

FY 2018

CONGRESSIONAL BUDGET JUSTIFICATION

**OFFICE OF FEDERAL CONTRACT COMPLIANCE
PROGRAMS**

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OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

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OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

APPROPRIATION LANGUAGE

SALARIES AND EXPENSES

For necessary expenses for the Office of Federal Contract Compliance Programs, \$88,000,000.

Note.—A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations Act, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2016 Enacted		FY 2017 Full Year C.R.		FY 2018 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	615	\$105,476	571	\$105,275	440	\$88,000
<i>Subtotal Appropriation</i>	<i>615</i>	<i>\$105,476</i>	<i>571</i>	<i>\$105,275</i>	<i>440</i>	<i>\$88,000</i>
B. Gross Budget Authority Before Committee	615	\$105,476	571	\$105,275	440	\$88,000
C. Budget Authority Before Committee	615	\$105,476	571	\$105,275	440	\$88,000
D. Total Budgetary Resources	615	\$105,476	571	\$105,275	440	\$88,000
FTE Lapse and Unobligated Balance Expiring	-34	-\$610	0	\$0	0	\$0
E. Total, Estimated Obligations	581	\$104,866	571	\$105,275	440	\$88,000

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2017 Full Year C.R.	FY 2018 Request	Net Change
Budget Authority			
General Funds	\$105,275	\$88,000	-\$17,275
Total	\$105,275	\$88,000	-\$17,275
 Full Time Equivalents			
General Funds	571	440	-131
Total	571	440	-131

Explanation of Change	FY 2017 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	571	\$55,223	0	\$0	0	\$1,040	0	\$1,040
Personnel benefits	0	\$3,164	0	\$0	0	\$322	0	\$322
Employee health benefits	0	\$13,808	0	\$0	0	\$0	0	\$0
Moving allowance	0	\$0	0	\$0	0	\$0	0	\$0
Two days less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$148	0	\$0	0	\$14	0	\$14
Benefits for former personnel	0	\$3	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,402	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$4	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$5,780	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$24	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$422	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$62	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$148	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$2,803	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$10,253	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$664	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$1,950	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$7,485	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$331	0	\$0	0	\$0	0	\$0
Equipment	0	\$1,601	0	\$0	0	\$0	0	\$0

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

FY 2018 Change

Explanation of Change	FY 2017 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	571	+\$105,275	0	\$0	0	+\$1,376	0	+\$1,376
B. Programs:								
Total Increase	571	+\$105,275	0	\$0	0	+\$1,376	0	+\$1,376
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Reorganization	0	\$0	0	\$0	-120	-\$17,275	-120	-\$17,275
FTE Reduction to Absorb Inflationary Costs	0	\$0	0	\$0	-11	-\$1,376	-11	-\$1,376
Programs Subtotal			0	\$0	-131	-\$18,651	-131	-\$18,651
Total Decrease	0	\$0	0	\$0	-131	-\$18,651	-131	-\$18,651
Total Change	571	+\$105,275	0	\$0	-131	-\$17,275	-131	-\$17,275

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2016 Enacted		FY 2017 Full Year C.R.		FY 2018 Request		Diff. FY18 Request / FY17 Full Year C.R.	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Federal Contract Compliance Programs	581	105,476	571	105,275	440	88,000	-131	-17,275
General Funds	581	105,476	571	105,275	440	88,000	-131	-17,275
Total	581	105,476	571	105,275	440	88,000	-131	-17,275
General Funds	581	105,476	571	105,275	440	88,000	-131	-17,275

NOTE: 2016 reflects actual FTE.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	615	571	440	-131
	Total	615	571	440	-131
	Average ES Salary	\$175,251	\$175,958	\$182,818	\$6,860
	Average GM/GS Grade	12	12	12	0
	Average GM/GS Salary	\$91,360	\$92,171	\$92,737	\$566
11.1	Full-time permanent	57,375	54,691	43,469	-11,222
11.3	Other than full-time permanent	164	41	40	-1
11.5	Other personnel compensation	558	491	300	-191
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	58,097	55,223	43,809	-11,414
12.1	Civilian personnel benefits	18,413	17,120	14,272	-2,848
13.0	Benefits for former personnel	51	3	3	0
21.0	Travel and transportation of persons	637	1,402	902	-500
22.0	Transportation of things	9	4	2	-2
23.1	Rental payments to GSA	5,793	5,780	5,780	0
23.2	Rental payments to others	28	24	0	-24
23.3	Communications, utilities, and miscellaneous charges	655	422	422	0
24.0	Printing and reproduction	36	62	60	-2
25.1	Advisory and assistance services	0	148	100	-48
25.2	Other services from non-Federal sources	2,243	2,803	2,200	-603
25.3	Other goods and services from Federal sources 1/	6,184	10,917	10,853	-64
25.4	Operation and maintenance of facilities	1,440	1,950	1,600	-350
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	10,914	7,485	6,711	-774
26.0	Supplies and materials	158	331	299	-32
31.0	Equipment	814	1,601	987	-614
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	4	0	0	0
	Total	105,476	105,275	88,000	-17,275
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,020	10,253	10,253	0
	DHS Services	600	664	600	-64
	Services by DOL Agencies	2,564	0	0	0

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Volume No.	Page No.	Expiration Date
PUB. L. 93-112	Rehabilitation Act of 1973, as amended.	29 U.S.C. 793			N/A
PUB. L. 93-508	Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.	38 U.S.C. 4212			N/A
PUB. L. 101-336	Americans with Disabilities Act, as amended.	42 U.S.C. 12101 et seq.			N/A

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2008					
Base Appropriation	\$84,182			\$81,001	585
2009					
Base Appropriation	\$89,013			\$82,107	585
2010					
Base Appropriation...1/	\$109,521	\$101,521	\$107,021	\$104,976	788
2011					
Base Appropriation	\$113,433			\$105,386	775
2012					
Base Appropriation	\$109,010			\$105,187	755
2013					
Base Appropriation...2/	\$106,415			\$99,685	729
2014					
Base Appropriation...3/	\$108,467			\$104,976	683
2015					
Base Appropriation	\$107,903			\$106,476	621
2016					
Base Appropriation...4/	\$113,687	\$100,500	\$96,000	\$105,476	615
2017					
Base Appropriation...5/	\$114,169				0
2018					
Base Appropriation	\$88,000				440

1/ Fiscal Year (FY) 2010 amount reflects reallocated funds from the dissolution of the Employment Standards Administration's Program Direction and Support.

2/ Reflects a 0.2 percent across the board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985.

3/ The appropriation amount should reflect the amounts passed as part of P.L. 113-76, which did not include any rescissions.

4/ Full Time Equivalent (FTE) shown represent a lowered FTE expectation due to the reallocation of resources to non-staff activities beginning in late FY 2014.

5/ A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

OVERVIEW

Introduction

The Department of Labor's (DOL) Office of Federal Contract Compliance Programs (OFCCP) examines the employment practices of federal contractors to determine whether they comply with the equal employment opportunity and affirmative action obligations under one Executive Order and two statutes. More specifically, these three legal authorities are:¹

- Executive Order 11246, as amended, that prohibits employment discrimination on the basis of race, religion, color, sex, sexual orientation, gender identity, or national origin. This Executive Order also prohibits discrimination based on an employees or job applicants discussing, disclosing, or inquiring about their compensation or that of a coworker;²
- Section 503 of the Rehabilitation Act of 1973, as amended, that prohibits employment discrimination against individuals with disabilities (Section 503); and
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, that prohibits employment discrimination against protected veterans.

The Fiscal Year (FY) 2018 request for OFCCP is \$88,000,000 and 440 FTE. This request will enable OFCCP to focus on the following priorities:

- Work collaboratively with the Equal Employment Opportunity Commission (EEOC) to develop and implement a plan to merge OFCCP into the EEOC by the end of FY 2018.

¹ Executive Order 11246, Sept. 24, 1965, 30 FR 12319, 12935, 3 CFR, 1964-1965, Comp., p. 339, as amended; Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 793, (Section 503); and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212.

² Executive Order 13672, signed on July 21, 2014, amended Executive Order 11246 to include nondiscrimination based on sexual orientation and gender identity. *See* Executive Order 13672, Further Amendments to Executive Order 11478, Equal Employment Opportunity in the Federal Government, and Executive Order 11246, Equal Employment Opportunity, 79 FR 42971 (July 23, 2014). DOL published a final rule implementing Executive Order 13672 on December 9, 2014. *See* Implementation of Executive Order 13672 Prohibiting Discrimination Based on Sexual Orientation and Gender Identity by Contractors and Subcontractors, 79 FR 72985 (Dec. 9, 2014).

Executive Order 13665, signed on April 8, 2014, amended Executive Order 11246 to include a prohibition on discrimination against employees and job applicants for inquiring about, disclosing or discussing pay under certain circumstances. *See* Executive Order 13665, Non-Retaliation for Disclosure of Compensation Information, 79 FR 20749 (April 11, 2014). DOL issued a final rule implementing this Executive Order on September 11, 2015. *See* Government Contractors, Prohibitions Against Pay Secrecy Policies and Actions; Final Rule, 80 FR 54934 (Sept. 11, 2015).

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- Continue its focus on combating pay discrimination through intensive contractor compliance assistance aimed at educating contractors about their contractual obligations, supporting their voluntary compliance with those obligations, and conducting high quality compliance evaluations.
- Continue its focus on larger federal and federally-assisted construction projects that have the potential to employ large numbers of diverse workers.

OFCCP recognizes the importance of striking the right balance between conducting proactive compliance evaluations and contractor compliance assistance to promote voluntary compliance. This is critical for supporting the on-going development of a pipeline of diverse, qualified talent for contractors along with providing equal employment opportunity for all workers. Compliance assistance takes various forms including, but not limited to, formal training webinars and seminars, infographics that demonstrate concepts and/or processes, access to a Help Desk for one-on-one assistance, the development of various tools, templates and samples, technical assistance guides, various OFCCP regional and district office events for contractors, and OFCCP's ongoing participation in contractor events and conferences.

At the requested FY 2018 funding level, OFCCP anticipates that about 35 percent of its discrimination conciliation agreements will address systemic pay discrimination violations. In the area of construction, OFCCP expects at least 50 percent of construction compliance evaluations will likely be associated with large, high impact construction projects; this number reflects an increase from the 35 percent set in FY 2017.

To promote greater policy coordination, management efficiency, and cost-effectiveness, and consistent with the President's direction to agencies to develop comprehensive plans to reform and reorganize, the Budget proposes to lay the groundwork to merge OFCCP into the EEOC by the end of FY 2018. The proposed merger will benefit employers, workers, and the public by consolidating the oversight of federal equal employment opportunity under one roof. Continuing to maintain OFCCP as a separate DOL agency to enforce civil rights compliance under Executive Order 11246, for only federal contractors, does not take full advantage of the opportunities to improve employment civil rights protection.

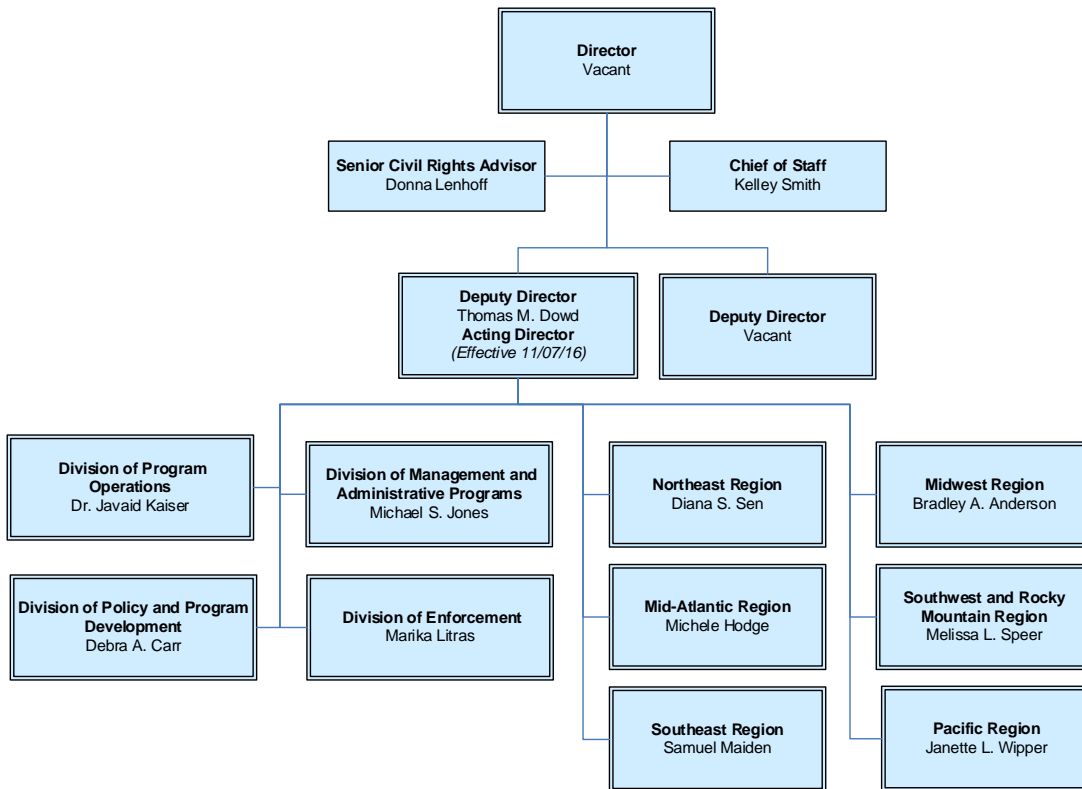
Currently, OFCCP and EEOC have a Memorandum of Understanding (MOU) that calls for collaboration on matters where there is overlapping jurisdiction. The MOU, however, has limitations for efficient coordination since the agencies do not have direct access to each other's case management systems and case files, resulting in delays in transferring case files. This MOU would no longer be required if the two agencies operate as one agency. After full integration of the two agencies, there should be seamless sharing of enforcement data and expertise, operational efficiencies, expanded compliance assistance to employers, improved customer service, and fully aligned policy. Combining the agencies would reduce the burden on employers by consolidating their enforcement requirements into one agency, while it would benefit workers since there would only be "one door" for employees to allege discrimination in the workplace. For example, employers would not have to provide duplicative information to two agencies if an EEOC complainant were also part of an OFCCP compliance evaluations, and individual federal contractor employees filing complaints with OFCCP would not experience

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

delay from their complaint being transferred to EEOC. The merger would also create long-term savings to taxpayers by reducing overhead and management personnel as well as office space. The OFCCP and EEOC will establish a transition workgroup to strategically plan and implement the transition process throughout FY 2018.

Federal Contractor and Equal Employment Opportunity Standards Enforcement Organizational Chart

The OFCCP is comprised of a national office headquartered in Washington, D.C. with four divisions and six regional offices with district and area offices distributed nationwide. The regional offices are located in Atlanta, Georgia (Southeast); Chicago, Illinois (Midwest); Dallas, Texas (Southwest and Rocky Mountain); New York City, New York (Northeast); Philadelphia, Pennsylvania (Mid-Atlantic); and San Francisco, California (Pacific).



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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	105,476	105,275	88,000	-17,275
FTE	581	571	440	-131

NOTE: FY 2016 reflects actual FTE. Authorized FTE for FY 2016 was 615.

Introduction

OFCCP continues to make improvements in addressing systemic pay discrimination and providing intensive compliance assistance to federal construction contractors through its mega construction project program. It has also focused on increasing the types and amounts of compliance assistance and training it provides to contractors and other external stakeholders, reinvigorating its compliance officer training program to lay the foundation for program accreditation by an independent organization, and streamlined its operations to improve quality and responsiveness in all aspects of its work.

Starting in FY 2018, the agency will begin planning for a significant transition, a transfer of its operations from DOL to EEOC. The transfer touches upon every aspect of OFCCP's operations including compliance evaluations, compliance assistance, policy, training, stakeholder outreach and education, personnel, contracting and procurement, and information technology.

Finally, OFCCP will establish its two Skilled Regional Centers. These centers, which would be located in the Pacific (San Francisco) and Northeast (New York) regions, would have highly skilled and specialized compliance officers capable of handling various large, complex compliance evaluations in specific industries, such as financial services or information technology. Compliance evaluations conducted by highly skilled compliance officers greatly increase case evaluation quality and timeliness as well as the more efficient use of limited resources. It also reduces the need for a network of field area and district offices.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$99,685	729
2014	\$104,976	683
2015	\$106,476	621
2016	\$105,476	615
2017	\$0	0

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

FY 2018

The FY 2018 Request is \$88,000,000 and 440 FTE, a decrease of \$17,275,000 and 131 FTE from the FY 2017 Full Year CR level. The OFCCP will reduce its overall FTE and consider reducing overall number of field office locations to help align with available resources. The OFCCP will coordinate and begin transitioning the agency to the EEOC by the end of FY 2018. This approach also supports the OFCCP's reforming of the agency by taking proactive cost saving steps to reduce its existing foot print of leased office space, support more quality and timely enforcement efforts and increase compliance assistance. This builds on the existing tradition of operational coordination between the two employment civil rights agencies. The full integration of OFCCP and EEOC would result in the seamless sharing of enforcement data and expertise, operational efficiencies, expanded compliance assistance to employers, improved customer service, and aligned policy.

FY 2018 will be a transition year for OFCCP, as the agency undertakes several key short and long-term actions to support consolidating the agency's functions with those of EEOC. At the same time, OFCCP will continue operations and execute its FY 2018 priorities while preparing to transfer and integrate with the EEOC at the end of FY 2018.

In its compliance evaluations, OFCCP will continue a steady course of identifying and remedying systemic discrimination and prioritizing those evaluations with evidence of systemic pay issues. OFCCP also will continue to provide intensive compliance assistance to prime contractors and their subcontractor on mega construction projects, and work to connect contractors to sources of diverse qualified workers. OFCCP will continue to put a premium on high quality compliance evaluations and will continue its routine quality assurance activities and staff training.

OFCCP will focus much of its policy-related actions and activities on supporting the agency merger process in FY 2018. This includes policy and guidance development, stakeholder engagement (e.g., compliance assistance that support contractor voluntary compliance, and communication), and compliance officer training and education. Some of the specific short and long-term work priorities that will begin in FY 2018 includes, but is not limited to:

- Drafting and reviewing legislative proposals amending VEVRAA and Section 503;
- Drafting and reviewing a new Executive Order amending EO 11246;
- Undertaking and/or assisting with the rulemaking required to implement the transfer of authority under Section 503, VEVRAA, and EO 11246;
- Finalizing the restructuring of its compliance officer training program;
- Assessing, in coordination with EEOC, a variety of policy and training requirements, such as investigator training programs;
- Developing a plan for integrating OFCCP's Help Desk functions and EEOC's system;

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- Working with GAO and/or OIG to close-out pending audits and audit recommendations;
- Identifying, merging, and/or eliminating redundant information technology and procurement systems and/or contracts; and
- Creating an effective stakeholder communications strategy that can be used before and during the merger.

Of the OFCCP policy priorities that are not directly related to legally executing the transfer of enforcement authority, finalizing the training program's framework and completing the Federal Contractor Compliance Manual (FCCM) are the most important. Both projects serve as baselines for the effective operation of OFCCP's compliance evaluations and both will likely play significant roles in determining what enforcement may look like in the future. The framework currently being put into place ensures that OFCCP has a formal, centralized national office training program that primarily focuses on compliance officer training and development. In addition, it clarifies the structure, objectives and operation of the national office's training program; and ensures that formal and informal compliance officer training that may be provided by regional and district offices is consistent with national office policies, practices and procedures. Finally, it establishes a certification program for compliance officers, and lays the foundation for third-party certification for OFCCP's training program as a whole.

OFCCP also recognizes that communicating with external stakeholders and managing their expectations during the transition will be critically important on two levels: for setting and communicating compliance evaluation guidance and expectations, and for providing ongoing compliance assistance. During FY 2017, OFCCP deployed a comprehensive digital communication strategy for improving stakeholder engagement. This type engagement strategy can be a useful tool for communicating a range of information to stakeholders before and during the transfer of authority to EEOC.

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

DETAILED WORKLOAD AND PERFORMANCE					
		FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
		Target	Result	Target	Target
Office of Federal Contract Compliance Programs					
OFCCP-03	Percent of Construction Evaluations Completed from High-Impact Projects	30%	51%	35%	50%
OFCCP-08	Percent of Discrimination CAs with Pay Discrimination Findings	35%	32%	40%	--
OFCCP-08a	Percent of Discrimination CAs with Systemic Pay Discrimination Findings	--	--	--	35%
OFCCP-11	Percent of Cases Without Major Deficiencies	95%	92%	95%	95%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

Workload Summary

In FY 2016, OFCCP eliminated case closure targets. Instead, the agency adopted measures that demonstrate implementation of OFCCP's compliance evaluation priorities of systemic compensation and mega construction projects. In FY 2016, 32 percent of conciliation agreements remedying discrimination addressed pay issues and 51 percent of completed construction compliance evaluations were from mega construction projects.

In FY 2017, OFCCP has continued this strategy of conducting fewer compliance evaluations, maximizing case quality, and prioritizing larger systemic cases with the potential for helping more workers. To date, nearly 41 percent of discrimination conciliation agreements have involved pay issues and 71 percent of completed construction evaluations have been associated with a mega construction project, more than double the FY 2017 target. The target for FY 2018 is set at 50 percent. In FY 2018, OFCCP will consolidate its pay priority measures into only one summary measure – “Percent of Discrimination CAs with Systemic Pay Discrimination Findings” – which the agency has set at 35 percent in FY 2018.

Compliance assistance that supports contractors self-auditing their employment practices and implementing plans to come into compliance remains a critical component of OFCCP's outreach and education strategy. Compliance assistance is also an important complement to the agency's compliance evaluation strategy in light of the limited number of contractors that are actually scheduled to undergo a compliance review each year.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
11.1	Full-time permanent	57,375	54,691	43,469	-11,222
11.3	Other than full-time permanent	164	41	40	-1
11.5	Other personnel compensation	558	491	300	-191
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	58,097	55,223	43,809	-11,414
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23.2	Rental payments to others	28	24	0	-24
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24.0	Printing and reproduction	36	62	60	-2
25.1	Advisory and assistance services	0	148	100	-48
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25.3	Other goods and services from Federal sources 1/	6,184	10,917	10,853	-64
25.4	Operation and maintenance of facilities	1,440	1,950	1,600	-350
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	10,914	7,485	6,711	-774
26.0	Supplies and materials	158	331	299	-32
31.0	Equipment	814	1,601	987	-614
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	4	0	0	0
	Total	105,476	105,275	88,000	-17,275
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,020	10,253	10,253	0
	DHS Services	600	664	600	-64
	Services by DOL Agencies	2,564	0	0	0

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

CHANGES IN FY 2018

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$1,040
Personnel benefits	322
Employee health benefits	0
Moving allowance	0
Two days less of Pay	0
Federal Employees' Compensation Act (FECA)	14
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$1,376**

Net Program **-\$18,651**

Direct FTE **-131**

	Estimate	FTE
Base	\$106,651	571
Program Increase	\$0	0
Program Decrease	-\$18,651	-131