

**FEDERAL JUDICIAL CENTER**

*Salaries and Expenses*

**SUMMARY STATEMENT OF ACCOUNT REQUIREMENTS**

<b>Fiscal Year 2024 Assumed Appropriation</b>	<b>\$34,218,000</b>
<b>Fiscal Year 2025 Requested Appropriation</b>	<b>\$35,456,000</b>
<b>Requested Increase from Fiscal Year 2024 Assumed Appropriation</b>	<b>\$1,238,000</b>

**APPROPRIATION LANGUAGE**

**FEDERAL JUDICIAL CENTER**

**SALARIES AND EXPENSES**

For necessary expenses of the Federal Judicial Center, as authorized by Public Law 90-219, [~~\$34,218,000~~]~~\$35,456,000~~; of which \$1,800,000 shall remain available through September 30, [~~2025~~]~~2026~~, to provide education and training to Federal court personnel; and of which not to exceed \$1,500 is authorized for official reception and representation expenses.

(H.R. 4664/S. 2309 - Financial Services and General Government Appropriations Act, 2024, updated to reflect the judiciary's fiscal year 2024 assumed appropriation)

**SUMMARY OF REQUEST  
FEDERAL JUDICIAL CENTER  
SALARIES AND EXPENSES  
FISCAL YEAR 2025  
(Dollar amounts in thousands)**

**Fiscal Year 2025 Resource Requirements:**

	<u>FTEs</u>	<u>Amount</u>
<b>Fiscal Year 2024 Assumed Obligations.....</b>	<b>128</b>	<b>34,694</b>
Reimbursements from Federal Accounts and FJC Foundation.....	-	476
<b>Fiscal Year 2024 Assumed Appropriation.....</b>	<b>128</b>	<b>34,218</b>

**Page Adjustments to Base to Maintain Current Services:**  
**No.**

**A. PERSONNEL**

*Pay and Benefit Adjustments*

9.10	1. Proposed 2025 pay adjustment (2.0% for nine months)	-	419
9.10	2. Annualization of 2024 pay adjustment (5.2% for three months).....	-	343
9.10	3. Promotions and within-grade increases.....	-	212
9.10	4. Benefits increases		
	a. Health benefits.....	-	57
	b. FICA adjustment.....	-	23

**SUMMARY OF REQUEST  
FEDERAL JUDICIAL CENTER  
SALARIES AND EXPENSES  
FISCAL YEAR 2025  
(Dollar amounts in thousands)**

<b>B. OTHER ADJUSTMENTS</b>		<u>FTEs</u>	<u>Amount</u>
<i>General Inflationary Adjustments</i>			
9.11	6. Inflationary increases in charges for contracts, services, supplies, and equipment.....	-	184
	<b>Subtotal, Adjustments to Base to Maintain Current Services.....</b>	-	1,238
	<b>Total Current Services Appropriation Required .....</b>	<b>128</b>	<b>35,456</b>
	<b>Total Fiscal Year 2025 Appropriation Required.....</b>	<b>128</b>	<b>35,456</b>
	<b>Total Appropriation Increase.....</b>	-	1,238
<b><u>Financing the Fiscal Year 2025 Request:</u></b>			
	<b>Total Appropriation Required, Fiscal Year 2025.....</b>	<b>128</b>	<b>35,456</b>
9.11	8. Estimated reimbursements from federal accounts and the FJC Foundation.....	-	350
	<b>Total Estimated Obligations, Fiscal Year 2025.....</b>	<b>128</b>	<b>35,806</b>

**FEDERAL JUDICIAL CENTER**  
**Salaries and Expenses**  
**Obligations by Activity (\$000)**

Activity	Fiscal Year 2023			Fiscal Year 2024			Fiscal Year 2025		
	Direct	Offsetting Collections	Total	Direct	Offsetting Collections	Total	Direct	Offsetting Collections	Total
Education & Training	22,720	242	22,962	23,405	476	23,881	24,252	350	24,602
Research <sup>2</sup>	7,387	-	7,387	6,843	-	6,843	7,091	-	7,091
Program Support	4,093	-	4,093	3,970	-	3,970	4,114	-	4,114
<b>Total Obligations</b>	<b>34,200</b>	<b>242</b>	<b>34,442</b>	<b>34,218</b>	<b>476</b>	<b>34,694</b>	<b>35,456</b>	<b>350</b>	<b>35,806</b>
Unobligated Balance, Start of Year: Judiciary Information Technology Fund	(987)	-	(987)	(987)	-	(987)	(987)	-	(987)
Deposits and Other Adjustments: Judiciary Information Technology Fund	-	-	-	-	-	-	-	-	-
Unobligated Balance, End of Year: Judiciary Information Technology Fund	987	-	987	987	-	987	987	-	987
<i>Subtotal, Other Obligations</i>	<i>307</i>	<i>-</i>	<i>307</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>Direct Obligations</b>	<b>34,507</b>	<b>242</b>	<b>34,749</b>	<b>34,218</b>	<b>476</b>	<b>34,694</b>	<b>35,456</b>	<b>350</b>	<b>35,806</b>
Unobligated Balance, End of Year (annual & multi-year) <sup>3</sup>	61	-	61	-	-	-	-	-	-
Multit-year Funding	(307)	-	(307)	-	-	-	-	-	-
Less Offsetting Collections	-	(242)	(242)	-	(476)	(476)	-	(350)	(350)
<b>Available Appropriation</b>	<b>34,261</b>	<b>-</b>	<b>34,261</b>	<b>34,218</b>	<b>-</b>	<b>34,218</b>	<b>35,456</b>	<b>-</b>	<b>35,456</b>

<sup>1</sup>At year-end closing on September 30, 2023, the Center's FY 2023 obligations consisted of FY 2022/2023, FY 2023, and FY 2023/2024 funds for programs and activities executed in FY 2023. Note, the Center also obligated \$1,093,287 of FY 2023/2024 carryforward funds for programs that are executed in FY 2024, which will be reported in the FY 2024 actuals.

<sup>2</sup>The Center's FY 2023 actual expenses for "Research" personnel cost and activities include the \$1,000,000 that Congress provided to contract with the National Academy of Public Administration on the judiciary workplace conduct study, which is well underway. However, the \$1,000,000 was a one-time FY 2023 funding allocation, and it is not included in the Center's assumed FY 2024 appropriation nor the FY 2025 budget request.

<sup>3</sup>At year-end closing on September 30, 2023, the Center had a uncommitted FY 2023 balance of \$29,294 and \$31,454 of FY 2022/2023 funds to support any necessary adjustments for existing obligations.

**FEDERAL JUDICIAL CENTER**  
**Salaries & Expenses**  
**Obligations by Object Class (\$000)**

Description	Fiscal Year 2023			Fiscal Year 2024			Fiscal Year 2025		
	Actuals <sup>1</sup>			Assumed			Request		
	Direct	Offsetting Collections	Total Oblig.	Direct	Offsetting Collections	Total Oblig.	Direct	Offsetting Collections	Total Oblig.
1100 Personnel compensation	17,648	63	17,711	19,253	112	19,365	20,227	112	20,339
1200 Personnel benefits	6,381	16	6,397	6,586	28	6,614	6,666	28	6,694
1300 Personnel Payouts	0	-	0	0	-	0	0	-	0
2100 Travel	5,437	74	5,511	5,375	300	5,675	5,493	210	5,703
2200 Transportation of things	65	-	65	66	-	66	67	-	67
2300 Communications, utilities & misc	770	65	835	717	-	717	733	-	733
2400 Printing and reproduction	104	-	104	60	-	60	61	-	61
2500 Other services <sup>2</sup>	2,158	2	2,160	947	36	983	968	-	968
2600 Supplies and materials	1,207	22	1,229	959	-	959	980	-	980
3100 Equipment	430	-	430	255	-	255	261	-	261
9100 Judiciary Info Tech. Fund	-	-	0	-	-	-	-	-	-
<b>Total Obligations</b>	<b>34,200</b>	<b>242</b>	<b>34,442</b>	<b>34,218</b>	<b>476</b>	<b>34,694</b>	<b>35,456</b>	<b>350</b>	<b>35,806</b>
Other Obligations (FY 2023/2024)	307	-	307	-	-	-	-	-	-
<b>Direct Obligations</b>	<b>34,507</b>	<b>-</b>	<b>34,749</b>	<b>34,218</b>	<b>-</b>	<b>34,694</b>	<b>35,456</b>	<b>-</b>	<b>35,806</b>

<sup>1</sup>At year-end closing on September 30, 2023, the Center's FY 2023 obligations consisted of FY 2022/2023, FY 2023, and FY 2023/2024 funds for programs and activities executed in FY 2023. Note, the Center also obligated \$1,093,287 of FY 2023/2024 carryforward funds for programs that are executed in FY 2024, which will be reported in the FY 2024 actuals.

<sup>2</sup>The Center's FY 2023 actual expenses for "Other services" include the \$1,000,000 that Congress provided to contract with the National Academy of Public Administration on the judiciary workplace conduct study, which is well underway. However, the \$1,000,000 was a one-time FY 2023 funding allocation, and it is not included in the Center's assumed FY 2024 appropriation nor the FY 2025 budget request.

**FEDERAL JUDICIAL CENTER**  
**Salaries & Expenses**  
**Relation of Obligations to Outlays (\$000)**

	FY 2023 Actual	FY 2024 Assumed	FY 2025 Request	Difference (+) or (-)
Total Obligations	34,749	34,694	35,806	1,112
Obligated balance, start of year	4,909	7,941	7,928	(13)
Adjustment of prior year activity	0	0	0	0
Obligated balance, end of year	<u>(7,941)</u>	<u>(7,928)</u>	<u>(8,183)</u>	<u>(254)</u>
<b>Total Outlays</b>	<b>31,717</b>	<b>34,707</b>	<b>35,552</b>	<b>845</b>
Less Offsets	(242)	(476)	(350)	126
Net Outlays	31,475	34,231	35,202	971

**FEDERAL JUDICIAL CENTER**  
**Salaries and Expenses**  
**Full Time Equivalents by Activity**

Activity	Fiscal Year 2023			Fiscal Year 2024			Fiscal Year 2025		
	Direct	Offsetting Collec.	Total	Direct	Offsetting Collec.	Total	Direct	Offsetting Collec.	Total
Education & Training	85	0	85	90	0	90	90	0	90
Research	28	0	28	27	0	27	27	0	27
Program Support	10	0	10	11	0	11	11	0	11
<b>Total, Full Time Equivalents</b>	<b>123</b>	<b>0</b>	<b>123</b>	<b>128</b>	<b>0</b>	<b>128</b>	<b>128</b>	<b>0</b>	<b>128</b>

## GENERAL STATEMENT AND INFORMATION

This appropriation request is for the salaries and operating expenses of the Federal Judicial Center (the Center), which was established by P.L. 90-219 (81 Stat. 664) on December 20, 1967. This statute directs the Center “to further the development and adoption of improved judicial administration” in the federal courts.

The fiscal year (FY) 2025 request for the Federal Judicial Center totals \$35,456,000 to support the operations of the Center.

### **Functional Responsibilities of the Center**

The Center’s functions are outlined in statute, especially 28 U.S.C. §§ 620(b) and 623(a). Pursuant to those mandates, it teaches judges and other Judicial Branch personnel about legal developments and efficient litigation management and court administration. Examples include various educational programs that: teach judges and court legal staff about new laws and emerging issues; help judges and court executives promote efficiency in the just resolution of cases and in court administration; and educate court staff on effective court operations. Center programs for judges, executives, and all court staff also address ethics, cybersecurity, and workplace conduct. The Center uses a combination of virtual programs (e-learning, web conferences, videos, and more) and in-person travel-based programs that provide opportunities to meet with colleagues from across the country.

The Center also conducts empirical research into court operations and activities. The Center is an independent agency and does not make policy recommendations. Most Center research is performed at the request of the Judicial Conference of the United States to provide objective and rigorous research to inform policy decisions of the Conference. Center research also contributes to improved judicial administration by assessing the efficacy of case and court management procedures. For example, it continues to assess case management tools for complex litigation. The Center’s statute also assigns it other duties regarding state-federal judicial relations, assistance to foreign judiciaries, and federal judicial history, which it also performs. Program planning is coordinated among the Center, the Administrative Office of the U.S. Courts (AO), and the U.S. Sentencing Commission to maximize efficiency in meeting their distinct responsibilities.

### **Duties of the Board**

A Board of nine supervises the Center. The Chief Justice of the United States is the Board Chairman. The Board includes two judges of the U.S. Courts of Appeals, three judges of the U.S. District Courts, one bankruptcy judge, and one magistrate judge; each elected



by the Judicial Conference of the United States for a four-year term. The Director of the AO is an ex-officio Board member. By statute, the Board is responsible for developing overall policy to guide the Center's operations and approving the Center's appropriations requests. The Board appoints a Director and a Deputy Director, who are responsible for supervising the Center's staff and carrying out the Center's programs. The Center coordinates as necessary with the Judicial Conference's Budget Committee and the AO in developing the Center's appropriation requests.

### **FISCAL YEAR 2024 APPROPRIATIONS**

The judiciary built the FY 2025 budget request for the Federal Judicial Center on the assumed FY 2024 appropriation of \$34,218,000, which is based on the midpoint between the House and Senate marks. This amount of funds will result in some reduced programming in FY 2024, as the assumed funding level presents a shortfall of \$864,000 from the judiciary's FY 2024 conference appeal level. For bill language, the judiciary used the language from H.R. 4664 and S. 2309 - Financial Services and General Government Appropriations Bills, 2024, as the closest approximation of the eventual enacted FY 2024 appropriation language, updated with the assumed level as described above.

## JUSTIFICATION OF CHANGES

The Federal Judicial Center’s FY 2025 appropriation request is \$35,456,000 an increase of \$1,238,000 (3.6 percent) over the FY 2024 appropriation of \$34,218,000. The total requested increase is for adjustments to base to maintain current services. The request will support the Center’s planned in-person and virtual programs for judges, court unit executives, managers, supervisors, and other court staff. Furthermore, it enables the Center to develop and update educational resources, publications, and programs in relations to research, federal judicial history, and international judicial relations.

### **ADJUSTMENTS TO BASE TO MAINTAIN CURRENT SERVICES**

#### **A. PERSONNEL**

##### *Pay and Benefit Adjustments*

#### **1. Proposed 2025 pay adjustment**

**Requested Increase: \$419,000**

The judiciary is assuming federal pay rates will increase by 2.0 percent in January 2025. The requested increase provides for the cost of nine months of the anticipated pay raise in FY 2025, from January 2025 to September 2025. (If the pay adjustment included in the President’s FY 2025 budget request is different from this 2.0 percent, the judiciary will revise this line item in its FY 2025 budget re-estimate.)

#### **2. Annualization of 2024 pay adjustment**

**Requested Increase: \$343,000**

The requested increase provides for the annualized costs of a 2024 pay adjustment for Employment Cost Index (ECI) and locality pay. As a result of an ECI and locality adjustment, federal pay rates increased by an average of 5.2 percent, effective as of January 2024. The requested increase provides for the cost of three months (from October 2024 to December 2024) of the 2024 pay increase in FY 2025.

#### **3. Promotions and within-grade increases**

**Requested Increase: \$212,000**

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 at least as satisfactory performance rating.

#### **4. Benefits increases**

##### **a. Health benefits**

**Requested Increase: \$57,000**

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 2024 and January 2025. The requested increase annualizes the 2024 premium increase and includes a nine-month provision for the increase anticipated for FY 2025.

**b. FICA adjustment**

**Requested Increase: \$23,000**

Based on information from the Social Security Administration, employer contributions to the Old Age, Survivor, and Disability Insurance (OASDI) portion of the FICA tax will increase in 2024. The salary cap for OASDI increased from \$160,200 to \$168,600 in January 2024. The requested amount is needed to pay the Center’s contribution in FY 2025.

**B. OTHER ADJUSTMENTS**

*General Inflationary Adjustments*

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

**Requested Increase: \$184,000**

Consistent with guidance from the Office of Management and Budget, this requested increase is required to fund inflationary adjustments of 2.2 percent for operating expenses such as travel, communications, printing, contractual services, supplies and materials, and furniture and equipment.

**FINANCING THE FISCAL YEAR 2025 REQUEST**

**OFFSETTING COLLECTIONS**

**6. Estimated reimbursements from federal accounts and the FJC Foundation**

**Estimated Reimbursement: \$350,000** **FTE: 0**

The Center enters into reimbursable agreements to provide additional services to, or to allow economizing by, the Administrative Office of the U.S. Courts (AO), the courts, and non-judicial federal entities. For example, on occasion, the AO will add on to scheduled Center programs additional training days for judges and thereby avoid incurring duplicative transportation costs for such efforts. In addition, pursuant to 28 U.S.C. § 629, the Center receives support from occasional donations to the Federal Judicial Center Foundation, which the Center uses to conduct additional educational programs for judges. The Center estimates that \$350,000 will be reimbursed to it in FY 2025.