and the Associate Attorney General on controversial matters and policy considerations, important policy decisions and new legislative initiatives.
- Serve as the Department's spokesperson with the Congress.
- Issue guidelines or instructions in order to assure a coordinated approach is being taken on legislative actions.
- Participate in the coordination of the Department's position on all proposed legislation.
- Lead preparation for Congressional hearings and briefings involving Department officials

OFFICE OF LEGISLATIVE AFFAIRS KEY PERSONNEL



Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

The Principal or ranking Deputy is determined via an internal written designation by the Attorney General or other authorized official.

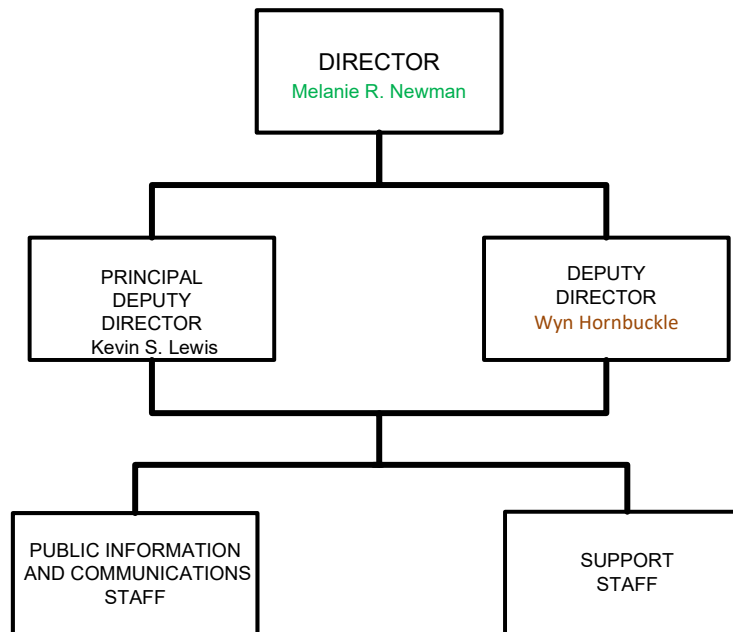
OFFICE OF PUBLIC AFFAIRS

The mission of the Office of Public Affairs (PAO) is to coordinate the relations of the Department of Justice with the news media and to serve as the center for information about all organizational units of the Department.

The major functions of PAO are to:

- Ensure that the public is informed about the Department's activities and about the priorities and policies of the Attorney General and the President in the fields of law enforcement and legal affairs.
- Advise the Attorney General and other Department officials on all aspects of media relations and communications issues.
- Coordinate the public affairs units of all Department components.
- Prepare and issue all news releases for headquarters, and edit and approve some of those issued by component agencies.
- Serve reporters assigned to the Department by responding to queries, issuing news releases and statements, arranging interviews and conducting news conferences.
- Ensure that information provided to the news media by the Department is current, complete and accurate.
- Ensure that all applicable laws, regulations and policies involving the release of information to the public are followed so that material is not made public that might jeopardize investigations and prosecutions, violate rights of defendants or potential defendants, or compromise national security interests

OFFICE OF PUBLIC AFFAIRS KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Dena W. Iverson, Press Secretary and Senior Advisor
David F. Jacobs, Deputy Press Secretary
Kelli D. James, Press Assistant
Anthony Juarez, Press Assistant
Erica Lacy, Deputy Press Secretary
Beverley Lumpkin, Public Affairs Specialist
James Santel, Speechwriter
Rebecca Stewart, Media Affairs Coordinator

Source: Component information as of October 1, 2016

LAW ENFORCEMENT

BUREAU OF ALCOHOL, TOBACCO, FIREARMS, AND EXPLOSIVES

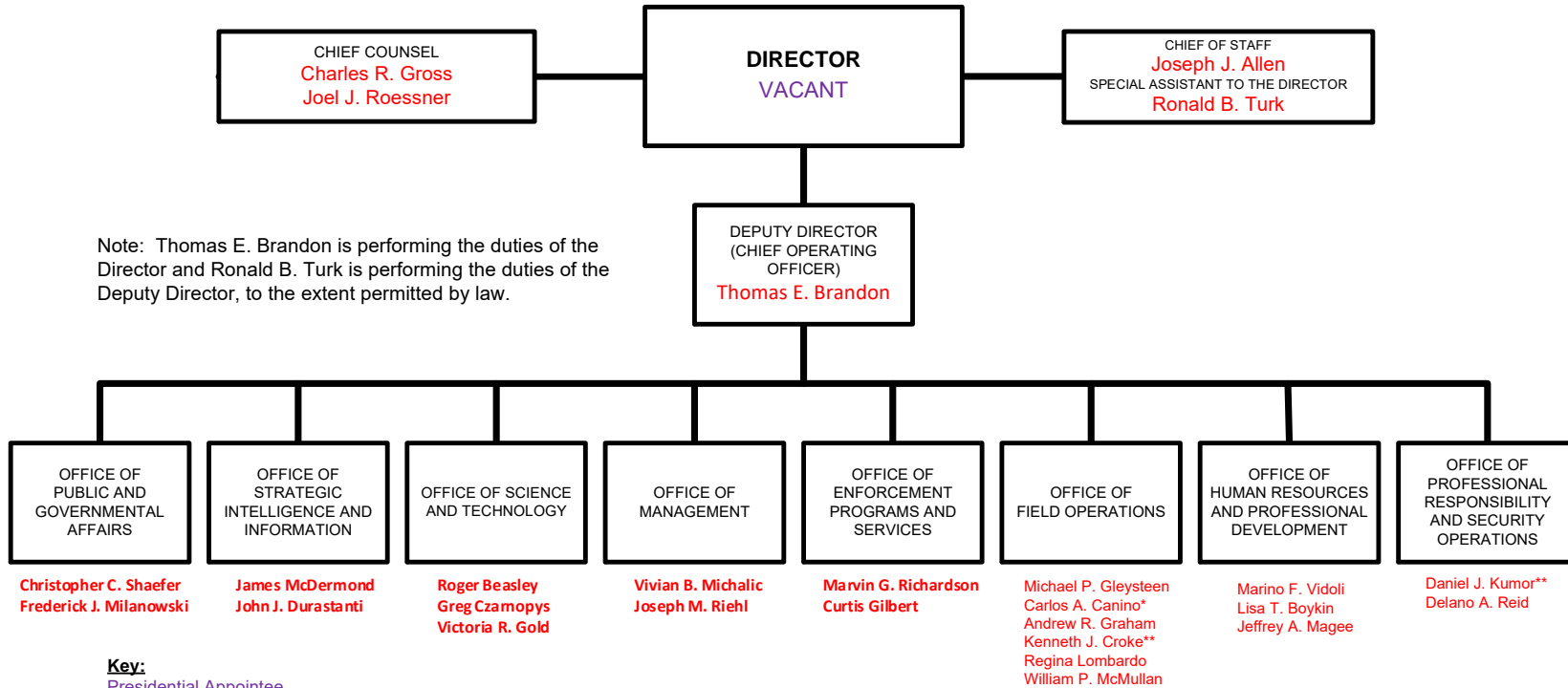
The Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) was established as a separate component within the Department of Justice pursuant to Title XI of the Homeland Security Act of 2002, Public Law 107-296, on January 17, 2003.

ATF protects the public from crimes involving firearms, explosives, arson, and the diversion of tobacco products; regulates lawful commerce in firearms and explosives; and provides worldwide support to law enforcement, public safety, and industry partners.

The major functions of ATF are to:

- Reduce the risk to public safety caused by illegal firearms trafficking.
- Reduce the risk to public safety caused by criminal possession and use of firearms.
- Reduce the risk to public safety caused by criminal organizations and gangs.
- Improve public safety by increasing compliance with federal laws and regulations by firearms industry members.
- Reduce the risk to public safety caused by bombs and explosives.
- Improve public safety by increasing compliance with federal laws and regulations by explosives industry members.
- Reduce the loss of tax revenues caused by contraband alcohol and tobacco trafficking.

BUREAU OF ALCOHOL, TOBACCO, FIREARMS, AND EXPLOSIVES KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

* Effective 10/30/16
 ** Effective 12/11/16

Source: Component information as of October 1, 2016



CRIMINAL DIVISION

The major functions of the Division are to:

- Develop, enforce, and supervise the application of all federal criminal laws, except those specifically assigned to other divisions of the Department.
- Supervise a wide range of criminal investigations and prosecutions, including international and national drug trafficking and money laundering organizations; international organized crime groups; corrupt public officials; human rights violators; domestic and international child exploitation enterprises; domestic and international hackers; and individuals and organizations responsible for financial fraud and misconduct.
- Approve and oversee the use of the most sophisticated investigative authorities in the federal arsenal, including reviewing all federal electronic surveillance requests in criminal cases and authorizing participation in the Witness Security Program.
- Advise the Attorney General and other senior leadership within the Executive Branch on matters of criminal law.
- Coordinate with foreign countries to secure the return of fugitives and obtain evidence and other assistance from abroad, and assure that the United States meets its reciprocal obligations to treaty partners.
- Formulate and implement criminal enforcement policy and provide advice and assistance to all levels of the law enforcement community, including providing training to federal, state, and local prosecutors and investigative agencies.
- Provide training and development assistance to foreign criminal justice systems.

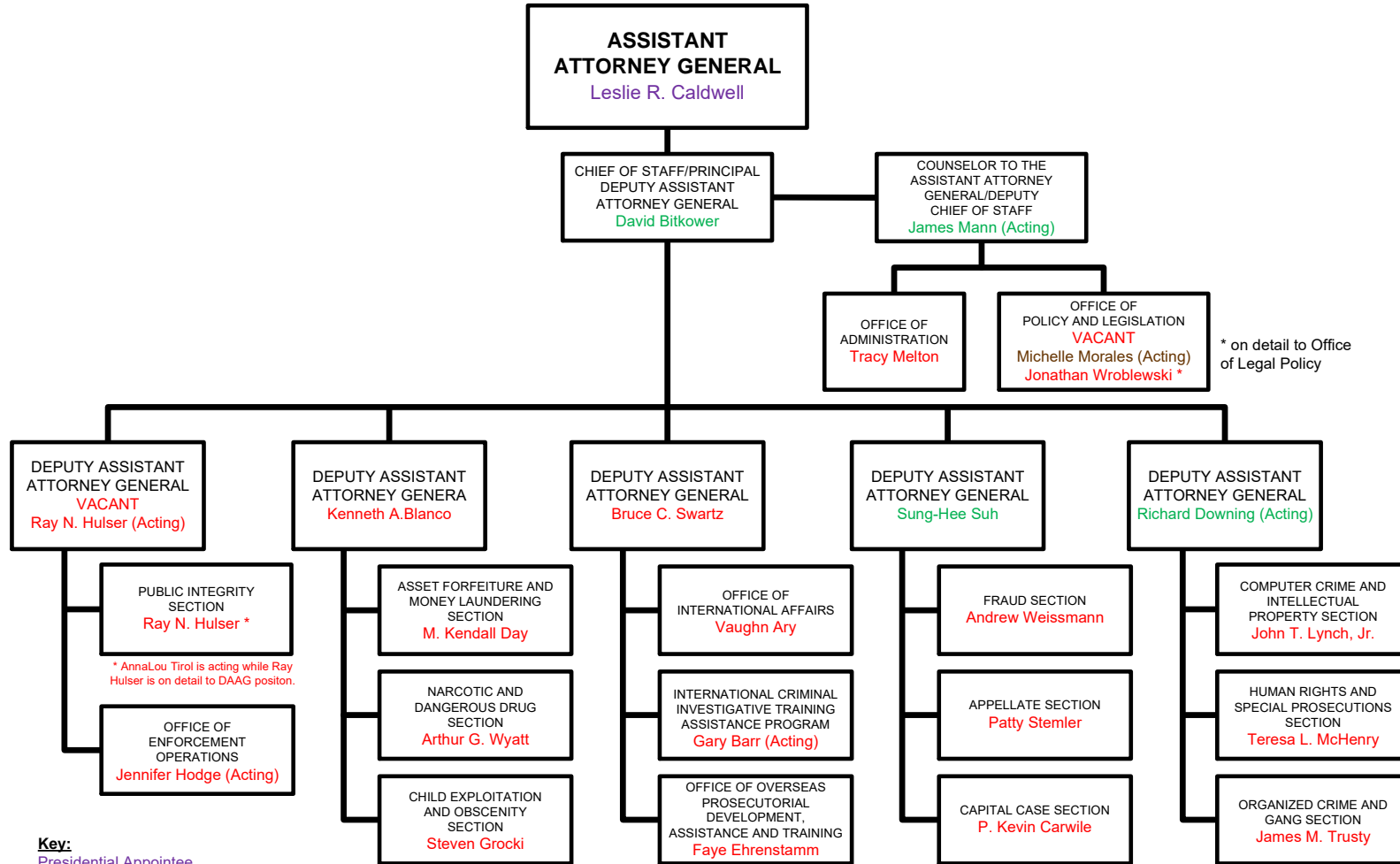
The Division's major responsibilities include:

- Public integrity – Identifying, investigating, and prosecuting corrupt government officials; providing expertise, guidance, and instruction to law enforcement agents and prosecutors on matters involving corruption; and ensuring that sensitive public corruption and election crime matters are handled in a uniform, consistent, and appropriate manner across the country.
- Human rights and special prosecutions – Investigating and prosecuting cases related to human rights violations, international violent crime, and complex immigration crimes; pursuing the U.S. Government's commitment to holding accountable human rights violators and war criminals, both as a domestic law enforcement imperative and as a contribution to the global effort to end impunity.
- Fraud - Investigating and prosecuting sophisticated and multi-district white-collar crimes including corporate, securities, and investment fraud, government program and procurement fraud, health care fraud, and international criminal violations including the bribery of foreign government officials in violation of the Foreign Corrupt Practices Act.

- Child exploitation - Prosecuting high-impact cases involving online child pornography, the online grooming and inducement of children by sexual predators, sex trafficking of children, travel abroad by U.S. citizens and residents to sexually abuse foreign children (sex tourism), and enforcement of sex offender registration laws; providing forensic assistance to federal prosecutors and law enforcement agents in investigating and prosecuting violations of federal criminal statutes criminalizing child exploitation; coordinating nationwide operations targeting child predators; and developing policy and legislative proposals related to these issues.
- Computer crime and intellectual property crime - Working to prevent and respond to criminal cyber attacks; improving the domestic and international laws to most effectively prosecute computer and IP criminals; and directing multi-district and transnational cyber investigations and prosecutions.
- Narcotics and dangerous drugs - Combating domestic and international drug trafficking and narco-terrorism; drawing on available intelligence to prosecute individuals and criminal organizations posing the most significant drug trafficking threat to the United States; enforcing laws that criminalize the extraterritorial manufacture or distribution of controlled substances intended for the United States; and facilitating the provision of targeted intelligence support to DEA and other law enforcement agencies worldwide.
- Organized crime – Overseeing the Department’s program to combat organized crime by: investigating and prosecuting nationally and internationally significant organized crime organizations and gangs; exercising approval authority over all proposed federal prosecutions under the Racketeer Influenced and Corrupt Organizations (RICO) and Violent Crimes in Aid of Racketeering (VICAR) statutes; supporting criminal prosecutions of federal crimes involving labor-management disputes, the internal affairs of labor unions in the private sector, and the operation of employee pension and welfare benefit plans; working with U.S. intelligence agencies and U.S. and foreign law enforcement agencies to identify, target, and investigate transnational organized crime groups; and contributing to the development of policy and legislation relating to numerous organized crime-related issues, including gambling and human trafficking.
- Sensitive investigative techniques - Overseeing the use of the most sophisticated investigative tools at the Department’s disposal; reviewing federal electronic and video surveillance requests; authorizing participation in the Federal Witness Security Program; and reviewing requests for witness immunity, transfers of prisoners to and from foreign countries to serve the remainder of their prison sentences, attorney and press subpoenas, applications for S-Visa status, and the imposition of special administrative measures to further restrict the confinement conditions of certain very dangerous persons in the custody of the Bureau of Prisons.
- International affairs - Making all requests for international extraditions and for foreign evidence on behalf of federal, state, and local prosecutors and investigators; satisfying foreign requests for fugitives and evidence located in the U.S.; negotiating and implementing law enforcement treaties; providing guidance to prosecutors and investigators on legal and policy issues arising in sensitive transnational investigations; and providing critical advice to the Attorney General and other principals of the Department on matters involving international law enforcement cooperation and comparative criminal law and practice.

- Assistance to foreign law enforcement institutions (police and corrections) - Supporting the creation and development of new and existing police forces in other countries and international peacekeeping operations; enhancing the capabilities of existing police forces in emerging democracies; strengthening U.S. national security by assisting nations that are on the front lines of the war on terrorism, and creating sustainable foreign law enforcement institutions that promote democratic principles, instill respect for human rights and human dignity, and reduce the threat of transnational crime and terrorism.
- Policy and legislation - Serving as subject matter experts in all matters relating to criminal law and using that expertise to develop legislative and policy proposals to enhance our ability to fight crime; serving as the Department representative to the U.S. Sentencing Commission.
- Appeals - Drafting briefs and certiorari petitions for the Solicitor General for filing in the U.S. Supreme Court; making recommendations to the Solicitor General as to whether further review is warranted on adverse criminal decisions in the district courts and courts of appeals; and preparing briefs and arguing cases in the courts of appeals.
- Capital cases - Advising on factual and legal issues relevant to capital eligible cases and decisions to seek the death penalty; providing legal, procedural, and policy guidance and direct litigation support to United States Attorney's Offices handling capital investigations and prosecutions.
- Money laundering and asset recovery - Pursuing criminal prosecutions against financial institutions and individuals engaged in money laundering, Bank Secrecy Act, and sanctions violations; pursuing the proceeds of high level foreign corruption through the Kleptocracy Asset Recovery Initiative; developing legislative, regulatory, and policy initiatives to combat global illicit finance; returning forfeited criminal proceeds to benefit those harmed by crime through remission and restoration processes; and providing legal and policy assistance and training to federal, state, and local prosecutors and law enforcement personnel, as well as to foreign governments.

CRIMINAL DIVISION KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

DRUG ENFORCEMENT ADMINISTRATION

In 1968 the Justice Department's Bureau of Narcotics and Dangerous Drugs was formed. The organization then was composed of personnel from the Federal Bureau of Narcotics (Treasury Department) and the Bureau of Drug Abuse Control (Food and Drug Administration) of the Department of Health, Education and Welfare. In 1973 the Drug Enforcement Administration (DEA) was created by merging the Bureau of Narcotics and Dangerous Drugs, the Office for Drug Abuse Law Enforcement, the Office of National Narcotics Intelligence, elements of the U.S. Customs Service that worked in drug trafficking intelligence and investigations, and the Narcotics Advance Research Management Team.

The mission of the Drug Enforcement Administration (DEA) is to enforce the controlled substances laws and regulations of the United States and bring to the criminal and civil justice system of the United States, or any other competent jurisdiction, those organizations and principal members of organizations, involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States; to exercise oversight authority over individuals and entities involved in the prescribing, dispensing, or distribution of controlled substances, including manufacturers, distributors, prescribing practitioners, and pharmacies, and to bring criminal, civil, or administrative sanctions against the registrants who operate outside the law; and to recommend and support non-enforcement programs aimed at reducing the availability of illicit controlled substances on the domestic and international markets.

The major functions of DEA are to:

Enforcement and Prevention

- Investigate and prepare for the prosecution of major violators of controlled substances laws operating domestically and internationally, including those involved in gangs and who perpetrate violence within U.S. communities and linked to regional cells, global drug cartel networks, as well as narco-terrorism organizations.
- Prevent, detect, and investigate the diversion of controlled pharmaceuticals and listed chemicals from legitimate sources while ensuring an adequate and uninterrupted supply for legitimate medical, commercial, and scientific needs.
- Perform community outreach through local partnerships that help communities counter recurring drug and violent crime problems that can resurface after drug enforcement actions.
- Deny drug revenues and ill-gotten gains to drug trafficking organizations in order to disrupt trafficking activities and reduce drug availability.

Drug Enforcement Leadership

- Coordinate with federal, state, local and tribal law enforcement counterparts through task forces, mutual investigations, information sharing, resource sharing, de-confliction, and training, all of which serve to extend DEA's capabilities beyond federal jurisdictions and limited resources.

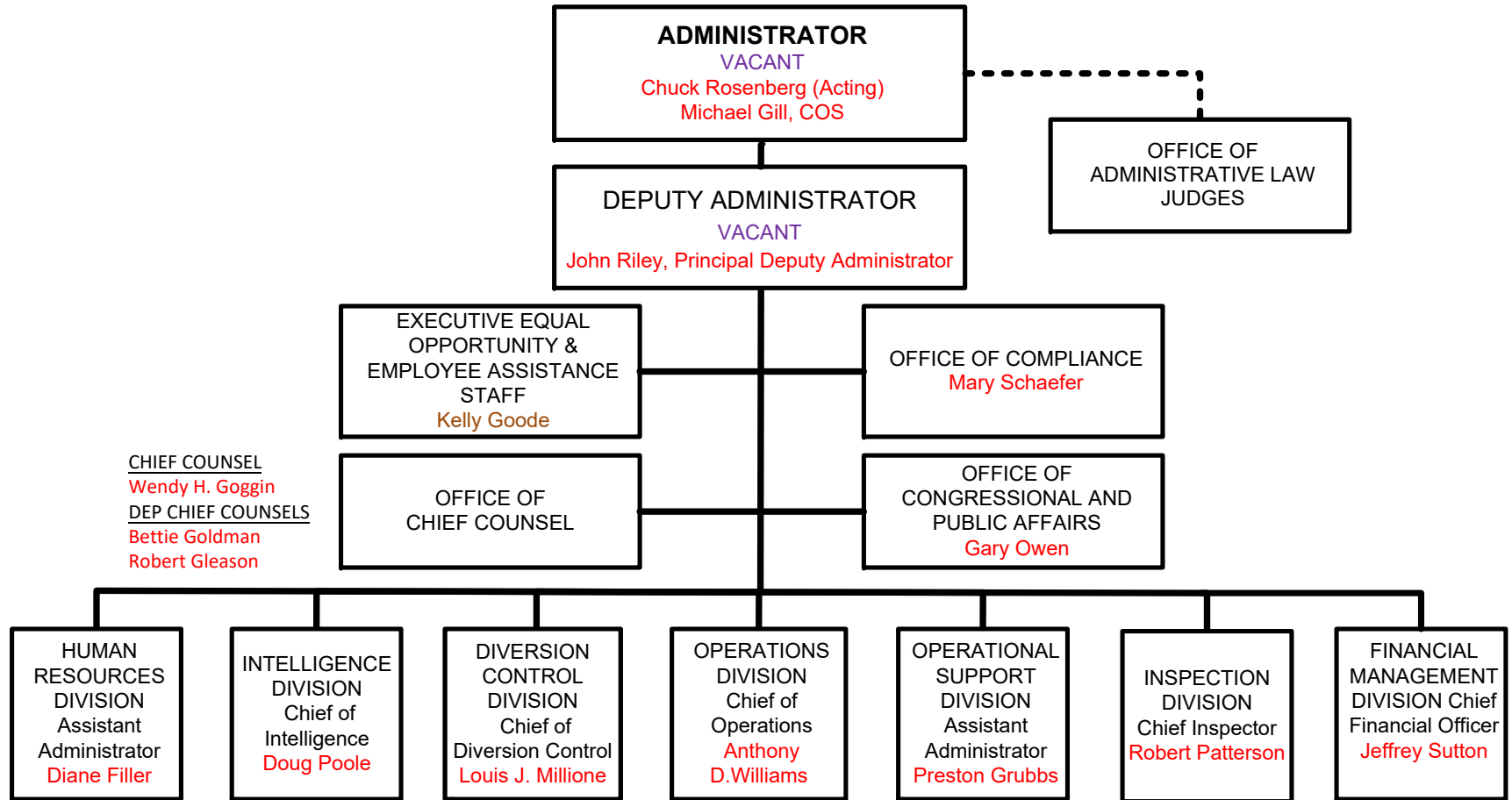
- Coordinate with foreign governments through bilateral counter-drug investigations, capacity-building activities, and training of host nation law enforcement counterparts.
- Serve in a leadership role and coordination with other U.S. federal agencies and foreign governments for all international drug control programs and investigations, under the policy guidance of the Secretary of State and U.S. Ambassadors.
- Deliver sophisticated laboratory analytical services in chemistry, digital forensics and latent prints and provide essential forensic information for DEA and other federal agencies.
- Facilitate compliance with the letter and spirit of applicable laws, regulations, rules and policies, and promote a culture of ethics and integrity.

Intelligence Sharing

- Lead a national drug intelligence program in cooperation with federal, state, local, tribal, and foreign officials to collect, analyze, and disseminate strategic and operational drug intelligence information.
- Manage a vast world-wide human/confidential source network and a robust judicial intercept program, which positions DEA to act quickly, effectively, and proactively to reach beyond our U.S. borders to identify, investigate, indict, and incarcerate those that threaten the safety and interests of our country's citizens at home and abroad.
- Share national security information, obtained through the execution of drug enforcement operations, with federal partners, including the Intelligence Community.
- Manage the nationwide de-confliction system mandated for all Department of Justice agencies and also used by hundreds of federal, state, local, and tribal law enforcement personnel throughout the United States.

DRUG ENFORCEMENT ADMINISTRATION

KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of December 16, 2016

EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS

The Executive Office for United States Attorneys (EOUSA) was created on April 6, 1953, by Attorney General Order No. 8-53, to meet a need for closer liaison between the Department of Justice in Washington, D.C., and the United States Attorneys. The Executive Office is under the supervision of a Director, who is appointed by the Attorney General and reports to the Deputy Attorney General.

The mission of EOUSA is to provide general executive assistance and supervision to the 94 Offices of the United States Attorneys and to coordinate the relationship between the U.S. Attorneys and the organizational components of the Department of Justice and other federal agencies in Washington, D.C.

The major functions of EOUSA are to:

- Provide advice and support to the Attorney General and Deputy Attorney General regarding United States Attorney appointments.
- Manage the U.S. Attorneys' appropriation, including direct and indirect budget authority and personnel resources. Provide budget and fiscal assistance and guidance to the U.S. Attorneys' offices.
- Analyze statistical data and provide reports and recommendations related to the work and resources of the U.S. Attorneys' offices.
- Provide overall administrative management oversight and support to the U.S. Attorneys' offices in the areas of facilities management (including acquisition of real property and office space, construction, renovation, repair, and relocation), and support service programs (including personal property management, simplified acquisition, motor vehicle support, records disposition, and forms management).
- Formulate, implement, and administer bureau-level human resource management policies and programs for the 94 U.S. Attorneys' offices, including programs affecting Assistant U.S. Attorneys appointed under Title 28 and compensated under a separate pay system, as well as support staff appointed under Title 5. Provide technical oversight of the U.S. Attorneys' offices with delegated personnel authorities, and provide operating personnel and pre-employment security services to the other U.S. Attorneys' offices.
- Provide management oversight and support to the U.S. Attorneys' offices in the planning, development, implementation, and administration of comprehensive security programs encompassing all aspects of physical, communication, information, personnel, and computer security.
- Develop, acquire, and manage a full range of integrated information technology systems and software applications in the U.S. Attorneys' offices. Provide technical, administrative, design, and maintenance support in the areas of voice, data, and video telecommunications to provide efficient communications.

- Evaluate the performance of the U.S. Attorneys' offices, making appropriate reports and inspections, taking corrective actions, and providing management assistance where needed.
- Provide advice, support, and guidance regarding the management and operation of legal programs and initiatives in the U.S. Attorneys' offices, including debt collection, criminal prosecution, affirmative civil enforcement, defensive civil litigation, asset forfeiture, and victim assistance.
- Provide advice and representation to U.S. Attorneys and other managers in the U.S. Attorneys' offices on discipline, grievances, equal employment opportunity, ethics, standards of conduct, recusals, and outside activities.
- Provide centralized leadership, coordination, and evaluation of all equal employment efforts throughout the U.S. Attorneys' offices – administering both the Affirmative Employment and Complaints Processing Programs.
- Respond to requests under the Freedom of Information Act and Privacy Act (FOIA/PA) on behalf of the U.S. Attorneys' offices; coordinate and respond to litigation arising from these matters; and provide advice and training to the United States Attorneys' staffs relating to FOIA/PA.
- Provide advice, support, and guidance to the U.S. Attorneys' offices on congressional relations and pending legislation pertinent to their work; prepare testimony and background for congressional oversight and appropriations hearings.
- Provide advice, support, and guidance regarding public affairs, website and social media management, and strategic communications.
- Publish and maintain a United States Attorneys' Manual and a United States Attorneys' Bulletin for the internal guidance of the U.S. Attorneys' offices.
- Supervise the operation of the Office of Legal Education, which develops, conducts, and assists in the training of all Department of Justice legal personnel and other federal legal personnel.
- Provide the Attorney General's Advisory Committee of United States Attorneys and its subcommittees with such staff assistance and funds as are reasonably necessary to carry out the Committee's responsibilities.

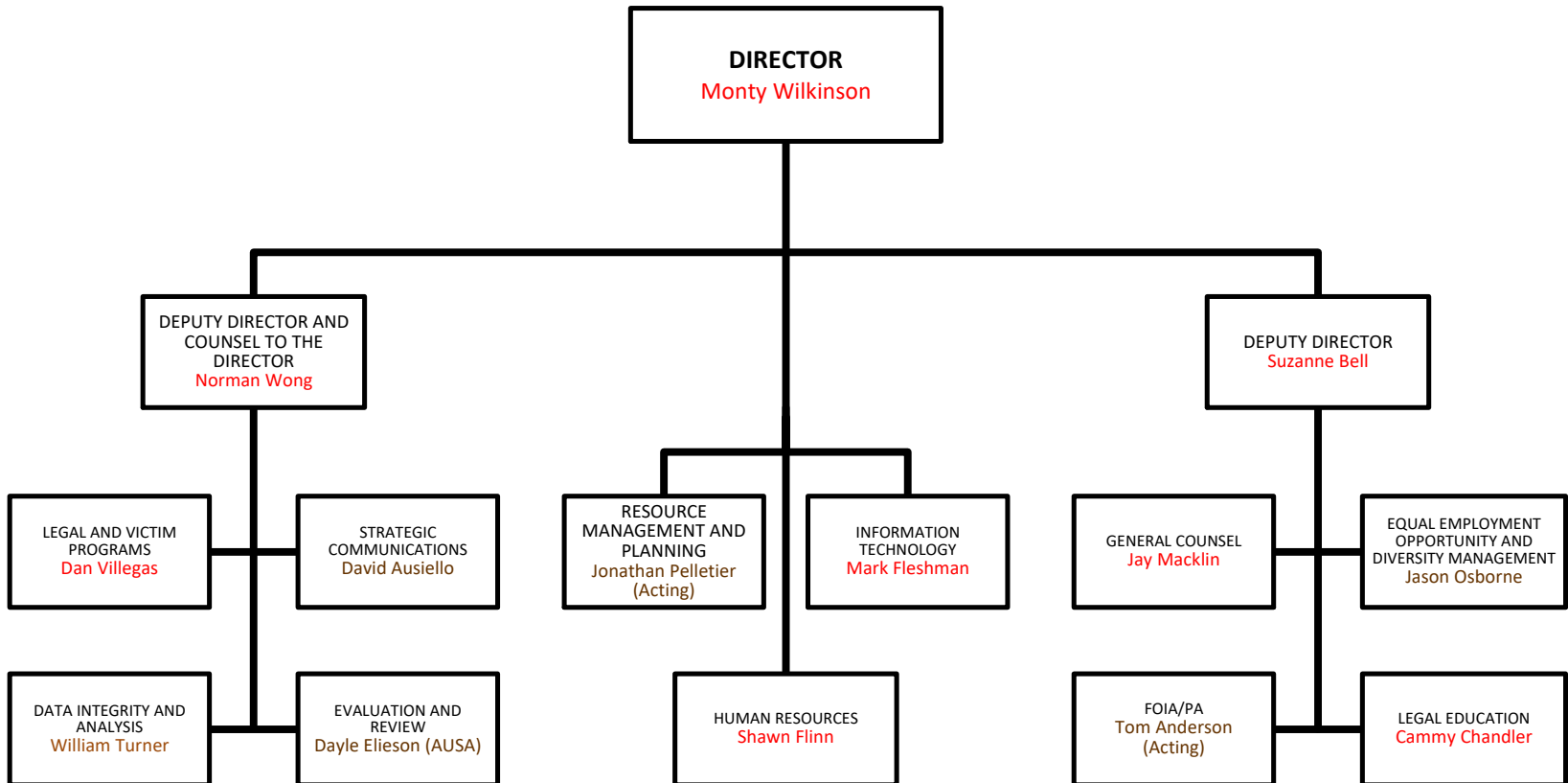
United States Attorneys

The United States Attorneys serve as the nation's principal litigators under the direction of the Attorney General. U.S. Attorneys are appointed by, and serve at the discretion of, the President of the United States, with the advice and consent of the U.S. Senate. There are 93 U.S. Attorneys stationed throughout the United States and its territories; one U.S. Attorney is assigned to each of the 94 judicial districts, with the exception of Guam and the Northern Mariana Islands, where a single U.S. Attorney serves in both districts. Each U.S. Attorney is the chief federal law enforcement officer of the United States within his or her jurisdiction.

U.S. Attorneys conduct most of the trial work in which the United States is a party. U.S. Attorneys have three statutory responsibilities under Title 28, Section 547 of the United States code:

- The prosecution of criminal cases brought by the Federal Government;
- The prosecution and defense of civil cases in which the United States is a party; and
- The collection of debts owed to the Federal Government that are administratively uncollectible.
- Although the distribution of caseload varies between districts, each handles every category of cases, including a mixture of simple and complex litigation. Each U.S. Attorney exercises wide discretion in the use of his or her resources to further the priorities of the local jurisdictions and the needs of their communities.

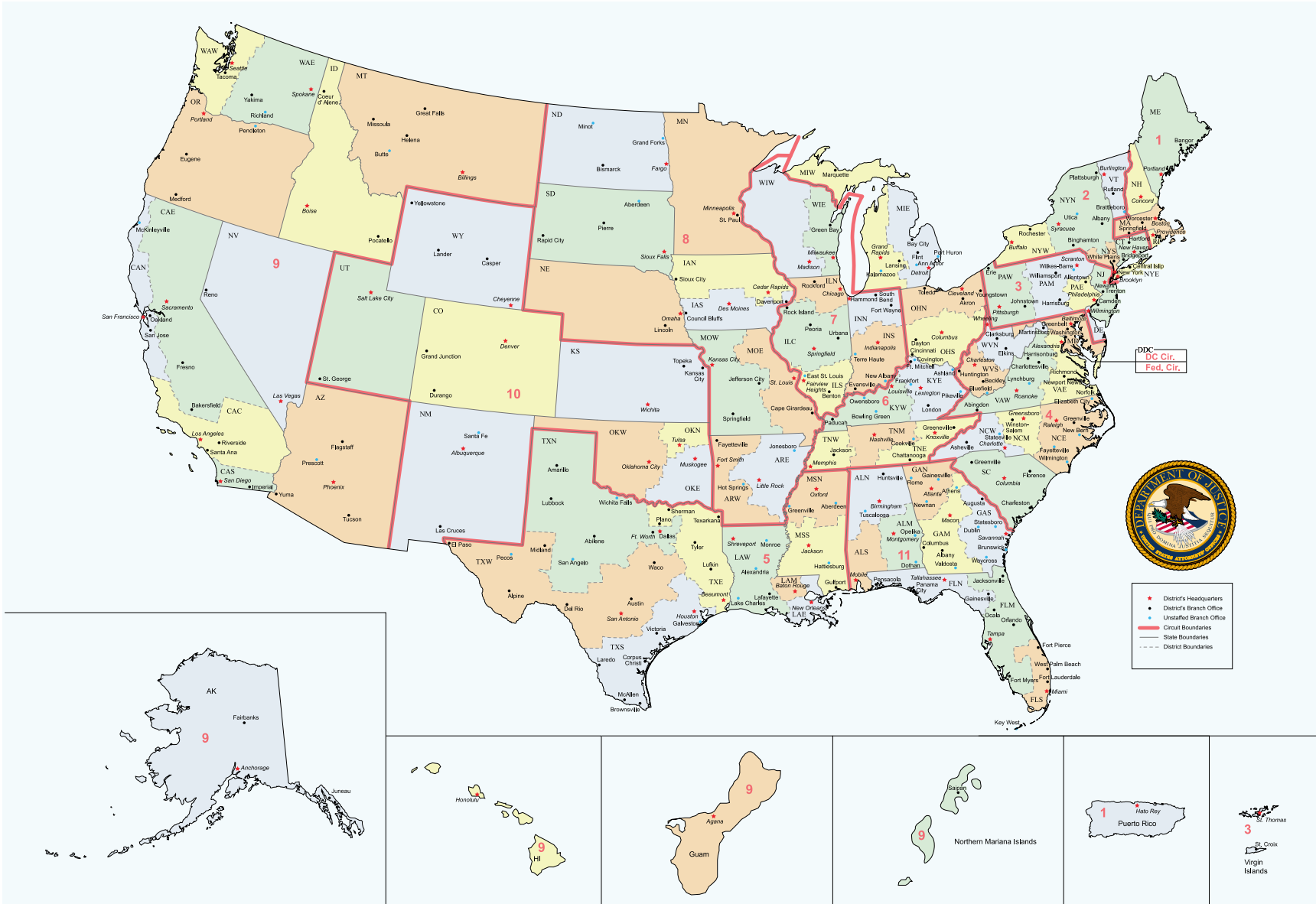
EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

U.S. ATTORNEYS' OFFICES



FEDERAL BUREAU OF INVESTIGATION

The FBI is a national security and law enforcement agency that uses, collects, and shares intelligence in all it does. As the only member of the U.S. Intelligence Community with broad authority over criminal and terrorist acts on U.S. soil, the FBI has a sworn duty to protect all Americans by staying ahead of national security threats to the homeland. The FBI's mission is to uphold the Constitution and protect the American people.

The FBI's major priorities are to:

- Protect the United States from terrorist attack.
- Protect the United States against foreign intelligence operations and espionage.
- Protect the United States against cyber-based attacks and high-technology crimes.
- Combat public corruption at all levels.
- Protect civil rights.
- Combat transnational/national criminal organizations and enterprises.
- Combat major white-collar crime.
- Combat significant violent crime.

The FBI's major functions are to:

- Conduct professional investigations and authorized intelligence collection to identify and counter the threat posed by domestic and international terrorists and their supporters within the United States, and to pursue extraterritorial criminal investigations to bring the perpetrators of terrorist acts to justice. In furtherance of this function, the FBI designs, develops, and implements counterterrorism initiatives that enhance the FBI's ability to minimize the terrorist threat.
- Conduct counterintelligence activities and coordinate counterintelligence activities of other agencies in the intelligence community within the United States. (Executive Order 12333 includes international terrorist activities in its definition of counterintelligence.)
- Coordinate the efforts of U.S. Government agencies and departments in protecting the nation's critical infrastructure by identifying and investigating criminal and terrorist group intrusions through physical and cyber-attacks.
- Investigate violations of the laws of the United States and collect evidence in cases in which the United States is or may be a party in interest, except in cases in which such responsibility is by statute or otherwise specifically assigned to another investigative agency.
- Locate and apprehend fugitives for violations of specified federal laws and, when so requested, state and local fugitives pursuant to federal statutory authority.
- Conduct professional investigations to identify, disrupt, and dismantle existing and emerging criminal enterprises whose activities affect the United States. Address international criminal organizations and terrorist groups, which threaten the American

people and their property, through expanded international liaison and through the conduct of extraterritorial investigations as mandated by laws and executive orders.

- Gather, analyze, and assess information and intelligence of planned or committed criminal acts.
- Establish and implement quality outreach programs that will ensure FBI and community partnerships and sharing.
- Conduct personnel investigations requisite to the work of the Department of Justice and whenever required by statute or otherwise.
- Establish and conduct law enforcement training programs and conduct research to provide assistance to state and local law enforcement personnel. Participate in interagency law enforcement initiatives that address crime problems common to federal, state, and local agencies.
- Develop new approaches, techniques, systems, equipment, and devices to improve and strengthen law enforcement and assist in conducting state, local, and international law enforcement training programs.
- Provide timely and relevant criminal justice information and identification services concerning individuals, stolen property, criminal organizations and activities, crime statistics, and other law enforcement-related data, not only to the FBI, but to qualified law enforcement, criminal justice, civilian, academic, employment, licensing, and firearms sales organizations.
- Operate the FBI Laboratory not only to serve the FBI, but also to provide, without cost, technical and scientific assistance, including expert testimony in federal or local courts, for all duly constituted law enforcement agencies, other organizational units of the Department of Justice, and other federal agencies; and to provide identification assistance in mass disasters and for other humanitarian purposes.
- Review and assess operations and work performance to ensure compliance with laws, rules, and regulations and to ensure efficiency, effectiveness, and economy of operations.
- Effectively and appropriately communicate and disclose information on the FBI mission, accomplishments, operations, and values to Congress, the media, and the public.

Throughout its history, the FBI has adapted to address a changing threat environment. It has moved from a focus on building cases for prosecution to using prosecution as a tool among many in the effort to break up terrorist and criminal organizations. One of the FBI's most significant challenges over the past 15 years has been the advances in information technology and computer networks eroding the U.S. Government's and the FBI's ability to conduct electronic surveillance (data intercept), threatening the Bureau's effectiveness in each of its investigative areas. The FBI has ongoing initiatives focused on this challenge, which it calls "Going Dark." Other ongoing challenges include the rise of homegrown violent extremists, cyber crime, globalization of crime, and crime data modernization. Others include the need to

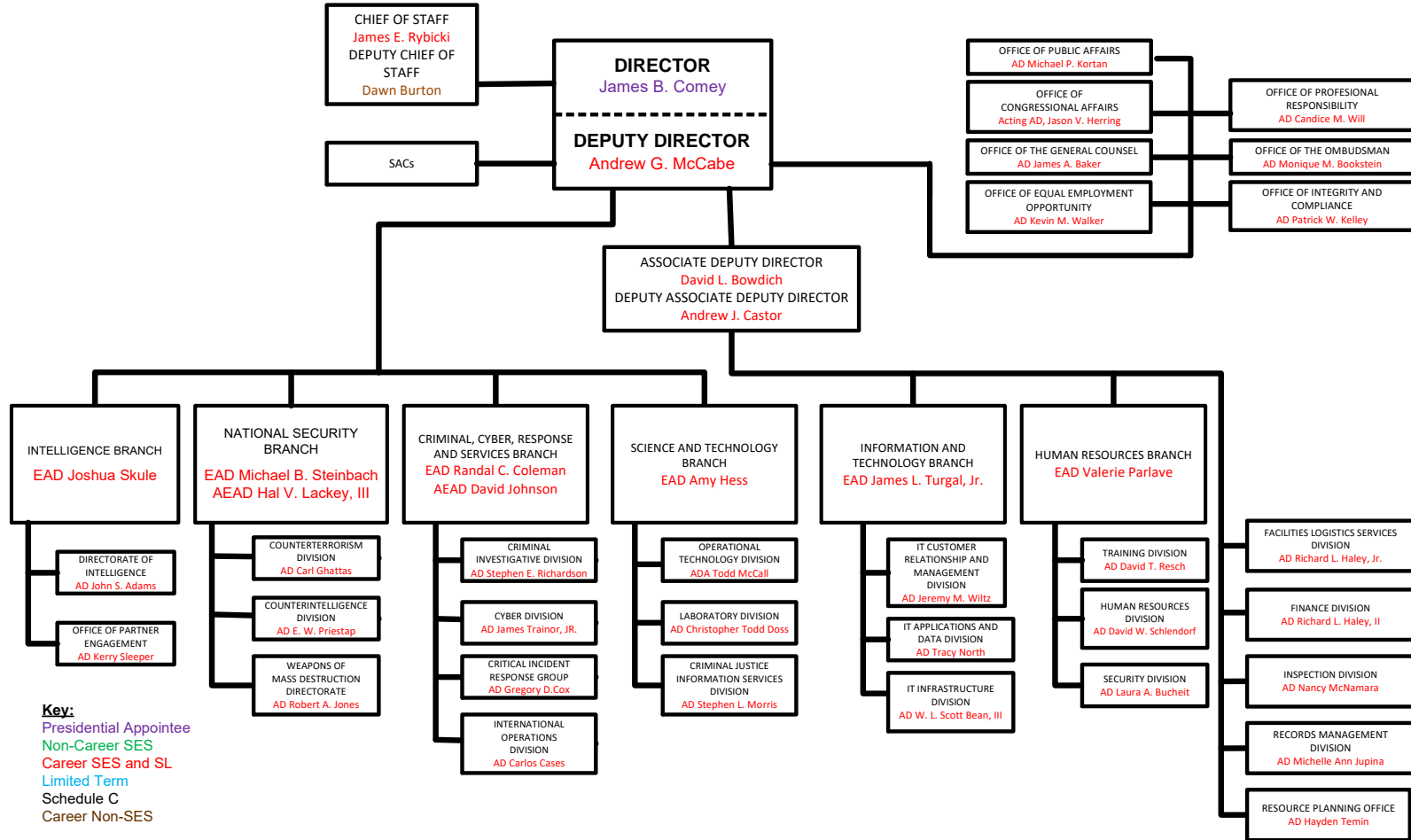
modernize the capture and analysis of crime data, and address the globalization of criminal actors.

The FBI is headed by a Director who is appointed by the president, confirmed by the Senate and serves for a 10-year term. Director James B. Comey took the oath of office on September 5, 2013. The FBI currently has approximately 36,000 employees, including some 13,700 special agents and 22,000 professionals, who serve as analysts, linguists, surveillance specialists, engineers, computer scientists, financial analysts, and other professionals. These employees are stationed in 56 field offices and 360 satellite offices throughout the U.S.; at FBI headquarters in Washington, D.C.; at the FBI Laboratory and Academy in Quantico, Virginia; and at the National Counterterrorism Center (Liberty Crossing) where counterterrorism personnel are co-located with their Central Intelligence Agency counterparts. Others are embedded with federal or state intelligence fusion centers, or detailed to other law enforcement or intelligence agencies. The FBI's international presence includes offices in 86 cities worldwide and personnel assigned to U.S. military commands on the ground in Iraq and Afghanistan, and at international training centers from Budapest to Bangkok.

Now in its second century, the FBI must continue to protect the American people from increasingly complex threats in an increasingly interconnected world. At all times, it acts with obedience to the Constitution and with fairness, compassion, honesty, integrity, and respect.

FEDERAL BUREAU OF INVESTIGATION

KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016



Federal Bureau of Investigation

Global Threats Require a Global Response italics indicate Legal Attaché Sub-Offices

U.S. Field Offices

- 1. Albany, NY
- 2. Albuquerque, NM
- 3. Anchorage, AK
- 4. Atlanta, GA
- 5. Baltimore, MD
- 6. Birmingham, AL
- 7. Boston, MA
- 8. Buffalo, NY
- 9. Charlotte, NC
- 10. Chicago, IL
- 11. Cincinnati, OH
- 12. Cleveland, OH
- 13. Columbia, SC
- 14. Dallas, TX
- 15. Denver, CO
- 16. Detroit, MI
- 17. El Paso, TX
- 18. Honolulu, HI
- 19. Houston, TX
- 20. Indianapolis, IN
- 21. Jackson, MS
- 22. Jacksonville, FL
- 23. Kansas City, MO
- 24. Knoxville, TN
- 25. Las Vegas, NV
- 26. Little Rock, AR
- 27. Los Angeles, CA
- 28. Louisville, KY
- 29. Memphis, TN
- 30. Miami, FL
- 31. Milwaukee, WI
- 32. Minneapolis, MN
- 33. Mobile, AL
- 34. New Haven, CT
- 35. New Orleans, LA
- 36. New York, NY
- 37. Newark, NJ
- 38. Norfolk, VA
- 39. Oklahoma City, OK
- 40. Omaha, NE
- 41. Philadelphia, PA
- 42. Phoenix, AZ
- 43. Pittsburgh, PA

Legal Attaché - Americas

- 44. Portland, OR
- 45. Richmond, VA
- 46. Sacramento, CA
- 47. Salt Lake City, UT
- 48. San Antonio, TX
- 49. San Diego, CA
- 50. San Francisco, CA
- 51. San Juan, PR
- 52. Seattle, WA
- 53. Springfield, IL
- 54. St. Louis, MO
- 55. Tampa, FL
- 56. Washington, D.C.
- 57. Bogotá, Colombia
- 58. Brasilia, Brazil
- 59. Bridgetown, Barbados
- 59A. Nassau, Bahamas
- 59B. Port-of-Spain, Trinidad
- 60. Buenos Aires, Argentina

Legal Attaché - Europe

- 61. Mexico City, Mexico
- 61A. Ciudad Juarez
- 61B. Monterrey
- 61C. Guadalajara
- 61D. Tijuana
- 61E. Hermosillo
- 62. Ottawa, Canada
- 62A. Vancouver
- 62B. Toronto
- 63. Panama City, Panama
- 64. San Salvador, El Salvador
- 64A. Guatemala City, Guatemala
- 64B. Tegucigalpa, Honduras
- 65. Santiago, Chile
- 66. Santo Domingo, Dominican Republic
- 67. Berlin, Germany
- 67A. Frankfurt
- 68. Bern, Switzerland

Legal Attaché - Eurasia

- 69. Brussels, Belgium
- 70. Copenhagen, Denmark
- 70A. Stockholm, Sweden
- 71. London, England
- 72. Madrid, Spain
- 73. Paris, France
- 74. Rome, Italy
- 75. The Hague, Netherlands
- 76. Vienna, Austria
- 77. Ankara, Turkey
- 77A. Istanbul, Turkey
- 78. Astana, Kazakhstan
- 79. Athens, Greece
- 80. Bucharest, Romania
- 81. Budapest, Hungary
- 82. Kyiv, Ukraine
- 83. Moscow, Russia
- 84. Prague, Czech Republic
- 85. Riga, Latvia
- 85A. Tallinn, Estonia

Legal Attaché - Africa

- 86. Sarajevo, Bosnia-Herzegovina
- 87. Sofia, Bulgaria
- 88. Tbilisi, Georgia
- 89. Warsaw, Poland
- 90. Abuja, Nigeria
- 90A. Lagos
- 91. Accra, Ghana
- 92. Addis Ababa, Ethiopia
- 93. Dakar, Senegal
- 94. Nairobi, Kenya
- 95. Pretoria, South Africa
- 96. Rabat, Morocco
- 97. Tunis, Tunisia
- 97A. Niamey, Niger

Legal Attaché - Asia

- 99A. Beirut, Lebanon
- 100. Baghdad, Iraq
- 100A. Erbil
- 101. Cairo, Egypt
- 102. Doha, Qatar
- 103. Islamabad, Pakistan
- 103A. Karachi
- 104. Kabul, Afghanistan
- 105. Muscat, Oman
- 106. Riyadh, Saudi Arabia
- 106A. Kuwait City, Kuwait
- 107. Tel Aviv, Israel
- 107A. Jerusalem
- 108. Bangkok, Thailand
- 109. Beijing, China
- 110. Canberra, Australia
- 110A. Sydney
- 111. Hong Kong, China
- 111A. Taipei
- 112. Jakarta, Indonesia

Legal Attaché - Middle East

- 113. Kuala Lumpur, Malaysia
- 114. Manila, Philippines
- 115. New Dehli, India
- 115A. Dhaka, Bangladesh
- 116. Phnom Penh, Cambodia
- 117. Seoul, South Korea
- 118. Singapore, Singapore
- 119. Tokyo, Japan



By the Numbers

U.S. Field Offices: 56
 U.S. Residential Agencies: 380
 International Legal Attachés: 64
 International Sub-Offices: 26

INTERPOL Washington, United States National Central Bureau

INTERPOL Washington, the United States National Central Bureau (USNCB), serves as the designated representative to the International Criminal Police Organization (INTERPOL) on behalf of the United States Attorney General. INTERPOL Washington is the official U.S. point of contact in INTERPOL's worldwide, police-to-police communications and criminal intelligence network. A component of the U.S. Department of Justice, INTERPOL Washington is co-managed by the U.S. Department of Homeland Security pursuant to a Memorandum of Understanding that ensures a continuing commitment to the guidance and oversight of the organization and reinforces its role in effectively sharing and exchanging international criminal investigative and humanitarian assistance information.

The mission of INTERPOL Washington, USNCB, is to advance the law enforcement interests of the United States as the official representative to the INTERPOL General Secretariat in Lyon, France; to share criminal justice, humanitarian, and public safety information between our nation's law enforcement community and its foreign counterparts, and to facilitate transnational investigative efforts that enhance the safety and security of our nation.

INTERPOL Washington operates 24/7/365 and supports more than 18,000 local, state, federal, and tribal law enforcement agencies in the United States as well as their foreign counterparts that seek assistance in criminal investigations that extend beyond their national borders.

There are currently 190 member countries of INTERPOL, each with a National Central Bureau, creating a strong network of international police cooperation.

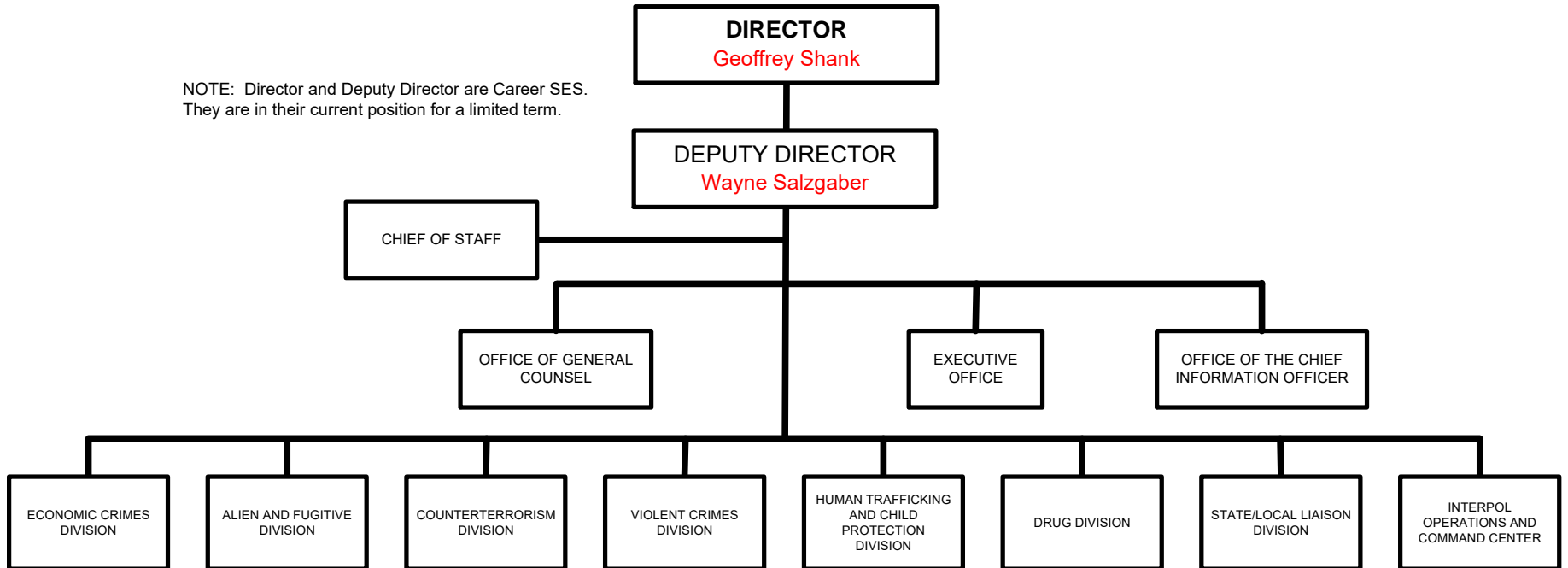
The major functions of INTERPOL Washington, USNCB are to:

- Facilitate international law enforcement cooperation as the U.S. representative to INTERPOL on behalf of the Attorney General, pursuant to 22 U.S.C. § 263A.
- Transmit criminal justice, humanitarian, and law enforcement-related information between the National Central Bureaus of INTERPOL member countries and U.S. law enforcement agencies both domestic and abroad; respond to requests by law enforcement agencies and other legitimate requests by organizations and institutions when in agreement with the INTERPOL constitution.
- Coordinate and integrate information for investigations of an international nature and identify those involving patterns and trends of criminal activities.
- Conduct analyses of patterns of international criminal activities, when specific patterns are observed.
- Represent U.S. law enforcement at INTERPOL conferences and specialized law enforcement working groups involving transnational crime.

Support the U.S. representative of the INTERPOL Executive Committee.

INTERPOL WASHINGTON U.S. National Central Bureau KEY PERSONNEL

NOTE: Director and Deputy Director are Career SES. They are in their current position for a limited term.



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

NATIONAL SECURITY DIVISION

The National Security Division (NSD) was created in March 2006 by the USA PATRIOT Reauthorization and Improvement Act (Pub. L. No. 109-177). The creation of the NSD consolidated the Justice Department's primary national security operations: the former Office of Intelligence Policy and Review, and the Counterterrorism and Counterespionage Sections of the Criminal Division. The NSD also houses the Office of Law and Policy, Office of Justice for Victims of Overseas Terrorism, Foreign Investment Review Staff, and the Executive Office. The NSD commenced operations in September 2006 upon the swearing in of the first Assistant Attorney General for National Security.

The mission of the National Security Division is to carry out the Department's highest priority: to protect and defend the United States against the full range of national security threats, consistent with the rule of law. NSD is designed to ensure greater coordination and unity of purpose between prosecutors and law enforcement agencies on the one hand, and intelligence attorneys and the Intelligence Community (IC) on the other, thus strengthening the effectiveness of the Federal Government's national security efforts.

The National Security Division is led by an Assistant Attorney General, who is supported by a Principal Deputy Assistant Attorney General, Chief of Staff, Executive Officer, and four Deputy Assistant Attorneys General who oversee the Division's components.

The National Security Division's major responsibilities include:

Intelligence Operations, Oversight, and Litigation:

- Ensuring that IC agencies have the legal tools necessary to conduct intelligence operations;
- Representing the United States before the Foreign Intelligence Surveillance Court (FISC) to obtain authorization under the Foreign Intelligence Surveillance Act (FISA) for government agencies to conduct intelligence collection activities;
- Overseeing certain foreign intelligence, counterintelligence, and other national security activities of IC components to ensure compliance with the Constitution, statutes, and Executive Branch policies to protect individual privacy and civil liberties;
- Monitoring certain intelligence and counterintelligence activities of the FBI to ensure conformity with applicable laws and regulations, FISC orders, and Department procedures, including the foreign intelligence and national security investigation provisions of the Attorney General's Guidelines for Domestic FBI Operations;
- Fulfilling statutory, Congressional, and judicial reporting requirements related to intelligence, counterintelligence, and other national security activities;
- Coordinating and supervising intelligence-related litigation matters, including the evaluation and review of requests to use information collected under FISA in criminal and non-criminal proceedings and to disseminate FISA information; and
- Serving as the Department's primary liaison to the Director of National Intelligence and the Intelligence Community.

Counterterrorism:

Promoting and overseeing a coordinated national counterterrorism enforcement program, through close collaboration with Department leadership, the National Security Branch of the FBI, the IC, and the 94 United States Attorneys' Offices (USAOs);

- Developing national strategies for combating emerging and evolving terrorism threats, including the threat of cyber-based terrorism;
- Overseeing and supporting the National Security Anti-Terrorism Advisory Council (ATAC) program by:
 - collaborating with prosecutors nationwide on terrorism matters, cases, and threat information;
 - maintaining an essential communication network between the Department and USAOs for the rapid transmission of information on terrorism threats and investigative activity; and
 - managing and supporting ATAC activities and initiatives;
- Consulting, advising, training, and collaborating with prosecutors nationwide on international and domestic terrorism investigations, prosecutions, and appeals, including the use of classified evidence through the application of the Classified Information Procedures Act (CIPA);
- Sharing information with and providing advice to international prosecutors, agents, and investigating magistrates to assist in addressing international threat information and litigation initiatives; and
- Managing the Department's work on counter-terrorist financing programs, including supporting the process for designating Foreign Terrorist Organizations and Specially Designated Global Terrorists, as well as staffing U.S. Government efforts on the Financial Action Task Force.

Counterintelligence and Export Control:

- Developing and supervising the investigation and prosecution of espionage and related cases through coordinated efforts and close collaboration with Department leadership, the FBI, the IC, and the 94 USAOs;
- Coordinating, developing, and supervising investigations and national strategies for combating the emerging and evolving threat of cyber-based espionage and state-sponsored cyber intrusions;
- Coordinating, developing, and supervising investigations and prosecutions into the unlawful export of military and strategic commodities and technology, including by assisting and providing guidance to USAOs in the establishment of Export Control Proliferation Task Forces;
- Coordinating, developing, and supervising cases involving the unauthorized disclosure of classified information and supporting resulting prosecutions by providing advice and assistance with the application of CIPA;

- Enforcing the Foreign Agents Registration Act of 1938 (FARA) and related disclosure statutes;
- Coordinating with interagency partners the use of all tools to protect our national assets, including use of law enforcement tools, economic sanctions, and diplomatic solutions; and
- Conducting corporate and community outreach relating to cyber security and other issues relating to the protection of our national assets.

Policy and Other Legal Issues:

- Handling appeals in cases involving national security-related prosecutions, and providing views on appellate issues that may impact national security in other civil, criminal, and military commissions cases;
- Providing legal and policy advice on the national security aspects of cybersecurity policy and cyber-related operational activities;
- Providing advice and support on national security issues that arise in an international context, including assisting in bilateral and multilateral engagements with foreign governments and working to build counterterrorism capacities of foreign governments and enhancing international cooperation;
- Providing advice and support on legislative matters involving national security issues, including developing and commenting on legislation, supporting Departmental engagements with members of Congress and Congressional staff, and preparing testimony for senior Division and Department leadership;
- Providing legal assistance and advice on matters arising under national security laws and policies, and overseeing the development, coordination, and implementation of Department-wide policies with regard to intelligence, counterintelligence, counterterrorism, and other national security matters;
- Developing a training curriculum for prosecutors and investigators on cutting-edge tactics, substantive law, and relevant policies and procedures; and
- Supporting the Department of Justice's participation in the National Security Council.

Foreign Investment:

- Performing the Department's staff-level work on the Committee on Foreign Investment in the United States (CFIUS), which reviews foreign acquisitions of domestic entities that might affect national security and makes recommendations to the President on whether such transactions threaten the national security;
- Tracking and monitoring certain transactions that have been approved, including those subject to mitigation agreements, and identifying unreported transactions that might merit CFIUS review;
- Responding to Federal Communication Commission (FCC) requests for the Department's views relating to the national security implications of certain transactions relating to FCC licenses;

- Tracking and monitoring certain transactions that have been approved pursuant to this process; and
- In coordination with law enforcement and IC partners, conducting community outreach and corporate engagement relating to national security issues.

Victims of Terrorism:

- Ensuring that the rights of victims of overseas terrorism and their families are honored and respected, and that they are supported and informed during the criminal justice process.

ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCES

The Organized Crime Drug Enforcement Task Forces (OCDETF) office was created by President Reagan in 1982 by Executive Order. In January 2010, Attorney General Eric H. Holder, Jr. approved a reorganization that established OCDETF as an independent component in the Department of Justice. OCDETF is headed by a Director who reports directly to the Deputy Attorney General.

OCDETF's mission is to disrupt and dismantle every component of the transnational, national, and regional criminal organizations most responsible for the illegal drug supply in the United States, the diversion of pharmaceutical drugs, and the violence associated with the drug trade.

Recognizing the growing diversification of criminal activity of transnational criminal organizations, as well as their increasing convergence with drug trafficking organizations, OCDETF has begun to expand its investigative and prosecutorial efforts to include the priority transnational criminal organizations that pose the greatest threat to national security.

To attack these sophisticated and dynamic poly-criminal organizations, OCDETF leverages the authorities, resources, and expertise of seven federal agencies — the Drug Enforcement Administration (DEA); the Federal Bureau of Investigation (FBI); the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); the United States Marshals Service (USMS); the Internal Revenue Service, Criminal Investigation Division (IRS); the Homeland Security Investigations (HSI) / Immigration and Customs Enforcement (ICE); and the United States Coast Guard (USCG) — with OCDETF's cadre of experienced Federal prosecutors from the 94 U.S. Attorneys' Offices and the Department of Justice's Criminal Division. OCDETF reimburses these partners for their participation in the Program.

The major functions of OCDETF are to:

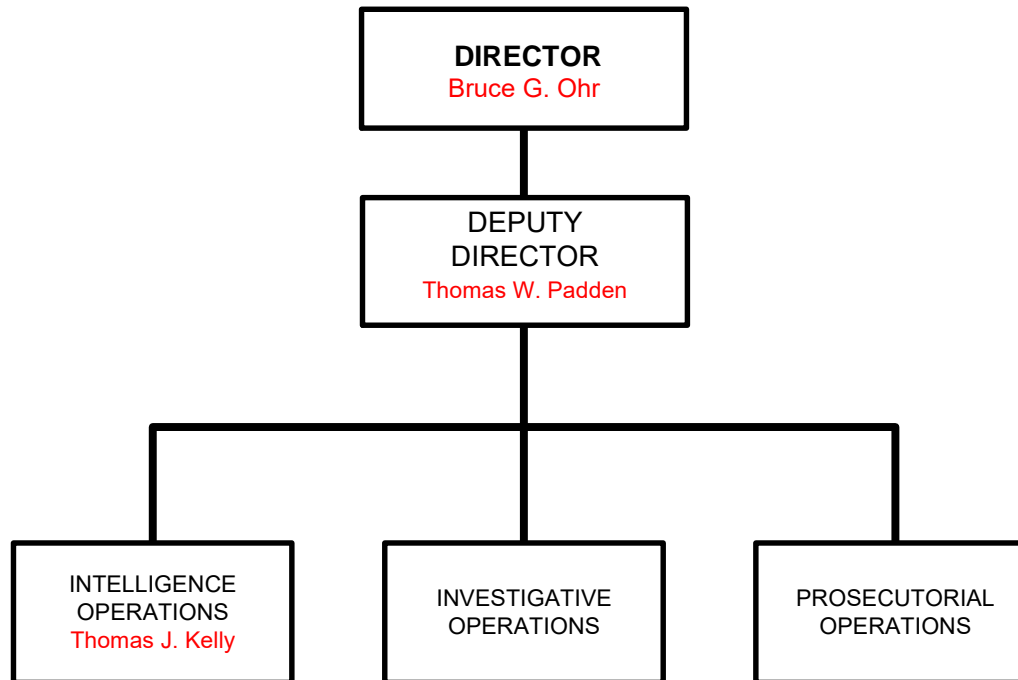
- Investigate, prosecute, and convict leaders of the most significant transnational criminal organizations. OCDETF manages the Attorney General's Consolidated Priority Organization Target (CPOT) List, a multi-agency target list of the "command and control" elements of the most prolific international drug trafficking and money laundering organizations affecting the United States. Nearly all of the CPOTs are involved in multiple forms of organized criminal activity in addition to drug trafficking, such as violence, corruption, human smuggling, weapons trafficking, complex financial crimes, cybercrime, and other illegal activities.
- Conduct intelligence-driven, coordinated, multi-jurisdictional investigations and prosecutions. The cornerstone of OCDETF's comprehensive strategy is the prosecutor-led, multi-agency task force structure. To synchronize multiple investigations against the continuum of priority targets, OCDETF stood up Co-located Strike Forces in twelve key locations around the country that capitalize on the synergy created by combining, side-by-side, the resources and expertise of all of OCDETF's participating investigative agents and prosecutors.
- Disrupt and dismantle entire transnational poly-criminal networks and the financial infrastructure that supports them. As criminal enterprises evolve and diversify,

categorizing and approaching such organizations by a single individual illicit activity is no longer productive. OCDETF employs the enterprise theory of investigation to disrupt and dismantle every component of criminal groups and pursues all operational aspects and revenue streams so that targeted organizations cannot recuperate and continue their illicit activity.

- Maximize the sharing and exploitation of law enforcement and inter-agency intelligence to address existing threats and identify emerging threats. The OCDETF Fusion Center and the International Organized Crime Intelligence and Operations Center (IOC-2) provide an exceptional and unique capability to the law enforcement community – actionable intelligence derived from fused data sourced from domestic and international law enforcement agencies, as well as open source and commercial entities. As criminal threats evolve and change, the Fusion Center and IOC-2 adapt their analytical functions to ensure that law enforcement has a full array of operational intelligence products and services that are responsive to evolving threats, and the growing complexity and scope of criminal organizations.

The OCDETF model of formation of prosecutor-led, multi-agency task forces conducting coordinated, intelligence-driven investigations and prosecutions has proven itself over more than three decades to be the most effective platform from which to attack transnational organized criminal groups at every level.

EXECUTIVE OFFICE FOR ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCES KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

UNITED STATES MARSHALS SERVICE

The Judiciary Act of 1789 established the Office of the United States Marshal and the original 13 Federal judicial districts and called for appointment of a Marshal for each district. The Senate confirmed President Washington's nomination of the first Marshals on September 26, 1789.

The Attorney General began supervising the Marshals in 1861. The Department of Justice was created in 1870 and the Marshals have been under its purview since that time. On May 12, 1969, DOJ Order 415-69 established the United States Marshals Service (USMS), with its Director appointed by the Attorney General. On November 18, 1988, the USMS was officially established as a bureau within the Department under the authority and direction of the Attorney General with its Director appointed by the President.

The USMS is the nation's oldest and most versatile Federal law enforcement agency. Since 1789, federal marshals have served the nation through a variety of vital law enforcement activities. Ninety-four U.S. Marshals, appointed by the President or the Attorney General, direct the activities of 94 district offices and personnel stationed at more than 400 locations throughout the 50 states, Guam, Northern Mariana Islands, Puerto Rico and the Virgin Islands, with headquarters located in the Washington, D.C. area.

The USMS occupies a uniquely central position in the federal justice system by being involved in virtually every federal law enforcement initiative. Approximately 5,000 Deputy Marshals and career employees perform the following nationwide, day-to-day missions.

The USMS ensures the functioning of the federal judicial process by:

- protecting members of the judicial family (judges, attorneys, witnesses, and jurors);
- providing physical security in courthouses;
- safeguarding endangered government witnesses and their families;
- transporting and producing prisoners for court proceedings;
- executing court orders and arrest warrants;
- apprehending fugitives; and
- seizing assets gained by illegal means and providing for the custody, management and disposal of forfeited assets.

The role of the Marshals has had a profound impact on the history of this country since the time when America was expanding across the continent into the western territories. With changes in prosecutorial emphasis over time, the mission of the USMS has transitioned as well. In more recent history, law enforcement emphasis has shifted with changing social mandates. With more resources dedicated to apprehending and prosecuting suspected terrorists, the USMS constantly assesses and responds to the increasing demands for high-level security required for many violent criminal and terrorist-related court proceedings.

The USMS budget is directly aligned to support personnel and funds associated with the following agency missions and program areas:

- **Judicial and Courthouse Security** – ensure a safe and secure environment for all who participate in federal judicial proceedings. This mission is accomplished by anticipating and deterring threats to the judiciary, maintaining the ability to deploy protective measures at any time, and implementing the necessary security measures for all federal court facilities;
- **Fugitive Apprehension** – enhance the safety and security of our communities nationwide by locating and apprehending federal fugitives, egregious state or local fugitives and non-compliant sex offenders. This is accomplished by creating and maintaining cooperative working relationships with federal, state, local, and foreign law enforcement agencies; developing national expertise in sophisticated technical operations; conducting psychological assessments of sex offenders; and collecting and sharing criminal intelligence. The decision unit includes the management and disposal of all DOJ’s seized and forfeited assets;
- **Prisoner Security and Transportation** – ensure the custody of all federal prisoners is safe and humane from the time of arrest until the prisoner is acquitted, arrives at a designated Federal Bureau of Prisons facility to serve a sentence, or is otherwise ordered released from U.S. Marshals’ custody. This includes providing housing, medical care, and transportation throughout the U.S. and its territories; producing prisoners for all court-ordered appearances; and protecting their civil rights through the judicial process;
- **Protection of Witnesses** – provide for the security, health, and safety of government witnesses and their immediate dependents whose lives are in danger as a result of their testimony against drug traffickers, terrorists, organized crime members, and other major criminals; and
- **Tactical Operations** – ensure that the USMS is able to respond immediately to any situation involving high-risk/sensitive law enforcement activities, national emergencies, civil disorders, or natural disasters. This is accomplished by maintaining a specially trained and equipped tactical unit deployable at any time; providing explosive detection canines; operating a 24-hour Emergency Operations Center; and ensuring that Incident Management Teams and Mobile Command Centers are always available.

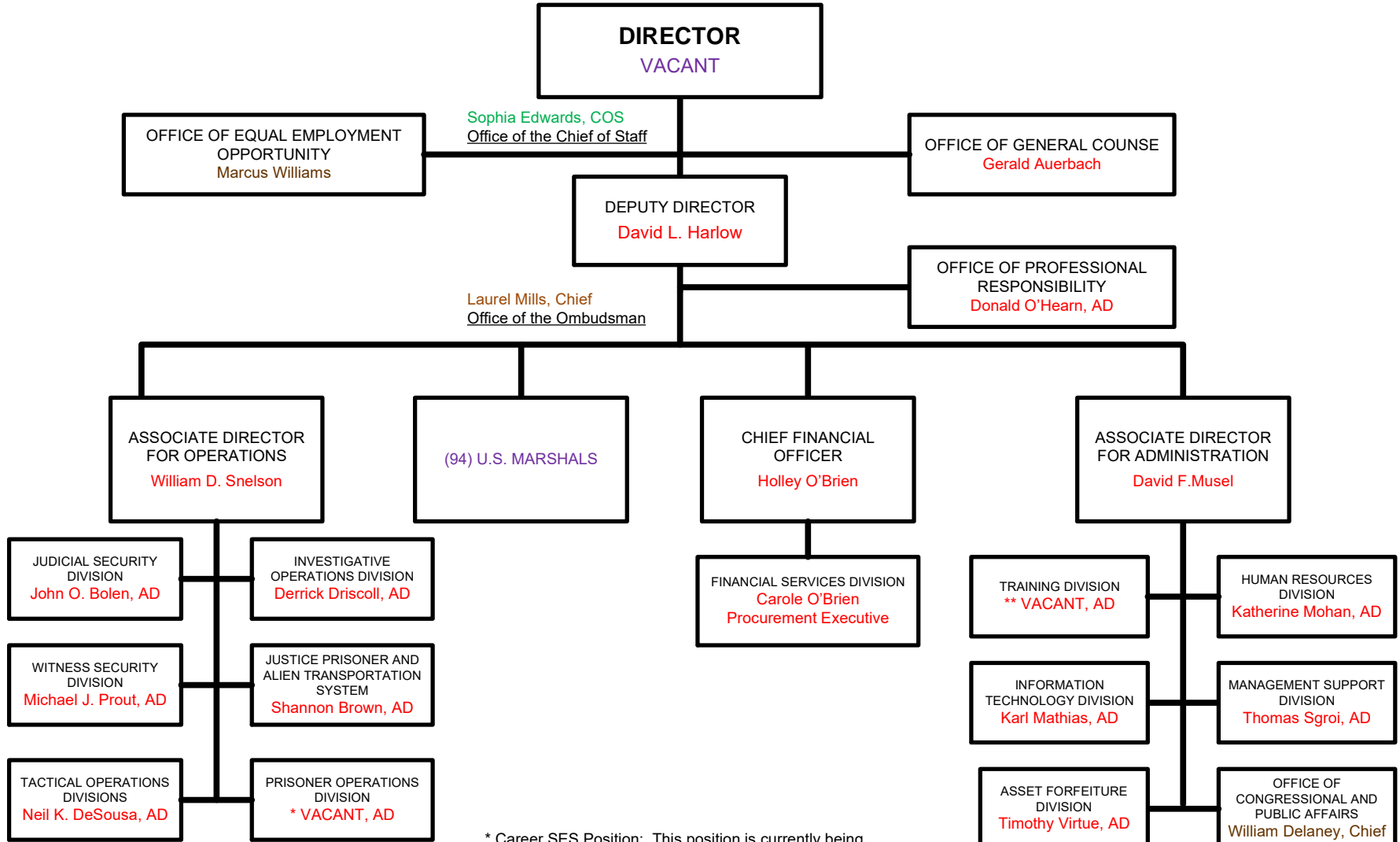
The USMS also partners with numerous organizations and programs, including:

- The Administrative Office of the United States Courts (AOUSC) provides funding for administering the Judicial Facility Security Program;
- The Asset Forfeiture Fund provides funding for managing and disposing of seized and forfeited assets;
- The Department’s Fees and Expenses of Witnesses appropriation provides funding for securing and relocating protected witnesses; and

The Organized Crime Drug Enforcement Task Force (OCDETF) provides funding for apprehending major drug case fugitives.

UNITED STATES MARSHALS SERVICE

KEY PERSONNEL



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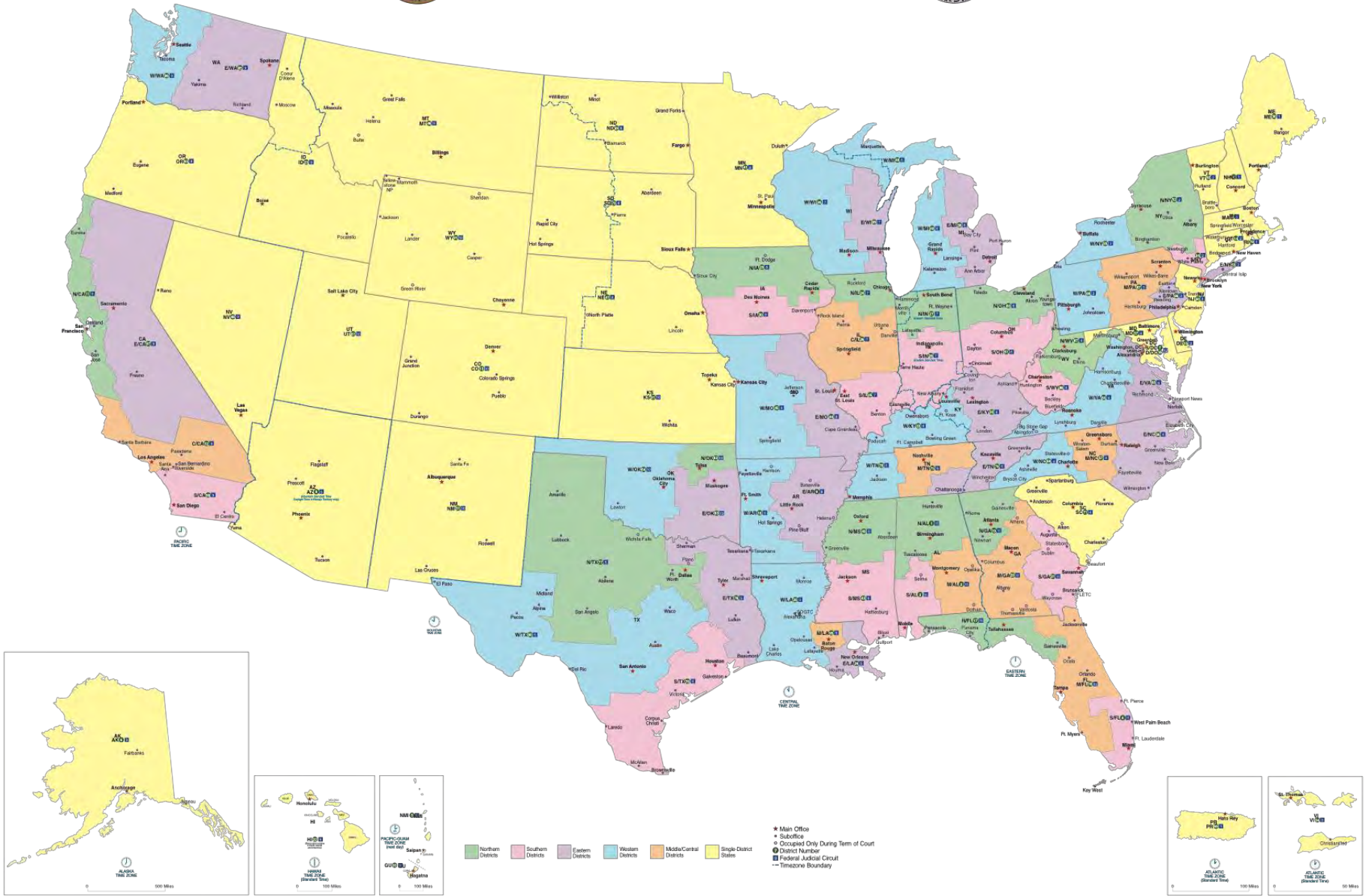
* Career SES Position: This position is currently being announced for second time (closes 10/14/16). The initial candidate selected declined.

** Career SES Position: Selection has been made and is pending OPM certification of the executive core qualifications.

Source: Component information as of October 1, 2016



U.S. Marshals Service Districts



STATE, LOCAL & TRIBAL ASSISTANCE

COMMUNITY RELATIONS SERVICE

The Community Relations Service (CRS) is the Department's "Peacemaker" for community conflicts arising from identity-based disputes. Specifically, CRS was established by Title X of the Civil Rights Act of 1964, and charged with bringing diverse community stakeholders together to resolve disputes, disagreements, or difficulties relating to discriminatory practices based on race, color or national origin.¹ With the 2009 passage of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, CRS' jurisdiction has expanded to provide reconciliation services to communities facing tension arising from alleged hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion or disability.

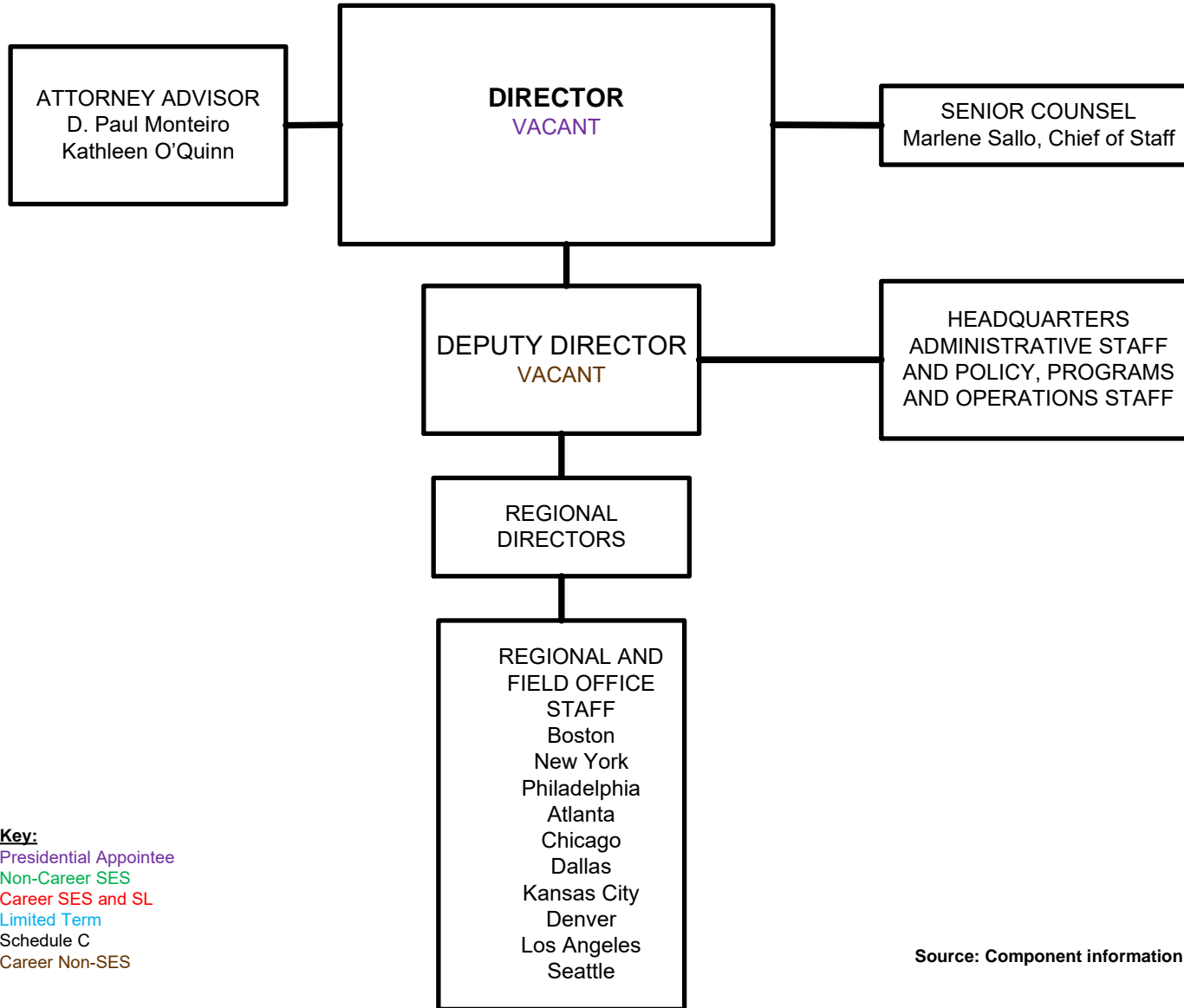
The mission of CRS is to provide violence prevention and conflict resolution services to diverse stakeholders to both resolve and prevent community level disputes. CRS is not an investigatory or prosecutorial agency, and it has no law enforcement authority. Rather, the component works directly with state and local units of government, private and public organizations, civil rights groups, law enforcement, and local community leaders to support their efforts to resolve conflicts and prevent violence. CRS mediators are called Regional Directors and Conciliation Specialists and they are located throughout the country for the purpose of building trust-filled relationships with local community leaders. CRS exercises proven dispute resolution practices to lead local leaders through collaborative problem-solving processes that address the root of community conflict. CRS' mandate calls for its work to be conducted impartially, and without imposing solutions on local communities. Rather, the component helps communities develop and implement locally derived sustainable solutions.

The major functions of CRS are to:

- Provide assistance through conflict prevention and reconciliation services using techniques such as conciliation, consultation, facilitated dialogue, training, and mediation services to help communities peacefully address conflict.
- Provide assistance to local community leaders in resolving disputes, disagreements or difficulties arising out of actions, policies, and practices perceived to be discriminatory on the basis of race, color, or national origin.
- Help communities prevent and respond to violent hate crimes or other conflicts predicated on issues of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion and disability.

¹ This founding mandate was subsequently modified pursuant to 5 U.S.C. 903 under Reorganization Plan No. 1 of 1966, which moved CRS from the Department of Commerce to the Department of Justice.

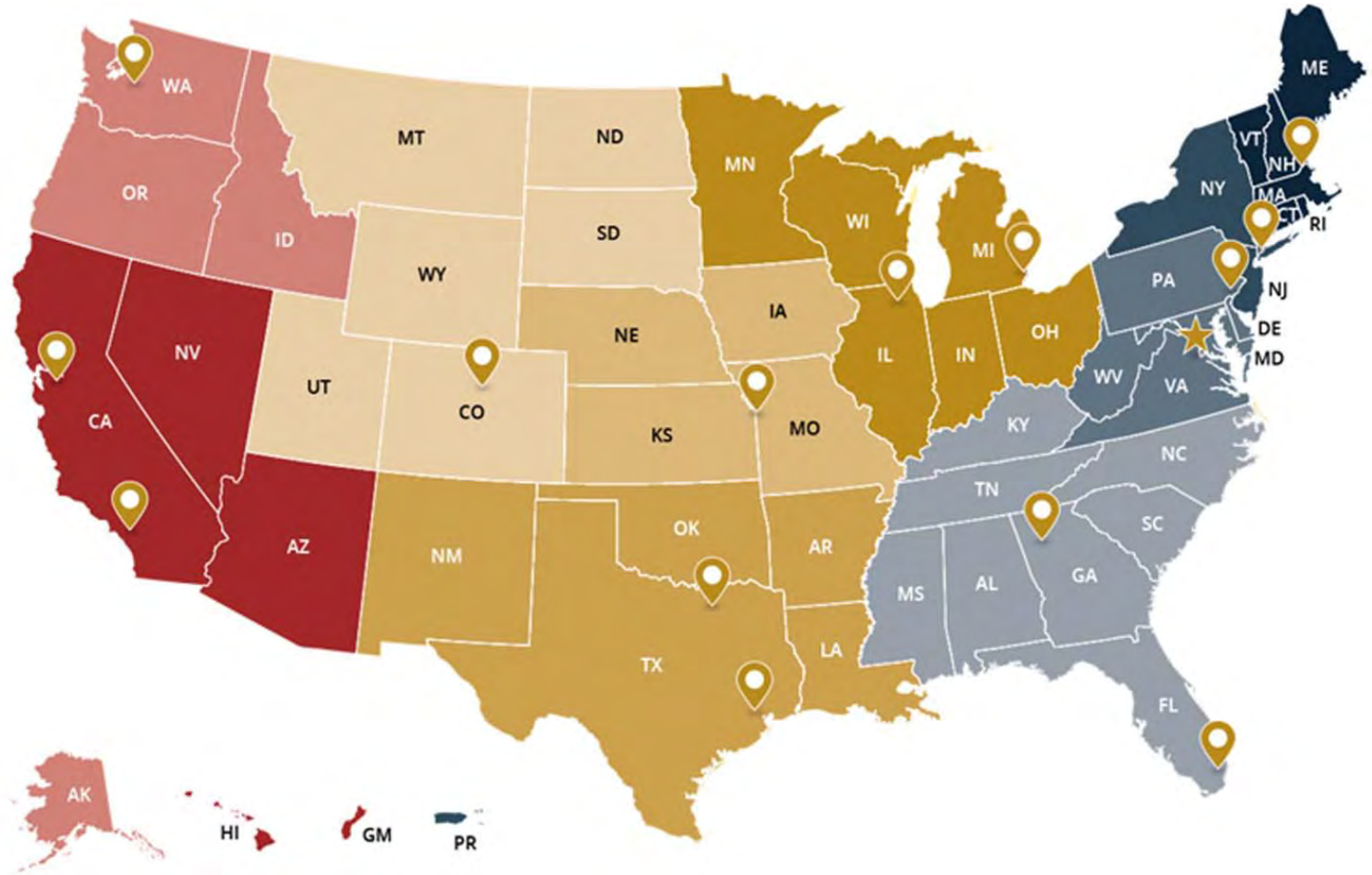
COMMUNITY RELATIONS SERVICE KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

COMMUNITY RELATIONS SERVICE REGIONAL/FIELD OFFICES



OFFICE OF COMMUNITY ORIENTED POLICING SERVICES

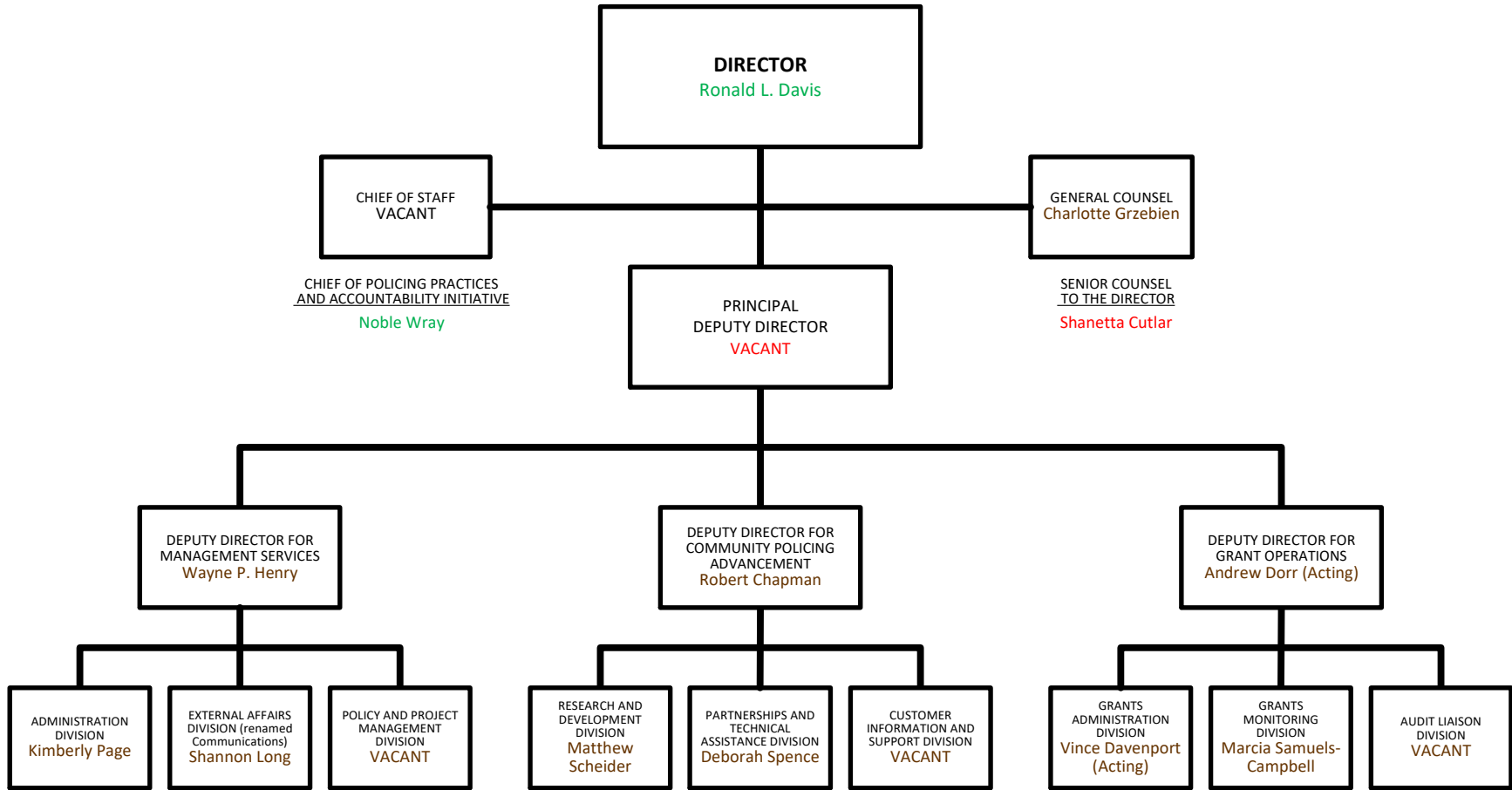
The Office of Community Oriented Policing Services (COPS Office) was created through the passage of the Violent Crime Control and Law Enforcement Act of 1994 to advance the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information, technical assistance, training and grant resources. The COPS Office is headed by a Director appointed by the Attorney General, and is organized into three directorates, comprising seven operational divisions and several functional areas.

The major functions of the COPS Office are to:

- Award competitive, discretionary grants directly to law enforcement agencies across the United States and its territories.
- Develop innovative programs that respond directly to the emerging needs of state, local, and tribal law enforcement, and which shift law enforcement's focus to preventing, rather than reacting to, crime and disorder.
- Ensure grantees meet the programmatic conditions, terms, and requirements of their awards by conducting strategic on-site visits and enhanced office-based grant reviews for at-risk agencies.
- Lead large-scale after-action and other assessments of critical incidents that provide lessons learned for the law enforcement field.
- Engage law enforcement agencies and the communities they serve in collaborative reform efforts to promote fair and impartial policing and enhanced public safety.
- Assist law enforcement agencies in implementing the recommendations of the President's Task Force on 21st Century Policing, which highlight the need for police reform, officer safety and wellness, fair and impartial policing, and procedural justice.
- Convene stakeholders around the most critical issues in public safety facing our nation, resulting in reports that inform the law enforcement field and move issues forward in policy discussions nationwide.
- Provide subject matter expertise on emerging issues in law enforcement, engaging with leading voices in the field on the critical issues in policing through the management of forums, videos, and audio podcasts.
- Promote collaboration between law enforcement and community members to develop innovative initiatives to prevent crime.
- Partner with law enforcement experts, the academic community, and other stakeholder organizations to develop and produce guidebooks, reports, best practices, resource CDs, and other information products for the field that highlight ongoing and new law enforcement issues and/or successful community policing strategies.
- Provide technical assistance through peer-to-peer exchanges for and between law enforcement executives throughout the country.

- Develop state-of-the-art training to enhance law enforcement officers' problem-solving and community interaction skills.
- Manage innovative community policing pilot programs and applied research projects.
- Provide current information about community policing and COPS Office programs to grantees, the public, and the media, as well as representatives of interested local, state, and national organizations and local and state law enforcement and elected officials.
- Ensure timely and accurate responses to and participation in media inquiries, interviews, and public events.

OFFICE OF COMMUNITY ORIENTED POLICING SERVICES KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

OFFICE OF JUSTICE PROGRAMS

The Office of Justice Programs (OJP), established by the Justice Assistance Act of 1984 and reauthorized in 1988, provides federal leadership in developing the nation's capacity to prevent and control crime, administer justice, and assist crime victims. OJP works in partnership with the justice community to identify the most pressing crime-related challenges confronting the justice system and to provide information, training, coordination, and innovative strategies and approaches for addressing these challenges.

OJP is headed by an Assistant Attorney General who maintains responsibility for overall management and oversight of OJP, setting policy and ensuring that OJP policies and programs reflect the priorities of the President, the Attorney General, and the Congress. The Assistant Attorney General promotes coordination and collaboration among the bureaus and offices within OJP. OJP's bureaus and program offices include the Bureau of Justice Assistance; the Bureau of Justice Statistics; the National Institute of Justice; the Office for Victims of Crime; the Office of Juvenile Justice and Delinquency Prevention; and the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking.

Through its policy initiatives, OJP and its bureaus and program offices provide innovative leadership across the justice community by promoting proven programs backed by scientific research and data, as well as innovative approaches that are evidence-informed and promise demonstrable results in our communities. Through its federal financial assistance programs, OJP and its bureaus work to strengthen the nation's capacity to address public safety needs by supporting law enforcement, prosecution, indigent defense, and courts, corrections, re-entry, and crime prevention programs in state, local, and tribal jurisdictions; assisting victims of crime; providing training and technical assistance to justice practitioners and professionals; and advancing ground-breaking research.

OJP's mission is to provide leadership, resources and solutions for creating safe, just and engaged communities. It accomplishes its mission in the following ways:

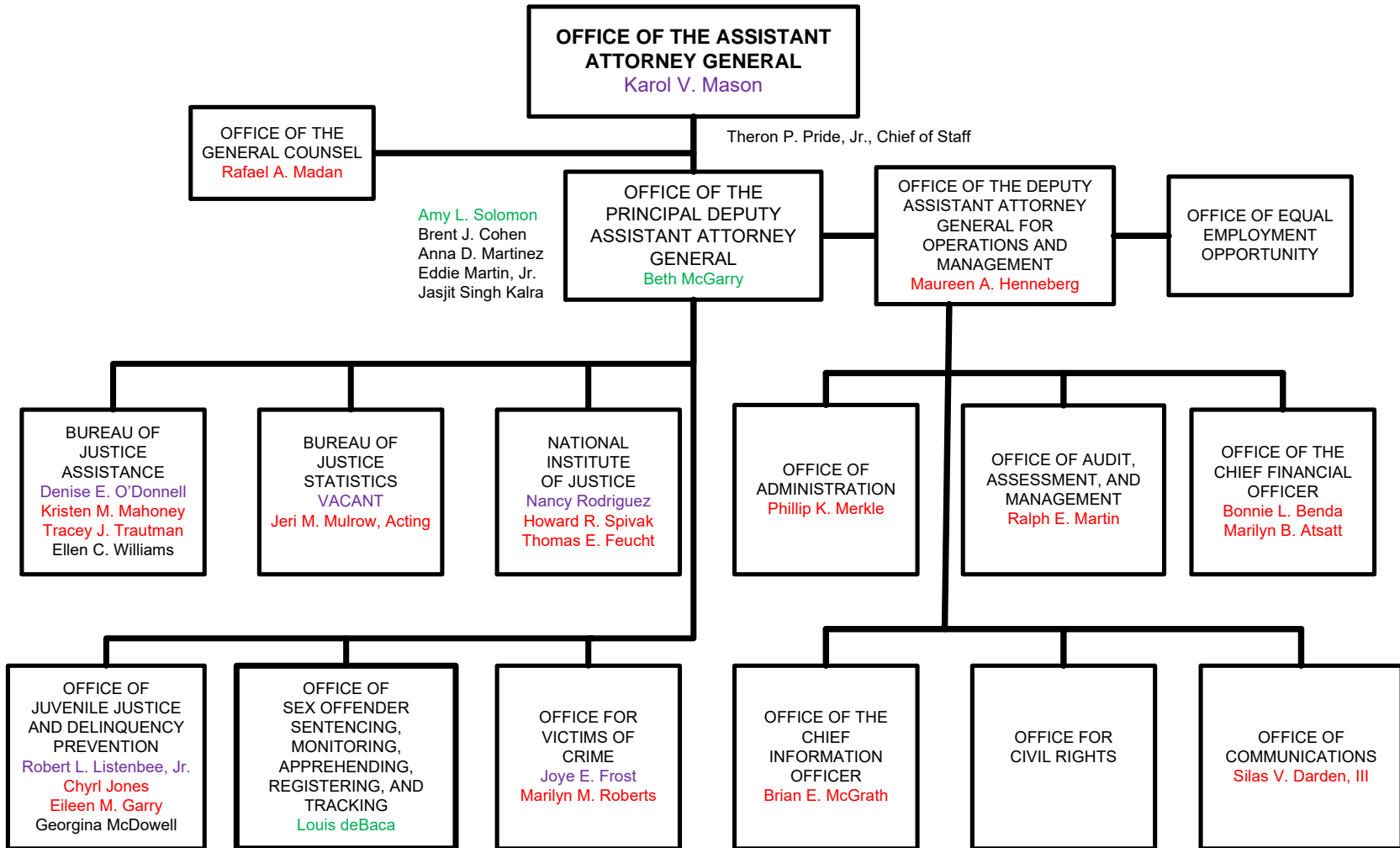
- OJP takes a comprehensive approach in carrying out its mission – one that looks at successful prevention, intervention, and reentry approaches, as well as effective enforcement and prosecution strategies.
- OJP promotes multi-jurisdictional programs and multi-disciplinary partnerships that help communities prevent and respond to serious crime problems.
- It also plays an essential role in the Department's efforts to prevent and intervene in crimes against vulnerable populations and improve response and services for America's crime victims.
- It is dedicated to building community trust, to facilitating community and law enforcement engagement, and to implementing and testing strategies to enhance procedural justice, reduce implicit bias, and support racial reconciliation in communities of color.

OJP's major goals and functions are to:

- Prevent and reduce crime through a comprehensive approach; by providing increased access to wrap-around services, we will work to break patterns of trauma and offending.
- Engage and empower those in at-risk environments; by engaging communities and making services more accessible, we will improve the criminal justice, juvenile justice, and victim assistance responses to individuals in at-risk environments.
- Advance systemic improvements in the justice system; by advancing methods to overcome bias and increasing access to quality services within the justice system, we will strive to reduce inequity and improve faith in the justice system.
- Deliver effective and outcome-driven services, capabilities and programs; by promoting a culture of excellence, leveraging resources and strengthening performance benchmarks, we will provide better, faster, smarter services and optimize OJP's human and financial resources.

OFFICE OF JUSTICE PROGRAMS

KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

OFFICE OF TRIBAL JUSTICE

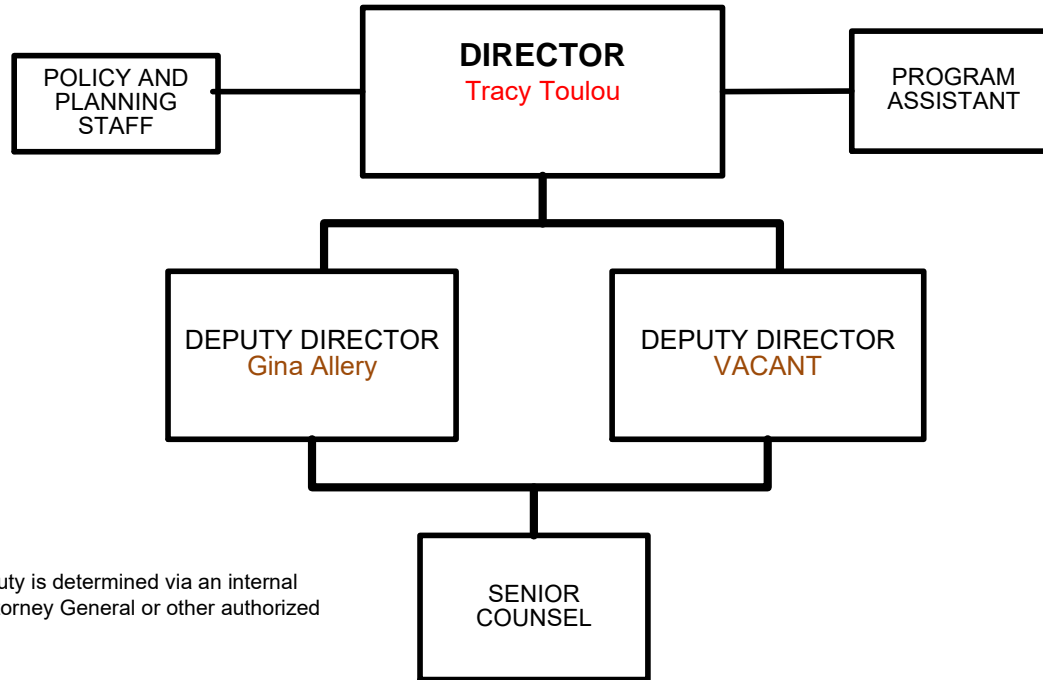
The Office of Tribal Justice (OTJ) was originally established in 1995 as a unit within the Office of the Deputy Attorney General in response to tribal concerns. On April 30, 2010, Attorney General Eric H. Holder, Jr. directed the establishment of OTJ as an independent component of the Department of Justice reporting directly to the Deputy Attorney General and the Associate Attorney General.

As codified in 28 C.F.R. § 0.134, the mission of OTJ is to provide a principal point of contact within the Department of Justice for Indian tribes; to communicate Departmental policies with tribal implications; to promote internal uniformity of Department of Justice policies and litigation positions relating to Indian country; and to coordinate with other federal agencies and with state and local governments on their initiatives in Indian country.

The major functions of OTJ are to:

- Serve as the program and legal policy advisor to the Attorney General with respect to the treaty and trust relationship between the United States and Indian tribes;
- Serve as the Department's initial and ongoing point of contact, and as the Department's principal liaison, for federally recognized tribal governments and tribal organizations;
- Coordinate the Department's activities, policies, and positions relating to Indian tribes, including the treaty and trust relationship between the United States and Indian tribes;
- Ensure that the Department and its components work with Indian tribes on a government-to-government basis;
- Collaborate with federal and other government agencies to promote consistent, informed government-wide policies, operations, and initiatives related to Indian tribes;
- Serve as a clearinghouse for coordination among the various components of the Department on federal Indian law issues, and with other federal agencies on the development of policy or federal litigation positions involving Indians and Indian tribes;
- Coordinate with each component of the Department to ensure that each has an accountable process to ensure meaningful and timely consultation with tribal leaders in the development of regulatory policies and other actions that affect the trust responsibility of the United States to Indian tribes, any tribal treaty provision, the status of Indian tribes as sovereign governments, or any other tribal interest;
- Ensure that the consultation process of each component of the Department is consistent with Executive Order 13175 and with the Department's consultation policy;
- Serve, through its Director, as the official responsible for implementing the Department's tribal consultation policy and for certifying compliance with Executive Order 13175 to the Office of Management and Budget; and
- Perform such other duties and assignments as deemed necessary from time to time by the Attorney General, the Deputy Attorney General, or the Associate Attorney General.

OFFICE OF TRIBAL JUSTICE KEY PERSONNEL



The Principal or ranking Deputy is determined via an internal written designation by the Attorney General or other authorized official..

Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

Source: Component information as of October 1, 2016

OFFICE ON VIOLENCE AGAINST WOMEN

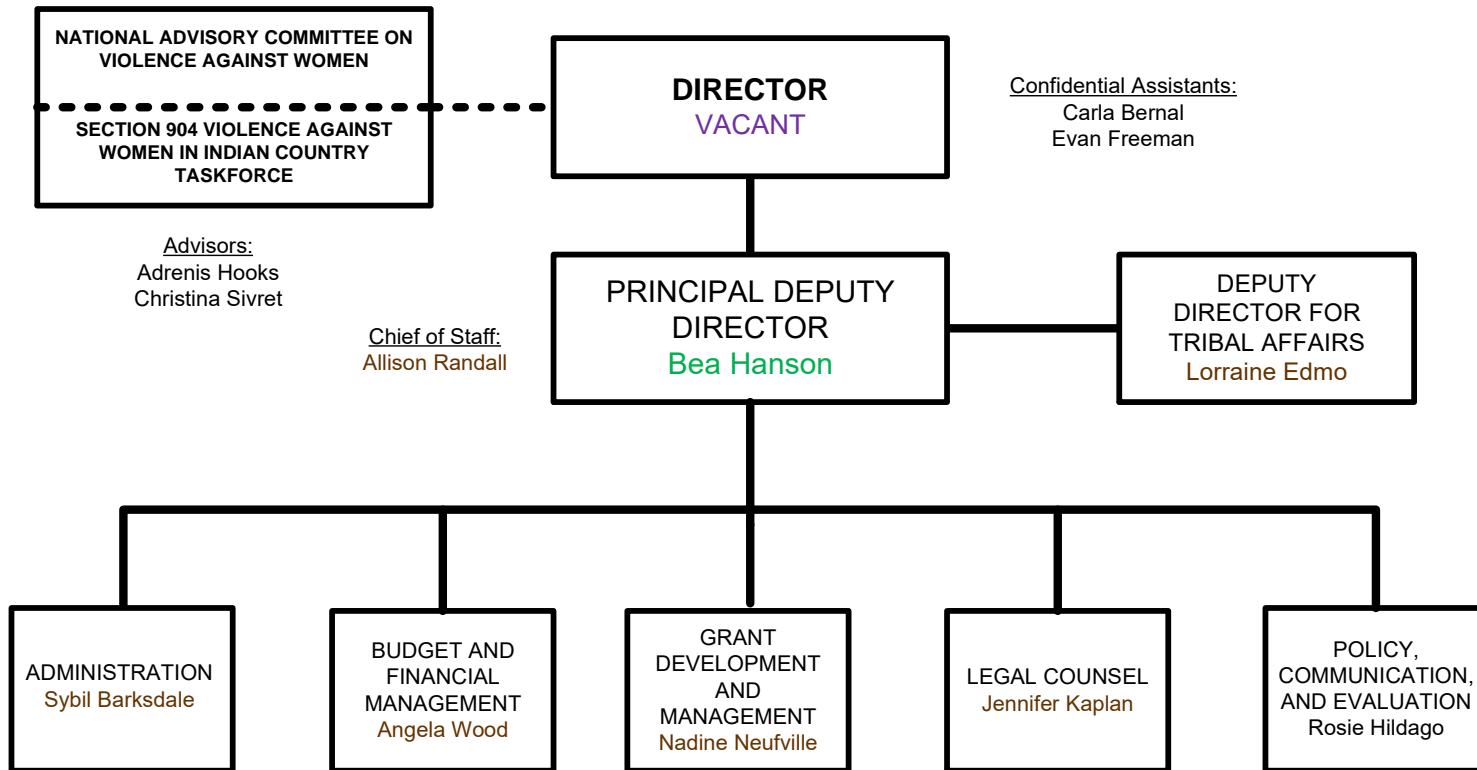
Created in 1995, OVW implements the Violence Against Women Act (VAWA) and subsequent legislation and provides national leadership on issues of sexual assault, domestic violence, dating violence, and stalking. OVW grants help provide services for victims, while improving communities' capacity to hold offenders accountable for their crimes. Currently, OVW administers four formula-based and 21 discretionary grant programs established by VAWA and subsequent legislation.

OVW was established as an independent office on January 30, 2004, pursuant to the Violence Against Women Office Act. Pub. L. No. 107-273, tit. iv.. The Act directed that there shall be a "separate and distinct" OVW within the Department, headed by a Director, who "shall report to the Attorney General and serve as Counsel to the Attorney General on the subject of violence against women, and who shall have final authority over all grants, cooperative agreements, and contracts awarded by the Office." OVW's Director reports to the Attorney General through the Associate Attorney General.

The major functions of OVW and its Director are to:

- Develop and manage grant programs and other initiatives, including providing technical assistance, authorized by VAWA and subsequent legislation.
- Provide information to the President, the Congress, the judiciary, state, local, and tribal governments, and the general public on matters relating to violence against women.
- Serve, at the request of the Attorney General, as the Department's representative on domestic task forces, committees, or commissions addressing policy or issues relating to violence against women.
- Serve, as directed by the President and the Attorney General, as the representative of the U.S. Government on human rights and economic justice matters related to violence against women in international fora, including, but not limited to, the United Nations.
- Develop policy, protocols, and guidelines related to violence against women.
- Provide assistance and support to: (1) other components of the Department in efforts to develop policy and to enforce federal laws relating to violence against women, including the litigation of civil and criminal actions such laws; (2) other federal, state, local, and tribal agencies, in efforts to develop policy, provide technical assistance, and improve coordination among agencies carrying out efforts to eliminate violence against women, including American Indian and Alaska Native women; and (3) grantees, in efforts to combat violence against women and to provide support and assistance to victims of such violence.

OFFICE ON VIOLENCE AGAINST WOMEN KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

LITIGATING DIVISIONS

ANTITRUST DIVISION

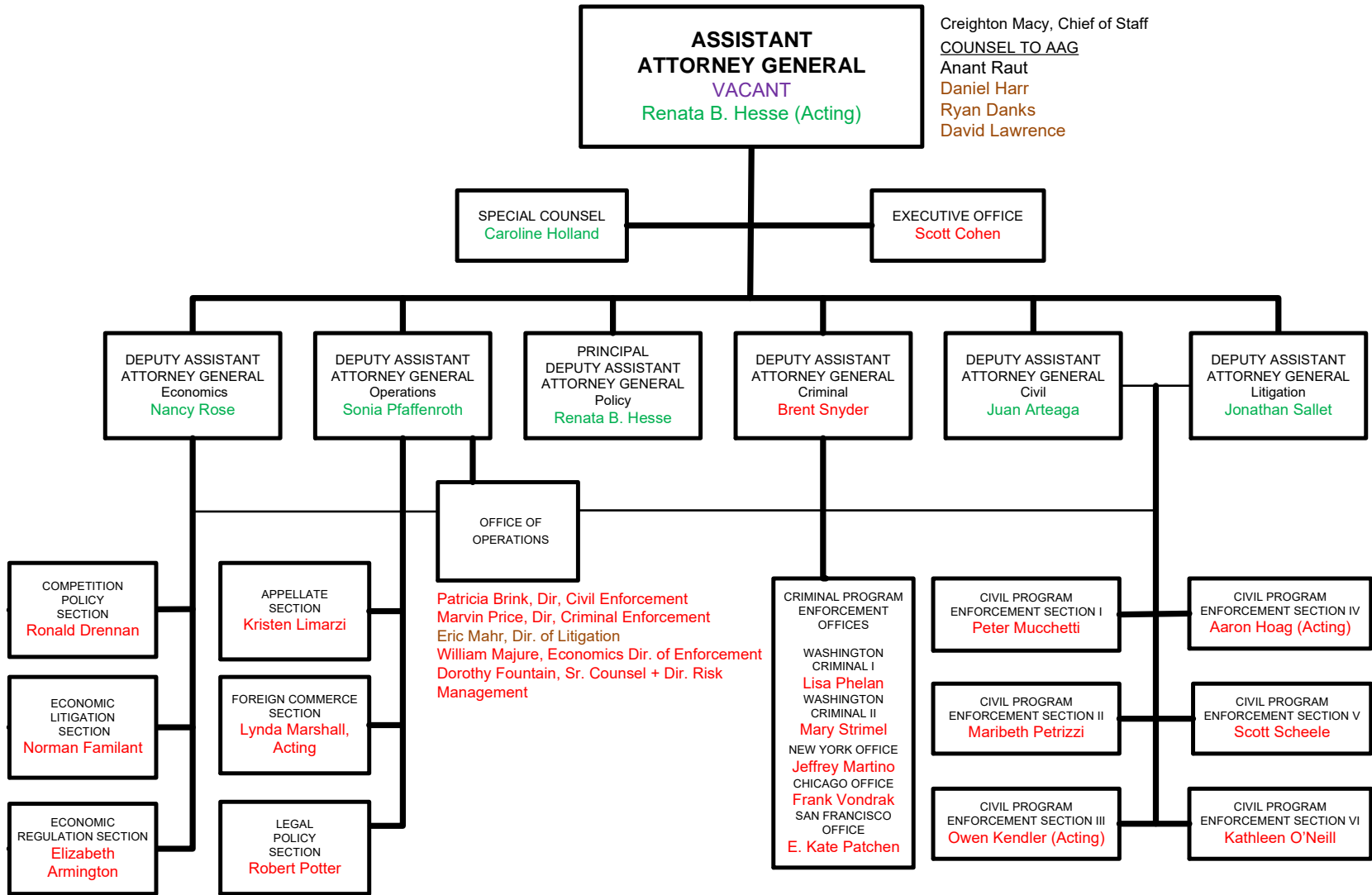
The Division's organizational roots can be traced to the creation of an Assistant to the Attorney General in March 1903 to take charge of all suits under the antitrust and interstate commerce laws and to assist the Attorney General and the Solicitor General in the conduct of the general executive work of the Department. The post was created under President Theodore Roosevelt and Attorney General Philander Knox. With the growth of the economy and of corporate enterprise, it became evident that the Department of Justice must have its own corps of specialists in antitrust law to cope with an increasingly complex enforcement situation. Consequently, in 1933 under the administration of President Franklin D. Roosevelt and Attorney General Homer S. Cummings, the Antitrust Division was established.

The mission of the Antitrust Division is to promote competition in the U.S. economy through enforcement of, improvements to, and education about antitrust laws and principles.

The major functions of the Division are to:

- Seek to prevent or terminate private anti-competitive conduct that is subject to criminal and civil action under the Sherman and Clayton Acts and related statutes that prohibit conspiracies in restraint of trade, monopolization, and anti-competitive mergers.
- Review proposed mergers and acquisitions to assess their competitive effect and challenge those that threaten to harm competition.
- Investigate and prosecute violations of criminal law that affect the integrity of the investigatory process, and enforce various criminal statutes related to Sherman Act violations.
- Investigate possible violations of the federal antitrust laws, conduct grand jury proceedings, issue and enforce civil investigative demands, and handle all litigation that arises out of these criminal and civil investigations.
- Develop and present legislative proposals of the Department relating to the antitrust laws and competition generally and respond to requests for advice and comments on such matters from Congress and from other agencies.
- Through participation in the executive branch, regulatory, and legislative processes, seek to ensure that government action is pro-competitive or not unnecessarily anti-competitive.
- Assemble information and prepare reports required or requested by the Congress or the Attorney General as to the effect upon the maintenance and preservation of competition under the free enterprise system of various federal laws or programs.
- Advise the President and the departments and agencies of the executive branch on the competitive implications of governmental action.

ANTITRUST DIVISION KEY PERSONNEL



Creighton Macy, Chief of Staff
COUNSEL TO AAG
 Anant Raut
 Daniel Harr
 Ryan Danks
 David Lawrence

Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

Antitrust Division Field Offices



Note - ATR Division has 3 field offices as of August 2016. For additional information on field operations, see its website.

CIVIL DIVISION

In 1868, Congress gave the Attorney General the responsibility of representing the United States in all cases brought before the Court of Claims for any contract, agreement or transaction with the executive departments, bureaus or offices of executive departments. After the creation of the Department of Justice in 1870, a unit evolved within it that became known as the division for the defense of claims against the United States, or the Courts of Claims Division.

The Attorney General created a new Claims Division in 1933 that consolidated responsibility for most of the litigating areas that comprise the present day Civil Division. In 1953, Attorney General Herbert Brownell, Jr., changed the name of the Claims Division to the Civil Division and broadened its responsibilities to include the litigation of the disbanded Customs Division.

In 1983, the Civil Division received additional responsibility for immigration and consumer protection litigation. With respect to its responsibility for consumer protection, the Civil Division litigates both criminal and civil actions under a number of federal statutes that are set out in 28 C.F.R. 0.45(j). In 1986, Congress enacted the National Childhood Vaccine Injury Act, and in 1990, it enacted the Radiation Exposure Compensation Act. The Attorney General delegated implementation of these programs to the Civil Division.

The Civil Division represents the United States in any civil or criminal matter within its scope of responsibility – protecting the United States Treasury, ensuring that the Federal Government speaks with one voice in its view of the law, preserving the intent of Congress, and advancing the credibility of the government before the courts.

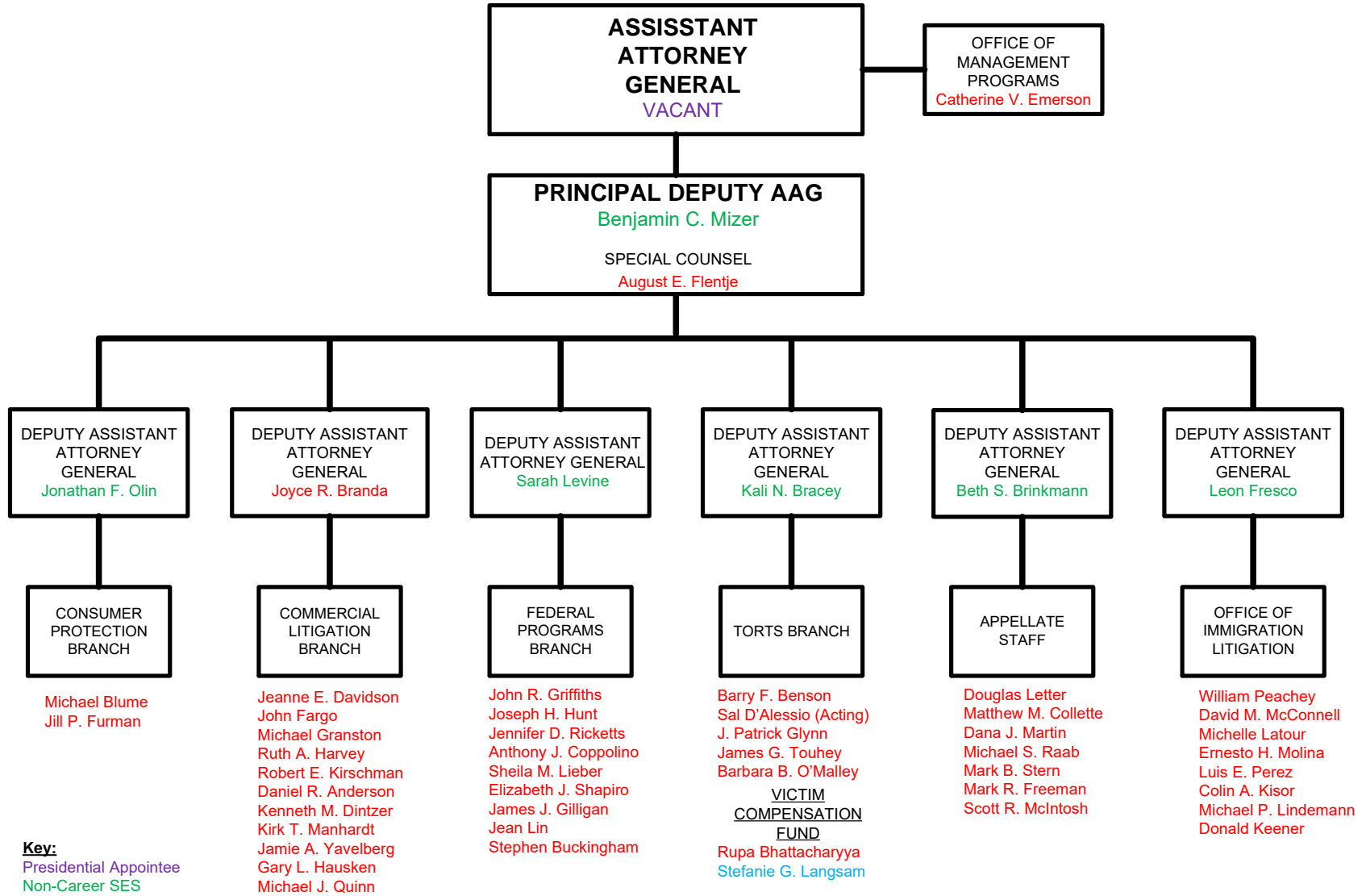
The major functions of the Division are to:

- Defend or assert the laws, programs and policies of the United States, including defending new laws implementing the President's domestic and foreign agenda against constitutional challenges.
- Recover monies owed to the United States and victims as the result of fraud, loan default, bankruptcy, injury, damage to federal property, violation of consumer laws, or unsatisfied judgments.
- Defend the interests of the U.S. Treasury, prevailing against unwarranted monetary claims, while resolving fairly those claims with merit.
- Fight terrorism through litigation to detain and remove alien terrorists; defend immigration laws and policies, including determinations to expel criminal aliens.
- Enforce consumer protection laws and defend agency policies affecting public health and safety.
- Defend the government and its officers and employees in lawsuits seeking damages from the U.S. Treasury or from individuals personally.
- Implement compensation programs, such as the Childhood Vaccine and Radiation Exposure programs; support viable alternatives to litigation when appropriate.
- Represent the United States in foreign courts through foreign counsel supervised and

instructed by attorney staff in Washington and London.

- Represent the interests of the United States in civil and criminal litigation in foreign courts.
- Provide administrative support for the September 11th Victims' Compensation Fund, which compensates individuals who were physically injured, or relatives of deceased individuals who were killed, as a result of the terrorist-related aircraft crashes of September 11, 2001, or during the response efforts.

CIVIL DIVISION KEY PERSONNEL



Source: Component information as of October 1, 2016



**Note - Civil Division has 2 field divisions as of May 2009.
For additional information on field operations, see
its website.**

CIVIL RIGHTS DIVISION

The Civil Rights Division protects the civil and constitutional rights of all people in this country, enforcing the Constitution and federal laws of the United States in pursuit of our founding ideals – fundamental fairness, equal justice, and equal opportunity for all.

To achieve our mission, we strive to advance three key principles:

- Protect the most vulnerable among us by ensuring that all in America can live free from fear of exploitation, discrimination, and violence.
- Safeguard the fundamental infrastructure of democracy by protecting the right to vote and access to justice, ensuring that communities have effective and democratically-accountable policing, and protecting those who protect us.
- Expand opportunity for all people by advancing the opportunity to learn, earn a living, live where one chooses, and worship freely in one's community.

The Division enforces the Civil Rights Acts of 1957, 1960, 1964, and 1968, as amended; the Voting Rights Act of 1965, as amended; the Equal Credit Opportunity Act, as amended; the Fair Housing Act of 1968 and the Fair Housing Amendments Act of 1988; Executive Order 12250 (inter alia, Title VI, Title IX and Section 504 of the Rehabilitation Act of 1973, as amended); and the Civil Rights of Institutionalized Persons Act.

The Division also enforces the Freedom of Access to Clinic Entrances Act; the Police Misconduct Provision of the Violent Crime Control and Law Enforcement Act of 1994; the Trafficking Victims Protection Act of 2000; and Section 102 of the Immigration Reform and Control Act of 1986, as amended, which prohibits discrimination on the basis of national origin and citizenship status as well as document abuse and retaliation.

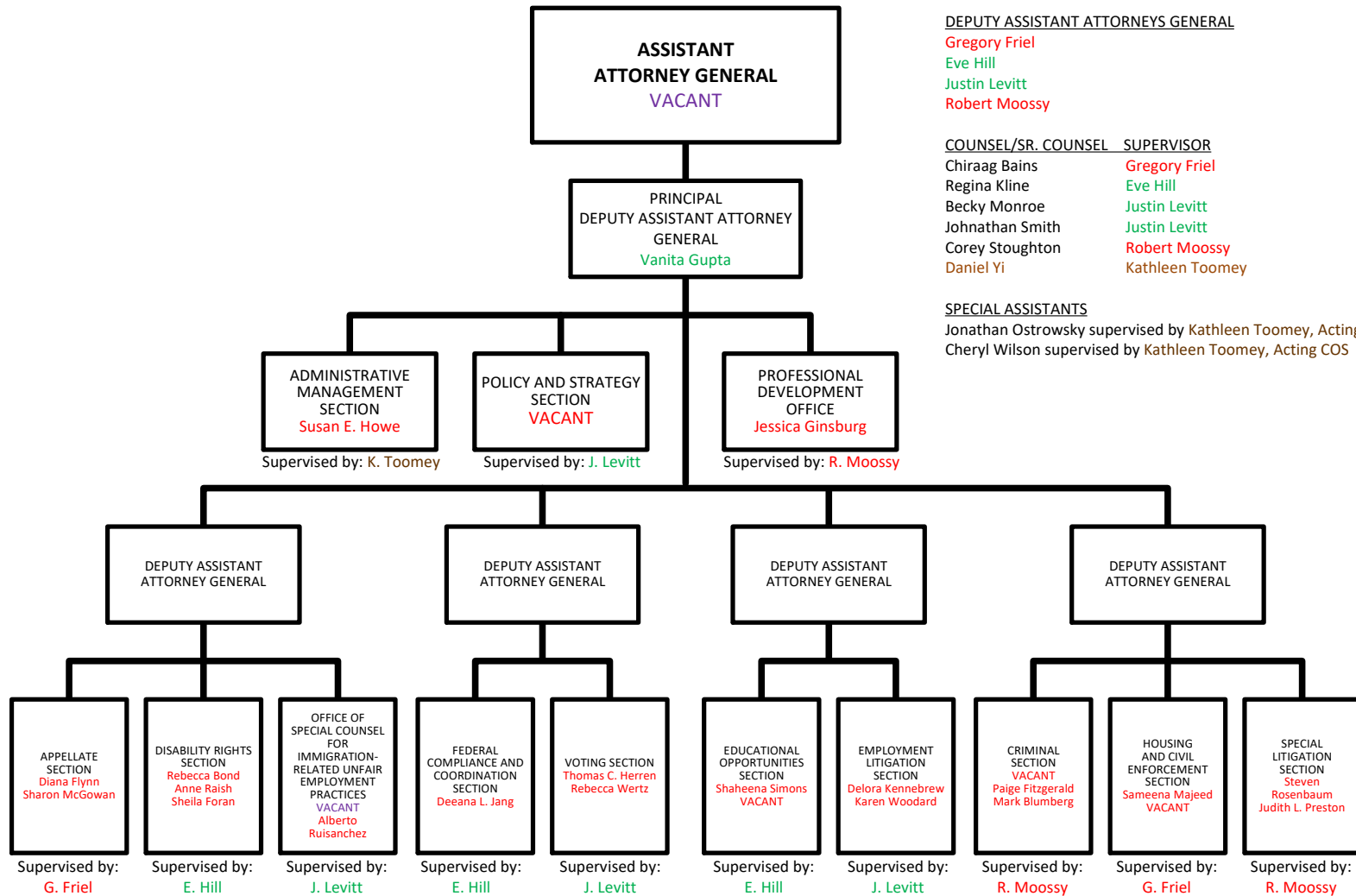
In addition, the Division is charged with all departmental responsibilities under the Americans with Disabilities Act of 1990 (ADA). The ADA assures equal opportunity for individuals with disabilities in employment, public accommodations and services, transportation, and telecommunications.

The major functions of the Division are to:

- Investigate and, when warranted by the findings, initiate legal proceedings seeking injunctive and other relief in cases involving discrimination in the areas of education, credit, employment, housing, public accommodations and facilities, federally funded programs, voting, and the rights of prisoners, mentally and physically disabled persons, and senior citizens.
- Prosecute violations of criminal statutes that prohibit specified acts of interference with federally protected rights and activities, such as conspiracies to interfere with or deny a certain individual or group of individuals the exercise of these rights.
- Prosecute violations of anti-trafficking statutes, including the Trafficking Victims Protection Act of 2000, and play a strong role in identifying, protecting, and assisting victims of human trafficking.

- Implement Executive Order 12250 by studying, reviewing, and approving regulatory changes proposed by all federal executive branch agencies as they pertain to civil rights, including Titles VI and IX and Section 5 of the Rehabilitation Act of 1973, as amended.
- Under the ADA, coordinate the technical assistance activities of other federal agencies and provide technical assistance to places of public accommodation and state and local governments.
- Serve as the principal advisor to the Attorney General on all matters pertaining to civil rights.
- Provide Department representation to, and maintain close liaison and cooperation with, officials and representatives of other divisions, federal agencies, state and municipal governments, and private organizations on civil rights issues.
- Develop policy and legislative positions and proposals that advance the Division's enforcement work.

CIVIL RIGHTS DIVISION KEY PERSONNEL



DEPUTY ASSISTANT ATTORNEYS GENERAL

Gregory Friel
Eve Hill
Justin Levitt
Robert Moosy

COUNSEL/SR. COUNSEL SUPERVISOR

Chiraag Bains
Regina Kline
Becky Monroe
Johnathan Smith
Corey Stoughton
Daniel Yi

Gregory Friel
Eve Hill
Justin Levitt
Justin Levitt
Robert Moosy
Kathleen Toomey

SPECIAL ASSISTANTS

Jonathan Ostrowsky supervised by Kathleen Toomey, Acting COS
Cheryl Wilson supervised by Kathleen Toomey, Acting COS

Key:

Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

ENVIRONMENT AND NATURAL RESOURCES DIVISION

The Public Lands Division of the Department of Justice was established in November 1909, by Circular No. 114. It was given the name Lands Division in December 1933, by Attorney General Order No. 2507, and was designated the Environment and Natural Resources Division in April 1990.

The Division functions as the Nation's environmental and natural resources lawyer, representing virtually every federal agency in the United States and its territories and possessions, in civil and criminal cases that arise under more than 150 federal statutes. Key client agencies of the Division include the U.S. Environmental Protection Agency (EPA), the U.S. Department of the Interior, the U.S. Army Corps of Engineers, and the U.S. Departments of Commerce, Agriculture, Homeland Security, Energy and Defense, among others. The Division's litigation docket comprises nearly 7,000 active cases and matters.

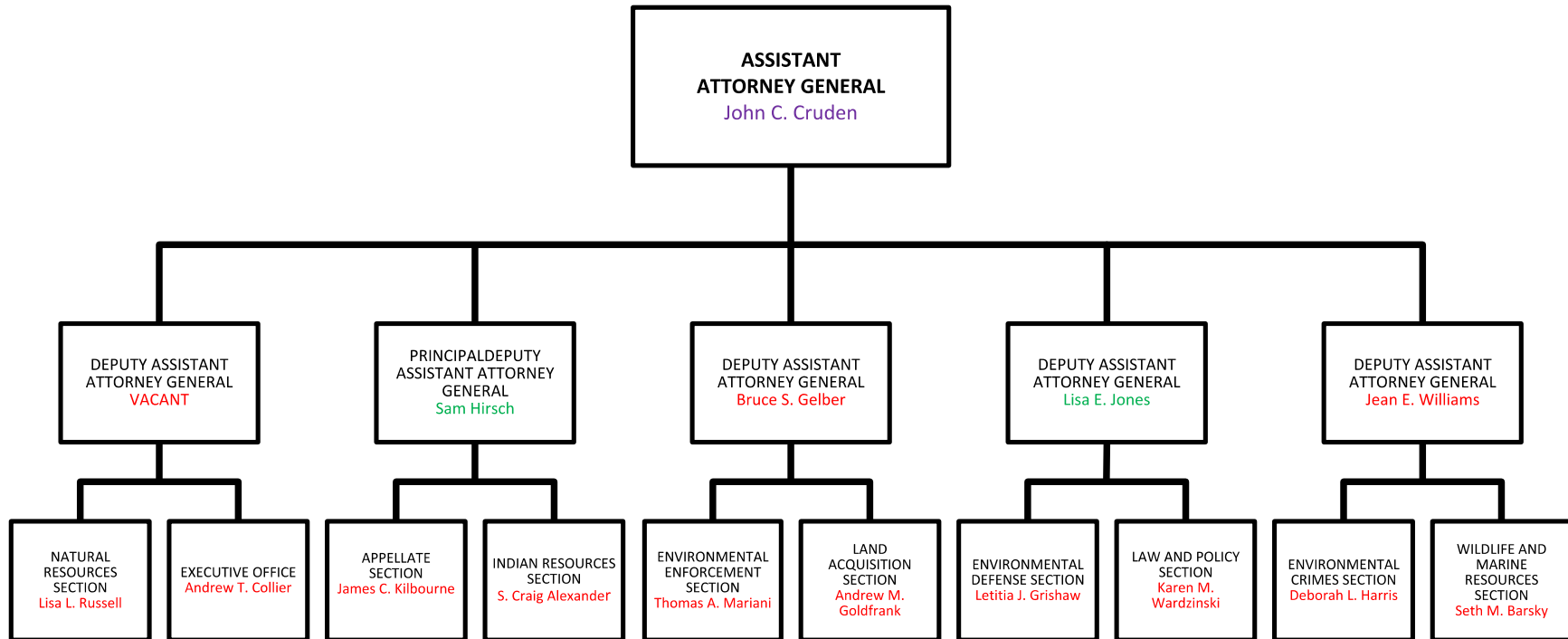
The mission of the Environment and Natural Resources Division is to vigorously represent the United States in federal trial and appellate courts, including by defending EPA's rulemaking authority and effectively advancing other agencies' missions and priorities; protect the public fisc and defend the interests of the United States; advance environmental justice through all of the Division's work; promote and defend Tribal sovereignty, treaty rights, Tribal natural resources, and the environment in Indian country; provide effective stewardship of the nation's public lands, natural resources and animals, including fighting for the survival of the world's most protected and iconic species and marine resources; and work across the government and the globe to end the illegal trade in wildlife.

The major functions of the Division are to:

- Conduct litigation under federal statutes enacted to protect the environment; require the cleanup of hazardous waste or recover the costs of cleanup; regulate air and water pollution; control dredging and filling in navigable waters; and control the use of pesticides.
- Conduct litigation related to the control and abatement of pollution to the nation's air and water resources, and the regulation and control of toxic substances, pesticides, and solid wastes.
- Prosecute criminal cases for violations of the criminal provisions of applicable federal statutes.
- Conduct litigation concerning the management of the fisheries and other living resources of the coastal and marine environments, and the management of the coastal zone.
- Conduct litigation under numerous federal statutes and laws involving public land matters on behalf of the Departments of the Interior, Agriculture, Defense and others.
- Conduct litigation under the National Environmental Policy Act, the Surface Mining Control and Reclamation Act, and the Tucker Act (principally in the United States Court of Federal Claims).

- Prosecute eminent domain (condemnation) proceedings by which lands necessary for congressionally authorized public purposes are acquired on behalf of the United States, its agencies, and its departments.
- Conduct civil litigation affecting the rights of Indians under treaties, acts of Congress, and Executive Orders in which the United States is acting as trustee on behalf of the Indians.
- Defend the United States against monetary claims of tribes, bands, or other identifiable groups of American Indians, primarily before the United States Court of Federal Claims.
- Conduct the Division's appellate litigation in federal circuit courts of appeals and state appellate tribunals and assist the Office of the Solicitor General with litigation of our cases or cases of concern in the Supreme Court.
- Provide policy direction and legislative guidance for all programs in the Division.
- Provide for management, direction, budget formulation and execution, ensure compliance with the Freedom of Information and Privacy Acts, and provide advice on applicable ethical responsibilities.

ENVIRONMENT AND NATURAL RESOURCES DIVISION KEY PERSONNEL

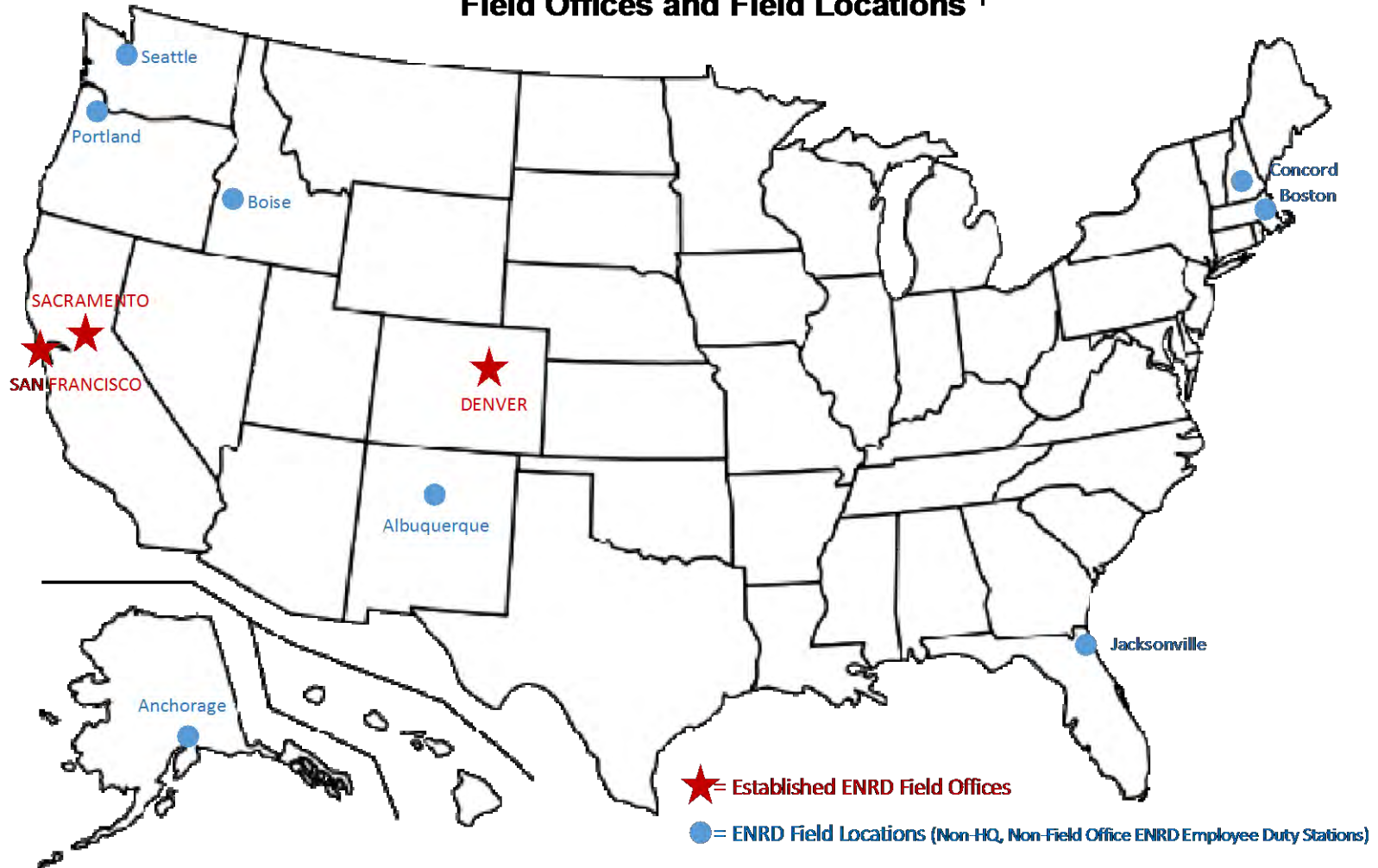


Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

Source: Component information as of October 1, 2016

U.S. DEPARTMENT OF JUSTICE ENVIRONMENT AND NATURAL RESOURCES DIVISION Field Offices and Field Locations ¹



¹ Field Offices represent locations where ENRD independently rents space through GSA. Field Locations represent locales where ENRD has co-located one or more employees with a federal agency (a client agency or a USAO).

NATIONAL SECURITY DIVISION

The National Security Division (NSD) was created in March 2006 by the USA PATRIOT Reauthorization and Improvement Act (Pub. L. No. 109-177). The creation of the NSD consolidated the Justice Department's primary national security operations: the former Office of Intelligence Policy and Review, and the Counterterrorism and Counterespionage Sections of the Criminal Division. The NSD also houses the Office of Law and Policy, Office of Justice for Victims of Overseas Terrorism, Foreign Investment Review Staff, and the Executive Office. The NSD commenced operations in September 2006 upon the swearing in of the first Assistant Attorney General for National Security.

The mission of the National Security Division is to carry out the Department's highest priority: to protect and defend the United States against the full range of national security threats, consistent with the rule of law. NSD is designed to ensure greater coordination and unity of purpose between prosecutors and law enforcement agencies on the one hand, and intelligence attorneys and the Intelligence Community (IC) on the other, thus strengthening the effectiveness of the Federal Government's national security efforts.

The National Security Division is led by an Assistant Attorney General, who is supported by a Principal Deputy Assistant Attorney General, Chief of Staff, Executive Officer, and four Deputy Assistant Attorneys General who oversee the Division's components.

The National Security Division's major responsibilities include:

Intelligence Operations, Oversight, and Litigation:

- Ensuring that IC agencies have the legal tools necessary to conduct intelligence operations;
- Representing the United States before the Foreign Intelligence Surveillance Court (FISC) to obtain authorization under the Foreign Intelligence Surveillance Act (FISA) for government agencies to conduct intelligence collection activities;
- Overseeing certain foreign intelligence, counterintelligence, and other national security activities of IC components to ensure compliance with the Constitution, statutes, and Executive Branch policies to protect individual privacy and civil liberties;
- Monitoring certain intelligence and counterintelligence activities of the FBI to ensure conformity with applicable laws and regulations, FISC orders, and Department procedures, including the foreign intelligence and national security investigation provisions of the Attorney General's Guidelines for Domestic FBI Operations;
- Fulfilling statutory, Congressional, and judicial reporting requirements related to intelligence, counterintelligence, and other national security activities;
- Coordinating and supervising intelligence-related litigation matters, including the evaluation and review of requests to use information collected under FISA in criminal and non-criminal proceedings and to disseminate FISA information; and
- Serving as the Department's primary liaison to the Director of National Intelligence and the Intelligence Community.

Counterterrorism:

- Promoting and overseeing a coordinated national counterterrorism enforcement program, through close collaboration with Department leadership, the National Security Branch of the FBI, the IC, and the 94 United States Attorneys' Offices (USAOs);
- Developing national strategies for combating emerging and evolving terrorism threats, including the threat of cyber-based terrorism;
- Overseeing and supporting the National Security Anti-Terrorism Advisory Council (ATAC) program by:
 - collaborating with prosecutors nationwide on terrorism matters, cases, and threat information;
 - maintaining an essential communication network between the Department and USAOs for the rapid transmission of information on terrorism threats and investigative activity; and
 - managing and supporting ATAC activities and initiatives;
- Consulting, advising, training, and collaborating with prosecutors nationwide on international and domestic terrorism investigations, prosecutions, and appeals, including the use of classified evidence through the application of the Classified Information Procedures Act (CIPA);
- Sharing information with and providing advice to international prosecutors, agents, and
- investigating magistrates to assist in addressing international threat information and litigation initiatives; and
- Managing the Department's work on counter-terrorist financing programs, including supporting the process for designating Foreign Terrorist Organizations and Specially Designated Global Terrorists, as well as staffing U.S. Government efforts on the Financial Action Task Force.
- Counterintelligence and Export Control:
 - Developing and supervising the investigation and prosecution of espionage and related cases through coordinated efforts and close collaboration with Department leadership, the FBI, the IC, and the 94 USAOs;
 - Coordinating, developing, and supervising investigations and national strategies for combating the emerging and evolving threat of cyber-based espionage and state-sponsored cyber intrusions;
 - Coordinating, developing, and supervising investigations and prosecutions into the unlawful export of military and strategic commodities and technology, including by assisting and providing guidance to USAOs in the establishment of Export Control Proliferation Task Forces;

- Coordinating, developing, and supervising cases involving the unauthorized disclosure of classified information and supporting resulting prosecutions by providing advice and assistance with the application of CIPA;
- Enforcing the Foreign Agents Registration Act of 1938 (FARA) and related disclosure statutes;
- Coordinating with interagency partners the use of all tools to protect our national assets, including use of law enforcement tools, economic sanctions, and diplomatic solutions; and
- Conducting corporate and community outreach relating to cyber security and other issues relating to the protection of our national assets.

Policy and Other Legal Issues:

- Handling appeals in cases involving national security-related prosecutions, and providing views on appellate issues that may impact national security in other civil, criminal, and military commissions cases;
- Providing legal and policy advice on the national security aspects of cybersecurity policy and cyber-related operational activities;
- Providing advice and support on national security issues that arise in an international context, including assisting in bilateral and multilateral engagements with foreign governments and working to build counterterrorism capacities of foreign governments and enhancing international cooperation;
- Providing advice and support on legislative matters involving national security issues, including developing and commenting on legislation, supporting Departmental engagements with members of Congress and Congressional staff, and preparing testimony for senior Division and Department leadership;
- Providing legal assistance and advice on matters arising under national security laws and policies, and overseeing the development, coordination, and implementation of Department-wide policies with regard to intelligence, counterintelligence, counterterrorism, and other national security matters;
- Developing a training curriculum for prosecutors and investigators on cutting-edge tactics, substantive law, and relevant policies and procedures; and
- Supporting the Department of Justice's participation in the National Security Council.

Foreign Investment:

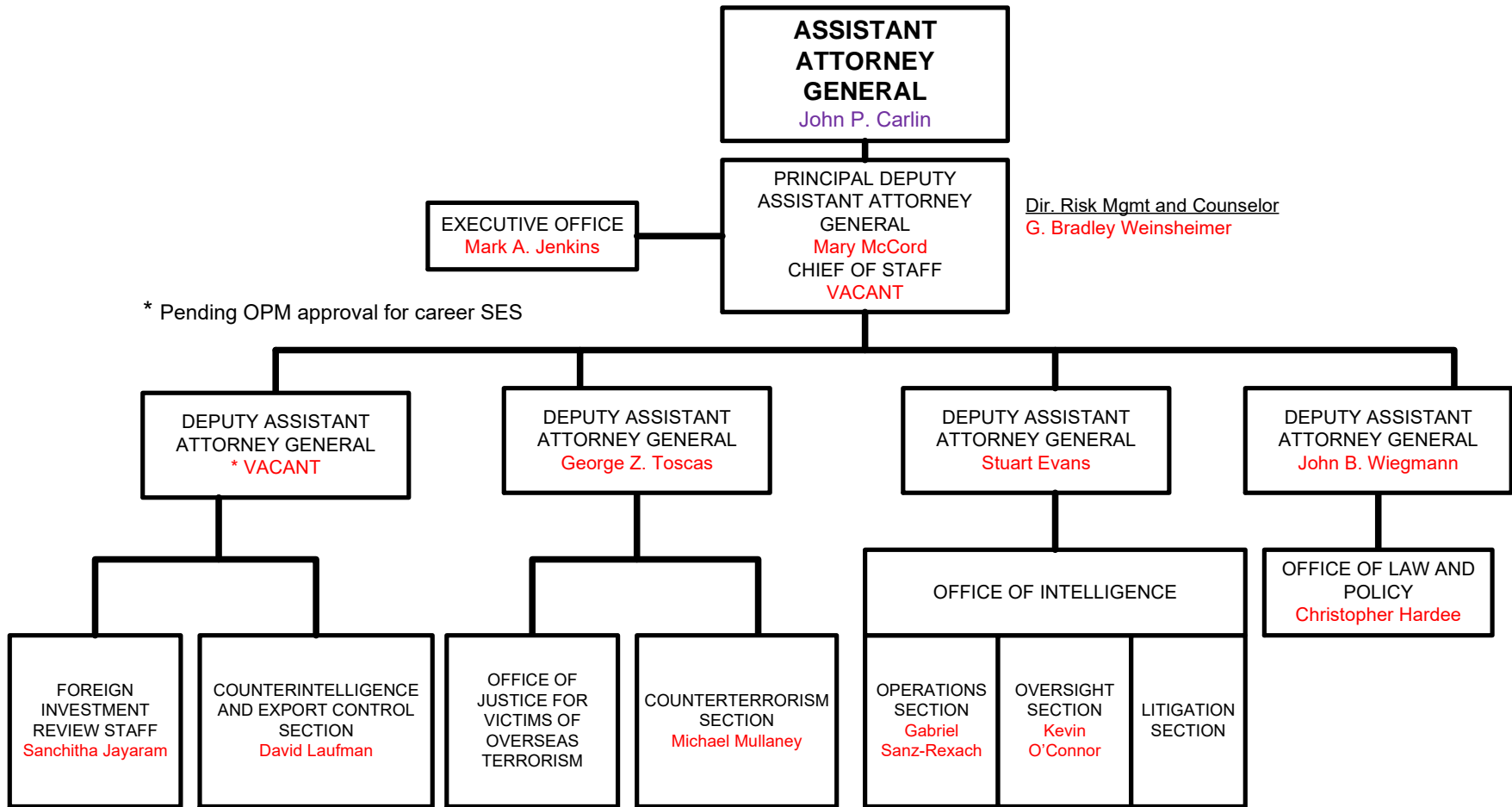
- Performing the Department's staff-level work on the Committee on Foreign Investment in the United States (CFIUS), which reviews foreign acquisitions of domestic entities that might affect national security and makes recommendations to the President on whether such transactions threaten the national security;

- Tracking and monitoring certain transactions that have been approved, including those subject to mitigation agreements, and identifying unreported transactions that might merit CFIUS review;
- Responding to Federal Communication Commission (FCC) requests for the Department's views relating to the national security implications of certain transactions relating to FCC licenses;
- Tracking and monitoring certain transactions that have been approved pursuant to this process; and
- In coordination with law enforcement and IC partners, conducting community outreach and corporate engagement relating to national security issues.

Victims of Terrorism:

- Ensuring that the rights of victims of overseas terrorism and their families are honored and respected, and that they are supported and informed during the criminal justice process.

NATIONAL SECURITY DIVISION KEY PERSONNEL



* Pending OPM approval for career SES

Dir. Risk Mgmt and Counselor
G. Bradley Weinsheimer

Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

TAX DIVISION

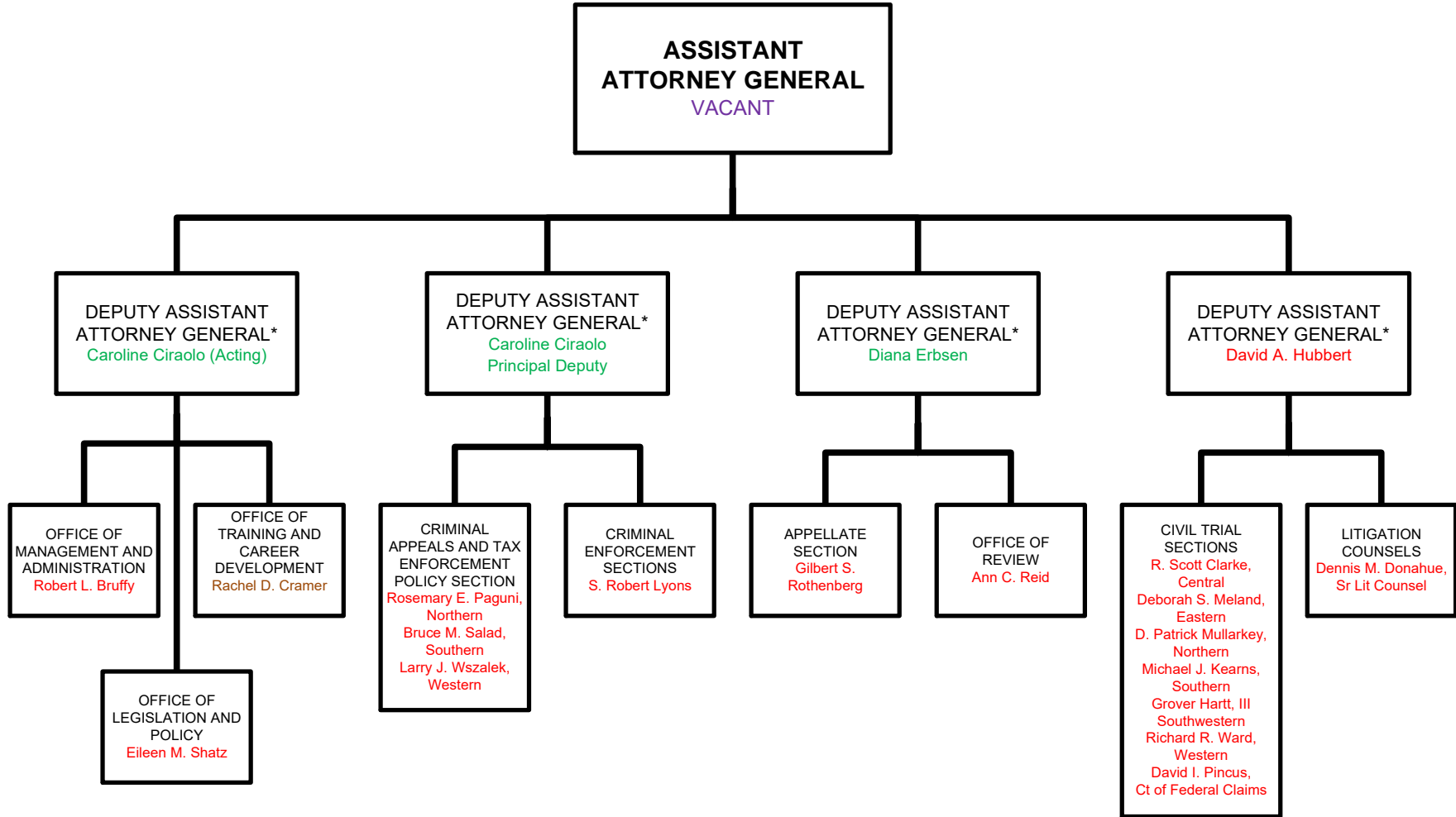
The Tax Division was established on January 1, 1934, pursuant to an Executive Order issued by President Franklin D. Roosevelt. The Order assigned to the Attorney General responsibility for conducting litigation of all claims brought by and against the United States.

The Tax Division is generally responsible for conducting, handling or supervising all civil and criminal matters arising under the internal revenue laws. The Tax Division's mission is to enforce the nation's tax laws fully, fairly and consistently, through both criminal and civil litigation, in order to promote voluntary compliance with the tax laws, maintain public confidence in the integrity of the tax system, and promote the sound development of law. The Division's authority is codified at 28 C.F.R. § 0.70.

The major functions of the Division are to:

- Prosecute and defend in all state and federal courts, except the United States Tax Court, civil suits arising under the internal revenue laws. These matters include tax refund suits brought against the United States, bankruptcy cases involving federal tax claims, judicial actions to enforce administrative summonses, affirmative actions to collect unpaid taxes, FOIA suits involving the Internal Revenue Service, and tort and damages actions against the United States and/or IRS and Justice Department officials.
- Oversee all federal criminal tax enforcement and direct the investigation and/or prosecution of selected criminal tax cases. Enforce federal criminal tax law and related criminal laws by reviewing referrals from the IRS or requests to include potential criminal tax charges in existing investigations, authorizing investigation and/or prosecution where appropriate, and conducting or supervising authorized investigations or prosecutions. Such matters include allegations against individuals and corporations who attempt to evade taxes, willfully fail to file tax returns, submit false tax forms, and otherwise try to defraud the Federal Treasury, not infrequently focusing on violations involving international activity, such as the use of offshore trusts and foreign bank accounts to evade taxes. These matters may also address tax violations that occur in the course of other criminal conduct - such as crime linked to international terrorism, illegal drug trafficking, securities fraud, bankruptcy fraud, health care fraud, organized crime, and public corruption.
- Represent the United States in the courts of appeals in nearly all federal civil tax cases, including those appealed from the United States Tax Court, and in all federal criminal tax cases prosecuted by Tax Division attorneys. Division attorneys also supervise appeals in criminal tax cases tried by U.S. Attorneys' Offices around the country.
- Advise the IRS and the Department of the Treasury concerning proposed legislation, regulations, guidance, procedures, and policy relating to internal revenue laws and tax enforcement. Division attorneys also participate in the negotiation of international tax assistance treaties and agreements.
- Represent the United States in matters involving the Federal Government's immunity from state or local taxation (except actions to set aside ad valorem taxes, assessments, special assessments, and tax sales of federal real property, and matters involving payments in lieu of taxes), as well as state or local taxation involving contractors performing contracts for or on behalf of the United States.

TAX DIVISION KEY PERSONNEL



Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

* The Deputy Assistant Attorney General positions are "general"--they could be career or non-career.

IMMIGRATION

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW

The Executive Office for Immigration Review (EOIR) was created on January 9, 1983, and is responsible for adjudicating immigration cases. EOIR is led by a Director and consists of three adjudicating components: the Board of Immigration Appeals, the Office of the Chief Immigration Judge, and the Office of the Chief Administrative Hearing Officer. EOIR is independent of the immigration enforcement functions of both the Department of Homeland Security (DHS) and the Department of Justice's Office of Special Counsel for Immigration-Related Unfair Employment Practices.

EOIR's mission is to interpret and administer federal immigration laws by conducting immigration court proceedings, appellate reviews and administrative hearings. The Office of the Chief Immigration Judge is responsible for managing the Immigration Courts located throughout the United States, where Immigration Judges adjudicate individual cases; the Board of Immigration Appeals primarily conducts appellate reviews of Immigration Judge decisions; and the Office of the Chief Administrative Hearing Officer adjudicates immigration-related employment cases. EOIR is committed to providing fair, expeditious, and uniform application of the nation's immigration laws in all cases.

Office of the Chief Immigration Judge (OCIJ):

BACKGROUND: OCIJ was established under the new EOIR in February 1983 under 8 C.F.R. Part 3 (see also 28 C.F.R. Part O, Subpart U).

FUNCTIONS: OCIJ is headed by the Chief Immigration Judge, who is supported by four Deputy Chief Immigration Judges and a number of Assistant Chief Immigration Judges. OCIJ provides overall program direction, articulates policies and procedures, and establishes priorities for more than 250 Immigration Judges located in 58 Immigration Courts around the country. Immigration Judges are responsible for conducting formal proceedings and act independently in their decision-making capacity. Their decisions are administratively final unless appealed or certified to the Board. In removal proceedings, Immigration Judges determine whether an individual may be admitted to the United States, or if previously admitted, is still eligible to remain in the United States or should be removed. Each Immigration Judge has jurisdiction to consider various forms of relief available in removal proceedings.

If removability is proven, the Immigration Judge will then focus on the type of relief from removal that may be available to the alien. These forms of relief include, among others, asylum, cancellation of removal, adjustment of status, and voluntary departure.

Through its Criminal Alien Institutional Hearing Program, OCIJ currently has programs in place throughout the country to adjudicate the immigration status of alien inmates prior to their release from federal, state, or municipal correctional facilities.

Board of Immigration Appeals (BIA):

BACKGROUND: The Board was established on August 30, 1940. The Board's authority is currently set forth at 8 C.F.R. § 1003.1.

FUNCTIONS: The Board is the highest administrative body for interpreting and applying

immigration laws. The Board is composed of 17 Board Members, including the Chairman and the Vice-Chairman. The Board is located in Falls Church, Virginia, where it conducts all appellate reviews and hears most oral arguments. During times of increased caseload, the Attorney General will appoint a limited number of qualified personnel to serve as temporary Board Members, in complement to the permanent Board Members.

The Board has been given nationwide jurisdiction to hear appeals from certain decisions rendered by Immigration Judges and by immigration officials of DHS in a variety of proceedings involving the United States and either an alien, a citizen, or a commercial entity.

Decisions of the Board are binding on all DHS immigration officials and Immigration Judges unless modified or overruled by the Attorney General or a federal court. In most cases, the Board's decisions are subject to judicial review in the federal courts. The majority of appeals reaching the Board involve orders of removal and applications for relief from removal. Other cases before the Board include the exclusion of aliens applying for admission to the United States, petitions to classify the status of alien relatives for the issuance of preference immigrant visas, fines imposed upon carriers for the violation of immigration laws, and motions for reopening and reconsideration of decisions previously rendered.

In addition, the Board provides guidance to practitioners in the immigration field, including Immigration Judges, DHS, and private attorneys and alien representatives, through the publication of decisions of precedential value. These decisions appear in bound volumes entitled Administrative Decisions Under Immigration and Nationality Laws of the United States.

Office of the Chief Administrative Hearing Officer (OCAHO):

BACKGROUND: OCAHO was established by the Attorney General to adjudicate immigration-related employment cases under the Immigration Reform and Control Act of 1986. The Attorney General added OCAHO to the functions of EOIR in March 1987. In 1990, the Attorney General also delegated to OCAHO his authority to decide document fraud cases arising under the Immigration Act of 1990, Pub. L. No. 101-649, 104 Stat. 4978 (codified at 8 U.S.C. § 1324c).

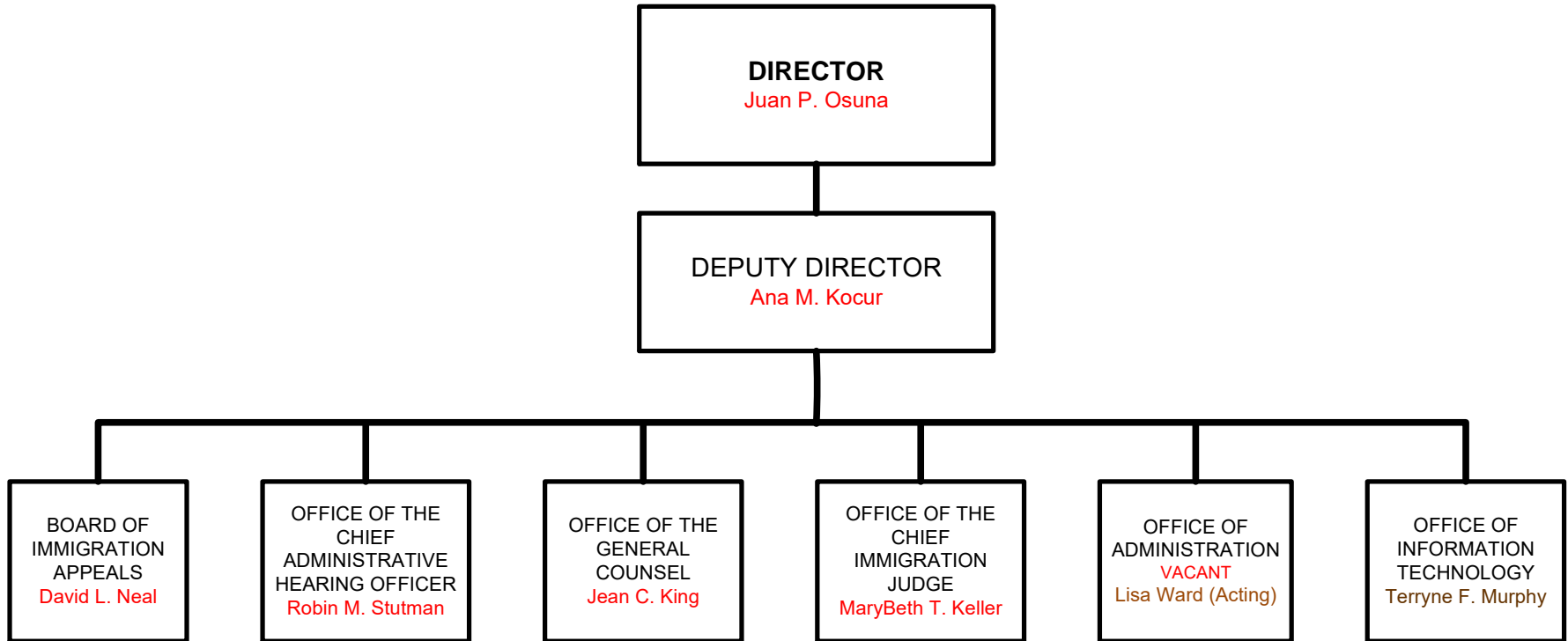
FUNCTIONS: OCAHO is headed by a Chief Administrative Hearing Officer, who is responsible for the general supervision and management of administrative law judges (ALJs), and authorized to review certain decisions of OCAHO ALJs. OCAHO ALJs preside at hearings mandated by the Immigration and Nationality Act (INA) and adjudicate issues relating to: (1) unlawful hiring, recruiting, referring for a fee and continued employment of unauthorized aliens, and failure to comply with employment eligibility verification requirements ("employer sanctions" cases); (2) unfair immigration-related employment practices, and (3) immigration-related document fraud.

Employer sanctions and immigration-related document fraud complaints are brought by DHS Immigration and Customs Enforcement officials. Unfair immigration-related employment practices complaints are brought by the Justice Department's Office of Special Counsel for Immigration-Related Unfair Employment Practices, the entity charged with the enforcement of

the anti-employment discrimination provisions of immigration law, or private litigants, as prescribed by statute.

OCAHO hearings are conducted under the INA and its implementing regulations, as well as the general requirements of the Administrative Procedure Act. Employer sanctions and document fraud cases are subject to administrative review by the Chief Administrative Hearing Officer and the Attorney General. All final agency decisions are subject to review in the appropriate federal circuit court of appeals.

EXECUTIVE OFFICE FOR IMMIGRATION REVIEW KEY PERSONNEL



Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

NOTE: EOIR was recently approved for a SES Chief Information Officer position.

Source: Component information as of October 2, 2016



Executive Office for Immigration Review Office of the Chief Immigration Judge Immigration Courts



PRISONS

FEDERAL BUREAU OF PRISONS

The Federal Bureau of Prisons (BOP) was created by the Act of May 14, 1930 (ch.274, 46 Stat. 325), signed into law by President Herbert Hoover.

The mission of the BOP is to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

The major functions of the BOP are to:

- Proactively manage the offender population to ensure safe and secure operations.
- Provide services and programs to address inmate needs, provide productive use-of- time activities, and facilitate the successful reintegration of inmates into society, consistent with community expectations and standards.
- Ensure there is a competent, diverse workforce operating within a professional work environment to meet the current and future needs of the organization.
- Maintain all BOP facilities in operationally sound conditions and in compliance with security, safety, and environmental requirements.
- Manage operations and resources in a competent and effective manner that encourages creativity and innovation in development of exemplary programs, as well as excellence in maintaining the basics of correctional management. Continually strive toward improvements in effective use of resources and efficient delivery of services.
- Continue to seek opportunities to expand the involvement of community, and local, state, and federal agencies, in improving the effectiveness of the services provided to offenders and constituent agencies. Seek to improve partnerships that will allow the Bureau to carry out its mission within the criminal justice system and to remain responsive to other agencies and the public. Develop partnerships to focus the shared responsibility for the establishment of a supportive environment to promote the reintegration of offenders into the community.
- Provide for public safety and security by focusing on preventing, disrupting, and responding to terrorist activities.

BOP also encompasses two subcomponents:

Federal Prison Industries:

The Federal Prison Industries, Inc. (FPI), a wholly-owned government corporation, was created by statute (P.L. 73-461) on June 23, 1934, and implemented by Executive Order No. 6917, signed by President Roosevelt on December 11, 1934.

The mission of FPI is to provide training and employment of prisoners confined in federal correctional institutions.

The major functions of the FPI are to:

- Exercise jurisdiction over industrial enterprises of all federal correctional institutions.
- Maintain a diversified program of industrial operations that ensure optimum inmate employment.
- Provide a wide range of products and services to other federal agencies at fair market prices, structuring product lines to minimize competition with private sector industry and labor in any particular product or service area.
- Provide job skills training and work opportunities for federal prison inmates, maximizing their opportunities to secure work upon their release, and successfully reenter society as contributing, tax-paying citizens.
- Enhance the security and safety of both staff and inmates by providing a safe, secure, and meaningful work environment for a substantial number of inmates, keeping them productively engaged and reducing prison idleness.

National Institute of Corrections:

The National Institute of Corrections (NIC) is a national center that provides assistance to federal, state, and local correctional agencies and works to advance the practice of corrections throughout the country. The NIC was created by statute (P.L. 93-415) on September 7, 1974.

The National Institute of Corrections is a center of learning, innovation and leadership that shapes and advances effective correctional practice and public policy. It works to collaboratively respond to the needs of the corrections field by providing assistance, information, education, and training to correctional agencies.

The major functions of NIC are to:

Provide assistance to federal, state, and local correctional agencies, and work to advance the practice of corrections throughout the country.

Provide training, technical assistance, and clearinghouse services, and undertake research, evaluation, and policy formulation to advance correctional practices in many different areas.

Provide leadership to influence correctional policies, practices, and operations nationwide in areas of emerging interest and concern to correctional executives and practitioners as well as public policymakers.

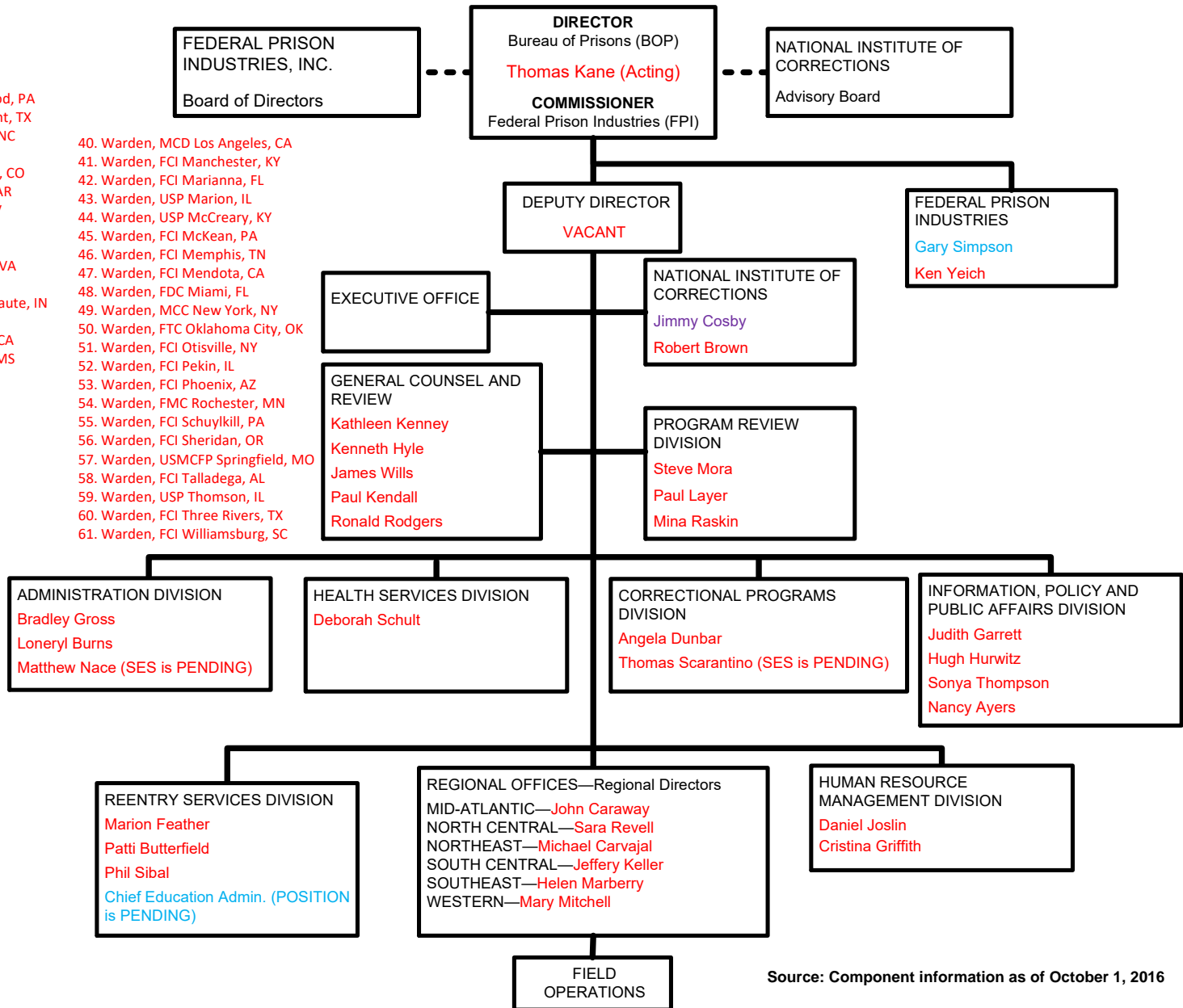
FEDERAL BUREAU OF PRISONS KEY PERSONNEL

Field Operations
Career SES Wardens

1. Complex Warden, USP FCC Allenwood, PA
2. Complex Warden, USP FCC Beaumont, TX
3. Complex Warden, FMC FCC Butner, NC
4. Complex Warden, USP1 FCC Coleman, FL
5. Complex Warden, ADX FCC Florence, CO
6. Complex Warden, FCC Forrest City, AR
7. Complex Warden, USP Hazleton, WV
8. Complex Warden, FCC Lumpoc, CA
9. Complex Warden, FCC Oakdale, LA
10. Complex Warden, FCC Petersburg, VA
11. Complex Warden, FCC Pollock, LA
12. Complex Warden, USP FCC Terre Haute, IN
13. Complex Warden, FCC Tucson, AZ
14. Complex Warden, FCC, Victorville, CA
15. Complex Warden, FCC Yazoo City, MS
16. Warden, USP Atlanta, GA
17. Warden, USP Atwater, CA
18. Warden, FCI Beckley, WV
19. Warden, FCI Bennettsville, SC
20. Warden, USP Big Sandy, KY
21. Warden, MDC Brooklyn, NY
22. Warden, USP Canaan, PA
23. Warden, FMC Carswell, TX
24. Warden, USP2 FCC Coleman, FL
25. Warden, FCI Cumberland, MD
26. Warden, FMC Devens, MA
27. Warden, FCI Edgefield, SC
28. Warden, FCI Fairton, NJ
29. Warden, USP FCC Florence, CO
30. Warden, FCI Fort Dix, NJ
31. Warden, FCI Fort Worth, TX
32. Warden, FCI Gilmer, WV
33. Warden, FCI Greenville, IL
34. Warden, MDC Guaynabo, PR
35. Warden, FCI Jesup, GA
36. Warden, USP Leavenworth, KS
37. Warden, USP Lee County, VA
38. Warden, USP Lewisburg, PA
39. Warden, FMC Lexington, KY

Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES



Source: Component information as of October 1, 2016

FEDERAL PRISON SYSTEM Current Locations



FCC Allenwood - H/M/L
 FCC Beaumont - H/M/L
 FCC Butner - M/M/L/Med
 FCC Coleman - H/H/M/L
 FCC Florence - ADM/H/M
 FCC Forrest City - M/L
 FCC Hazelton - H/M/SFF
 FCC Lompoc - M/L
 FCC Oakdale - L/L
 FCC Petersburg - M/L
 FCC Pollock - H/M
 FCC Terre Haute - H/M
 FCC Tucson - H/M
 FCC Victorville - H/M/M
 FCC Yazoo City - H/M/L

High - H
 Medium - M
 Low - L
 Medical - Med
 ADMAX - ADM

PRISON WORK CAMPS LOCATED WITH HIGHER SECURITY FACILITIES AND COMPLEXES (SATELLITE CAMPS):

ALICEVILLE, AL; ASHLAND, KY; ATLANTA, GA; ATWATER, CA; BASTROP, TX; BEAUMONT, TX; BECKLEY, WV; BENNETTSVILLE, SC; BERLIN, NH; BIG SPRING, TX; BIG SANDY, KY; BUTNER, NC; CANAAN, PA; CARSWELL, TX; COLEMAN, FL; CUMBERLAND, MD; DANBURY, CT; DEVENS, MA; DUBLIN, CA; EDGEFIELD, SC; EL RENO, OK; ENGLEWOOD, CO; ESTILL, SC; FAIRTON, NJ; FLORENCE, CO; FORREST CITY, AR; FORT DIX, NJ; GILMER, WV; GREENVILLE, IL; HAZELTON, WV; HERLONG, CA; JESUP, GA; LA TUNA, TX; LEAVENWORTH, KS; LEE, VA; LEWISBURG, PA; LEXINGTON, KY; LOMPOC, CA; LORETTO, PA; MANCHESTER, KY; MARIANNA, FL; MARION, IL; MCCREARY, KY; MCDOWELL, WV; MCKEAN, PA; MEMPHIS, TN; MENDOTA, CA; MIAMI, FL; OAKDALE, LA; OTISVILLE, NY; OXFORD, WI; PEKIN, IL; PETERSBURG, VA; PHOENIX, AZ; POLLOCK, LA; SCHYULKILL, PA; SEAGOVILLE, TX; SHERIDAN, OR; TALLADEGA, AL; TERRE HAUTE, IN; TEXARKANA, TX; THREE RIVERS, TX; THOMSON, IL; VICTORVILLE, CA; WILLIAMSBURG, SC; YAZOO CITY, MS.

OFFICE OF THE PARDON ATTORNEY

For over 100 years, the President has requested and received the assistance of the Attorney General and his or her designees in the Department of Justice in exercising executive clemency power with regard to persons who have committed offenses against the United States. Within the Department, The Office of the Pardon Attorney (OPA) is the senior management office assigned to carry out this function, under the direction of the Deputy Attorney General. The long-standing role of Department officials advising the President on clemency matters is reflected in various public record documents dating back to the late 19th century. Moreover, since at least 1898, Presidents have adopted advisory rules to describe their programs for processing clemency applications and their directions to the Attorney General in carrying out the Department's clemency advisory functions.

The rules, which govern OPA's work but do not bind the President, are approved by the President and published by the Attorney General. The current version of the administrative rules was promulgated in October 1993 and amended in August and September 2000. They are published in 28 C.F.R. §§ 1.1 to 1.11 and are also available on OPA's web site at <http://www.justice.gov/pardon/clemency.htm>.

The two principal forms of clemency sought by applicants are Pardon after Completion of Sentence and Commutation (reduction) of Sentence. The traditional standards by which clemency applications are evaluated in connection with the preparation of the Department's letters of advice to the President have been utilized for decades and are publicly available on OPA's web site at <http://www.justice.gov/pardon/petitions.htm>.

The major functions of OPA are to:

- Receive, evaluate, and investigate clemency petitions submitted to the President and prepare the recommendation of the Department as to the appropriate disposition of each petition for the signature of the Deputy Attorney General.
- Provide policy guidance in connection with clemency proceedings and the standards for decision.
- Review and respond to inquiries concerning executive clemency petitions and the clemency process from applicants, their representatives, members of the public, Members of Congress, and various federal, state, and local officials and agencies.
- Maintain contacts with senior level Department officials, the Counsel to the President, and other government officials, to advise them on clemency matters as requested.
- Prepare all necessary documents to effect the President's decision to grant clemency; and notify each clemency applicant of the President's decision concerning his or her clemency petition.

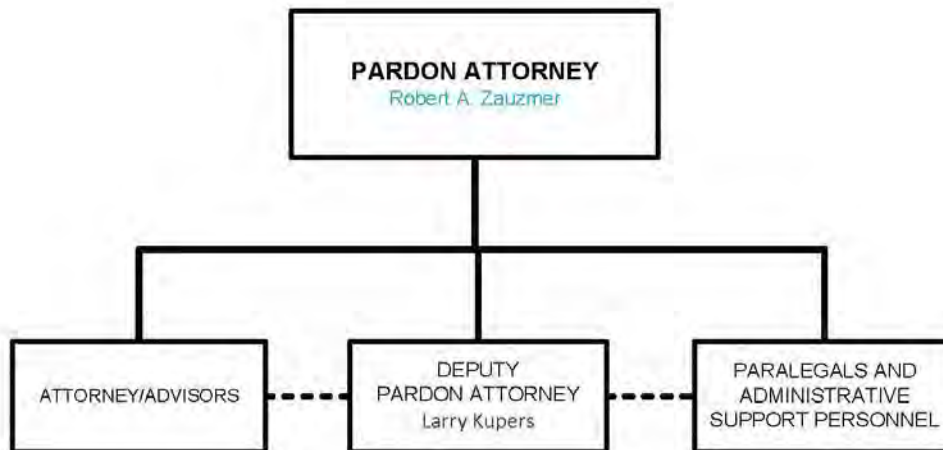
Clemency Initiative:

On April 23, 2014, former Deputy Attorney General James M. Cole announced the Department's Clemency Initiative to encourage qualified Federal inmates to petition to have their sentences commuted, or reduced, by the President of the United States.

Under the new initiative, the Department began prioritizing clemency applications from inmates who met the following factors:

- They are currently serving a Federal sentence in prison and, by operation of law, likely would have received a substantially lower sentence if convicted of the same offense(s) today;
- They are non-violent, low-level offenders without significant ties to large scale criminal organizations, gangs or cartels;
- They have served at least 10 years of their prison sentence;
- They do not have a significant criminal history;
- They have demonstrated good conduct in prison; and
- They have no history of violence prior to or during their current term of imprisonment.

OFFICE OF THE PARDON ATTORNEY KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term SES
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

UNITED STATES PAROLE COMMISSION

The United States Parole Commission (USPC) was established in May 1976 by the Parole Commission and Reorganization Act. Prior to that time, the agency was known as the United States Board of Parole, which was created by Congress in 1930. In 1984, parole was prospectively abolished for all federal crimes committed after November 1, 1987. However, the National Capital Revitalization and Self-Government Improvement Act of 1997 transferred to the Commission the functions of the D.C. Board of Parole beginning August 5, 1998.

The mission of the U.S. Parole Commission is to promote public safety and strive for justice and fairness in the exercise of its authority to release and revoke offenders under its jurisdiction.

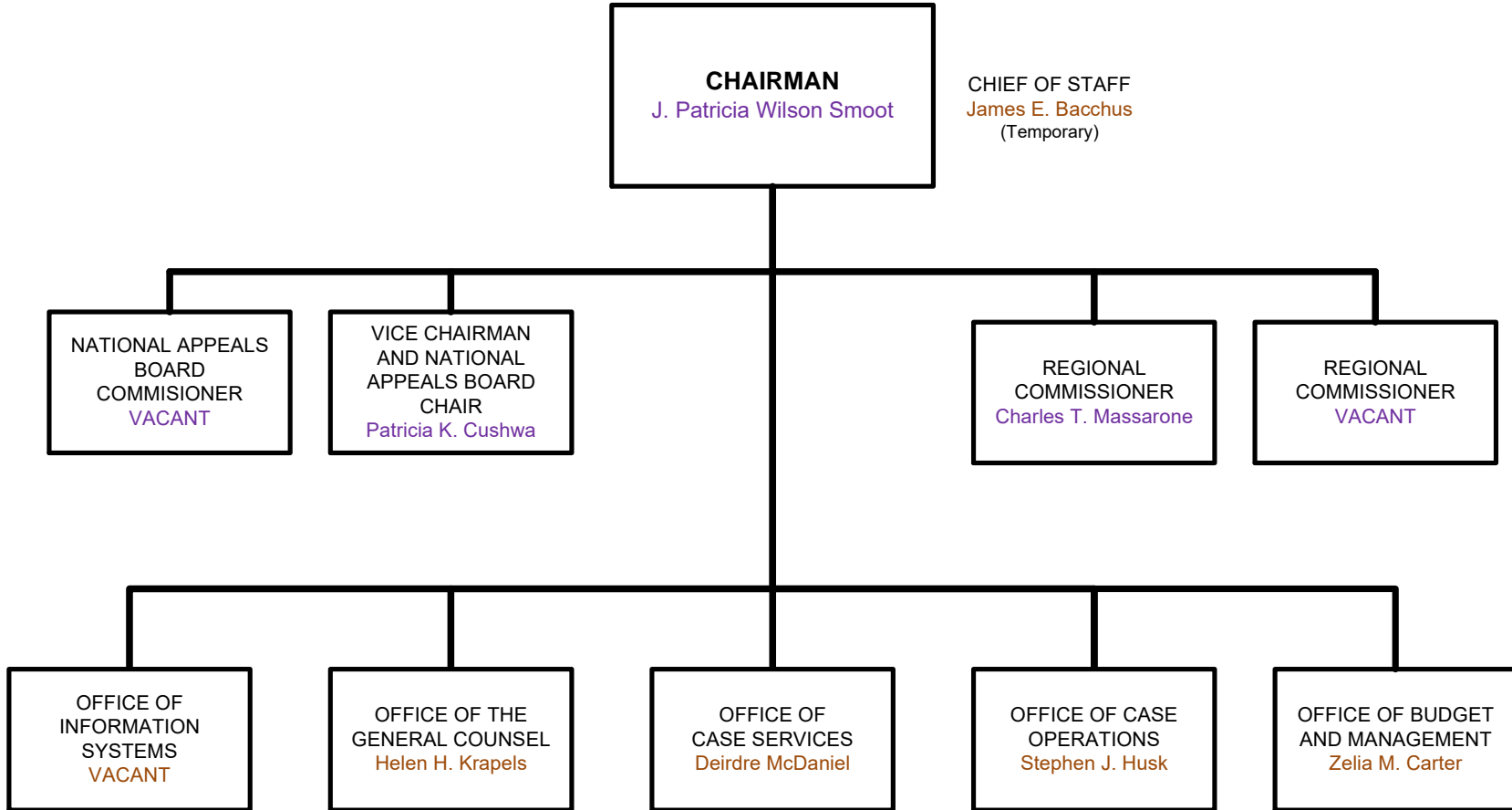
The major functions of the USPC are to:

- Manage the offender's risk in the community.
- Make parole release decisions.
- Authorize methods of release and conditions under which release occurs.
- Prescribe, modify, and monitor compliance with the terms and conditions governing offenders' behavior while on parole or mandatory or supervised release.
- Issue warrants for violation of supervision.
- Determine probable cause for the revocation process.
- Revoke parole, mandatory or supervised release.
- Release from supervision those offenders who no longer pose a risk to public safety.
- Promulgate rules, regulations, and guidelines for the exercise of the USPC's authority and the implementation of a national parole policy.

The USPC has jurisdiction over:

- All federal offenders who committed offenses before November 1, 1987.
- All District of Columbia Code offenders
- Uniform Code of Military Justice Offenders in BOP custody
- Transfer Treaty cases (U.S. citizens transferred from foreign custody to the United States pursuant to a prisoner transfer treaty)
- State probationers and parolees in the Federal Witness Protection Program

UNITED STATES PAROLE COMMISSION KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

MANAGEMENT AND OVERSIGHT

JUSTICE MANAGEMENT DIVISION

The Office of Management and Finance was created in 1973, under Attorney General Elliot Richardson, to strengthen the Department-wide staff capability in the areas of management and finance. In 1979, a reorganization under Attorney General Benjamin Civiletti eliminated the Office of Management and Finance and created the Justice Management Division (JMD).

The mission of JMD is to provide advice to Department leadership and components relating to basic Department policy for budget and financial management, personnel management and training, procurement, records and information management, equal employment opportunity, information processing and telecommunications, security, and all matters pertaining to organization, management and administration.

The major functions of JMD are to:

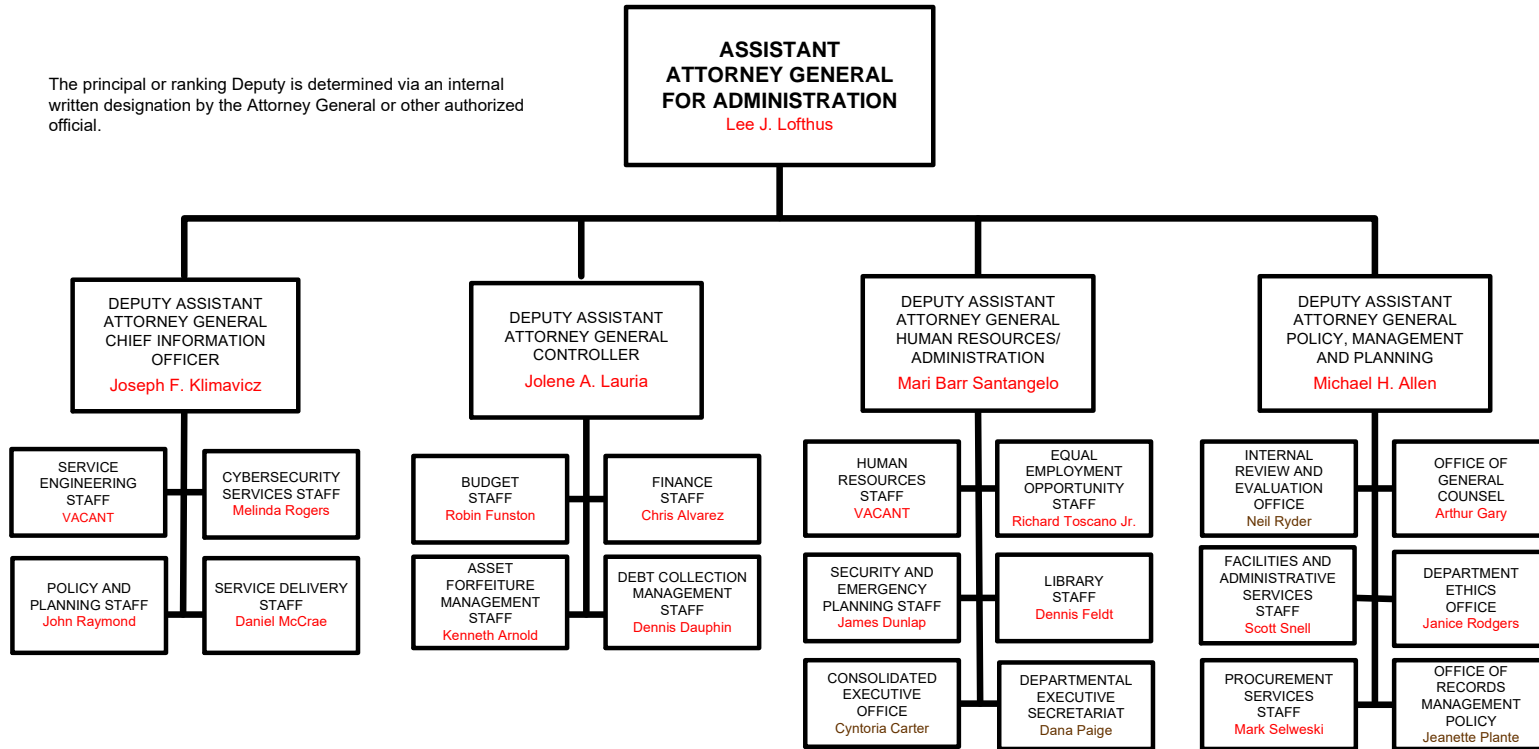
- Supervise, direct and review the preparation, justification and execution of the Department budget, including the coordination and control of the programming and reprogramming of funds.
- Develop and direct Department-wide financial management policies, programs, procedures, and systems, including financial accounting, planning, analysis and reporting.
- Plan, direct and coordinate Department-wide personnel management programs, and develop and issue Department-wide policy in all personnel program areas.
- Facilitate appointment and onboarding of new appointees in coordination with White House Presidential Personnel Office.
- Supervise and direct the operations of the Department's automated information services, publication services, library services, and any other Department-wide central services that are established by or assigned to JMD.
- 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. This includes issuing advice, providing ethics briefings, and reviewing financial disclosure reports.
- Oversee procurement policy for the Department and serve as manager of the procurement process for the Department's offices, boards and divisions.
- Direct the Department's records and information management policies and procedures and manage the records operations for senior leadership offices.
- Review, analyze, and coordinate the Department's programs and activities to ensure that the Department's use of resources and estimates of future requirements are consistent with the policies, plans and mission priorities of the Attorney General.
- Formulate and administer the General Administration Appropriation of the Department's budget.
- Develop, direct, coordinate and monitor compliance with Department-wide policies and

programs for implementing an effective and viable equal employment opportunity program that includes affirmative employment initiatives and procedures for the timely and equitable processing of discrimination complaints.

- Conduct, direct, review, and evaluate management studies and surveys of the Department's organizational structure, functions, programs, operating procedures, supporting systems and management practices.
- Develop and direct Department-wide records and information management (RIM) and directives management programs and administer the directives management system RIM programs. Oversee records management operations for the Offices of the Attorney General, Deputy Attorney General, and Associate Attorney General.
- Plan, direct, administer, and monitor compliance with Department-wide policies, procedures, and regulations concerning administrative services functions, audiovisual activities, supply management, motor vehicles, real and personal property, space assignment and utilization, and employee health and safety programs.
- Formulate Department policies, standards, and procedures for information systems, telecommunications systems and automated data processing equipment and ensure all such services and equipment are provided on an equitable basis to all Department components.
- Direct all Department security programs, including personnel, physical, document, information processing, telecommunications, and special intelligence, and 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.
- Manage the Department's Assets Forfeiture Fund, including interpreting the Assets Forfeiture Fund statute, implementing and operating the Consolidated Asset Tracking System, managing budget processes regarding Assets Forfeiture Fund monies, and managing the Assets Forfeiture Fund and the Seized Asset Deposit Fund.

JUSTICE MANAGEMENT DIVISION KEY PERSONNEL

The principal or ranking Deputy is determined via an internal written designation by the Attorney General or other authorized official.



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Office of Attorney Recruitment & Management
 Jamila Frone
Office of Small and Disadvantaged Business Utilization
 Robert Connolly

Source: Component information as of August 2016

OFFICE OF THE INSPECTOR GENERAL

On April 14, 1989, the Office of the Inspector General (OIG) was created in the Department of Justice by amendment to the Inspector General Act of 1978. The OIG's mission is to detect and deter fraud, waste, and abuse in Department programs and misconduct by Department personnel. The OIG also assists Department managers in promoting integrity, economy, efficiency, and effectiveness of Department programs and operations through its audits, inspections, investigations, and special reviews.

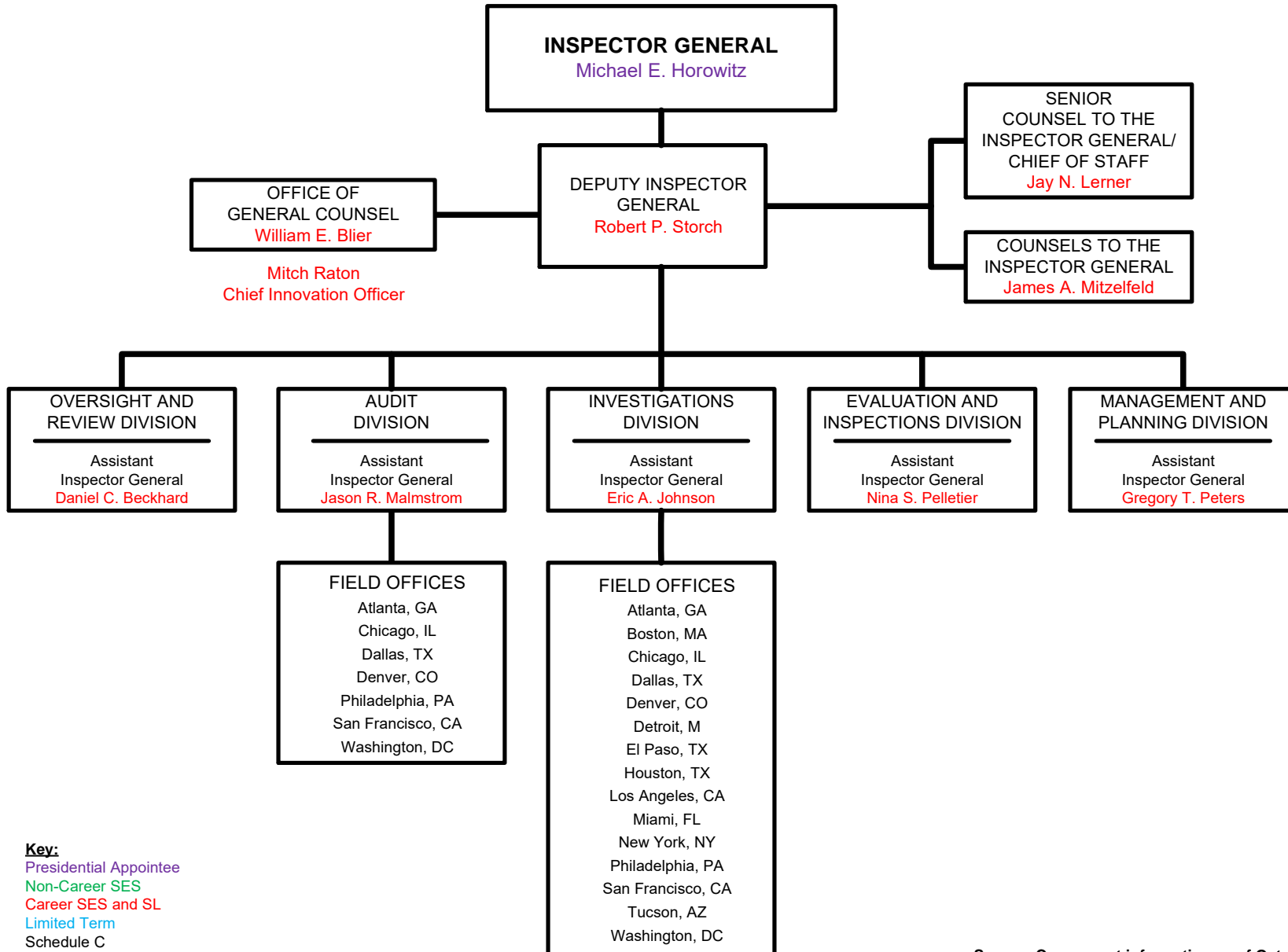
The OIG has jurisdiction to review the programs and personnel of the Federal Bureau of Investigation, the Drug Enforcement Administration, the Federal Bureau of Prisons, the U.S. Marshals Service, the Bureau of Alcohol, Tobacco, Firearms and Explosives, the United States Attorneys, and all other organizations in the Department as well as contractors of the Department and organizations receiving grant money from the Department.

The major functions of OIG are to:

- Investigate alleged violations of criminal and civil laws, regulations and ethical standards arising from the conduct of Department employees.
- Conduct, report, and follow up on financial audits of Departmental organizations, programs, contracts, grants, and other agreements.
- Conduct, report, and follow up on performance audits and inspections of programs and operations within or financed by the Department.
- Report to the Attorney General and the Congress on problems and deficiencies in the administration of Department and Department-financed operations and progress made in implementing recommended corrective actions.

OFFICE OF THE INSPECTOR GENERAL

KEY PERSONNEL



Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of October 1, 2016

OFFICE OF PROFESSIONAL RESPONSIBILITY

The Office of Professional Responsibility (OPR) was established in 1975 by Attorney General Edward H. Levi by Attorney General Order No. 635-74. OPR's mission is to ensure that Department of Justice attorneys perform their duties in accordance with the high professional standards expected of the nation's principal law enforcement agency.

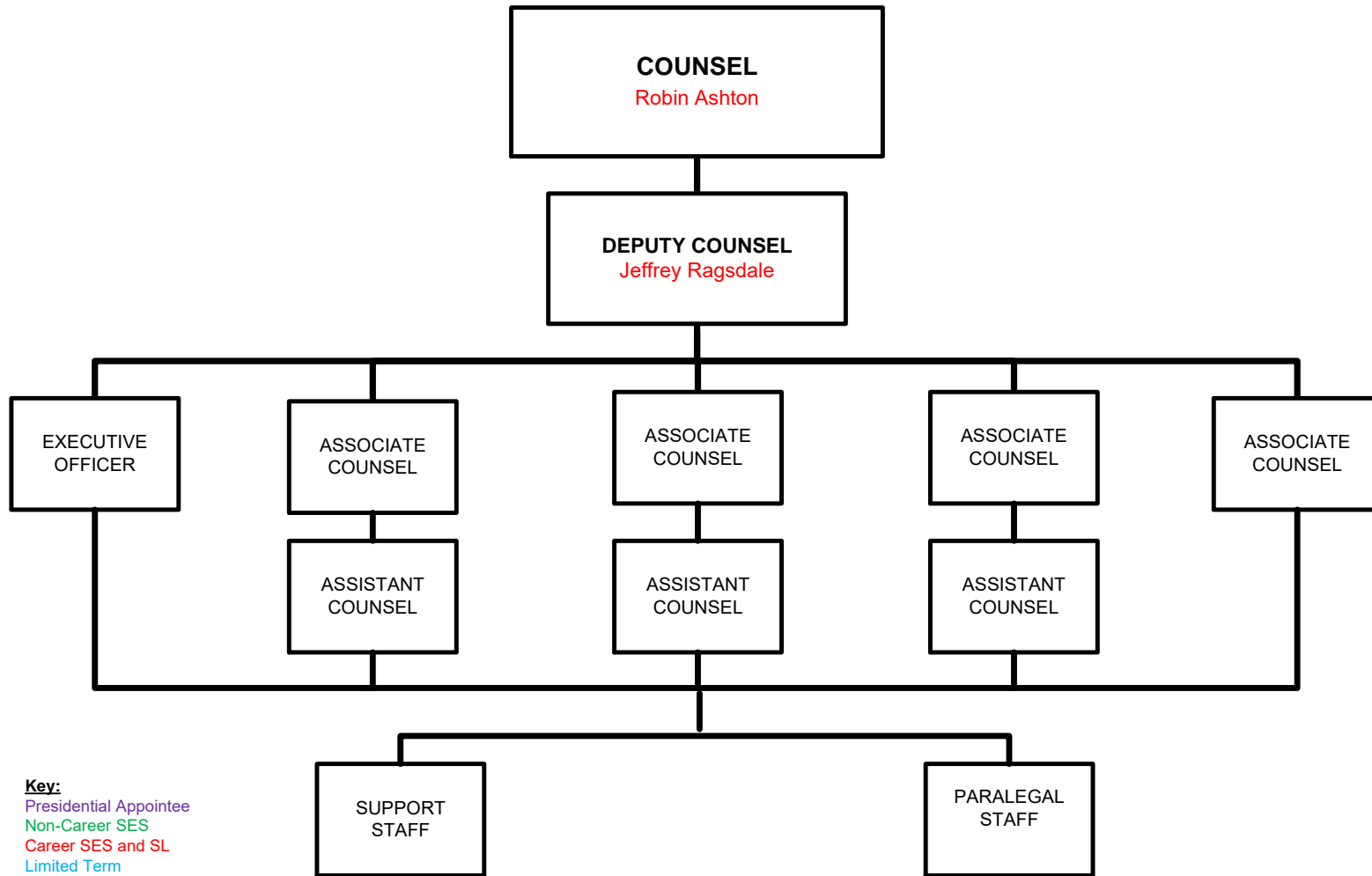
Under A.G. Order No. 2835-2006 (71 FR 54412-01), OPR has jurisdiction to investigate allegations of professional misconduct against Department attorneys that relate to the exercise of their authority to investigate, litigate or provide legal advice, including allegations of professional misconduct against Department immigration judges. OPR also has jurisdiction to investigate allegations of misconduct against Department law enforcement personnel that relate to allegations of attorney misconduct within the jurisdiction of OPR.

The major functions of OPR are to:

- Receive and review allegations of professional misconduct against Department attorneys, criminal investigators, and other law enforcement personnel.
- Conduct preliminary inquiries to determine whether the allegations warrant action by OPR or referral to another component within the Department.
- Review judicial findings of misconduct or judicial criticism of Department attorneys to determine whether an investigation is warranted.
- Conduct full investigations of allegations of misconduct when warranted.
- Report findings of attorney misconduct to the Professional Misconduct Review Unit.
- Make recommendations to the appropriate component head regarding what further corrective action should be taken as an administrative, management, or personnel matter.
- Report to the Attorney General and Deputy Attorney General significant issues identified during the course of an investigation that may have a significant impact on Department policies and procedures.
- Report findings of professional misconduct against Department attorneys to appropriate state attorney disciplinary authorities.
- Serve as the Department's liaison to the National Organization of Bar Counsel and to state attorney disciplinary authorities.
- Receive and review proposals from within the Department to refer to state attorney disciplinary authorities professional misconduct by non-Department attorneys and make referrals when warranted.
- Receive and review allegations of retaliation taken against an employee or applicant who discloses to OPR information concerning the alleged misconduct of Department attorneys or law enforcement personnel.

- Recommend and implement improvements in the system for bringing misconduct allegations against Department attorneys to the attention of the Attorney General, Deputy Attorney General, and OPR.
- Periodically identify and report to the Attorney General and Deputy Attorney General significant issues and trends in misconduct allegations against Department attorneys and recommend corrective action when appropriate.
- Support the Department's efforts to ensure that Department attorneys maintain the highest ethical standards by participating in training, conferences, and policy development initiatives when appropriate.
- Undertake any other special assignments that the Attorney General or Deputy Attorney General directs.

OFFICE OF PROFESSIONAL RESPONSIBILITY KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE

In 1994 the Department recognized the need for a program dedicated to resolving professional responsibility issues faced by Department attorneys and Assistant United States Attorneys. As a result, the Department established the Professional Responsibility Officer Program and the Professional Responsibility Advisory Board. On April 14, 1999, Attorney General Janet Reno officially established the Professional Responsibility Advisory Office (PRAO) as an independent component within the Department of Justice that reports to the Deputy Attorney General.

PRAO's mission is to provide prompt, consistent advice and training to Department attorneys and Assistant United States Attorneys with respect to professional responsibility issues.

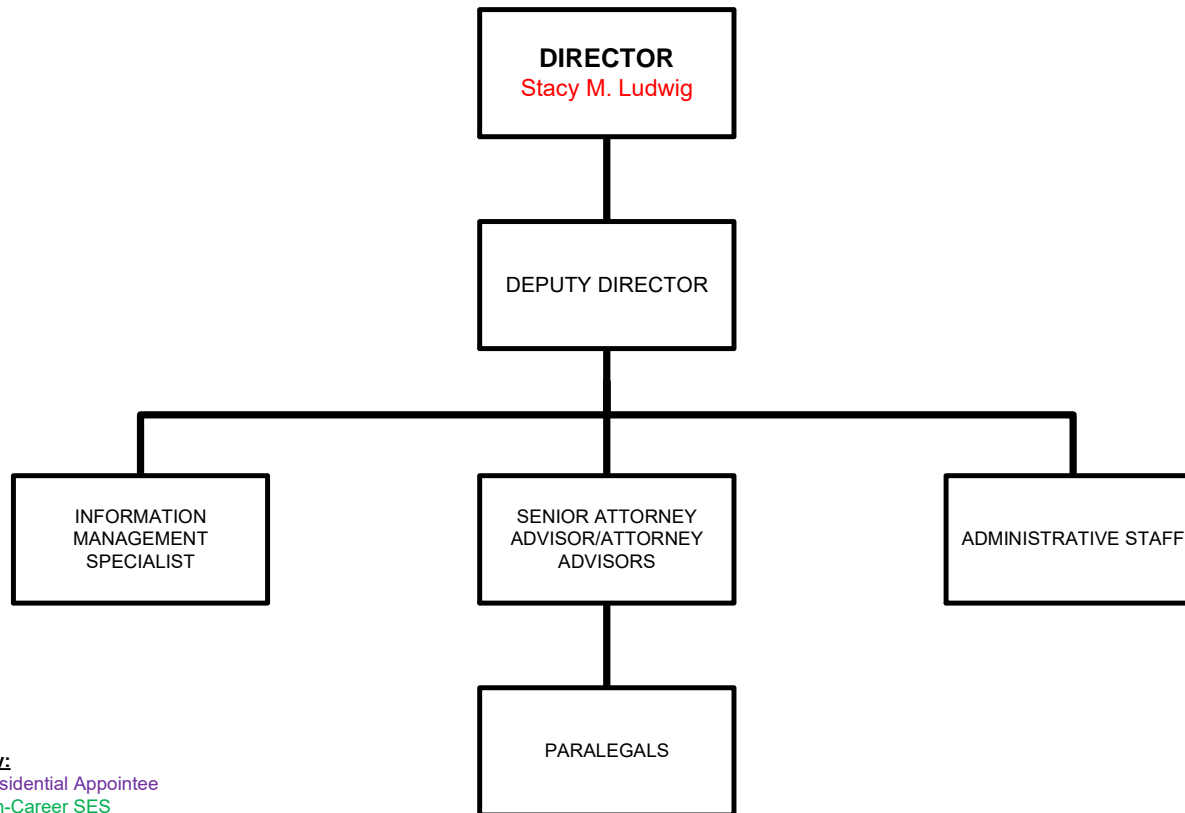
The major functions of PRAO are to:

- Provide advice and litigation support to Department attorneys and Department leadership on issues relating to professional responsibility.
- Provide nation-wide professional responsibility training to Department attorneys, including on the Justice Television Network, to enable them to carry out their duties in conformity with the professional responsibility rules.
- Serve as liaison with the state and federal bar associations in matters related to the interpretation, revision and implementation of the professional conduct rules.
- Coordinate with the litigating components of the Department to defend attorneys in any disciplinary or other hearing against allegations that they failed to meet their professional responsibility obligations.
- Assemble and maintain the Rules of Professional Conduct including, inter alia, all relevant interpretive decisions and bar opinions of the District of Columbia and every state and territory, and other reference materials, and serve as a central repository for briefs and pleadings on professional responsibility issues.

Perform such other duties and assignments as determined from time to time by the Attorney General or the Deputy Attorney General.

PROFESSIONAL RESPONSIBILITY ADVISORY OFFICE

KEY PERSONNEL



Key:
Presidential Appointee
Non-Career SES
Career SES and SL
Limited Term
Schedule C
Career Non-SES

Source: Component information as of October 1, 2016

OTHER OFFICES

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES

The Executive Office for United States Trustees (EOUST) is the headquarters office of the United States Trustee Program (USTP). The EOUST provides leadership, central policy and management direction, and administrative and technology services to the U.S. Trustees and their staffs located in 92 field office locations nationwide. The EOUST is led by a Director, whose authority is derived from the Attorney General.

The USTP was created as a pilot program in 18 judicial districts under the Bankruptcy Reform Act of 1978. In 1986, through the Bankruptcy Judges, United States Trustees, and Family Farmer Bankruptcy Act, Congress expanded the USTP to cover all judicial districts (except those in Alabama and North Carolina). U.S. Trustees are appointed by the Attorney General to oversee 21 regions (defined in statute) and their duties are set forth in Titles 11 and 28 of the United States Code. In addition to specific statutory duties and responsibilities, U.S. Trustees “may raise and may appear and be heard on any issue in any case or proceeding under [title 11]” 11 U.S.C. § 307.

The mission of the USTP is to promote the integrity and efficiency of the bankruptcy system for the benefit of all stakeholders – debtors, creditors, and the public. The USTP achieves its mission through administrative, regulatory, and litigation and enforcement activities.

The major functions of the EOUST are to:

- Develop national priorities, enforcement strategies, and policies and procedures.
- Provide leadership, central policy and management direction, and administrative and information technology support.
- Coordinate the Program’s litigation activities and provide legal counsel to field offices.
- Coordinate the development of the Program’s strategic plan and oversee the integration of budget and performance measures.
- Evaluate the effectiveness of, and collect and disseminate data on, USTP operations.
- Approve and monitor credit counseling agencies and debtor education providers that offer statutorily required services to individual debtors.
- Designate individual chapter 7 and chapter 13 bankruptcy cases for audit.

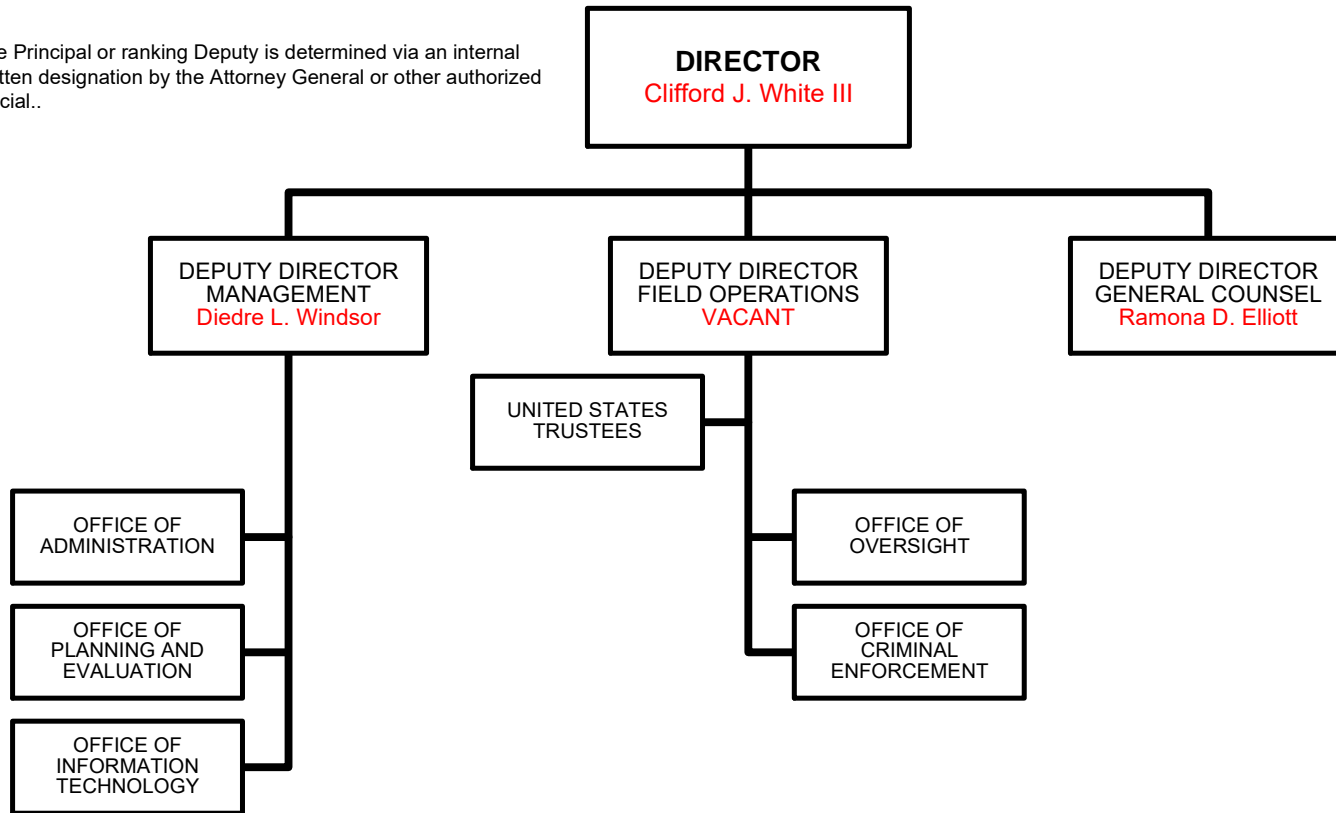
The major functions of the USTP’s field offices are to:

- Appoint and supervise private trustees who administer chapters 7, 12, and 13 bankruptcy cases and who distribute billions of dollars in assets each year to ensure cases are administered promptly and efficiently.
- Take legal action to enforce the requirements of the Bankruptcy Code and to prevent fraud and abuse by debtors, creditors, and other parties in the bankruptcy process.
- Identify and refer cases of potential criminal wrongdoing to law enforcement, including the U.S. Attorneys and the Federal Bureau of Investigation, and support the investigation and prosecution of criminal cases as needed.

- Oversee and take action in chapter 11 business reorganization cases to ensure management accountability, appropriateness of professional fees, and progression toward financial rehabilitation.
- Participate in appeals to bankruptcy appellate panels, district courts, circuit courts of appeal, and the U.S. Supreme Court.

EXECUTIVE OFFICE FOR UNITED STATES TRUSTEES

The Principal or ranking Deputy is determined via an internal written designation by the Attorney General or other authorized official..



Key:

Presidential Appointee

Non-Career SES

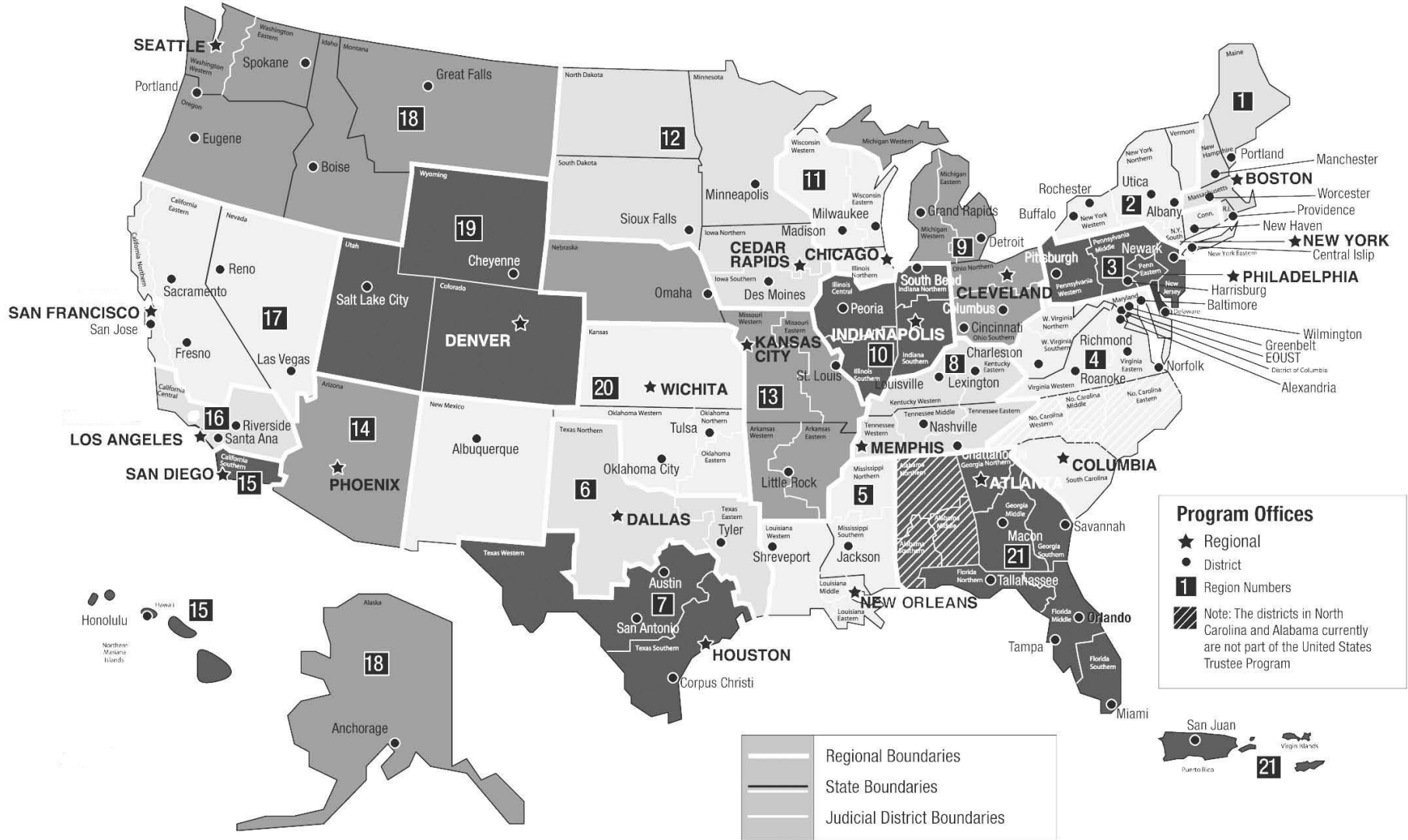
Career SES and SL

Limited Term

Schedule C

Career Non-SES

Source: Component information as of October 1, 2016



FOREIGN CLAIMS SETTLEMENT COMMISSION

The Foreign Claims Settlement Commission of the United States (FCSC) was established under Reorganization Plan No. 1 of 1954. In 1980, pursuant to Public Law 96-209, the Commission was transferred to the Department of Justice as a separate agency within the Department.

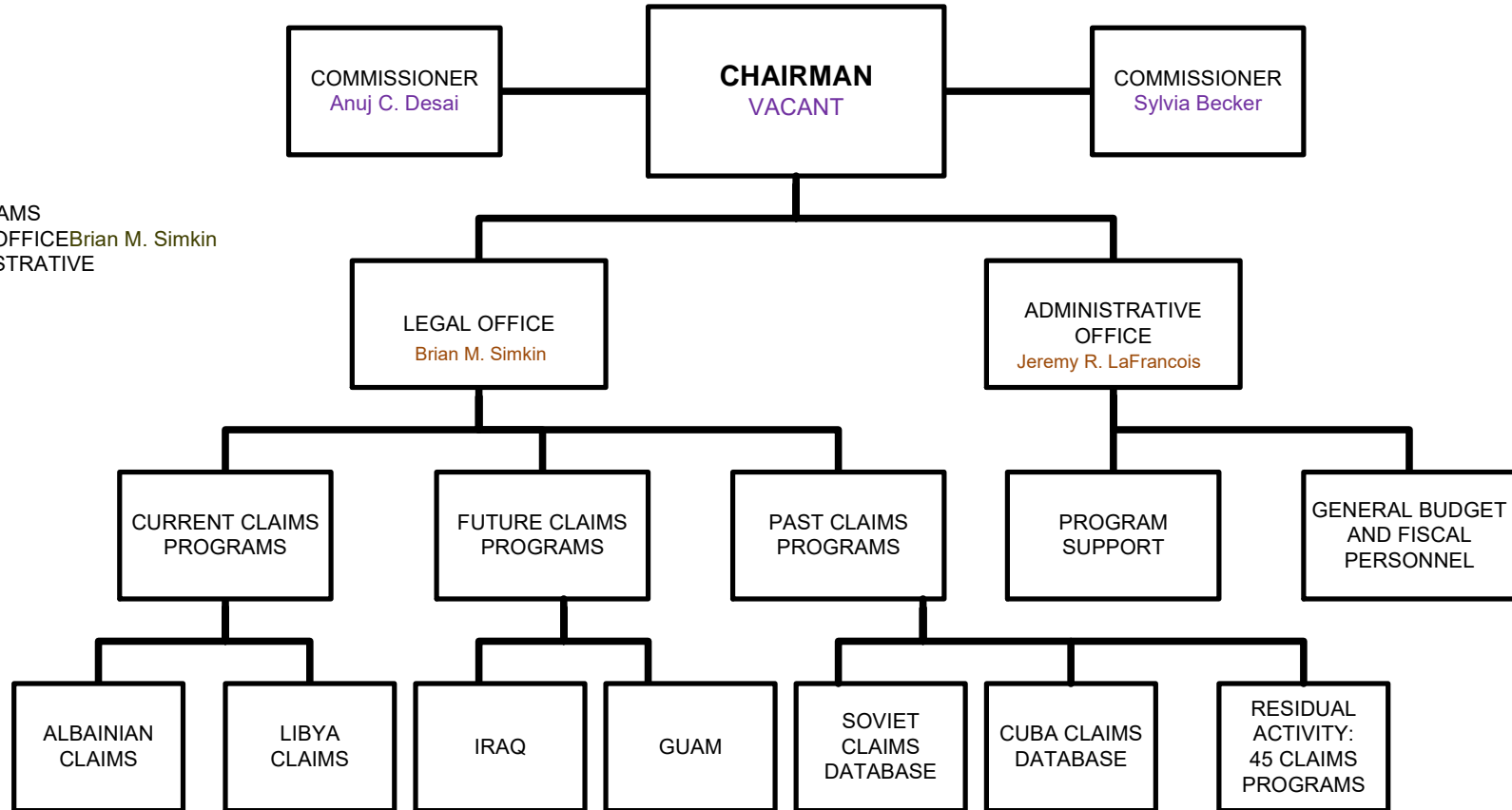
The mission of the FCSC is to adjudicate claims against foreign governments for losses and injuries sustained by United States nationals, pursuant to programs authorized by statute or under international agreements.

The major functions of the FCSC are to:

- Determine claims of U.S. nationals for loss and injury arising from certain terrorist incidents as authorized by the International Claims Settlement Act of 1949 (ICSA), as amended (22 U.S.C. 1621-1645o).
- Determine claims of U.S. nationals for loss of property in specific foreign countries as the result of nationalization or other taking by the governments of those countries as authorized by the ICSA.
- Determine claims of any previously unrecognized United States military personnel and civilian American citizens who were held in captured status in the Vietnam conflict, as authorized by the War Claims Act of 1948, as amended (50 U.S.C. App. 2001-2017p).

Service information requests relating to the 45 completed international and war claims programs previously administered by the FCSC, and report to Congress and executive departments on potential programs.

FOREIGN CLAIMS SETTLEMENT COMMISSION KEY PERSONNEL



PROGRAMS
LEGAL OFFICE Brian M. Simkin
ADMINISTRATIVE

Key:
 Presidential Appointee
 Non-Career SES
 Career SES and SL
 Limited Term
 Schedule C
 Career Non-SES

Source: Component information as of August 2016

OFFICE FOR ACCESS TO JUSTICE

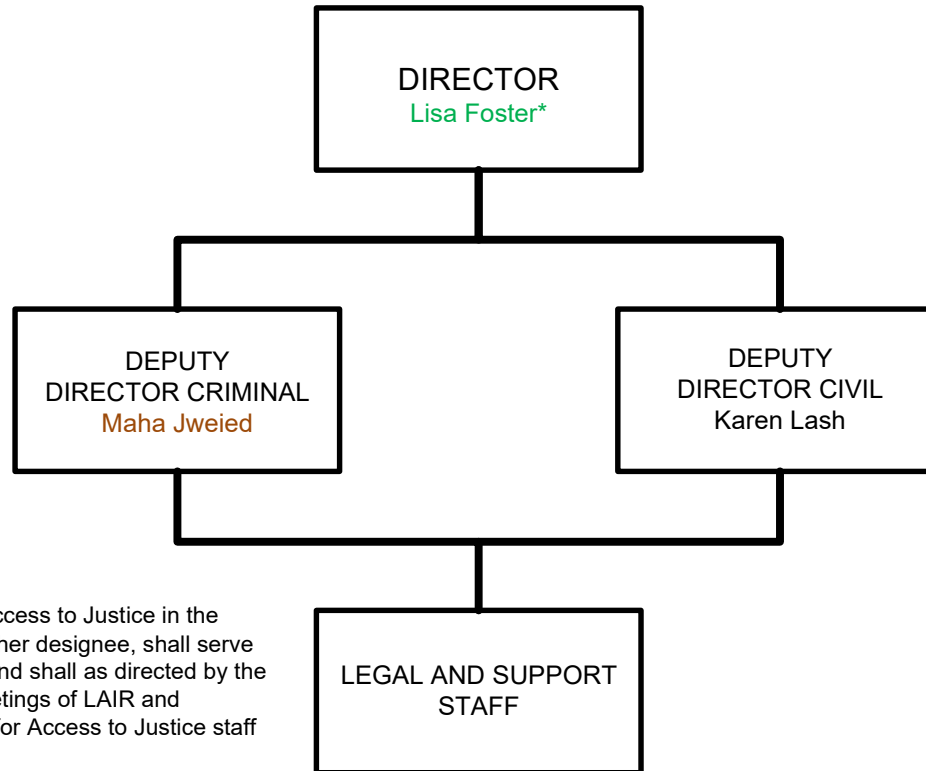
The Attorney General established the Office for Access to Justice (ATJ) within the Office of the Associate Attorney General in 2010 to address the access-to-justice crisis in the criminal and civil justice systems. Its staff works within the Department of Justice, across federal agencies, and with state, local, and tribal justice system stakeholders to increase access to counsel and legal assistance and to improve the justice system for people who are unable to afford lawyers. ATJ was established as a component of the Department in 2015.

The office's mission is to help ensure that the justice system is fair, efficient, and accessible to all, irrespective of an individual's wealth or status.

The principal responsibilities of ATJ are to plan, develop and coordinate the implementation of access to justice policy initiatives of high priority to the Department and the executive branch, including in the areas of criminal indigent defense and civil legal aid. In addition, ATJ:

- Promotes uniformity of Department of Justice and government-wide policies and litigation positions relating to equal access to justice;
- Examines proposed legislation, proposed rules, and other policy proposals to ensure that access to justice principles are properly considered in the development of policy;
- Serves as staff to the White House Legal Aid Interagency Roundtable as mandated by the September 24, 2015 Presidential Memorandum establishing this interagency activity; and
- Performs such other duties and functions as may be authorized by law or directed by the Attorney General, Deputy Attorney General, or Associate Attorney General.

OFFICE FOR ACCESS TO JUSTICE KEY PERSONNEL



*The Director of the Office for Access to Justice in the Department of Justice, or his or her designee, shall serve as Executive Director for LAIR and shall as directed by the Co-Chairs, convene regular meetings of LAIR and supervise the work. The Office for Access to Justice staff shall serve as the staff of LAIR.

The principal or ranking Deputy is determined via an internal written designation by the Attorney General.

Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

- Bob Bullock, Senior Counsel
- Helam Gebremariam, Senior Counsel
- Allie Yang-Green, Senior Counsel
- Stephan Matthews, Office Manager/Support Staff
- Vacant, Senior Counsel
- Vacant, Senior Counsel

OFFICE OF INFORMATION POLICY

The Office of Information Policy (OIP) was originally established as the Freedom of Information Committee in the Office of Legal Counsel on December 8, 1969, to advise and assist agencies in administering the Freedom of Information Act (FOIA). With the expansion of FOIA-related matters during the 1970s, the Department created the Office of Information Law and Policy in 1978 and the functions of the Freedom of Information Committee were integrated into this new office. In 1981 the Office of Information Law and Policy was made part of the newly formed Office of Legal Policy. It then merged with the Office of Privacy and Information Appeals and became the Office of Information and Privacy.

The Office of Information and Privacy remained a part of the Office of Legal Policy until May 14, 1993, when Attorney General Janet Reno directed the establishment of OIP as an independent component of the Department of Justice reporting directly to the Associate Attorney General. The Office was subsequently renamed the Office of Information Policy on August 18, 2008.

The mission of OIP is to provide legal and policy advice to all federal agencies on administration of the FOIA. OIP is responsible for encouraging agency compliance with the law and for overseeing agency implementation of the FOIA, which includes the requirement that agencies report to the Attorney General each year on their performance in implementing the law.

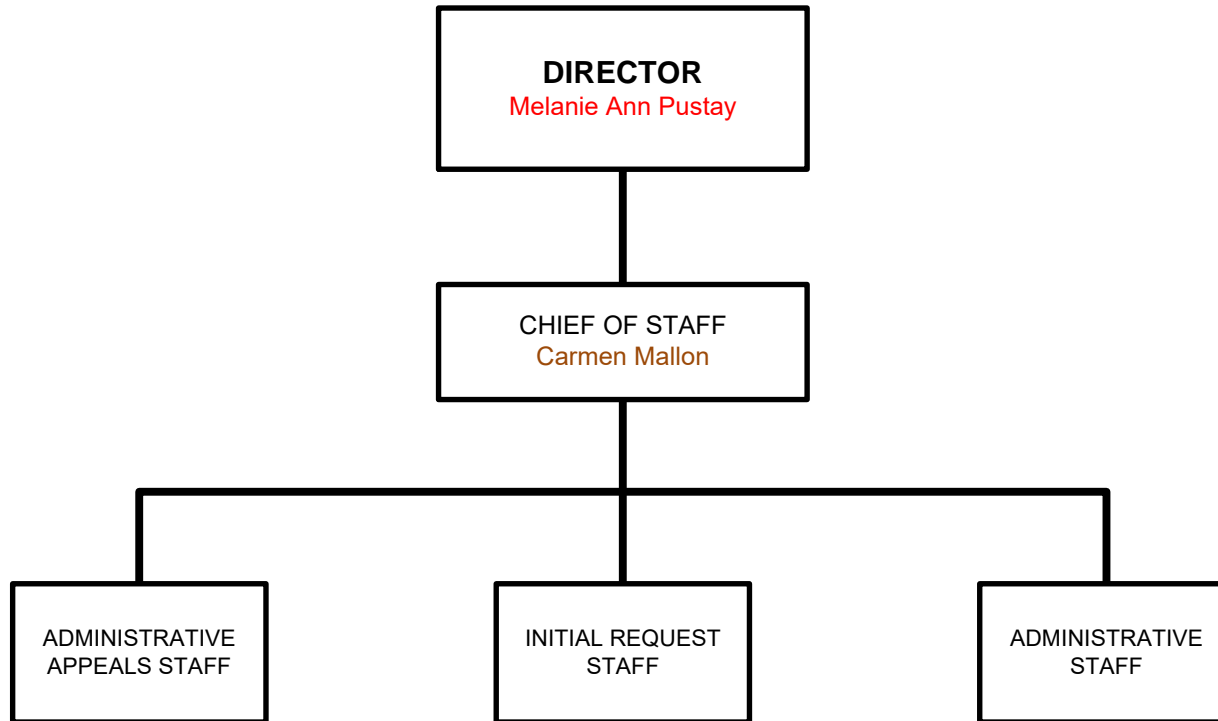
The major functions of OIP are to:

- Develop and issue policy guidance to all federal agencies on the proper implementation of the FOIA and provide legal and policy advice to any agency seeking assistance in complying with the FOIA.
- Publish the Department of Justice Guide to the Freedom of Information Act, which is a comprehensive legal treatise addressing all aspects of the FOIA.
- Provide extensive government-wide training programs, presentations, and briefings on a variety of subjects related to FOIA compliance and implementation. Provide forums and platforms for public participation and collaboration on particular areas of interest to the open government community.
- Adjudicate over 4,000 administrative appeals brought under the FOIA each year concerning actions taken by any of the Department of Justice's components in response to FOIA requests.
- Process nearly 2,000 initial FOIA requests made each year for records of the Senior Leadership Offices of the Department of Justice, including the Offices of the Attorney General, Deputy Attorney General, Associate Attorney General, as well as the Offices of Legislative Affairs, Airs and Legal Policy.
- Develop and issue guidance to agencies for preparation of their Annual FOIA Reports and Chief FOIA Officer Reports.
- Review all agencies' Annual FOIA Reports and Chief FOIA Officer Reports for

compliance with reporting guidelines and make them available at a single electronic access point. Prepare government-wide summaries of both reports and assessments of agency progress.

- Compile the Department's FOIA Litigation and Compliance Report, which describes the Department's efforts to encourage agency compliance with the FOIA and includes lists of newly filed FOIA litigation cases.
- Compile the Department's Annual FOIA Report and the Department's Chief FOIA Officer Report.
- Defend certain FOIA matters in litigation.
- Maintain FOIA.gov, a comprehensive public resource for government-wide FOIA information and data that is displayed graphically in open format to allow the public to compare and contrast agency FOIA data.
- Maintain OIP's website, an all-inclusive FOIA website for agencies, also useful to the public, that includes OIP guidance, the Director's FOIA Post blog and Twitter account, FOIA resources, reports, training opportunities, summaries of court decisions, a portal for making requests electronically for records of the Department's senior leadership offices, OIP's FOIA Library, and Department of Justice FOIA contacts.
- Provide staff support for the Department Review Committee, which reviews Department of Justice records containing classified information.

OFFICE OF INFORMATION POLICY KEY PERSONNEL



Key:

- Presidential Appointee
- Non-Career SES
- Career SES and SL
- Limited Term
- Schedule C
- Career Non-SES

Source: Component information as of October 1, 2016

OFFICE OF PRIVACY AND CIVIL LIBERTIES

The principal mission of OPCL is to protect the privacy and civil liberties of the American people through review, oversight, and coordination of the Department's privacy operations. This includes matters concerning the Department's collection, use, and dissemination of personally identifiable information; privacy issues related to the Department's counterterrorism efforts; and the Department's compliance with privacy-related laws and policies.

OPCL supports the duties and responsibilities of the Department's Chief Privacy and Civil Liberties Officer (CPCLO), who is part of the Office of the Deputy Attorney General, and is the principal advisor to the Attorney General on privacy and civil liberties matters affecting the Department's missions and operations.

Among its functions, OPCL:

- provides legal advice and guidance to Departmental components;
- ensures the Department's privacy compliance, including compliance with the Privacy Act of 1974, the privacy provisions of both the E-Government Act of 2002 and the Federal Information Security Modernization Act of 2014, as well as administration policy directives issued in furtherance of those Acts; develops and provides Departmental privacy training;
- assists the CPCLO in developing Departmental privacy policy;
- prepares privacy-related reporting to the President and Congress;
- reviews the information handling practices of the Department to ensure that such practices are consistent with the protection of privacy and civil liberties; and
- coordinates privacy compliance with Departmental components through designated Senior Component Officials for Privacy.

CROSS-DEPARTMENT COORDINATING ENTITIES

Chief Acquisition Officer

The Office of Federal Procurement Policy Act of 1974, as amended and recodified, requires that the head of each CFO Act agency appoint or designate a Chief Acquisition Officer (CAO). The CAO is to advise and assist the head of the agency regarding the management of the agency's acquisition activities. The CAO for the Department of Justice is the Assistant Attorney General for Administration. That Act also requires that the head of each CFO Act agency designate a Senior Procurement Executive (SPE), reporting to the CAO, to be responsible for the management direction of the agency's procurement system. The SPE for the Department of Justice is the Deputy Assistant Attorney General for Policy, Management, and Planning, in the Justice Management Division.

Chief Financial Officer

The Chief Financial Officers (CFO) Act of 1990, as amended, requires all major Executive agencies to have a CFO who is responsible for overseeing the agency's financial management policies and activities. By statute, the CFO for the Department of Justice is the Assistant Attorney General for Administration.

Chief Human Capital Officer

The Homeland Security Act of 2002 requires that the head of each agency appoint a Chief Human Capital Officer (CHCO) to advise and assist the head of the agency and other agency officials in carrying out the agency's responsibilities for selecting, developing, training, and managing a talented, productive workforce in accordance with merit system principles, and implementing the rules and regulations of the President and the Office of Personnel Management and the laws governing the civil service within the agency.

In addition, each agency's CHCO serves on the CHCO Council, which serves the Nation by advising and collaborating with U.S. Office of Personnel Management and other stakeholders to create human capital management strategies that attract, develop and retain a high performing, engaged and diverse federal workforce. The CHCO leads the Department's Human Capital Strategic Plan through a collaborative effort with the components by way of the Human Capital Executive Committee setting and measuring annual objectives. The CHCO for the Department of Justice is the Deputy Assistant Attorney General Human Resources/Administration. The Deputy CHCO is the Human Resources Division Director, Justice Management Division.

Chief Information Officer

The Clinger-Cohen Act of 1996 established the role of the Chief Information Officer (CIO) as the Department official responsible for information technology (IT) strategic planning, investment management, enterprise architecture, and cybersecurity. The Department CIO serves as the Attorney General's advisor on all IT issues, and within the Justice Management Division as the Deputy Assistant Attorney General for Information Resource Management.

In 2015, the Federal Information Technology Acquisition Reform Act (FITARA) significantly expanded CIO authorities and responsibilities. This legislation holds CIOs accountable for all agency IT and provides authorities for CIOs to become full partners with agency leadership in transforming operations and delivering 21st century digital services to the American people.

Under these statutory authorities the CIO leads the Department's IT modernization and oversees a \$2.8 billion IT budget. The effort to modernize the Department's enterprise IT is founded on maintaining the confidentiality, integrity, and availability of all data and information systems and providing customer-focused capabilities that help employees get work done faster and smarter at an affordable and competitive cost. To sustain a modern IT environment, the Department is leveraging shared services and innovation wherever possible and building a world-class future-ready IT workforce.

Performance Improvement Officer

Executive Order 13450: Improving Government Program Performance, dated November 2007, codifies the Federal Government's policy to spend taxpayer dollars efficiently and more effectively each year, and provides a framework for improving government performance. One element of this framework is the establishment of an Interagency Performance Improvement Council (PIC) composed of agency Performance Improvement Officers (PIO). The Department's PIO has the responsibility to fully implement this Executive Order within the Department and coordinate the performance management activities Department-wide, including drafting the Department's strategic plan, establishing the Department's priority goals and strategic objectives in alignment with the strategic plan, and devising metrics to monitor progress towards successful results.

The PIO established Department working groups to assess program performance and make recommendations to the Deputy Attorney General for program performance improvement. In 2009, the PIO established the Attorney General's Advisory Council for Savings and Efficiencies (the SAVE Council) to create a framework and process to standardize and commit to best practices for savings taxpayers' money and realizing efficiencies, and monitor successful results. The SAVE Council is achieving real sustainable and ongoing Department-wide savings and efficiencies and ensures accountability for performance improvements resulting in cost savings, cost avoidance, and streamlined processes. The PIO for the Department of Justice is the Deputy Assistant Attorney General/Controller.