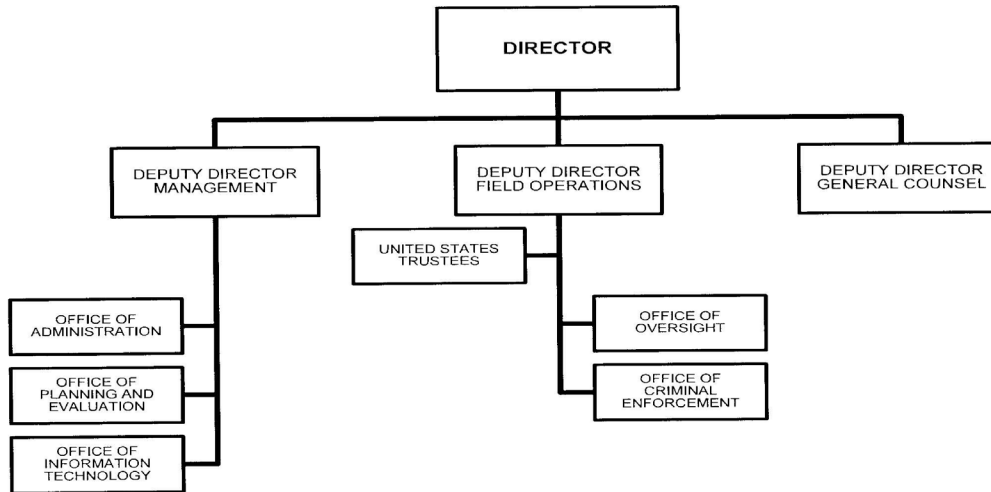


A: Organizational Chart

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.

Approved by:

ERIC H. HOLDER, JR.
Attorney General

Date: 11/26/12

B. Summary of Requirements

Summary of Requirements

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	FY 2022 Request		
	Positions	Estimate FTE	Amount
2020 Enacted 1/	[1,028]	943	227,229
Total 2020 Enacted	[1,028]	943	227,229
2021 Enacted	[1,027]	1,015	232,361
Base Adjustments			
Pay and Benefits	0	0	5,310
Domestic Rent and Facilities	0	0	994
Other Adjustments	0	0	13
Total Base Adjustments	0	0	6,317
Total Technical and Base Adjustments	0	0	6,317
2022 Current Services	[1,027]	1,015	238,678
Program Changes			
Increases:			
Bankruptcy Filing Workload - COVID 19	[75]	38	7,915
Subtotal, Increases	[75]	38	7,915
Total Program Changes	[75]	38	7,915
2022 Total Request	[1,102]	1,053	246,593
2021 - 2022 Total Change	[75]	38	14,232

^{1/} FY 2020 FTE is actual

Summary of Requirements

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2020 Enacted			FY 2021 Enacted			FY 2022 Technical and Base Adjustments			FY 2022 Current Services		
	Positions	Actual FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Administration of Cases	[1,028]	943	227,229	[1,027]	1,015	232,361	0	0	6,317	[1,027]	1,015	238,678
Total Direct	[1,028]	943	227,229	[1,027]	1,015	232,361	0	0	6,317	[1,027]	1,015	238,678
Balance Rescission			0			0			0			0
Total Direct with Rescission			227,229			232,361			6,317			238,678
Reimbursable FTE		1			1			0			1	
Total Direct and Reimb. FTE		944			1,016			0			1,016	
Other FTE:												
LEAP		0			0			0			0	
Overtime		0			0			0			0	
Grand Total, FTE		944			1,016			0			1,016	

Program Activity	2022 Increases			2022 Offsets			2022 Request		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount
Administration of Cases	[75]	38	7,915	0	0	0	[1,102]	1,053	246,593
Total Direct	[75]	38	7,915	0	0	0	[1,102]	1,053	246,593
Balance Rescission			0			0			0
Total Direct with Rescission			7,915			0			246,593
Reimbursable FTE		0			0			1	
Total Direct and Reimb. FTE		38			0			1,054	
Other FTE:									
LEAP		0			0			0	
Overtime		0			0			0	
Grand Total, FTE		38			0			1,054	

FY 2022 Program Increases/Offsets by Decision Unit

U.S. Trustees

Salaries and Expenses

(Dollars in Thousands)

Program Increases	Location of Description by Program Activity	Administration of Cases				Total Increases			
		Positions	Agt./Atty.	Est. FTE	Amount	Positions	Agt./Atty.	Est. FTE	Amount
Bankruptcy Filing Workload - COVID-19	41	[75]	33	38	7,915	[75]	33	38	7,915
Total Program Increases		[75]	33	38	7,915	[75]	33	38	7,915

D. Resources by DOJ Strategic Goal and Strategic Objective

Resources by Department of Justice Strategic Goal and Objective

U.S. Trustees
 Salaries and Expenses
 (Dollars in Thousands)

Strategic Goal and Strategic Objective	FY 2020 Enacted		FY 2021 Enacted	
	Direct & Reimb FTE	Direct Amount	Direct & Reimb FTE	Direct Amount
Goal 4 Promote Rule of Law, Integrity, and Good Government				
4.1 Uphold the rule of law and integrity in the proper administration of justice	928	219,311	999	222,951
4.4 Achieve management excellence	16	7,918	17	9,410
Subtotal, Goal 4	944	227,229	1,016	232,361
TOTAL	944	227,229	1,016	232,361

Justifications for Technical and Base Adjustments

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
Pay and Benefits			
<p>1 <u>2022 Pay Raise - 2.7%</u> This request provides for a proposed 2.7 percent pay raise to be effective in January of 2022. The amount requested, \$3,322,000, represents the pay amounts for 3/4 of the fiscal year plus appropriate benefits (\$2,544,000 for pay and \$778,000 for benefits).</p>	0	0	3,322
<p>2 <u>Annualization of 2021 Pay Raise</u> This pay annualization represents first quarter amounts (October through December) of the 2021 pay increase of 1.0%. The amount requested, \$407,000, represents the pay amounts for 1/4 of the fiscal year plus appropriate benefits (\$299,000 for pay and \$108,000 for benefits).</p>	0	0	407
<p>3 <u>Employees Compensation Fund</u> The -\$16,000 request reflects anticipated changes in payments to the Department of Labor for injury benefits under the Federal Employee Compensation Act.</p>	0	0	-16
<p>4 <u>FERS Rate Increase</u> Effective October 1, 2021 (FY 2022), the rates are 18.4% for regular personnel (increased from the prior rate of 17.3%) and 37.6% for law enforcement personnel (increased from the prior rate of 35.8%). The amount requested, \$1,363,000, represents the funds needed to cover new agency contribution rates for retirement under FERS.</p>	0	0	1,363
<p>5 <u>Health Insurance</u> Effective January 2022, the component's contribution to Federal employees' health insurance increases by 2.2 percent. Applied against the 2021 estimate of \$12,108,000, the additional amount required is \$264,000.</p>	0	0	264
<p>6 <u>Retirement - CSRS to FERS Conversion</u> Agency retirement contributions increase as employees under CSRS retire and are replaced by FERS employees. Based on U.S. Department of Justice Agency estimates, we project that the DOJ workforce will convert from CSRS to FERS at a rate of 0.8 percent per year, for both LEO and Non-LEO, based on the past 5 years of DOJ retirement data. The requested increase of \$5,000 is necessary to meet our increased retirement obligations as a result of this conversion.</p>	0	0	5

Justifications for Technical and Base Adjustments

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

	Positions	Estimate FTE	Amount
<p>7 <u>Retirement - FERS/FRAE Conversion Savings</u> Agency retirement contributions will decrease as new FERS RAE employees are hired and replace CSRS and regular FERS employees. Based on OMB Circular A-11 FERS RAE withholding rates, we project agency savings from employees hired after December 31, 2012 of 1.8 percent of salaries for Non-LEO employees and 1.7 percent of salaries for LEO employees in FY 2022, for a savings of \$35,000.</p> <p style="text-align: right;">Subtotal, Pay and Benefits</p>	0	0	-35
<p>Domestic Rent and Facilities</p> <p>1 <u>GSA Rent</u> GSA will continue to charge rental rates that approximate those charged to commercial tenants for equivalent space and related services. The requested increase of \$972,000 is required to meet our commitment to GSA. The costs associated with GSA rent were derived through the use of an automated system, which uses the latest inventory data, including rate increases to be effective FY 2022 for each building currently occupied by Department of Justice components, as well as the costs of new space to be occupied.</p> <p>2 <u>Guard Service</u> This includes Department of Homeland Security (DHS) Federal Protective Service charges. The requested increase of \$22,000 is required to meet these commitments.</p> <p style="text-align: right;">Subtotal, Domestic Rent and Facilities</p>	0	0	972
<p>Other Adjustments</p> <p>1 <u>Security Investigations</u> The requested increase of \$13,000 reflects payments to the Defense Counterintelligence and Security Agency for employee background investigations.</p> <p style="text-align: right;">Subtotal, Other Adjustments</p>	0	0	13
TOTAL DIRECT TECHNICAL and BASE ADJUSTMENTS	0	0	6,317

Crosswalk of 2020 Availability

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2020 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2020 Availability		
	Positions	Actual FTE	Amount	Positions	Actual FTE	Amount	Amount	Amount	Positions	Actual FTE	Amount
Administration of Cases	[1,028]	943	227,229	0	0	-69	12,479	17,600	[1,028]	943	257,239
Total Direct	[1,028]	943	227,229	0	0	-69	12,479	17,600	[1,028]	943	257,239
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			227,229			-69	12,479	17,600			257,239
Reimbursable FTE		1			0					1	
Total Direct and Reimb. FTE		944			0					944	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		944			0					944	

Reprogramming/Transfers:

The USTP transferred \$69,000 for a departmental reprogramming from travel savings.

Carryover:

The USTP used carryover to continue a critical multi-year modernization project of its system portfolio used to oversee the administration of 1.5 million ongoing bankruptcy cases, enforce civil and criminal matters in such cases, and oversee private trustees who administer cases in chapters 7, 11, 12 and 13. Carryover also funded enhanced security services at less secure meeting room sites for statutorily required administrative proceedings (known as section 341 meetings) as well as statutory audits of chapter 7 and chapter 13 bankruptcy cases for a portion of the fiscal year. The Program suspended the audits in April 2020 to limit the need for in-person interaction between debtors, counsel and financial institutions during the COVID-19 pandemic and is exploring ways to establish procedural flexibilities for audit firms during pandemics and natural disasters. The Program may reinstitute the audits sooner but no later than the end of the national emergency concerning the COVID-19 pandemic.

Recoveries/Refunds:

The USTP used recoveries for upward adjustments to obligations and to address non-recurring program needs such as start-up costs related to the new duties provided for under the Small Business Reorganization Act, Pub. L. No. 116-54, enacted in August 2019 as well as information technology and facilities projects. The estimate reflects a continuation of a one-time intensive deobligation effort, commenced prior to FY 2019, to ensure a seamless transition to a new financial management system.

Crosswalk of 2021 Availability

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Program Activity	FY 2021 Enacted			Reprogramming/Transfers			Carryover	Recoveries/ Refunds	FY 2021 Availability		
	Positions	Est. FTE	Amount	Positions	Est. FTE	Amount	Amount	Amount	Positions	Est. FTE	Amount
Administration of Cases	[1,027]	1,015	232,361	0	0	25,000	7,049	17,900	[1,027]	1,015	282,310
Total Direct	[1,027]	1,015	232,361	0	0	25,000	7,049	17,900	[1,027]	1,015	282,310
Balance Rescission			0			0	0	0			0
Total Direct with Rescission			232,361			25,000	7,049	17,900			282,310
Reimbursable FTE		1			0					1	
Total Direct and Reimb. FTE		1,016			0					1,016	
Other FTE:											
LEAP FTE		0			0					0	
Overtime		0			0					0	
Grand Total, FTE		1,016			0					1,016	

Reprogramming/Transfers:

The amount reflects estimated offsetting USTP quarterly fee collections to cover anticipated transfers to the Administrative Office of the United States Courts (AOUSC) for additional chapter 7 trustee compensation and the costs of administering such payments as enacted under the Bankruptcy Administration Improvement Act of 2020, Pub. L. 116-325. The final amount will be determined by the AOUSC in accordance with regulations to be promulgated by them. Funds may be outlayed in the year following collection.

Carryover:

The USTP anticipates using carryover through FY 2022 to address necessary upgrades to the security of the Program's IT systems and ensure the Program's data is adequately secured against potential malicious cyber attacks. In addition, the funds will be critical to the continuation of a multi-year modernization project of the Program's IT systems, used to oversee the administration of 1.3 million ongoing bankruptcy cases, enforce civil and criminal matters in such cases, and oversee private trustees who administer cases in chapters 7, 11, 12 and 13. Carryover may also be used to fund statutory audits of chapter 7 and chapter 13 bankruptcy cases. The Program suspended the audits in April 2020 to limit the need for in-person interaction between debtors, counsel and financial institutions during the COVID-19 pandemic and is exploring ways to establish procedural flexibilities for audit firms during pandemics and natural disasters. The Program may reinstitute the audits sooner but no later than the end of the national emergency concerning the COVID-19 pandemic.

Recoveries/Refunds:

The amount reflects potential refunds to be issued by the USTP for prior-year collections of quarterly fees as well as estimated recoveries from prior year deobligations. The USTP is using recoveries for upward adjustments to obligations, one-time facility and information technology projects, including necessary upgrades to the security of the Program's IT systems, and to address recurring costs related to the new duties provided for under the Small Business Reorganization Act, Pub. L. No. 116-54, enacted in August 2019. Recoveries may also be used to fund statutory audits of chapter 7 and chapter 13 bankruptcy cases, as described in the section above.

Summary of Reimbursable Resources

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Collections by Source	2020 Actual			2021 Estimate			2022 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Other Anticipated Agreements	0	0	0	0	0	15	0	0	15	0	0	0
Office of Attorney Recruitment/Management	0	0	12	0	0	15	0	0	15	0	0	0
Rule of Law	0	1	193	1	1	221	1	1	227	0	0	6
Budgetary Resources	0	1	205	1	1	251	1	1	257	0	0	6

Obligations by Program Activity	2020 Actual			2021 Estimate			2022 Request			Increase/Decrease		
	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount	Reimb. Pos.	Reimb. FTE	Amount
Administration of Cases	0	1	205	1	1	251	1	1	257	0	0	6
Budgetary Resources	0	1	205	1	1	251	1	1	257	0	0	6

Detail of Permanent Positions by Category

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Category	FY 2020 Enacted		FY 2021 Enacted		FY 2022 Request				
	Direct Pos.	Reimb. Pos.	Direct Pos.	Reimb. Pos.	ATBs	Program Increases	Program Offsets	Total Direct Pos.	Total Reimb. Pos.
Security Specialists (080)	[4]	0	[4]	0	0	0	0	[4]	0
Clerical and Office Services (0300-0399)	[152]	0	[115]	0	0	0	0	[115]	0
Accounting and Budget (500-599)	[20]	0	[24]	0	0	0	0	[24]	0
Paralegals / Other Law (900-998)	[224]	0	[217]	0	0	0	0	[217]	0
Attorneys (905)	[371]	0	[395]	0	0	[33]	0	[428]	0
Paralegal Specialist (0950)	0	0	0	0	0	[21]	0	[21]	0
Mathematics and Statistics Group	[4]	0	[2]	0	0	0	0	[2]	0
Information Technology Mgmt (2210-2299)	[29]	0	[32]	0	0	0	0	[32]	0
Others	[13]	0	[12]	1	0	0	0	[12]	1
Contracting & Procurement	[6]	0	[6]	0	0	0	0	[6]	0
Bankruptcy Analyst	[205]	0	[220]	0	0	[21]	0	[241]	0
Total	[1,028]	0	[1,027]	1	0	[75]	0	[1,102]	1
Headquarters Washington D.C.	[102]	0	[101]	1	0	[7]	0	[108]	1
US Fields	[926]	0	[926]	0	0	[68]	0	[994]	0
Foreign Field	0	0	0	0	0	0	0	0	0
Total	[1,028]	0	[1,027]	1	0	[75]	0	[1,102]	1

Financial Analysis of Program Changes

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Grades	Administration of Cases				Total Program Changes	
	Program Increases		Program Decreases		Positions	Amount
	Positions	Amount	Positions	Amount		
Ungraded	75	7915	0	0	75	7915
Total Positions and Annual Amount	[75]	7,915	0	0	[75]	7,915
Lapse (-)	-37	-3173	0	0	-37	-3173
11.5 - Other personnel compensation		0		0		0
Total FTEs and Personnel Compensation	[38]	4,742	0	0	[38]	4,742
12.1 - Civilian personnel benefits		1690		0		1690
21.0 - Travel and transportation of persons		76		0		76
22.0 - Transportation of things		3		0		3
23.3 - Communications, utilities, and miscellaneous charges		148		0		148
24.0 - Printing and reproduction		26		0		26
25.1 - Advisory and assistance services		51		0		51
25.3 - Other goods and services from federal sources		394		0		394
26.0 - Supplies and materials		26		0		26
31.0 - Equipment		759		0		759
Total Program Change Requests	[38]	7,915	0	0	[38]	7,915

Summary of Requirements by Object Class

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2020 Actual		FY 2021 Enacted		FY 2022 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
11.1 - Full-time permanent ^{1/}	943	110,042	1,015	115,397	1,053	125,260	38	9,863
11.3 - Other than full-time permanent	0	8,022	0	8,437	0	8,812	0	375
11.5 - Other personnel compensation ^{2/}	0	1,789	0	1,785	0	3,284	0	1,499
<i>Overtime</i>	0	0	0	0	0	0	0	0
<i>Other Compensation</i>	0	0	0	0	0	0	0	0
11.8 - Special personal services payments	0	-1	0	-4	0	0	0	4
Total	943	119,852	1,015	125,615	1,053	137,356	38	11,741
Other Object Classes								
12.1 - Civilian personnel benefits		42,463		44,999		50,080	0	5,081
13.0 - Benefits for former personnel		29		0		0	0	0
21.0 - Travel and transportation of persons		804		237		1,533	0	1,296
22.0 - Transportation of things		7		178		203	0	25
23.1 - Rental payments to GSA		28,464		24,285		25,257	0	972
23.2 - Rental payments to others		729		679		530	0	-149
23.3 - Communications, utilities, and miscellaneous charges		5,243		7,418		7,566	0	148
24.0 - Printing and reproduction		164		64		81	0	17
25.1 - Advisory and assistance services		17,870		7,837		7,311	0	-526
25.2 - Other services from non-federal sources		1,104		1,084		1,100	0	16
25.3 - Other goods and services from federal sources		13,307		16,990		14,977	0	-2,013
25.4 - Operation and maintenance of facilities		2,247		3,792		2,372	0	-1,420
25.7 - Operation and maintenance of equipment		1,912		1,964		1,994	0	30
26.0 - Supplies and materials		977		1,863		1,619	0	-244
31.0 - Equipment		12,238		5,948		3,348	0	-2,600
32.0 - Land and structures		2,438		357		266	0	-91
44.0 - Refunds		342		10,000		500	0	-9,500
94.0 - Financial transfers		0		25,000		35,000	0	10,000
Total Obligations		250,190		278,310		291,093	0	12,783

Summary of Requirements by Object Class

U.S. Trustees
Salaries and Expenses
(Dollars in Thousands)

Object Class	FY 2020 Actual		FY 2021 Enacted		FY 2022 Request		Increase/Decrease	
	Act. FTE	Amount	Direct FTE	Amount	Direct FTE	Amount	Direct FTE	Amount
Net of:								
Unobligated Balance, Start-of-Year		-12,479		-7,049		-4,000	0	3,049
Transfers/Reprogramming		69		-25,000		-35,000	0	-10,000
Recoveries/Refunds		-17,600		-17,900		-5,500	0	12,400
Balance Rescission		0		0		0	0	0
Unobligated End-of-Year, Available		7,049		4,000		0	0	-4,000
Unobligated End-of-Year, Expiring		0		0		0	0	0
Total Direct Requirements		227,229		232,361		246,593		14,232
Reimbursable FTE								
Full-Time Permanent	1		1		1		0	0

¹ Non-SES/SL/ST Salary

² Non-SES/SL/ST Award (FY 2020 = 1.48% of Salary, FY 2022 = 2.49% of Salary)