

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

Proposed Appropriation Language

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

For necessary expenses for carrying out the Foreign Service Buildings Act of 1926 (22 U.S.C. 292-303), preserving, maintaining, repairing, and planning for buildings that are owned or directly leased by the Department of State, renovating, in addition to funds otherwise available, the Harry S Truman Building, and carrying out the Diplomatic Security Construction Program as authorized, [\$801,344,000] \$876,850,000, to remain available until expended as authorized, of which not to exceed \$25,000 may be used for domestic and overseas representation as authorized: *Provided*, That none of the funds appropriated in this paragraph shall be available for acquisition of furniture, furnishings, or generators for other departments and agencies. In addition, for the costs of worldwide security upgrades, acquisition, and construction as authorized, [\$770,000,000] \$938,200,000, to remain available until expended [: *Provided*, That funds made available by this paragraph may not be obligated until a plan is submitted to the Committees on Appropriations with the proposed allocation of funds made available by this Act and by proceeds of sales for all projects in fiscal year 2009: *Provided further*, That the Under Secretary for Management, United States Department of State, shall consult with the Committees on Appropriations on a regular and ongoing basis on the design of any proposed self-financed New Embassy Compound].

[In addition, for necessary expenses for overseas facility construction and related costs for the United States Agency for International Development, pursuant to section 667 of the Foreign Assistance Act of 1961, \$135,225,000, to remain available until expended.] (*Department of State, Foreign Operations and Related Programs Appropriations Act, 2009.*)

[For an additional amount for "Embassy Security, Construction, and Maintenance", \$76,700,000, to remain available until expended, for facilities in Afghanistan.]

[For an additional amount for "Embassy Security, Construction, and Maintenance", \$41,300,000, which shall become available on October 1, 2008, and remain available until expended, for facilities in Afghanistan.] (*Supplemental Appropriations Act, 2008.*)

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Resource Summary

(\$ in thousands)

Appropriations	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
Positions	930	929	929	0
Funds	1,502,274	2,646,597	1,815,050	(831,547)

Overview

The Bureau of Overseas Buildings Operations (OBO), funded through the Embassy Security, Construction and Maintenance (ESCM) appropriation, is responsible for providing U.S. Diplomatic and Consular missions overseas with secure, safe, and functional facilities to assist them in achieving the foreign policy objectives of the United States.

Priorities

The work supported by this request is vital and over 80,000 United States government employees from more than 30 agencies at over 265 locations depend upon the infrastructure OBO provides and maintains. OBO is focused on several priorities to ensure the President and diplomatic corps have the tools and platform to be effective.

Capital Security Construction

This program continues to be the centerpiece of the OBO mission. This funding, together with the Capital Security Cost Sharing Program and other reimbursements, will provide over \$1.4 billion in FY 2010 for the planning, design and construction of new embassy compounds (NEC) to replace facilities in the most vulnerable locations. This request will fund projects in Dakar, Senegal; Kabul, Afghanistan; Islamabad, Pakistan; Peshawar, Pakistan; and Sanaa, Yemen.

Maintenance and Modernization

Sustaining existing infrastructure is critical since over a quarter of posts will not receive a NEC under the current Capital Security Construction program. To address these posts, OBO has worked to improve the management of existing maintenance funding so limited resources are used to correct the most critical deficiencies. While improved management, prioritization and accountability are critical, OBO also plans to seek new resources to extend the useful life of existing infrastructure and protect the Department's long-term investment in new facilities.

Leasehold

Leasing functional space and housing continue to be a management focus as OBO refines a variety of techniques used to contain costs and ensure the leasehold program is affordable. The recent increase in leasehold funding requirements is largely driven by new overseas positions, new post openings and security requirements that force overseas personnel to be located in more secure, more expensive residential locations.

Repair and Construction

Critical facility upgrades are also driven by policy requirements, such as when a host country relocates the capital city or when the United States establishes, re-establishes or expands representation with a country. All constructed facilities must meet the same security standards as

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those funded under the Capital Security Construction Program, and these investments are essential to achieving strategic foreign policy goals.

Continuing on-going operations

This core component ensures that essential facility services for overseas personnel are uninterrupted, and is necessary to continue projects already underway and maintain existing facilities. Failure to meet these recurring needs would jeopardized OBO's ability to manage on-going projects, add to the existing maintenance backlog, diminish the value of existing government assets (including newly constructed NECs), and result in higher maintenance and rehabilitation costs in future years.

Budget Summary

The overall request is a net decrease of \$831.5 million from the FY 2009 estimated level, including proposed supplemental funding, and no change in positions. This request consists of several increases for critical operating elements within OBO and to support high-priority Departmental initiatives which are offset by several non-recurring items.

Current Services \$52,352,000

The request maintains current services totals \$52.4 million including an increase of \$21.7 million to pay existing personnel, \$24.5 million to cover the cost of the existing inventory of both office and residential leased facilities – \$5.6 million to offset a minimum level of cost growth in existing support services, and \$0.6 million for a mandatory rent increase for OBO's existing office space in Washington, DC. Funding below the current services level would directly impact the ability to execute the core mission, requiring cuts in existing services and potentially delaying the move of U.S. Government personnel into safe, secure, and functional facilities.

Operations \$20,444,000

Nearly all of this request funds generator and lease costs for new overseas positions being requested by the Department in FY 2010, with a small amount requested to protect and maintain culturally significant assets within the Department's inventory of facilities.

These increases address the core challenge facing OBO and the Department in the current overseas environment – how to make best use of and care for existing assets while supporting a growing footprint with increased security requirements. Without the necessary lease and generator funding, the Department will be unable to support new positions deployed overseas. The small amount requested to preserve culturally significant properties will provide funding necessary to take several important steps to properly care for these invaluable assets.

Repair and Construction \$2,710,000

This request reflects a focus on properly funding the major rehabilitation as well as the repair and improvement programs. The increase is offset by non-recurring funding for the new facility in Taipei, Taiwan.

Worldwide Security Upgrades (\$907,053,000)

This request reflects non-recurring supplemental funding requested in FY 2009 under the Worldwide Security Upgrade program. The FY 2010 request fully funds the Department of State's share of the Capital Security Cost Sharing program which provides for the planning, design and construction of new embassy compounds (NEC) to replace facilities in the most vulnerable locations. However, there is a reduction of \$10.2 million from the FY 2009 funding

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level in the compound security program.

Performance Targets and Results

The mission of OBO is to provide U.S. diplomatic and consular missions with secure, safe, and functional facilities to assist them in achieving U.S. foreign policy objectives. To achieve this mission, OBO is focused on four priority goals that advance diplomatic readiness, are aligned with Department of State’s strategic goals. These goals are:

- Capital Security Construction – Award capital security construction projects which have been listed in the Department’s Long Range Overseas Building Plan (LROBP) after consultation with other agencies, and complete the construction on time and within budget. The program will provide NECs that are secure, safe, and functional for U.S. Government employees to pursue the national interests of the United States.
- Compound and Physical Security – Provide physical security and compound security upgrades to Department overseas facilities to protect employees from terrorist and other security threats. This also includes security upgrades for soft targets such as schools, recreational facilities, and residences.
- Maintenance of Assets – Maintain, repair, and rehabilitate overseas diplomatic and consular facilities in an effective manner that enhances the quality of life of employees while allowing them to perform their duties in secure, safe, and functional facilities.
- Asset Management – Acquire, dispose of, and manage the Department’s overseas real property in a professional manner that meets Department needs; is performed on terms favorable to the U.S. Government; and is defensible to OMB, the Congress, and the American public, serving as the Department of State’s overseas property manager.

In support of these four goals, each component of the OBO organization has established performance targets that benchmark critical functions. Management reviews performance against these targets monthly to identify potential problems and ensure effective performance. OBO management also meets quarterly with its Industry Advisory Panel to review and discuss issues with an aim toward maximizing the free exchange of ideas and best practices between the government and private sector.

OBO has demonstrated that its organization, culture, and processes have resulted in outstanding performance. Since 2001, OBO has consistently delivered and the following metrics reflect this transformation:

- Completed construction of 65 new facilities since 2001:

Abidjan, Cote D’Ivoire	Abu Dhabi, United Arab Emirates	Abuja, Nigeria
Accra, Ghana	Accra, Ghana (USAID)	Algiers, Algeria
Astana, Kazakhstan	Athens, Greece Annex	Baghdad, Iraq
Baghdad, Iraq (IOB)	Bamako, Mali	Bamako, Mali, (USAID)
Beijing, China	Belmopan, Belize	Berlin, Germany
Bern, Switzerland	Bogota, Colombia Annex	Bogota, Colombia (IOB)
Brazzaville, Republic of Congo	Bridgetown, Barbados	Cape Town, South Africa
Conakry, Guinea	Conakry, Guinea (USAID)	Ciudad Juarez, Mexico

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Dar es Salaam, Tanzania	Dar es Salaam, Tanzania (USAID)	Dili, East Timor (IOB)
Doha, Qatar	Dushanbe, Tajikistan	Frankfurt, Germany
Freetown, Sierra Leone	Istanbul, Turkey	Kabul, Afghanistan
Kabul, Afghanistan (ARG/USAID)	Kampala, Uganda	Kampala, Uganda (USAID)
Kathmandu, Nepal	Kathmandu, Nepal (USAID)	Kigali, Rwanda
Kingston, Jamaica	Kingston, Jamaica (USAID)	Koror, Republic of Palau
Lima, Peru (USAID)	Lome, Togo	Luanda, Angola
Managua, Nicaragua	Managua, Nicaragua (USAID)	Nairobi, Kenya
Nairobi, Kenya (USAID)	Panama City, Panama	Phnom Penh, Cambodia
Phnom Pehn, Cambodia (USAID)	Port au Prince, Haiti	Quito, Ecuador
Rangoon, Burma	São Paulo, Brazil	Sofia, Bulgaria
Tashkent, Uzbekistan	Tbilisi, Georgia	Tbilisi, Georgia (USAID)
Tirana, Albania Annex	Tunis, Tunisia	Yaoundé, Cameroon
Yerevan, Armenia	Zagreb, Croatia	

- Continued to manage the on-going construction/design of 30 new facilities:

Abuja, Nigeria (Annex)	Addis Ababa, Ethiopia	Antananarivo, Madagascar
Bandar Seri Begawan, Brunei	Beijing, China (Annex)	Bucharest, Romania
Djibouti, Djibouti	Dubai, United Arab Emirates	Guayaquil, Ecuador
Guangzhou, China (Design)	Jeddah, Saudi Arabia (NEC/Housing)	Jerusalem (Annex)
Johannesburg, South Africa	Karachi, Pakistan	Khartoum, Sudan
Kolonia, Micronesia	Kyiv, Ukraine	Libreville, Gabon
Lusaka, Zambia	Manila, Philippines (Annex)	Mumbai, India
Ouagadougou, Burkina Faso	Riga, Latvia	Sarajevo, Bosnia and Herzegovina
Skopje, Macedonia	Surabaya, Indonesia	Suva, Fiji
Taipei, Taiwan (Design)	Tijuana, Mexico	Valletta, Malta

- Awarded contracts for 3 new facilities in FY 2009:

Monrovia, Liberia	Belgrade, Serbia	Taipei, Taiwan (AIT)
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- Anticipate awarding contracts for 11 new facilities in FY 2009:

Bujumbura, Burundi	Caracas, Venezuela MSGQ	Guangzhou, China (Construction)
Kabul, Afghanistan (Annex)	Kabul, Afghanistan (Housing)	Malabo, Equatorial Guinea
Monterrey, Mexico	Niamey, Niger MSGQ	Sanaa, Yemen NOX
Port Moresby, Papua New Guinea	Muscat, Oman MSGQ	

- Anticipate awarding contracts for 6 new facilities in FY 2010:

Kabul, Afghanistan (Housing/Chancery)	Islamabad, Pakistan (Housing)	London, United Kingdom (Design)
Sanaa Yemen (Housing)	Peshawar, Pakistan	Port Moresby, Papua New Guinea

From 2000 to January 2009, OBO has moved over 19,500 people out of vulnerable locations and into more secure, safe and functional facilities – vastly improving the protection of both employees and sensitive U.S. Government information.

The FY 2010 budget request outlines important steps to ensure the long-term success of the security capital program and the Department’s asset management program. In order to ensure the

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success of the new facilities, it is critical OBO provide proper maintenance. Additionally, addressing existing facility maintenance requirements will provide long-term value to the U.S. Government. Building on our commitment to construct efficient and sustainable facilities, OBO is instituting a comprehensive framework to audit, benchmark and track progress for each OBO office building with the goal of meeting energy and water savings targets set for federal buildings by 2015.

OBO leads the Department of State's efforts on the Federal Real Property Initiative. Working closely with USAID and the Bureau of Administration, OBO developed a comprehensive Asset Management Plan, a rolling three-year Timeline-of-Initiatives, an inventory of Department properties, and refined performance measures to improve the assessment of asset management results. OBO has demonstrated substantial, measurable results in OMB deliverables by disposing of surplus assets, properly maintaining assets and operating facilities at reasonable costs. OBO continues to implement new initiatives to improve the accuracy of asset data.

This type of continuous improvement is particularly important since many of the Department's facilities require repaired, rehabilitation, rebuilding, restoring, or replacement. Proper funding is critical to the success of OBO initiatives in order to sustain this progress, as well as to ensure compliance on Federal Real Property Management principles (Executive Order 13327).

The following indicators are among the performance measures used by the Bureau of Overseas Buildings Operations to monitor and manage its worldwide programs.

STRATEGIC GOAL: STRENGTHENING CONSULAR AND MANAGEMENT CAPABILITIES	
Strategic Priority: Facilities	
Indicator: Number of Major Compound Security Upgrade Program Projects Completed at Overseas Posts	
Target FY 2010	Nine major Compound Security Upgrade Program projects to be completed at overseas posts.
Target FY 2009	Eight major Compound Security Upgrade Program projects to be completed at overseas posts.
Target FY 2008	Nine major Compound Security Upgrade Program projects to be completed at overseas posts. Status as of June 1, 2008: Five completed to date: New Delhi, Guatemala, Chiang Mai, Kuala Lumpur, and The Hague Four projected: London, Milan, Alexandria, and Canberra
Results FY 2008	Rating: Below Target Eight of nine targeted are completed: Alexandria, Chiang Mai, Guatemala, The Hague, Kuala Lumpur, London, Milan, and New Delhi.
Impact	Canberra is delayed due to windows damaged in shipping. Contractor assuming costs for replacing/refabricating windows.
Steps to Improve	See above. Action already taken.
Results FY 2007	Nine completions: Bratislava, Brussels, Hermosillo, Jeddah, Lisbon, Rabat, San Jose, Strasbourg, and Vienna
Results FY 2006	Seven completions
Results FY 2005	Four completions
VERIFICATION AND VALIDATION	
Data Source and Quality	The indicator is verified through regular reports submitted to Bureau of Overseas Building Operations by those completing the security upgrade projects. Data source is the FY 2010 Bureau Strategic Plan.

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This indicator is a means of determining timeliness in delivering new construction projects to posts and a means of determining performance in meeting contract schedules.

STRATEGIC GOAL: STRENGTHENING CONSULAR AND MANAGEMENT CAPABILITIES	
Strategic Priority: Facilities	
Indicator: Percent of Capital Security Construction Projects Completed Within the Schedule Authorized in the Construction Contract	
Target FY 2010	Improve number of projects completed within schedule authorized by 3 percent from previous year. This measure is being revalidated along with other indicators to better align OBO's current goals with appropriate measures.
Target FY 2009	Improve number of projects completed within schedule authorized by 3 percent from previous year. This measure is being revalidated along with other indicators to better align OBO's current goals with appropriate measures.
Target FY 2008	Improve number of projects completed within schedule authorized by 3 percent from previous year. This performance measure target is changing to measure continuous improvement and better reflect the realities of constructing major Embassy projects in some of the most challenging global environments.
Results FY 2008	Rating: On Target 80 percent of capital security construction projects completed within the schedule authorized in the construction contract. On time: Bamako, Kigali, Tbilisi, Quito Late: Kingston
Impact	Indicates Department's timeliness in delivering new construction projects to posts and a means of determining performance in meeting contract schedules.
Results FY 2007	Completed 76.5 percent (13 out of 17) of capital security construction projects within the schedule authorized in the construction contract. Full list with details on all 17 projects will not fit in space herein but is available upon request.
Results FY 2006	88 percent of capital security projects were on schedule as of March 31, 2006 Three projects will be recompleted.
Results FY 2005	84 percent of capital security construction projects were completed in accordance with construction schedule in the construction contract
VERIFICATION AND VALIDATION	
Data Source and Quality	This indicator is verifiable based on monthly progress reports from the Project Director at the construction site and with contractual and other official documents that contain the schedule. Data source is the FY 2010 Bureau Strategic Plan.

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FY 2010 SUMMARY STATEMENT OF BUDGET AUTHORITY (*\$ in thousands*)

<i>Program</i>	<i>2008 Appropriated</i>	<i>2009 Estimate*</i>	<i>2010 Request</i>	<i>Increase/ Decrease</i>
Worldwide Security Upgrades:				
Capital Security Construction	562,110	800,525	843,700	43,175
Compound Security	108,414	104,700	94,500	(10,200)
Supplemental Funds	76,700	940,028	0	(940,028)
<i>Subtotal, Worldwide Security</i>	<i>\$747,224</i>	<i>\$1,845,253</i>	<i>\$938,200</i>	<i>(\$907,053)</i>
Repair and Construction:				
Strategic Capital	0	26,610	0	(26,610)
Major Rehabilitation	68,795	51,583	77,375	25,792
Maintenance & Improvement	51,935	52,350	58,000	5,650
<i>Subtotal, Repair & Construction</i>	<i>\$120,730</i>	<i>\$130,543</i>	<i>\$135,375</i>	<i>\$4,832</i>
Operations:				
Planning and Real Estate	18,806	18,959	23,362	4,403
Project Execution	177,307	178,732	203,165	24,433
Operations	369,579	404,220	441,915	37,695
Information Mgt & Support	34,317	34,302	36,844	2,542
Domestic Renovations	23,075	23,260	23,725	465
Headquarters	11,236	11,328	12,464	1,136
<i>Subtotal, Operations</i>	<i>\$634,320</i>	<i>\$670,801</i>	<i>\$741,475</i>	<i>\$70,674</i>
APPROPRIATION TOTAL	<i>\$1,502,274</i>	<i>\$2,646,597</i>	<i>\$1,815,050</i>	<i>(\$831,547)</i>

* The FY 2009 enacted level of \$1,706 million includes \$135 million for the USAID CSCS contribution. FY 2009 funds also include \$41,300,000 in FY 2009 bridge supplemental funds as well as \$898.7 million in FY 2009 spring supplemental request.

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FY 2010 SUMMARY STATEMENT OF POSITIONS

<i>Program</i>	<i>2008 Appropriated</i>	<i>2009 Estimate</i>	<i>2010 Request</i>	<i>Increase/ Decrease</i>
Worldwide Security				
Upgrades:				
Capital Security Construction	-	-	-	-
Compound Security	-	-	-	-
<i>Subtotal, Worldwide Security</i>	-	-	-	-
Maintenance and Construction:				
Strategic Capital Construction	-	-	-	-
Major Rehabilitation	-	-	-	-
Maintenance & Improvement	-	-	-	-
<i>Subtotal, Maintenance & Construction</i>	-	-	-	-
Operations:				
Planning and Real Estate	133	133	133	-
Project Execution	569	574	574	-
Operations	100	100	100	-
Information Mgt & Support	43	43	43	-
Domestic Renovations	-	-	-	-
Headquarters	79	79	79	-
<i>Subtotal, Operations</i>	924	929	929	-
GRAND TOTAL	924	929	929	-

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CAPITAL SECURITY CONSTRUCTION

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$562,110
FY 2009 Appropriation		\$800,525
<u>Program Increases:</u>		
Capital Projects		
Dakar, Senegal	202,000	
Kabul, Afghanistan Housing/Chancery	496,100	
Islamabad, Pakistan Housing	215,000	
Peshawar, Pakistan NCC/Housing	90,900	
Sanaa, Yemen Housing	103,000	
Site Acquisition	238,000	
Planning	55,000	
Capital Security Cost Sharing/Reimbursements	(556,300)	
Subtotal, Capital Projects		843,700
<u>Non-Recurring Costs:</u>		
FY 2009 Funded Projects		(800,525)
FY 2010 Request		\$843,700
<i>Total Increase over FY 2009 Appropriation</i>		<i>\$43,175</i>

Budget Justification

The Capital Security Construction Program continues to build upon the successful program of relocating facilities at the highest risk posts that began with the FY 1999 emergency security supplemental appropriations. After the bombings of the U.S. embassies in Nairobi, Kenya and Dar es Salaam, Tanzania, the Department determined that 195 (80 percent) of its overseas facilities did not meet security standards and should be replaced. With the support of OMB and Congress, outstanding progress is being made toward achieving the goal of upgrading and replacing facilities that do not meet security and safety standards. As of January 2009, OBO completed 64 projects, continues to manage the on-going construction or design of 32 facilities and will award design and/or construction contracts for an additional 18 projects by the end of FY 2010.

The Department's Long Range Overseas Building Plan (LROBP) serves as a planning guide for the replacement of these buildings. The plan outlines capital, major rehabilitation, communications, and other requirements with a long-range focus, covering a six-year budget and planning window. Capital projects in the plan that are driven primarily by security factors are included in the Worldwide Security Upgrade Program.

The Capital Security Cost Sharing Program (CSCSP) will be fully implemented in FY 2010, generating \$1.4 billion in funding (of which \$454 million will be cost sharing contributions from other participating agencies). The program is designed so that all affected agencies pay their fair share towards the accelerated construction of secure, safe, and functional facilities. Agency

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shares are based upon their total number of existing and projected authorized positions overseas, encouraging them to right-size their total overseas presence.

Capital Security Projects

In FY 2008, the Department completed capital projects in Bamako, Mali (USAID); Baghdad, Iraq (funded from supplemental appropriations); Berlin, Germany (Funded from Asset Management); Kigali, Rwanda; Kingston, Jamaica; Port au Prince, Haiti; Quito, Ecuador; and Tbilisi (USAID), Georgia. In addition, the Department awarded contracts in Bandar Seri Begawan, Brunei; Beijing, China (Annex-Design); Bucharest, Romania; Djibouti, Djibouti; Dubai, United Arab Emirates; Guayaquil, Ecuador; Khartoum, Sudan; Kyiv, Ukraine; and Lusaka, Zambia.

In the 1st Quarter of FY 2009, the Department completed capital projects in Beijing, China; Ciudad Juarez, Mexico; and Brazzaville, Republic of Congo. The Department also awarded a contract to build a new facility in Monrovia, Liberia.

The FY 2009 appropriation supports the Department's continued commitment to improving the security and safety of U.S. Government personnel and facilities overseas. FY 2009 funding will support the next tranche of urgent, security-driven projects, including the construction of new facilities in Bujumbura, Burundi (NEC); Belgrade, Serbia (NEC); Caracas, Venezuela (MSGQ); Kabul, Afghanistan (NOX); Malabo, Equatorial Guinea (NEC); Monterrey, Mexico, Monrovia, Liberia (NEC); Port Moresby, Papua New Guinea; and Sanaa, Yemen (NOX/Housing). The pending FY 2009 supplemental would support projects in Islamabad, Pakistan (NOX/Housing) and site acquisitions in Peshawar, Pakistan; Lahore Pakistan; and Kabul, Afghanistan.

In addition, FY 2009 funding will support the acquisition of sites for future NEC projects including Dhahran, Saudi Arabia; Islamabad, Pakistan; Jakarta, Indonesia; N'Djamena, Chad; Peshawar, Pakistan; Sanaa, Yemen; and The Hague, Netherlands.

The FY 2010 request will provide funding to construct facilities in Dakar, Senegal; Islamabad, Pakistan (Housing); Kabul, Afghanistan (NOX/Housing); Peshawar, Pakistan (NCC/Housing); and Sanaa, Yemen (Housing).

In addition, FY 2010 funding will support the acquisition of sites where NEC projects are planned in future years. Potential site acquisitions include Ankara, Turkey; Beirut, Lebanon; Casablanca, Morocco; Kinshasa, Democratic Republic of Congo; Riyadh, Saudi Arabia; and Tripoli, Libya.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Construction	450,109	688,025	0	0	731,200	0
Acquisitions	89,882	90,500	0	0	90,500	0
Planning	22,119	22,000	0	0	22,000	0
Supplemental Funding	76,700	940,028	0	0	0	0
Total	\$638,810	\$1,740,553	\$0	\$0	\$843,700	\$0

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COMPOUND SECURITY

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation	\$108,414
FY 2009 Appropriation	\$104,700
<i>Program Decrease</i>	<i>-10,200</i>
FY 2010 Request	\$94,500

Budget Justification

The Compound Security Program provides security protection for our personnel and property at mission offices, residences, as well as schools, and off-post recreational facilities. The Compound Security Program complements the NEC program by maximizing security protection until NEC's can come on line, or by updating security at posts that will not receive a NEC. It remains a vital component of OBO's goal to provide safe and secure facilities for all US Government employees, dependents and foreign national employees. This is a highly visible program with excellent support from inside and outside the Department.

This program has demonstrated its ability to protect U.S. Government employees. Physical security upgrades have reduced loss of life during attacks in Tashkent, Karachi, and Jeddah, and have deterred additional attacks. The program has adapted to evolving threats by including residential security upgrades and protection to soft targets, including schools and recreational facilities. Following the Jeddah attack, the program added construction of "mantraps" at compound access facilities to ongoing and future security upgrades.

This request includes funding for comprehensive physical security upgrade projects for office and residential facilities, chemical-biological protection for overseas buildings, as well as funding to implement Overseas Security Policy Board (OSPB) "lock and leave" security standards.

Base Budget Detail Schedule (*\$ in thousands*)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Compound Security	108,414	104,700	0	(10,200)	94,500	(10,200)
Total	\$108,414	\$104,700	\$0	(\$10,200)	\$94,500	(\$10,200)

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REPAIR AND CONSTRUCTION STRATEGIC CAPITAL

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$0
FY 2009 Appropriation		\$26,610
<u>Non-Recurring Costs:</u>		
Taipei, Taiwan	-26,610	
<i>Total Decrease</i>		<i>-26,610</i>
FY 2010 Request		\$0

Budget Justification

OBO's mission is to ensure that U.S. diplomatic and consular missions abroad have secure, safe, and functional facilities to help achieve the foreign policy objectives of the United States. An active capital program for the construction of new facilities is vital to this mission.

The Department seeks appropriations for construction of new overseas facilities under two accounts. If the requirement for new construction is driven primarily by security concerns, the funding is requested under the Worldwide Security Upgrades program. If the requirement for new construction is primarily for other than security reasons, funding is included in the Strategic Capital request. However, these facilities will be built to the same security standards as those funded by the Worldwide Security Upgrades program. Examples of these strategically driven projects include:

- The host country has relocated its capital city,
- The United States has established, re-established, or expanded representation with a country,
- Post staffing needs significantly exceed the existing facility,
- The cost of renovating, rehabilitating or expanding an existing facility is so great that it cannot be accommodated in the functional programs, and
- Construction of new housing is more cost-effective than continuing to lease or maintain current residences or relocation is necessary for operational reasons, such as to improve reaction time for marine guards.

The Department of State constructs four types of facilities to support diplomatic readiness: chanceries/consulates; office annex buildings; support facilities (GSO, warehouses, commissaries, recreation facilities, motor pools); and housing (staff housing, chief of mission residence, Marine Security Guard Quarters). As part of the Department's on-going long-range planning process, all posts have been evaluated against security/vulnerability, life-safety, and operational adequacy criteria. The results of this analysis have been used to develop the Department's long-range plan for these strategic investments.

OBO is not requesting any funding for the Strategic Capital program in FY 2010.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Construction	51,935	0	0	(66,600)	0	(66,600)
Acquisitions	0	26,610	0	0	0	0
Total	\$51,935	\$26,610	\$0	(\$66,600)	\$0	(\$66,600)

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REPAIR AND CONSTRUCTION MAJOR REHABILITATION

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$68,795
FY 2009 Appropriation		\$51,583
<u>Projects (in priority order):</u>		
Frankfurt Consulate Follow-On	1,000	
Canberra OPA Relocation	8,200	
Minsk OBC Rehab and Addition	28,000	
Ulaanbaatar OBC Rehab	15,000	
Niamey OBC Compound Rehab	16,900	
Planning and Pre-Design	8,275	
Subtotal, FY10 Projects		77,375
<u>Non-Recurring Costs:</u>		
FY09 Funded Projects		-51,583
FY 2010 Request		\$77,375
<i>Total Increase over FY 2009 Appropriation</i>		<i>\$25,792</i>

Budget Justification

The Major Rehabilitation program supports comprehensive renovation projects planned for the Department's overseas facilities. The FY 2010 request of \$77.4 million is an increase of \$25.8 million from the FY 2009 appropriation.

The Major Rehabilitation program renovates, rehabilitates, replaces, and upgrades building systems in order to extend the useful life of Department facilities, ensure continued serviceability, provide a safe and secure environment, allow for the efficiencies of new technologies and changing workloads, and meet the objectives of the U.S. foreign affairs community. With the average age of State Department buildings overseas exceeding 40 years, the number of buildings that could benefit from major rehabilitation is extensive. Buildings are placed in the Major Rehabilitation program based on greatest need. New rehabilitation projects take into consideration compliance with code and applicable security standards. Currently, the buildup of requirements for major rehabilitations has continued at a faster pace than the availability of funding. The FY 2010 request of \$77.4 million will begin to tackle the backlog of projects and meet the objectives of the Department's Asset Management Plan (AMP).

In accordance with the AMP, OBO conducts an annual data call to identify a comprehensive list of major rehabilitation requirements. The projects for FY 2010 have been selected from these requirements using a prioritization process that considers Executive Order 13327, Federal Real Property Asset Management Plan (AMP) principles and other critical factors such as fire/life-safety and security issues, functionality of mission facilities and building systems and anticipated replacement of facilities under the Security Capital program. OBO and the regional bureaus also meet to evaluate political and diplomatic drivers that guide the final ranking of Posts. Each project is vetted to ensure coordination with other programs and that the most effective, least

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costly approach is used. This process continues to evolve to incorporate best practices and lessons learned. The process informs the LROBP and results in this budget request.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Construction	65,319	0	0	22,580	69,100	22,580
Acquisitions	0	51,583	0	0	0	0
Planning	3,476	0	0	3,212	8,275	3,212
Total	\$68,795	\$51,583	\$0	\$25,792	\$77,375	\$25,792

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REPAIR AND CONSTRUCTION REPAIR AND IMPROVEMENT PROJECTS

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$51,935
FY 2009 Appropriation		\$52,350
<u>Current Services Increase:</u>		
Consolidation of Project Funding	3,528	
Inflation	2,122	
<i>Total Increase</i>		<i>5,650</i>
FY 2010 Request		\$58,000

Budget Justification

The Repair & Improvement projects provides the maintenance activities required to keep the Department's existing inventory of facilities in an acceptable condition, operating at the right cost, and extending the useful life of facilities not scheduled for replacement. The FY 2010 request of \$58.0 million is an increase of \$5.7 million from the FY 2009 appropriation.

The Repair & Improvements projects are prioritized globally and the Department accounting system provides the ability to control funding by project number, greatly increasing management control and the accuracy of financial information. OBO works with each mission on an annual basis to evaluate requirements against security, fire/life safety, structural integrity and other benchmarks to determine which projects can and should be implemented. Maintenance & Improvement projects will typically fall within the following categories:

- (1) Special Improvement Projects – These projects will restore, alter, modernize or construct facilities essential to providing a safe, secure and functional environment.
- (2) Roof Replacement and Repair – Roofs are a critical building system and failure of this system can lead to expensive problems with other operational and building components.
- (3) Accessibility – These projects provides for facility improvements to comply with accessibility compliance programs, which requires uniform accessibility to facilities and ensures egress capabilities for individuals with disabilities.
- (4) Energy Conservation – These projects invest in technologies that will provide long-term savings and are in response to the Energy Policy Act of 1992, the Department's Environmental Action Plan of 1997 and Executive Order 131123.
- (5) Natural Hazards – These projects identify U.S. Government properties that are vulnerable to natural hazards (e.g. earthquakes, tsunamis, floods, hurricanes) and promote strategies and solutions to reduce the risks.
- (6) Fire System Projects – These projects will support the installation/replacement of outdated, unreliable, and/or nonfunctioning fire alarm detection system in principal buildings. Priorities are set based on condition of primary building, their existing fire protection systems and plans for future NEC. The average life span of a properly maintained fire alarm system is about 20 years.
- (7) Hazardous Materials - These projects will address environmental-related issues including asbestos, environmental site assessments, radon, lead-in-paint, heating,

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ventilation and air conditioning (HVAC), indoor air quality, leaking underground storage tanks, and water quality

The FY 2010 increase of \$5.7 million will provide \$2.1 million for inflationary increases and \$3.5 million to consolidate funding from Fire Protection Projects into one transparent Repair & Improvement budget with clear lines of accountability.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Construction	0	0	2,122	3,528	58,000	5,650
Acquisitions	0	52,350	0	0	0	0
Total	\$0	\$52,350	\$2,122	\$3,528	\$58,000	\$5,650

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PLANNING AND DEVELOPMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation	\$11,801
FY 2009 Appropriation	\$11,897
<u>Current Services Increases:</u>	
Personnel	3,567
Inflation	18
<i>Total Increase</i>	<i>3,585</i>
FY 2010 Request	\$15,482

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	92	92	92
Foreign Service – Domestic	1	1	1
Total Positions	93	93	93

Budget Justification

The Office of Planning and Development (PD) manages all aspects of planning the replacement and renovation of overseas facilities to ensure the Department has secure, safe, functional platform for achieving diplomatic objectives. The FY 2010 request of \$15.5 million and 93 positions is an increase of \$3.6 million from the FY 2009 appropriation.

PD consists of five divisions (Cost Management, Planning Integration, Project Development, Project Evaluation and Analysis, and Strategic Planning) that provide long range plans, professional cost products, and planning related services that guide economical decisions. Effective planning is critical and PD's work is the heart of the overall strategic facility planning conducted to rationally link resources with policy driven requirements. OBO anticipates a \$2.0 billion project portfolio in FY 2010. This request of \$15.7 million, together with \$25.5 million dedicated for pre-project planning from the Security Capital budget, represents 2.3percent of the construction portfolio – near the bottom of the 2-5 percent private industry standard. Even with these limited funds, PD performs a wide variety of robust functions including preparation of the LROBP, post specific Long Range Facility Plans, Project Analysis Packages, Project Authorization Documents, project cost estimates, Post Occupancy Evaluations and other critical planning documents. PD is also working with other offices at OBO to develop a Long Range Overseas Maintenance Plan (LROMP) that would outline the maintenance requirements and a comprehensive path for addressing them. In addition, PD continually reviews operations to identify new, more efficient ways to do business and incorporate lessons learned. Performance targets are set around critical milestones and reviewed monthly.

The FY 2010 increase of \$3.6 million will provide for mandatory wage and price increases.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	10,880	10,976	3,567	0	14,543	3,567
Travel	315	315	6	0	321	6
Program Support	606	606	12	0	618	12
Total	\$11,801	\$11,897	\$3,585	\$0	\$15,482	\$3,585

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REAL ESTATE

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$7,005
FY 2009 Appropriation		\$7,062
<u>Current Services Increases:</u>		
Personnel	793	
Inflation	25	
<i>Total Increase</i>		<i>818</i>
FY 2010 Request		\$7,880

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	39	39	39
Foreign Service – Domestic	1	1	1
Total Positions	40	40	40

Budget Justification

The Office of Real Estate (RE) manages the Department’s global portfolio of over 17,000 diplomatic properties. The FY 2010 request of \$7.9 million and 40 positions is an increase of \$0.8 million from the FY 2009 appropriation.

This small, flexible office blends sound business practices, financial accountability, operational needs, security requirements, and market realities to deliver real estate solutions that effectively support the Department’s diplomatic platform abroad. RE implements the international real estate program including the housing acquisition program, major lease fit-out projects, real estate appraisals, the lease waiver program, rental benchmarking initiative, handles excess property disposal, and executes the NEC site acquisition program. As more NECs come online, the list of excess property for sale or returned to landlords continues to grow and the related decommissioning activity must be effectively managed. In addition, RE continues to focus on the sale of over-standard, underutilized, or excess properties in the Department’s inventory. As a result, the government will be able to avoid continued maintenance and /or lease costs, decrease the restoration costs associated with leased properties and increase the overall amount generated by property sales. The RE performance goal is to acquire, dispose of, and manage real property in a professional manner that meets the Department’s needs on terms favorable to the U.S. Government.

The FY 2010 increase of \$0.8 million is to cover mandatory wage and price increases.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	5,753	5,810	793	0	6,603	793
Travel	450	450	9	0	459	9
Program Support	802	802	16	0	818	16
Total	\$7,005	\$7,062	\$818	\$0	\$7,880	\$818

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CONSTRUCTION AND COMMISSIONING

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$27,371
FY 2009 Appropriation		\$27,591
<u>Current Services Increases:</u>		
Personnel	2,273	
Inflation	182	
<i>Total Increase</i>		<i>2,455</i>
FY 2010 Request		\$30,046

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	55	55	55
Foreign Service – Domestic	24	24	24
Foreign Service – Overseas	58	63	63
Total Positions	137	142	142

Budget Justification

The Construction and Commissioning Office (C&C) is responsible for organizing and directing the construction of new and renovation of existing overseas facilities in which on-site supervision is required to ensure specified standards of quality, safety and security and to control construction changes and schedules to keep projects on-time and within budget. The FY 2010 request of \$30.0 million and 142 positions is an increase of \$2.5 million from the FY 2009 appropriation.

C& C's overall goal is to meet or exceed the standards driven by industry to provide cost efficient and construction management of new and renovations of overseas facilities. C&C emphasizes controlling construction cost and schedule and achieving U.S. industry standards for quality and safety, with no security compromises. Some of the most significant recent achievements of the FY 08 program include completed major construction projects with a total value of \$1.3B, which resulted in 4,032 mission staff members being moved into safe and secure facilities. Major projects included: Baghdad NEC, Bamako USAID, Kigali NEC, Port-Au-Prince NEC, Bern NAB, Berlin NOB, Tbilisi NOX, Kingston USAID, Quito NEC, Ciudad Juarez NEC, and Brazzaville NEC. Also, there were two Security Upgrade projects completed at a total value of \$6.2 million (Milan and Kuala Lumpur).

The FY 2010 increase of \$2.5 million will provide for mandatory wage and price increases.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	18,261	18,481	2,273	0	20,754	2,273
Travel	838	838	17	0	855	17
Program Support	7,998	7,998	80	0	8,078	80
Special Projects Coordination	274	274	85	0	359	85
Total	\$27,371	\$27,591	\$2,455	\$0	\$30,046	\$2,455

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DESIGN AND ENGINEERING

FY 2010 Budget Summary

(\$ in thousands)

FY 2008 Appropriation		\$25,264
FY 2009 Appropriation		\$25,470
<u>Current Services Increases:</u>		
Personnel	1,113	
Inflation	79	
<i>Total Increase</i>		<i>1,192</i>
FY 2010 Request		\$26,662

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	116	116	116
Foreign Service – Domestic	0	0	0
Total Positions	116	116	116

Budget Justification

The Design and Engineering (DE) Division provides professional architectural and engineering services to the diplomatic community. The FY 2010 request of \$26.7 million and 116 positions is an increase of \$1.2 million from the FY 2009 appropriation.

The DE Division serves as OBO's code officials responsible for ensuring that all DOS facilities meet minimum professional standards and all unique DOS security requirements. DE provides new and renovated facility designs, which incorporate security, safety, functionality, and an economical construction to create quality work environments. DE provides a variety of services including Post consultation and support, project definition, design management, design reviews, in-house design, construction support, technical security and communications, standards and criteria, document control, Computer Aided Design and Drafting (CADD). In FY 2010, this support will include critical support on 25 major (Security Capital, Regular Capital and USAID Annex) projects in design and construction; 12 large rehabilitation projects in design and construction; 15 capital projects in planning; and 8 non-capital projects in planning. In support of those efforts, the Division focuses on four functional specialties: Natural Hazards, Accessibility, Building Innovation, and Energy Conservation.

Natural Hazards: The Natural hazards program identifies USG properties that are vulnerable to seismic activity and promotes strategies and solution to reduce seismic risk (e.g., earthquakes, tsunamis, floods, hurricanes). Funding will be used to conduct seismic assessments, strengthening studies, education/outreach, post-earthquake assistance and damage inspections. The program is related to improving the seismic life safety situation of USG employees and their dependents stationed in high seismic risk locales.

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Accessibility: Funding will be used to reduce backlog of non-accessible facilities with a high traffic public spaces, and the egress program evaluates facilities to ensure emergency evacuation routes are secured. This on-going program identifies serious fire and life/safety deficiencies and prioritizes future projects for corrective action.

Building Innovation: The Building Innovation program identifies emerging technologies and improves facility designs and construction through adaptation of industry standards, successful research, and technology transfer. The program identifies and implements new ideas and opportunities to improve methods and materials of construction. The program addresses Building Information Modeling, Embassy of the Future, Model Codes & Global Standards, and ProjNet Maintenance and training. The program supports OBO's use of web-based team collaboration tools and refinements to the Standards Embassy Design prototype.

Energy Conservation: The Energy Conservation program identifies and implements projects that improve energy efficiency and reduce operating costs at the Department's overseas facilities. The funds supporting this program are used to introduce energy conservation and sustainable measure that typically produce a payback in five to seven years because of savings resulting from reduced energy consumption in overseas facilities. The department is committed to energy efficiency and conducts an ongoing Energy Conservation and Investment Program (ECIP) to monitor and improve energy efficiency at facilities overseas. The Department is committed to becoming a model of energy efficiency among federal agencies and is aggressively pursuing a worldwide program to increase energy efficiency.

The FY 2010 request includes an increase of \$1.2 million to cover mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	21,299	21,505	1,113	0	22,618	1,113
Travel	950	950	19	0	969	19
Program Support	3,015	3,015	60	0	3,075	60
Total	\$25,264	\$25,470	\$1,192	\$0	\$26,662	\$1,192

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SECURITY MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$11,386
FY 2009 Appropriation		\$11,479
<u>Current Services Increases:</u>		
Personnel	429	
Inflation	19	
<i>Total Increase</i>		<i>448</i>
FY 2010 Request		\$11,927

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	34	34	34
Foreign Service – Domestic	6	6	6
Foreign Service – Overseas	38	38	38
Total Positions	78	78	78

Budget Justification

The Security Management program manages program funding and incorporates appropriate security safeguards into all overseas diplomatic facility construction projects to protect against hostile terrorist acts and intelligence efforts, compound security, and ensures all non-residential construction projects result in secure facilities, as mandated by Omnibus Diplomatic Security and Antiterrorism Act (P.L.99-399) and Section 160 of the Foreign Relations Authorization Act (PL.100-204). The FY 2010 request of \$11.9 million and 78 positions is an increase of \$0.4 million from the FY 2009 appropriation.

The FY 2010 budget request will meet security requirements of capital and other projects. The Department establishes security procedures and incorporates security components throughout the project planning, design, and construction phases to provide secure facilities for the protection of classified information and national security related activities and personnel. To provide access control of personnel and materials, the program employs American personnel (site security managers, cleared American guards, construction surveillance technicians, and cleared American escorts) and local guards

Security Management performance goals are to ensure implementation of construction security measures on capital and functional projects involving work in controlled access areas and successful accreditation of those capital and functional projects at project conclusion. The performance objectives are:

- Ensure construction security requirements for accreditation are met for relevant capital and major functional projects.
- Prepare Construction Security Plans for relevant new capital and functional projects, and assign construction security personnel in accordance with project requirements and schedules.

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The comprehensive construction program has a vital role in the OBO mission to provide secure, safe, and functional facilities to replace our aging and deficient buildings overseas. Construction of a single NEC represents a significant investment for the U.S. Government. Inadequate security procedures, protection, or monitoring during the construction project would jeopardize mandatory accreditation of the entire project.

The FY 2010 increase of \$0.4 million will provide for mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	10,425	10,518	429	0	10,947	429
Travel	290	290	6	0	296	6
Program Support	671	671	13	0	684	13
Total	\$11,386	\$11,479	\$448	\$0	\$11,927	\$448

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AREA MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$17,416
FY 2009 Appropriation		\$17,555
<u>Current Services Increases:</u>		
Personnel	1,833	
Inflation	168	
<u>Program Increase:</u>		
Heritage Property	494	
<i>Total Increase</i>		<i>2,495</i>
FY 2010 Request		\$20,050

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	21	21	21
Foreign Service – Domestic	27	27	27
Total Positions	48	48	48

Budget Justification

The Office of Area Management provides comprehensive and timely customer service support to Posts by acting as a practical, effective, and results oriented organization. The FY 2010 request of \$20.0 million and 48 positions is an increase of \$2.5 million from the FY 2009 appropriation.

Under OBO's new structure, responsibility for routine maintenance was transferred from the Area Management Division to the Facilities Management Division. Area Management still administers key stewardship programs to properly maintain the Heritage Property maintenance and provide Interior Designs for all overseas posts. In addition, this budget funds the Heritage Property Maintenance Program which conducts assessments by subject matter expert contractors for 20 properties on the Secretary of State's Register of Culturally Significant Property. Deliverables include property-specific maintenance manuals, annual maintenance plans, a prioritized listing of required special maintenance and improvement projects, and structural plans for the Paris Talleyrand Palace and the Hotel de Rothschild.

Lastly, this budget funds the design and implementation of functional, cost effective interiors that appropriately support official and representational needs. These facilities are an extension of our national infrastructure and, as workplaces, their functional design is crucial to carrying out the Department's mission.

AM continues to improve performance using these strategies:

- Contact posts to discuss maintenance requirements and allocate available resources accordingly;

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- Review financial reports to track activities, obligations and liquidations;
- Provide full-service professional residential interior design support;
- Support post requests for interim space planning relative to personnel accommodations and/or stop-gap measures in years prior to NEC projects;
- Provide and manage representational supplies and logistical support to all posts;

The FY 2010 increase of \$2.5 million will provide \$0.5 million for cultural heritage objects to help identified, protected and preserved the existing inventory of curated cultural objects and \$2.0 million for mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	9,067	9,137	1,833	0	10,970	1,833
Travel	939	948	18	0	966	18
Program Support	11	12	1	0	13	1
Heritage Property	298	300	6	494	800	500
Residential Design and Furnishings	7,101	7,158	143	0	7,301	143
Total	\$17,416	\$17,555	\$2,001	\$494	\$20,050	\$2,495

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LEASEHOLDS

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$330,799
FY 2009 Appropriation		\$365,127
<u>Current Services Increases:</u>		
Contractual/Inflationary	24,463	
<u>Program Increase/Decrease:</u>		
New Positions	13,363	
<i>Total Increase</i>		<i>37,826</i>
FY 2010 Request		\$402,953
Estimated Reimbursements		90,000
FY 2010 Total Resources		\$492,9543

Budget Justification

The Leasehold Program funds are used to acquire safe, secure, and functional properties necessary to accomplish the Department's objectives at overseas posts through lease, build-to-lease, and lease-purchase arrangements. The FY 2010 request of \$402.9 million is an increase of \$37.8 million from the FY 2009 appropriation.

The Leasehold Program funds long-term leases (i.e. lease terms of ten years or longer) of residential and non-residential properties overseas, which support all foreign affairs agencies under the direction of the Chief of Mission. The Department also funds short-term leased residential and non-residential space for its own personnel. In cases where the Department leases shared office facilities on a short-term basis, the costs for such leases are distributed among all tenant agencies through the International Cooperative Administrative Support Services (ICASS) system. Under a Memorandum of Agreement with the Department of Defense, the Department of State is reimbursed for the cost of housing Marine Security Guards (MSG) deployed overseas. This program funds all activities associated with leasing overseas properties to meet fire, life-safety, operational, security standards that are amortized over the life of the lease, and ultimately any restoration cost at the termination of the lease. The Leasehold Program also provides living quarters allowance (LQA) payments to Department employees at selected posts where U.S. Government-provided housing is not available.

The major challenges facing the Leasehold Program are exchange rate losses and increasing security concerns which make leasing suitable homes more difficult and costly. OBO continues to review and strengthen existing management controls to ensure costs remain affordable even as the demand for leased property increases. OBO's cost containment strategy includes lease benchmarking, the lease waiver program, post-specific budget targets, lease fit-out projects in the LROBP, and the housing acquisition program.

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The FY 2010 increase of \$37.8 million will provide \$13.4 million for housing costs associated with new positions requested elsewhere in the State Department budget and \$24.5 million for contractual inflationary increases. In addition to appropriated funds, OBO anticipates \$90 million in reimbursements from other federal agencies to offset the cost of supporting their mission critical personnel overseas.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Leases	330,799	365,127	24,463	13,363	402,953	37,826
Total	\$330,799	\$365,127	\$24,463	\$13,363	\$402,953	\$37,826

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FACILITY MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$113,286
FY 2009 Appropriation		\$114,192
<u>Current Services Increases:</u>		
Personnel	8,477	
Inflation	1,746	
<u>Program Increase:</u>		
New Position Generators	10,115	
<i>Total Increase</i>		<i>20,338</i>
FY 2010 Request		\$134,530

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	52	52	52
Foreign Service – Domestic	7	7	7
Foreign Service – Overseas	167	167	167
Total Positions	226	226	226

Budget Justification

The mission of the Facilities Management (FAC) program is to provide expert, professional support for operational maintenance of the Department's overseas buildings and ensure U.S. Government personnel are provided safe, secure and functional facilities. This is accomplished through collecting, storing, and analyzing facilities condition information, providing maintenance expertise and specialty programs, supplying long-range maintenance planning, and assisting with environmental hazard abatement. The FY 2010 request of \$134.5 million and 226 positions is an increase of \$20.3 million from the FY 2009 appropriation.

The program performance goal is to maintain the Department of State's overseas real property to the highest obtainable condition exercising prudent cost controls and best business practices. The performance strategies are as follows:

- Provide the highest quality, cost effective solutions and customer support services to minimize operational downtime and improve facility functionality and serviceability.
- Provide administration, management, and leadership for the maintenance management and repair of Department of State facilities overseas.
- Recruit and develop qualified facility managers for sustaining a viable Facility Management (FM) program for posts abroad.

Proper stewardship of the Department's assets has long been a core mission of OBO and achieved even greater importance under the Federal Real Property Council initiatives. The Department's maintenance issues are complicated by security and classification requirements that

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create specialized facility demands, limit the Department's options for resolving problems and increase the cost of maintaining facilities. The Facilities Management program is at the center of the effort to properly care for the Department's inventory of assets by providing for a cadre of professionally trained facility experts and specialized programs necessary to meet the Department's unique facility demands.

In FY 2010, these additional funds will provide \$10.1 million to support the deployment of new Department overseas positions as well as \$10.2 million for mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	25,643	26,190	8,477	0	34,667	8,477
Travel	5,582	5,582	112	0	5,694	112
Program Support	37,172	37,172	729	10,115	48,016	10,844
Routine Maintenance	44,889	45,248	905	0	46,153	905
Total	\$113,286	\$114,192	\$10,223	\$10,115	\$134,530	\$20,338

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FIRE PROTECTION

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$8,872
FY 2009 Appropriation		\$8,944
<u>Current Services Increases:</u>		
Personnel	17	
Inflation	123	
<u>Program Decrease:</u>		
Project Consolidation	-3,528	
<i>Total Decrease</i>		<i>-3,388</i>
FY 2010 Request		\$5,556

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	22	22	22
Foreign Service – Domestic	0	0	0
Total Positions	22	22	22

Budget Justification

The Fire Protection program (OBO/OPS/FIR) ensures that U.S. Government personnel stationed overseas are safe and secure from fire hazards so that they can better focus on their mission of protecting and representing the people of the United States. The FY 2010 request of \$5.6 million and 22 positions is a decrease of \$3.4 million from the FY 2009 appropriation.

Minimizing fire risk to post personnel and property overseas is the primary goal of the Fire Protection program and several strategies are applied to accomplish this mission. Recurring fire prevention inspections and training of post personnel to deal with fire threats are conducted at each post every three years. Posts are provided with quality fire prevention equipment such as fire extinguishers, residential smoke alarms, emergency lights, panic hardware, and other small specialized suppression systems. OBO/OPS/FIR will test and accept all new fire systems being deployed at NECs and at other buildings or projects including renovations. Technical expertise is provided to execute the fire system replacement and upgrade program while the project funding has been consolidated within the Maintenance and Construction budget. Critical fire alarm and sprinkler system preventive maintenance and technical support is provided to overseas posts to resolve all trouble calls and return all out-of-service systems to full service within one month. Regional on-site technical training is given to locally employed staff to test, maintain, and repair systems to the extent possible. Specialized fire prevention training is provided at all Foreign Service Institute (FSI), Diplomatic Security (DS), and Marine Security Guard (MSG) training courses. Performance targets are set around critical milestones and reviewed monthly.

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The FY 2010 net decrease of \$3.4 million reflects the consolidation of \$3.5 million for the fire system replacement and upgrade program to the Repair and Improvement budget and a \$0.1 million increase for mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	2,706	2,778	17	0	2,795	17
Travel	994	994	20	0	1,014	20
Program Support	5,172	5,172	103	(3,528)	1,747	(3,425)
Total	\$8,872	\$8,944	\$140	(\$3,528)	\$5,556	(\$3,388)

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

SAFETY, HEALTH AND ENVIRONMENTAL MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$3,822
FY 2009 Appropriation		\$3,853
<u>Current Services Increases:</u>		
Personnel	471	
Inflation	28	
<i>Total Increase</i>		<i>499</i>
FY 2010 Request		\$4,352

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	19	19	19
Foreign Service – Domestic	0	0	0
Total Positions	19	19	19

Budget Justification

The Safety, Health and Environmental Management (SHEM) program’s mission is to prevent mishaps, property damage, and environmental contamination in overseas operations of embassies and consulates, ensuring that fatal workplace and residential mishaps do not negate the lives saved by the Department’s efforts constructing secure buildings to save personnel from terrorism. The FY 2010 request of \$4.4 million and 19 positions is an increase of \$0.5 million from the FY 2009 appropriation.

Protection of U.S. Government employees and overseas family members, and compliance with critical OSHA and EPA regulations are the primary goals of the SHEM program. Many countries lack safety codes and standards comparable to those in the U.S., making the safeguarding of employees and family members extremely challenging. This “silent enemy from within” – that is, safety and health hazards in the home and workplace – has resulted in over 180 workplace and residential fatalities since 1991 (and continues to grow by 10-15 per year) yet it has received far less resources than the threat of terrorism. In fact, the number of Foreign Service officers, their family members and locally employed staff that have died as a result of safety and health hazards nearly equals those killed by terrorist actions. SHEM protects personnel by resolving over 3,400 technical issues from posts each year, conducting approximately 60 site visits that assess exposures, quantify risks, and identify effective hazard control measures. Over 3,000 post personnel are trained each year during visits, which enables them to implement effective programs. SHEM conducts at least 18 regional seminars annually that leverage managers to take on greater responsibilities for program implementation, including the knowledge and skills to train others at posts. SHEM also provides focused visits to posts with problematic motor vehicle fatality records; given this is the number one cause of accidental death associated with Department operations. SHEM has now certified 150 motor pool supervisors who have returned to their posts and trained over 4,000 drivers in safe driving techniques. This is the cornerstone

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that is changing drivers' behavior behind the wheel in order to reduce the frequency and severity of motor vehicle mishaps. Carbon monoxide alarms have proven to be effective in saving 70 lives since the program inception. Performance targets are set around critical milestones and reviewed monthly.

The FY 2010 increase of \$0.5 million will provide for mandatory wage and price increases.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	2,436	2,467	471	0	2,938	471
Travel	612	612	12	0	624	12
Program Support	774	774	16	0	790	16
Total	\$3,822	\$3,853	\$499	\$0	\$4,352	\$499

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

ART IN EMBASSIES

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation	\$1,672
FY 2009 Appropriation	\$1,686
<u>Current Services Increases:</u>	
Personnel	214
Inflation	4
<i>Total Increase</i>	<i>218</i>
FY 2010 Request	\$1,904

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	11	11	11
Foreign Service – Domestic	0	0	0
Total Positions	11	11	11

Budget Justification

The Art in Embassies Program (AIEP) is a global museum that exhibits original works or art by U.S. citizens in the public rooms of approximately 180 American Diplomatic residences worldwide. The FY 2010 request of \$1.9 million and 11 positions is an increase of \$0.2 million from the FY 2009 appropriation.

The AIEP programs provide exhibitions of American art to U.S. Chiefs of Mission and are a highly effective component of the Department's public diplomacy efforts. The presence of American art exhibitions in country builds strategic international partnerships. Using their Art in Embassies exhibitions, posts foster cross-cultural dialogue with exhibition-related cultural and educational activities, such as lectures, workshops, and exhibition visits with local audiences. By extending the exhibition's impact beyond the walls of the U.S. mission residences, posts successfully engage foreign audiences in their local communities including educators, students, and members of the cultural community at-large. Additionally, local exhibition-related programming often reaches host nation citizens through multi-media press coverage including television and radio interviews and articles featured in local online and print periodicals. During an Administration transition, AIEP will experience a 61percent increase in number of returning exhibitions and a 77percent increase in exhibitions crated and delivered to post, all of which will require a publication. The AIEP provides representative American art to U.S. Chiefs of Mission (COM) to celebrate cultural variations with our host nations through the exploration of each other's cultural expression and architecture.

AIEP was featured in over 64 articles published in national and international publications. The American Artists Abroad participants successfully engaged foreign audiences through sharing their artwork with people in the local communities and through being interviewed on television, radio, and featured in local periodicals. Media exposure and interest on this scale indicates that

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ART in Embassies is an effective component of the State Department’s public diplomacy efforts. AIEP provided publications for 68 art exhibitions which serve as an important diplomacy tool in promoting post’s educational and outreach efforts and providing art lenders with proper acknowledgment. For example, the National Museum of the American Indian (NMAI) donated 100 original works of art on paper, created by five Native American artists that the Department will distribute to overseas missions.

The FY 2010 increase \$0.2 million provides for mandatory wage and price increases.

Base Budget Detail Schedule (*\$ in thousands*)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	1,472	1,486	214	0	1,700	214
Travel	70	70	1	0	71	1
Program Support	130	130	3	0	133	3
Total	\$1,672	\$1,686	\$218	\$0	\$1,904	\$218

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POST COMMUNICATIONS

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$6,998
FY 2009 Appropriation		\$7,055
<u>Current Services Increases:</u>		
Inflation	45	
<i>Total Increase</i>		45
FY 2010 Request		\$7,100

Budget Justification

The Post Communications Support Program, with the participation of the IRM bureau, funds replacement of obsolete telephone systems that are no longer supported by the manufacturer, providing modern reliable digital systems capable of delivering a full range of services. The FY 2010 request of \$7.1 million is an increase of \$0.045 million over the FY 2009 appropriation.

As good communication is the life-blood of diplomacy, this program must ensure the availability of appropriate and modern technology and telephone systems found at overseas posts are integral components. The Department has initiated a replacement program for the telephone systems at our 265-plus embassy, consulate, and other diplomatic facilities with the goal of replacing obsolete telephone systems and establish a ten-year replacement cycle. Work often involves replacing systems at several buildings on multiple compounds. The Chancery, Ambassador's Residence, Marine Security Guard Quarters, annexes, warehouse, and the American Center, are examples of the many buildings that can require simultaneous telephone upgrades at a single post. Replacing obsolete telephone systems with modern, reliable, digital systems provides a campus environment by using voice over IP (VOIP) trunks. Standard features include system management tools, security and productivity enhancements, direct inward dialing, call accounting, voice mail, automated voice attendant in multiple languages, remote maintenance and a call threat recorder. All telephone systems are procured, shipped, installed, and maintained in accordance with the DOS Non-secure Telephone Standard (12 FAH-6H-311.4) that ensures the integrity of the telephone systems used to support areas of classified operations.

The FY 2010 request of \$7.1 million will enable the Department to start replacing 13 Key System Units with Business Communication Managers (BCM) at the following four sites: Alexandria, Budapest, Buenos Aires and Cairo. It will also fund the installation of telephone systems at Montevideo, Asmara and Bogota. Except for those posts due for NECs within the next five years all telephone systems at U.S. Missions will be on a single platform. Performance targets are set around critical milestones and are reviewed monthly.

The FY 2010 increase of \$0.045 million will enable the Department to start replacing Key System Units with BCM's at four sites.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Program Support	6,998	7,055	45	0	7,100	45
Total	\$6,998	\$7,055	\$45	\$0	\$7,100	\$45

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

INFORMATION RESOURCE MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$14,375
FY 2009 Appropriation		\$14,197
<u>Current Services Increases:</u>		
Personnel	203	
Inflation	192	
<i>Total Increase</i>		<i>395</i>
FY 2010 Request		\$14,592

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	23	23	23
Foreign Service – Domestic	0	0	0
Total Positions	23	23	23

Budget Justification

The OBO Information Management Division (IM) provides critical, cost-effective information technology solutions in direct support of OBO business needs. IM leverages the efforts of government staff through third-party performance-based contracts selected through a competitive procurement process. This enables OBO to strengthen management practices and foster accountability to better focus on and produce results as well as increase effectiveness and efficiency. The FY 2010 request of \$14.6 million and 23 positions is an increase of \$0.4 million from the FY 2009 appropriation.

This budget will allow IM to provide information technology systems with confidentiality, integrity, and availability. This request supports the information technology security, planning, infrastructure and network operations, as well as maintenance of all OBO information systems. Recognizing the highly networked nature of the OBO computing environment, IM ensures the effectiveness of information security controls over information resources that support OBO operations and assets. IM ensures that all information technology systems are properly secured and data is appropriately protected while providing reliable network systems. Currently, 100 percent of active OBO systems have been certified and accredited as secure.

The FY 2010 request includes \$0.4 million to cover mandatory wage and price increases.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	4,445	4,601	203	0	4,804	203
Program Support	9,930	9,596	192	0	9,788	192
Total	\$14,375	\$14,197	\$395	\$0	\$14,592	\$395

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

MANAGEMENT SUPPORT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation	\$19,942
FY 2009 Appropriation	\$20,105
<u>Current Services Increases:</u>	
Personnel	1,201
Rent	589
Inflation	357
<i>Total Increase</i>	<i>2,147</i>
FY 2010 Request	\$22,252

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	20	20	20
Foreign Service – Domestic	0	0	0
Total Positions	20	20	20

Budget Justification

The Management Support Division (MSD) is the administrative “hub” of the organization and provides for the ongoing support needs of OBO domestic and overseas staff. MSD is committed to providing first-rate administrative services to the over 1,300 government and contract staff members employed by OBO. The FY 2010 request of \$22.3 million and 20 positions is an increase of \$2.1 million from the FY 2009 appropriation.

MSD is tasked with ensuring that OBO’s two facilities remain functional and operational on a daily basis. In the event of a catastrophic event, OBO’s remote facility will function as the headquarters location and must always be ready in case of an emergency. In addition, MSD provides a number of key services and funds a range of fixed costs essential to OBO’s daily operations, including:

- Security Services-Physical (including Homeland Security and Contingency requirements), informational and personnel.
- General Services-Facility leasing, telecommunications, building renovations, office furniture and equipment, space planning and inventory management.
- Administrative Services-Travel administration, fleet management and mail processing.

This funding is essential to the on-going operations of the entire bureau and the support it provides to the overseas diplomatic corps. The FY 2010 request provides \$2.1 million for mandatory rent, wage and price increases.

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Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	2,176	2,252	1,201	0	3,453	1,201
Travel	50	50	1	0	51	1
Program Support	6,286	6,030	356	0	6,386	356
Rent	11,430	11,773	589	0	12,362	589
Total	\$19,942	\$20,105	\$2,147	\$0	\$22,252	\$2,147

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

DOMESTIC RENOVATIONS

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation		\$23,075
FY 2009 Appropriation		\$23,260
<u>Program Increase:</u>		
Harry S Truman Renovation	18,783	
Other Domestic Facilities	4,942	
<u>Non-Recurring Costs:</u>		
Completed Projects	-23,260	
<i>Total Increase</i>		<i>465</i>
FY 2010 Request		\$23,725

Budget Justification

The purpose of the renovation program for the Harry S Truman (HST) headquarters building is to provide a safe, secure, cost-effective and energy efficient workspace for employees. This program also includes the Capital Improvement Program, which was developed to protect Department of State real property investments through correction of deficiencies and capital improvements. The FY 2010 request of \$23.7 million provides for renovation improvements to Department of State domestic facilities.

The program performance goal is to ensure that Department domestic facilities are cost-effective and enable employees to perform their duties. The performance objectives are as follows:

- Complete Renovation of the original “Old State” building
- Continue the New State renovation
- Continue Perimeter Security Improvements
- Identify all technical needs and funding requirements for projects identified in the Capital Improvement Plan and implement the projects in order of priority.

The FY 2010 request includes \$18.8 million to continue the renovation of the Harry S Truman building renovation and \$4.9 million for upgrades and repairs to other domestic offices.

Base Budget Detail Schedule (*\$ in thousands*)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Program Support	23,075	23,260	465	0	23,725	465
Total	\$23,075	\$23,260	\$465	\$0	\$23,725	\$465

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

RESOURCE MANAGEMENT

FY 2010 Budget Summary (*\$ in thousands*)

FY 2008 Appropriation	\$11,236
FY 2009 Appropriation	\$11,328
<u>Current Services Increases:</u>	
Personnel	1,106
Inflation	30
<i>Total Increase</i>	<i>1,136</i>
FY 2010 Request	\$12,464

FY 2009 Position Summary

Position Type	FY08 Actual	FY09 Estimate	FY10 Request
Civil Service	78	78	78
Foreign Service – Overseas	1	1	1
Total Positions	79	79	79

Budget Justification

The Headquarters program provides executive direction, financial management, human resources, developmental training, security assurance and internal review for OBO. The FY 2010 request of \$12.4 million and 79 positions is an increase of \$1.1 million from the FY 2009 appropriation.

Headquarters budget supports critical, high-level OBO functions and activities. The mission of the Headquarters program is to issue and ensure proper dissemination, enactment, and monitoring of policies and decisions. In support of OBO entities, headquarters includes: The Front Office which includes OBO Director/Chief Operating Officer (DIR/COO), Resource Management, Internal Review and Operations Research, Human Resources, and External Affairs. Headquarters Front office ensures that 260+ U.S. diplomatic missions around the world have secure and functional facilities to allow over 20,000 employees overseas achieving U.S. foreign policy objectives.

Headquarters carries out the bureau's primary financial, policy, and public relations functions. It provides accounting, budgeting, and financial management services, to include vendor payments, for all OBO programs; formulates annual budget submissions; and directs the financial planning and resource allocation process within the bureau. Headquarters serves as the central focal point for furnishing OBO information to external entities, such as Congress, the Department's Inspector General's Office, GAO and OMB and for developing bureau policies. The Internal Review and Operations Research (IROR) function is critical to the bureau, and conducts in-depth cross-cutting reviews and organizational analyses to provide the Director/COO with information concerning internal control and management policies and performance. Headquarters performs recruiting, advertising, classification, hiring, retention, awards, employee relations and other human resource functions for over 1,300 direct hire and personal service contractor positions. Headquarters is responsible for sensitive activities for the bureau's interface with industry, and

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the general public and serves as the focal point with the bureau for managing the implementation of major outreach programs affecting OBO activities and involving the Assistant Secretary and/or other senior officials of the bureau.

The performance goal is to exercise sound management of financial resources for the operating elements of OBO. Performance targets are set around critical milestones and reviewed monthly; this regular, detailed review ensures that OBO's highly successful results-based management approach works.

The FY 2010 increase of \$1.1 million covers mandatory personnel cost increases and \$0.03 million for inflation.

Base Budget Detail Schedule

(\$ in thousands)

	FY 2008 Approp	FY 2009 Estimate	CSL Change	Program Change	FY 2010 Request	Total Change
Personnel	9,874	9,809	1,106	0	10,915	1,106
Travel	387	367	7	0	374	7
Program Support	975	1,152	23	0	1,175	23
Total	\$11,236	\$11,328	\$1,136	\$0	\$12,464	\$1,136

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Funds by Object Class

(\$ in thousands)

	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request	Increase / Decrease
1100 Personnel Compensation	112,386	119,518	123,815	4,297
1200 Personnel Benefits	47,569	41,865	44,796	2,931
2100 Travel & Trans of Persons	9,254	21,292	26,592	5,300
2200 Transportation of Things	3,021	7,480	8,935	1,455
2300 Rents, Comm & Utilities	295,160	344,294	332,926	(11,368)
2400 Printing & Reproduction	1,253	1,536	1,741	205
2500 Other Services	318,473	367,750	376,095	8,345
2600 Supplies and Materials	39,478	42,958	43,054	96
3100 Personal Property	39,393	55,040	90,377	35,337
3200 Real Property	636,287	1,644,864	766,719	(878,145)
Total	1,502,274	2,646,597	1,815,050	(831,547)