

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS

Salaries and Expenses

SUMMARY STATEMENT OF ACCOUNT REQUIREMENTS

Fiscal Year 2025 Appropriation	\$102,673,000
Fiscal Year 2026 Appropriation	\$110,500,000
Requested Increase from Fiscal Year 2025 Appropriation	\$7,827,000

APPROPRIATION LANGUAGE

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS

SALARIES AND EXPENSES

For necessary expenses of the Administration Office of the United States Courts as authorized by law, including travel as authorized by 31 U.S.C. 1345, hire of a passenger motor vehicle as authorized by 31 U.S.C. 1343(b), advertising and rent in the District of Columbia and elsewhere [\$102,673,000]*\$110,500,000*, of which not to exceed \$8,500 is authorized for official reception and representation expenses.

Based on enactment of the FY 2025 Full-Year Continuing Appropriations and Extensions Act (P.L. 119-4), the judiciary's starting point for developing its FY 2026 budget request reflects bill language and appropriations levels enacted in the FY 2024 Financial Services and General Government appropriations bill (division B, title III, P.L. 118-47).

SUMMARY OF REQUEST
ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
FISCAL YEAR 2026
(Dollar Amounts in Thousands)

Fiscal Year 2026 Resource Requirements:

	<u>FTEs</u>	<u>Amount</u>
Fiscal Year 2025 Assumed Obligations	1,547.0	\$311,305
Estimated FY 2025 Fee Collections	-	(8,051)
Fee Carryforward from FY 2024 into FY 2025	-	(15,588)
Carryforward from Judiciary Information Technology Fund	-	(2,872)
Reimbursable Programs	(890.0)	(182,121)
Fiscal Year 2025 Appropriation	657.0	\$102,673

Page No. Adjustments to Base to Maintain Current Services:

A. Personnel

Pay and Benefit Adjustments

8.14	1. Annualization of January 2025 Pay Adjustment (2.0% for three months)	-	482
8.14	2. Promotions and Within-Grade Increases	-	912
	3. Benefits Increases		
8.14	a. Health Benefits	-	583
8.14	b. FICA Adjustment	-	140

B. Other Adjustments

8.14	4. Inflationary Increases in Charges for Contracts, Services, Supplies, and Equipment	-	109
8.15	5. Increase in Requirements to Maintain FY 2025 Service Levels Due to Anticipated Decrease in Non-appropriated Funds	-	3,972
	Subtotal, Adjustments to Base to Maintain Current Services	-	6,198
	Total Current Services Appropriation Required	657.0	108,871

C. Program Increases

8.15	6. Deputy Chief Information Officer (1 position) (re-request)	0.5	138
8.15	7. Judicial Conference Secretariat (2 positions) (re-request)	1.0	226
8.15	8. Procurement Improvements (5 positions) (re-request)	2.5	480
8.16	9. Senior Auditor (1 position)	0.5	96
8.16	10. Employment Attorney (1 position)	0.5	113
8.16	11. Payment Management Improvements (2 positions)	1.0	192
8.16	12. Employment Suitability Analyst (1 position)	0.5	96
8.17	13. Probation and Pretrial Services Program Management (3 positions)	1.5	288
	Subtotal, Program Increases	8.0	1,629
	Total Fiscal Year 2026 Appropriation Required	665.0	110,500
	Total Appropriation Increase, Fiscal Year 2025 to Fiscal Year 2026	8.0	7,827

Financing the Fiscal Year 2026 Request:

	Total Appropriation Required	665.0	110,500
8.17	14. Estimated FY 2026 Fee Collections	-	8,351
8.18	15. Estimated Fee Carryforward from FY 2025 into FY 2026	-	11,316
8.18	16. Reimbursable Programs	895.0	186,585
	Estimated Obligations, Fiscal Year 2026	1,560.0	316,752

ADMINISTRATIVE OFFICE OF THE U.S. COURTS

Salaries and Expenses Obligations by Activity (\$000)

Activity	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Program Direction and Policy Formulation	110,800	122,061	100,594
Program Services	48,891	58,972	69,641
Administrative Services	64,618	68,068	80,932
Technology Services	61,773	62,205	65,585
Total Obligations	286,082	311,305	316,752
Unobligated Balance, Start of Year: Judiciary Information Technology Fund	(6,552)	(2,872)	-
Deposits and Other Adjustments: Judiciary Information Technology Fund	(2,353)	-	-
Unobligated Balance, End of Year: Judiciary Information Technology Fund	2,872	-	-
<i>Subtotal, Other Obligations</i>	<i>(6,033)</i>	<i>(2,872)</i>	<i>-</i>
Direct and Reimbursable Obligations	280,049	308,433	316,752
Offsetting Collections			
Fee Account	(28,581)	(23,639)	(19,667)
Reimbursable Programs	(148,795)	(182,121)	(186,585)
<i>Salaries and Expenses</i>	<i>(108,922)</i>	<i>(135,028)</i>	<i>(137,421)</i>
<i>Electronic Public Access</i>	<i>(21,959)</i>	<i>(27,211)</i>	<i>(27,700)</i>
<i>Defender Services</i>	<i>(11,410)</i>	<i>(12,841)</i>	<i>(13,304)</i>
<i>Court Security</i>	<i>(6,504)</i>	<i>(7,040)</i>	<i>(8,160)</i>
Available Appropriation	\$102,673	\$102,673	\$110,500

ADMINISTRATIVE OFFICE OF THE U.S. COURTS
Salaries and Expenses
Obligations by Budget Object Class (\$000)

Description	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
11.0 Personnel Compensation	197,545	219,452	224,844
12.1 Personnel Benefits	72,073	78,914	81,606
13.0 Benefits for Former Personnel	-	24	25
21.0 Travel and Transportation of Persons	1,613	1,684	1,741
22.0 Transportation of Things	199	247	253
23.3 Communications, Utilities, and Misc.	584	725	741
24.0 Printing and Reproduction	87	160	163
25.2 Other Services from Non-Federal Sources	4,714	5,375	5,488
26.0 Supplies and Materials	300	1,105	1,128
31.0 Equipment	561	748	763
42.0 Insurance Claims and Indemnities	20	-	-
94.0 Financial Transfers (JITF deposits)	2,352	-	-
Direct and Reimbursable Obligations	280,049	308,433	316,752
Other Obligations (JITF Obligations)	6,033	2,872	-
Total Obligations	286,082	311,305	316,752

ADMINISTRATIVE OFFICE OF THE U.S. COURTS
Salaries and Expenses
Full-time Equivalents by Activity

Activity	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Program Direction and Policy Formulation	224	246	249
Program Services	311	376	378
Administrative Services	391	463	471
Technology Services	350	462	463
Total, Full-Time Equivalents	1,276	1,547	1,560
Less: Reimbursable Positions	(694)	(890)	(895)
<i>Salaries and Expenses</i>	<i>501</i>	<i>690</i>	<i>690</i>
<i>Electronic Public Access</i>	<i>109</i>	<i>109</i>	<i>109</i>
<i>Defender Services</i>	<i>55</i>	<i>62</i>	<i>63</i>
<i>Court Security</i>	<i>29</i>	<i>29</i>	<i>33</i>
Total, Direct Full-Time Equivalents	582	657	665

ADMINISTRATIVE OFFICE OF THE U.S. COURTS
Salaries and Expenses
Relation of Obligations to Outlays (\$000)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Direct and Reimbursable Obligations Incurred	280,049	308,433	316,752
Obligated Balance, Unpaid Obligations, Start of Year	(4,660)	(6,907)	(5,490)
Adjustments of Prior Year Activity	(1,358)	1,510	-
Obligated Balance, Unpaid Obligations, End of Year	<u>6,907</u>	<u>5,490</u>	<u>5,400</u>
Total Outlays	280,938	308,526	316,662
Less Offsets	<u>(178,265)</u>	<u>(205,853)</u>	<u>(206,162)</u>
Net Outlays	102,673	102,673	110,500

GENERAL STATEMENT AND INFORMATION

This appropriation is for the necessary expenses of the Administrative Office of the United States Courts (AO), pursuant to 28 U.S.C. §§ 601-613. Created by an Act of Congress in 1939, the AO is the central support entity for the judicial branch. It supports and serves the federal judiciary in carrying out its constitutional mission to provide equal justice under the law. The fiscal year (FY) 2026 request for the AO account totals \$110,500,000 in direct appropriations to support staff and operating expenses at a current services level and program increases to increase staff:

- 1) to manage the Long-Range Plan for Information Technology in the Federal Judiciary in the Department of Technology Services;
- 2) to increase support to the judiciary in the Office of Fair Employment Practices;
- 3) to support increased policy work demands in the Judicial Conference Secretariat office; and
- 4) to provide oversight over increasingly complex procurement and acquisition management activities.

The AO provides administrative, legal, financial, management, program, security, and information technology (IT) services to the federal courts, court units, and federal defender organizations. It provides support and staff counsel to the Judicial Conference of the United States and its committees, and it implements Judicial Conference policies as well as applicable federal statutes and regulations. The AO has central responsibility for communication and coordination within the judiciary, and with Congress, the executive branch, and the public, on behalf of the judiciary. The AO's lawyers, court administrators, accountants, systems engineers, analysts, architects, statisticians, security experts, and other staff provide professional services to meet the needs of judges and staff working in the federal courts and federal defender organizations nationwide. These services include:

- performing central payroll, personnel, accounting, and procurement functions;
- developing and executing the judiciary's budget and guiding local court and federal defender budget execution;
- collecting and analyzing statistics on court, probation and pretrial services, and federal defender workload;
- auditing judiciary financial operations;
- monitoring and reviewing program performance and use of resources;
- developing and supporting automated systems and technologies used throughout the courts and federal defender offices;
- coordinating construction and management of judiciary facilities with the General Services Administration (GSA);
- monitoring U.S. Marshals Service (USMS) implementation of the Judicial Facility Security Program;
- defining court and federal defender resource needs through caseload forecasts and work measurement analyses;
- providing program leadership and support for circuit executives, clerks of court, probation services, federal defenders, and other managers; and
- developing and conducting education and training programs focused on improving court administration and operations.

The updated *Strategic Direction for the Administrative Office of the United States Courts (Strategic Direction)*, published in 2022, complements the [*Strategic Plan for the Federal Judiciary*](#), approved by the Judicial Conference in September 2020. Taken together, these two documents define the mission, values, and strategic intent of the federal judiciary and its supporting administrative office, as “One Judiciary.” As described in the *Strategic Direction*, the AO focuses on delivering excellent service to the courts, court units, probation and pretrial services offices, and federal defender organizations effectively and efficiently. At the same time the *Strategic Direction* underlines the AO’s imperative to maintain an exemplary workplace; continually strengthen its security posture; maintain effective communication channels and tools; and foster collaboration and partnerships that strengthen understanding, trust, and confidence in the AO and the judiciary. One way the AO works at achieving its mission is through measuring and responding to employee feedback. In April 2024, the AO conducted its fifth employee viewpoint survey, administered by the U.S. Office of Personnel Management. As was done for previous surveys (2015, 2017, 2019, 2021), an AO-wide Employee Engagement Task Force is currently working to assess the results and make recommendations and observations for improvement that will be shared with AO leaders.

Table 8.1 Selected AO Fiscal Year 2025 Projected Workload Indicators

Indicator	Number
Active and Senior Judges (Article III, Bankruptcy, Magistrate, and Court of Federal Claims)	2,475
Court Staff (Appellate, District, Bankruptcy, Probation and Pretrial Services) and Public Defender Staff	27,920
Court Units (Appellate, District, Bankruptcy, Probation and Pretrial Services)	353
Federal Defender Organizations (Districts)	92
Court Facilities (GSA- and U. S. Postal Service-Owned Federal Buildings and Leased Facilities)	775
Judicial Conference Committees	25
Court Appropriations and Fees (Salaries and Expenses, Defender Services, Fees of Jurors, Court Security, and Judicial Retirement Funds)	\$9.9 Billion

FY 2025 APPROPRIATIONS

Based on enactment of the FY 2025 Full-Year Continuing Appropriations and Extensions Act (P.L. 119-4), the AO starting point for developing the AO's FY 2026 budget request reflects bill language and appropriations levels enacted in the FY 2024 Financial Services and General Government appropriations bill (division B, title III, P.L. 118-47). The funding level is a reduction of \$6,326,000 from the judiciary's FY 2025 conference appeal. At this level, the AO will not be able to hire staff where needed and will not fund any program increases.

SIGNIFICANT ISSUES

Fostering an Exemplary Workplace Across the Judiciary

Building upon refined codes of conduct, expanded workplace policies and protections, and streamlined accountability processes, the judiciary has continued its efforts to foster an exemplary workplace for its employees. The judiciary delivers training at the local, circuit, and national level, and provides confidential points of contact both within and outside individual courts and employing offices to provide multiple avenues for employees to seek guidance and advice about options to address workplace conduct concerns.

The AO's national Office of Judicial Integrity (OJI) and Directors of Workplace Relations (DWRs) in each circuit provide employees with access to confidential advice outside of the traditional court chain of command. Together, the national OJI, circuit DWRs, and Employee Dispute Resolution (EDR) coordinators at the local level (designated in each court/office) form a national network of trained professionals who support the judiciary's workplace conduct initiatives and EDR processes. This includes not only providing confidential advice and guidance to employees, managers, and judges, but also a number of other services. For example, DWRs assist EDR coordinators in supporting and facilitating EDR processes. The OJI and DWRs also coordinate on the development and delivery of workplace conduct training programs and other initiatives, including recommending best practices for handling workplace conduct concerns when they arise, and providing training on conducting workplace conduct investigations.

Because the judiciary places such a high priority on ensuring an exemplary workplace for its employees, expansion in this area has occurred even when Congress has not provided sufficient funds to cover the requested amount. The OJI requested two full time equivalents (FTEs) in FY 2024 to support the work of the office and to carry out initiatives centered around workplace conduct investigations, including providing courts and offices with independent investigative assistance, specialized investigative training, and consultative support. Funding to support the judiciary's request to expand staffing in the Office of Judicial Integrity (OJI) was not included in the FY 2024 appropriation for the Administrative Office of the United States Courts (AO). In fact, the AO was held to a hard freeze in FY 2024 at the FY 2023 level. Despite this, the FY 2024 financial plan reprioritized activities within the AO to ensure that OJI could hire the new staff it required. The decision to

prioritize OJI funding in a flat budget year further demonstrates the judiciary's commitment to fostering an exemplary workplace.

Similar prioritization has occurred at the circuit level within the courts' Salaries and Expenses budget, with several Offices of Workplace Relations adding staff in recent years to support the work of DWRs, such as Deputy Director of Workplace Relations and Workplace Specialist positions. Though staffing needs differ based on each circuit's size, structure, and population, these investments further illustrate the judiciary's continued commitment to supporting employees and addressing workplace conduct issues promptly and effectively.

The judiciary has also continued its work in establishing clear and trusted lines of communication with law schools to ensure they are aware of the judiciary's workplace protections and processes for addressing concerns available to law students and graduates interning, clerking, or working in the judiciary. The OJI and DWRs continue to provide tailored programming for law school administrators and for new and incoming law clerks.

The Federal Judiciary Workplace Conduct Working Group (Working Group) remains active and, in collaboration with Judicial Conference committees and AO advisory groups, continues to assess existing policies, procedures, and practices to ensure an exemplary workplace. In January 2023, the Federal Judicial Center (FJC), the judiciary's independent education and research arm, conducted a national workplace survey of all court and federal public defender employees. The results of that survey were provided to the Working Group, which issued a public [report in March 2025](#) summarizing the findings of the survey and making additional recommendations for further action.

AO SUPPORT OF THE JUDICIARY

Securing and Modernizing the Judiciary's IT Infrastructure

The judiciary developed and is actively working to implement the IT Modernization and Cybersecurity *Strategy* that provides a framework to support changes needed in judiciary IT governance, the establishment of enterprise standards, improvements to enterprise visibility, and modernization of the security of systems and solutions across the judiciary. The judiciary also developed and transmitted to Congress a multiyear IT modernization and cybersecurity funding plan for FY 2022 through FY 2027. The AO made substantial progress on modernization initiatives in FY 2024. Progress to date includes:

- Implementing additional security tools to protect all devices and systems connecting to the judiciary's network;
- Continuing the PACTS 360 system development and implementation; and
- Modernizing legacy court and administrative systems such as the judiciary's financial management system, the fingerprint management system, and the judiciary workforce planning system.

IT Workforce Development and Training. Continuously improving the effectiveness of recruiting, training/retraining, retaining, restructuring, and outsourcing of IT personnel where appropriate is essential to ensuring a resilient workforce with a viable succession plan. The AO is currently conducting an extensive strategic workforce planning effort for the court IT workforce, using an integrated talent management framework that identifies the factors that influence employees in each stage of the employee lifecycle. The AO will use the data from this effort to develop an IT Workforce Strategic Plan with recommended strategies to support and strengthen the IT workforce.

Also, the judiciary has mandated cybersecurity training for all IT professionals that aligns with the National Initiative for Cybersecurity Education (NICE) framework. The NICE framework establishes best practices about how to identify, recruit, develop, and retain cybersecurity talent.

Zero Trust Architecture (ZTA). The AO continues to work closely with stakeholders to develop a ZTA strategy document and the corresponding technology implementation roadmap that aligns with the Judiciary IT Modernization and Cybersecurity *Strategy*, the principles of the [President's Executive Order 14028 \(Improving the Nation's Cybersecurity\)](#), and the [Cybersecurity and Infrastructure Agency Zero Trust Maturity Model](#).

Expansion of Multi-Factor Authentication. A key requirement of ZTA is multi-factor authentication (MFA), which makes it more difficult for adversaries to gain access to critical judiciary resources even if passwords are compromised. The AO has worked with courts to implement MFA at the desktop for all judiciary users and is working to complete full implementation of MFA in all judiciary systems that require user authentication.

IT Project Management. Effective IT project management is essential to the success of the *IT Modernization and Cybersecurity Strategy* and the judiciary's other major IT initiatives. The AO's IT project management function is led by staff in the Chief Information Officer's (CIO) office. The CIO's staff provides oversight by conducting quarterly project reviews with AO senior staff representing each of the major IT projects to monitor progress and ensure successful implementation. The AO's IT offices also submit regular project status reports, which provides a repository of data on key performance indicators for these projects. These efforts are combined with detailed budget reviews that track how projects are progressing from a financial perspective. This oversight of milestones and deliverables provides early warning of potential issues and creates accountability through documented processes and decisions.

Federal Defender Actions. Federal Defender Organizations (FDOs) and the National IT Operations and Application Development (NITOAD) Branch are modernizing defenders' IT infrastructure and cybersecurity environment by: (1) strengthening network security to protect client, witness, and court data from threats; (2) adopting secure cloud solutions to optimize resource use; (3) deploying secure collaboration tools and mobile communication solutions to safeguard confidentiality and ensure data integrity when working with external

parties; and (4) updating infrastructure to align with ZTA and modern identity management standards.

GOVERNMENT ACCOUNTABILITY OFFICE RECOMMENDATIONS

The narrative found here satisfies the 31 U.S.C. § 720(b)(2) requirement to inform the House and Senate Appropriations Committee on actions taken in response to Government Accountability Office (GAO) recommendations.

GAO Study on Judiciary Workplace Conduct

Report: On July 25, 2024, GAO issued [*Federal Judiciary: Additional Actions Would Strengthen Efforts to Prevent and Address Workplace Misconduct \(GAO-24-105638\)*](#).

Issues Examined: The federal judiciary’s policies and practices to prevent and address workplace misconduct; how those practices align with the Equal Employment Opportunity Commission’s (EEOC) recommended practices; the judiciary’s workplace conduct data and data collection; and the judiciary’s oversight and evaluation of workplace conduct policies.

Recommendations: GAO made eight recommendations, including that the judiciary more fully align with selected EEOC recommended practices; develop a plan to collect and analyze additional data; and set performance measures to evaluate the effectiveness of the judiciary’s workplace conduct policies and practices.

AO Action: In January and February 2023, the FJC administered and disseminated its first national workplace conduct survey to approximately 28,000 current court and federal public defender organization employees. The FJC provided a confidential report on the results of the survey to the Federal Judiciary Workplace Conduct Working Group in April 2024. The Working Group has been meeting regularly to analyze the results and establish benchmarks upon which to measure the use and effectiveness of the judiciary’s workplace conduct policies and practices. In addition, national and circuit-level training programs have been updated to more fully align with EEOC recommended practices.

ADJUSTMENTS TO BASE TO MAINTAIN CURRENT SERVICES

A. PERSONNEL

Pay and Benefit Adjustments

1. Annualization of 2025 pay adjustment

Requested Increase: \$482,000

The requested increase provides for the annualized costs of the 2025 pay adjustment of 2.0 percent, effective January 2025. The requested increase provides for the cost associated with three months of the 2025 pay increase (from October to December 2025) in FY 2026.

2. Promotions and within-grade increases

Requested Increase: \$912,000

The requested increase provides for promotions and within-grade increases for personnel. The salary plan for judicial support personnel provides for periodic within-grade increases for staff who receive a performance rating of satisfactory or higher.

3. Benefits increases

a. Health benefits

Requested Increase: \$583,000

Based on information from the Office of Personnel Management, health benefit premium contributions are projected to increase by

an average of 5.0 percent in January 2025 and 10.1 percent in January 2026. The requested increase annualizes the 2025 premium increase and includes a nine-month provision for the increase anticipated for FY 2026.

b. FICA adjustment

Requested Increase: \$140,000

Based on information from the Social Security Administration, employer contributions to the Old Age, Survivor, and Disability Insurance (OASDI) portion of the Federal Insurance Contributions Act (FICA) tax increased in 2025. The salary cap for OASDI increased from \$168,600 to \$176,100 in January 2025. The requested amount is needed to pay the judiciary's contribution in FY 2026.

B. OTHER ADJUSTMENTS

General Inflationary Adjustments

4. Inflationary increases in charges for contracts, services, supplies, and equipment

Requested Increase: \$109,000

Consistent with guidance from OMB, the requested increase is required to fund inflationary adjustments of 2.1 percent for operating expenses such as travel, communications, printing, contractual services, supplies and materials, and furniture and equipment.

5. Increase to maintain FY 2025 service levels due to anticipated decrease in non-appropriated funds

Requested Increase: \$3,972,000

In addition to appropriations from Congress, the judiciary relies on other funding sources to finance its requirements. These non-appropriated funds include current year fee collections and carryforward of fee balances from the prior year. The use of these funds allows the AO appropriations request to be reduced on a dollar-for-dollar basis.

The FY 2026 request of \$110.5 million estimates \$19.6 million in available non-appropriated funds. FY 2025 includes \$23.6 million in new fee collections and FY 2024 carryforward. The AO FY 2026 request includes an increase of \$4.0 million, reflecting the decrease in these non-appropriated funds to maintain FY 2025 current services. The judiciary's estimates for non-appropriated funds typically fluctuate during the fiscal year. AO staff will update appropriations subcommittee staff on changes in non-appropriated funds levels.

C. PROGRAM INCREASES

6. Deputy Chief Information Officer (1 position) (re-request)

Requested Increase: \$138,000 FTE: 0.5

The increasing complexity of the AO's IT environment creates significant new challenges that can limit the ability to manage our

environment. The *Long-Range Plan for Information Technology in the Federal Judiciary* (Long-Range Plan) provides an overview of the judiciary's information technology programs and describes key strategic priorities for the next three to five years. To manage the growing complexity detailed in the *Long-Range Plan*, a dedicated position in the AO's Department of Technology Services is requested to focus on these challenges.

7. Judicial Conference Secretariat (2 positions) (re-request)

Requested Increase: \$226,000 FTE: 1.0

The AO requests two attorney advisor support staff position in the Judicial Conference Secretariat, which assists the Director in providing staff support to the Judicial Conference of the United States. The two positions will offset the increased demands due to additional policy work for 25 Judicial Conference committees along with numerous subcommittees, peer advisory groups, and working groups. The request would increase staffing strength in the office to approximately nine FTE.

8. Procurement Improvements (5 positions) (re-request)

Requested Increase: \$480,000 FTE: 2.5

The AO seeks to continually improve its acquisitions and procurement functions. These five positions will add critical new resources in the areas of policy development, training, certification, and oversight. Without these additional positions, the AO's Acquisition Management Office will not be able to implement necessary procurement and

acquisition reforms outlined in several internal and independent reviews. The request would increase staffing strength in the office to approximately 51 FTE.

9. Senior Auditor (1 position)

Requested Increase: \$96,000

FTE: 0.5

This position will serve primarily as the Senior Auditor responsible for conducting Special Request/Change of Clerk audits. The additional senior auditor position will assist the Office of Audit in meeting mission critical objectives and improve the office's ability to provide special request audit services to the courts, court units, and federal public defender organizations as required by judiciary policy.

The Office of Audit has identified the need for this additional position due to critical workload demands which has caused the Office of Audit to operate below optimal efficiency levels and hindered the ability to perform mission critical functions to conduct change of clerk audits by request as required by judiciary policy; and consistently perform audit follow-up activities in accordance with generally accepted governmental auditing standards. The request would increase staffing strength in the office to approximately 11 FTE.

10. Assistant General Counsel – Employment Attorney (1 position)

Requested Increase: \$113,000

FTE: 0.5

The AO needs an additional position in the Office of the General

Counsel (OGC) for an assistant general counsel to advise on and litigate employment matters, including EDR and AO Fair Employment Practices matters. The OGC support to the courts on employment matters have significantly increased over the past several years due to recent legal developments and a more litigious environment.

11. Payment Management Improvements (2 positions)

Requested Increase: \$192,000

FTE: 1.0

The AO requests two positions in the Financial Management Office to improve the judiciary's payment management. One position will oversee the tracking, reporting, and resolution of improper payments. The second position will support new requirements for intragovernmental financial transactions.

12. Employment Suitability Analyst (1 position)

Requested Increase: \$96,000

FTE: 0.5

The AO requests one new position in the Human Resources Office to oversee critical operations of the judiciary's employment suitability program. Changes to judicial policy for enhanced security, additional security compliance requirements from external government partners, and business process changes from partner agencies have resulted in a significant increase in workload and a need for management oversight. This vital role will oversee the expansion of employment suitability services and continue to ensure the safety and security of the judiciary workforce.

13. Probation and Pretrial Services Program Management (3 positions)

Requested Increase: \$288,000 FTE: 1.5

Due to an increase in supervised sex offenders, the AO's Probation and Pretrial Services Office (PPSO) needs a management position to oversee support of these offenders. There are approximately 20,000 people under supervision who have been charged with or convicted of a sexual offense or meet criteria for supervision according to the sex offender management procedures. The number of persons under post-conviction supervision convicted of a sex offense increased 136.0 percent between 2013 to 2021.

PPSO also needs a cybercrime program management position to help probation and pretrial services offices manage the cybercrime aspect of the sex offender programs. Most sex offender cases include conditions of supervision restricting the use of computers or allowing for monitoring and/or searches of computers. Absent a more comprehensive national support model, districts are largely responsible for ensuring successful implementation of procedural expectations into practice.

Additionally, PPSO has started using strategies from the field of implementation science to improve sustainability and fidelity of evidence-based supervision practices. A position is being requested to support implementation of those efforts, which will help reduce recidivism rates.

FINANCING THE FISCAL YEAR 2026 REQUEST

16. Estimated FY 2026 Fee Collections

Estimated Funds Available: \$8,351,000

The judiciary has authority to collect fees for various services such as bankruptcy filing, civil filing, bankruptcy noticing, and registry administration. These fees are used to reimburse judiciary appropriations and are available without fiscal year limitation. The judiciary estimates that \$8.4 million of new fee collections will be available to offset the AO's FY 2026 budget request. The judiciary will continue to monitor filings and other collections throughout FY 2025 and will advise appropriations subcommittee staffs of any changes to these estimates.

17. Estimated fee carryforward from FY 2025 into FY 2026

Estimated funds available: \$11,316,000

In addition to receiving a portion of new fee collections, the AO account receives a portion of the fee balances carried over from prior years. This request reflects funds from existing carryforward balances in the judiciary fee accounts that the judiciary estimates will be available to offset the AO's FY 2026 budget request. The judiciary will advise appropriations subcommittee staffs of any changes to this estimate.

18. Reimbursable Programs

Funds Available: \$186,585,000 FTE: 895

Requested Increase: \$4,464,000

Beginning in 1990, Congress authorized reimbursable funds for the AO to carry out specific support functions for the courts. These functions now include background checks/investigations, case management improvement, Central Violations Bureau, court automation, court financial administration, court financial systems, court investment services, court security, defender services audit and assessment, defender services training, Electronic Public Access services, the Federal Probation and Pretrial Services Training Academy, financial disclosure, judiciary benefits, and work measurement.

The FY 2026 request for the AO reimbursable programs includes funding for 895 FTE from the Salaries and Expenses (690 FTE), Defender Services (63 FTE), and Court Security (33 FTE) appropriations under the Courts of Appeals, District Courts, and Other Judicial Services heading, as well as 109 FTE reimbursed from Electronic Public Access fees.

These positions are necessary to maintain a sufficient staffing level to fulfill core court and defender support responsibilities, oversee the court security program, and continue to develop, implement, and support automated systems and technologies in the courts. These systems include network and telephone systems; case management/electronic case files systems that support appellate, district, and bankruptcy courts and probation and pretrial services offices; and financial management systems that

ensure sound financial practices and internal controls.

The FY 2026 request for the AO's reimbursable program totals \$186.6 million, a net increase of \$4.5 million from the FY 2025 level of \$182.1 million.

Within the Defender Services account, the FY 2026 request includes \$250,000 for two new positions – a Director of Information Technology and an Information Security Officer (1.0 FTE). These positions address concerns and recommendations made in the Judiciary IT Security Task Force Report, the *Judiciary IT Modernization and Cybersecurity Strategy*, the Judiciary Information Security Framework, and the National Institute of Standards and Technology requirements adopted by the judiciary as information systems best practices. This increase is further explained in the Defender Services chapter on page 5.10 – 5.11.

The FY 2026 request includes a program increase within Court Security of \$1.0 million for four Court Security Emergency Management (EM) positions (4.0 FTE). These positions will provide subject matter expertise in EM for preparedness, response, recovery, and mitigation; programmatic policy; education; and training for the AO and the judiciary. This increase is further explained in the Court Security chapter on page 7.23.