

**FY 2026**

**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**

No appropriations language is proposed.

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## ANALYSIS OF APPROPRIATION LANGUAGE

No appropriations language is proposed.

The FY 2026 Budget proposes to eliminate OFCCP. Executive Order (EO) 14173, *Ending Illegal Discrimination and Restoring Merit-Based Opportunity*, rescinded EO 11246, permanently removing the primary basis for OFCCP's enforcement authority and program work. The Budget transfers enforcement of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 to the Veterans' Employment and Training Service (VETS), and enforcement of Section 503 of the Rehabilitation Act of 1973 to the Equal Employment Opportunity Commission (EEOC).

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>AMOUNTS AVAILABLE FOR OBLIGATION</b>               |                            |                  |                            |                  |                            |               |
|-------------------------------------------------------|----------------------------|------------------|----------------------------|------------------|----------------------------|---------------|
| (Dollars in Thousands)                                |                            |                  |                            |                  |                            |               |
|                                                       | <b>FY 2024<br/>Enacted</b> |                  | <b>FY 2025<br/>Enacted</b> |                  | <b>FY 2026<br/>Request</b> |               |
|                                                       | <b>FTE</b>                 | <b>Amount</b>    | <b>FTE</b>                 | <b>Amount</b>    | <b>FTE</b>                 | <b>Amount</b> |
| <b>A. Appropriation</b>                               | <b>492</b>                 | <b>\$110,976</b> | <b>480</b>                 | <b>\$110,976</b> | <b>0</b>                   | <b>\$0</b>    |
| <i>Subtotal Appropriation</i>                         | <i>492</i>                 | <i>\$110,976</i> | <i>480</i>                 | <i>\$110,976</i> | <i>0</i>                   | <i>\$0</i>    |
| <b>B. Gross Budget Authority Before<br/>Committee</b> | <b>492</b>                 | <b>\$110,976</b> | <b>480</b>                 | <b>\$110,976</b> | <b>0</b>                   | <b>\$0</b>    |
| <b>C. Budget Authority Before Committee</b>           | <b>492</b>                 | <b>\$110,976</b> | <b>480</b>                 | <b>\$110,976</b> | <b>0</b>                   | <b>\$0</b>    |
| <b>D. Total Budgetary Resources</b>                   | <b>492</b>                 | <b>\$110,976</b> | <b>480</b>                 | <b>\$110,976</b> | <b>0</b>                   | <b>\$0</b>    |
| FTE and Unobligated Balance Expiring                  | -3                         | -\$59            | 0                          | \$0              | 0                          | \$0           |
| <b>E. Total, Estimated Obligations</b>                | <b>489</b>                 | <b>\$110,917</b> | <b>480</b>                 | <b>\$110,976</b> | <b>0</b>                   | <b>\$0</b>    |

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## SUMMARY OF CHANGES

(Dollars in Thousands)

|                              | FY 2025<br>Enacted | FY 2026<br>Request | Net Change |
|------------------------------|--------------------|--------------------|------------|
| <b>Budget Authority</b>      |                    |                    |            |
| General Funds                | \$110,976          | \$0                | -\$110,976 |
| Total                        | \$110,976          | \$0                | -\$110,976 |
| <b>Full Time Equivalents</b> |                    |                    |            |
| General Funds                | 480                | 0                  | -480       |
| Total                        | 480                | 0                  | -480       |

| Explanation of Change                                | FY 2026 Change |          |             |        |               |        |       |        |
|------------------------------------------------------|----------------|----------|-------------|--------|---------------|--------|-------|--------|
|                                                      | FY 2025 Base   |          | Trust Funds |        | General Funds |        | Total |        |
|                                                      | FTE            | Amount   | FTE         | Amount | FTE           | Amount | FTE   | Amount |
| <b>Increases:</b>                                    |                |          |             |        |               |        |       |        |
| <b>A. Built-Ins:</b>                                 |                |          |             |        |               |        |       |        |
| To Provide For:                                      |                |          |             |        |               |        |       |        |
| Costs of pay adjustments                             | 480            | \$60,481 | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Personnel benefits                                   | 0              | \$21,730 | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Employee health benefits                             | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Moving allowance                                     | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Federal Employees' Compensation Act (FECA)           | 0              | \$291    | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Benefits for former personnel                        | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Travel and transportation of persons                 | 0              | \$469    | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Transportation of things                             | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Rental payments to GSA                               | 0              | \$5,900  | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Rental payments to others                            | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Communications, utilities, and miscellaneous charges | 0              | \$90     | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Printing and reproduction                            | 0              | \$25     | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Advisory and assistance services                     | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Other services from non-Federal sources              | 0              | \$370    | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Working Capital Fund                                 | 0              | \$14,732 | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Other Federal sources (DHS Charges)                  | 0              | \$710    | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Other goods and services from Federal sources        | 0              | \$5,888  | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Research & Development Contracts                     | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Operation and maintenance of facilities              | 0              | \$25     | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Operation and maintenance of equipment               | 0              | \$0      | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Supplies and materials                               | 0              | \$220    | 0           | \$0    | 0             | \$0    | 0     | \$0    |
| Equipment                                            | 0              | \$20     | 0           | \$0    | 0             | \$0    | 0     | \$0    |

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

FY 2026 Change

| Explanation of Change                | FY 2025 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            | \$25              | 0           | \$0        | 0             | \$0               | 0           | \$0               |
| <b>Built-Ins Subtotal</b>            | <b>480</b>   | <b>+\$110,976</b> | <b>0</b>    | <b>\$0</b> | <b>0</b>      | <b>\$0</b>        | <b>0</b>    | <b>\$0</b>        |
| <b>B. Programs:</b>                  |              |                   |             |            |               |                   |             |                   |
| <b>Total Increase</b>                | <b>480</b>   | <b>+\$110,976</b> | <b>0</b>    | <b>\$0</b> | <b>0</b>      | <b>\$0</b>        | <b>0</b>    | <b>\$0</b>        |
| <b>Decreases:</b>                    |              |                   |             |            |               |                   |             |                   |
| <b>A. Built-Ins:</b>                 |              |                   |             |            |               |                   |             |                   |
| To Provide For:                      |              |                   |             |            |               |                   |             |                   |
| <b>Built-Ins Subtotal</b>            | <b>0</b>     | <b>\$0</b>        | <b>0</b>    | <b>\$0</b> | <b>0</b>      | <b>\$0</b>        | <b>0</b>    | <b>\$0</b>        |
| <b>B. Programs:</b>                  |              |                   |             |            |               |                   |             |                   |
| OFCCP Elimination                    | 0            | \$0               | 0           | \$0        | -480          | -\$110,976        | -480        | -\$110,976        |
| <b>Programs Subtotal</b>             |              |                   | <b>0</b>    | <b>\$0</b> | <b>-480</b>   | <b>-\$110,976</b> | <b>-480</b> | <b>-\$110,976</b> |
| <b>Total Decrease</b>                | <b>0</b>     | <b>\$0</b>        | <b>0</b>    | <b>\$0</b> | <b>-480</b>   | <b>-\$110,976</b> | <b>-480</b> | <b>-\$110,976</b> |
| <b>Total Change</b>                  | <b>480</b>   | <b>+\$110,976</b> | <b>0</b>    | <b>\$0</b> | <b>-480</b>   | <b>-\$110,976</b> | <b>-480</b> | <b>-\$110,976</b> |

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>   |                    |                |                    |                |                    |          |                                                  |                |
|-------------------------------------------------------|--------------------|----------------|--------------------|----------------|--------------------|----------|--------------------------------------------------|----------------|
| (Dollars in Thousands)                                |                    |                |                    |                |                    |          |                                                  |                |
|                                                       | FY 2024<br>Enacted |                | FY 2025<br>Enacted |                | FY 2026<br>Request |          | Diff. FY 2026<br>Request /<br>FY 2025<br>Enacted |                |
|                                                       | FTE                | Amount         | FTE                | Amount         | FTE                | Amount   | FTE                                              | Amount         |
| <b>Office of Federal Contract Compliance Programs</b> | <b>489</b>         | <b>110,976</b> | <b>480</b>         | <b>110,976</b> | <b>0</b>           | <b>0</b> | <b>-480</b>                                      | <b>110,976</b> |
| General Funds                                         | 489                | 110,976        | 480                | 110,976        | 0                  | 0        | -480                                             | 110,976        |
| <b>Total</b>                                          | <b>489</b>         | <b>110,976</b> | <b>480</b>         | <b>110,976</b> | <b>0</b>           | <b>0</b> | <b>-480</b>                                      | <b>110,976</b> |
| <b>General Funds</b>                                  | <b>489</b>         | <b>110,976</b> | <b>480</b>         | <b>110,976</b> | <b>0</b>           | <b>0</b> | <b>-480</b>                                      | <b>110,976</b> |

NOTE: FY 2024 reflects actual FTE.

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>BUDGET AUTHORITY BY OBJECT CLASS</b> |                                                      |                            |                            |                            |                                                            |
|-----------------------------------------|------------------------------------------------------|----------------------------|----------------------------|----------------------------|------------------------------------------------------------|
| (Dollars in Thousands)                  |                                                      |                            |                            |                            |                                                            |
|                                         |                                                      | <b>FY 2024<br/>Enacted</b> | <b>FY 2025<br/>Enacted</b> | <b>FY 2026<br/>Request</b> | <b>Diff. FY 2026<br/>Request /<br/>FY 2025<br/>Enacted</b> |
|                                         | Full-Time Equivalent                                 |                            |                            |                            |                                                            |
|                                         | Full-time Permanent                                  | 492                        | 492                        | 0                          | -492                                                       |
|                                         | <b>Total</b>                                         | <b>492</b>                 | <b>492</b>                 | <b>0</b>                   | <b>-492</b>                                                |
|                                         | Average ES Salary                                    | \$219,915                  | \$224,313                  | \$0                        | -\$224,313                                                 |
|                                         | Average GM/GS Grade                                  | 12                         | 12                         | 0                          | -12                                                        |
|                                         | Average GM/GS Salary                                 | \$117,355                  | \$120,899                  | \$0                        | -\$120,899                                                 |
|                                         |                                                      |                            |                            |                            |                                                            |
| 11.1                                    | Full-time permanent                                  | 59,079                     | 59,079                     | 0                          | -59,079                                                    |
| 11.3                                    | Other than full-time permanent                       | 0                          | 0                          | 0                          | 0                                                          |
| 11.5                                    | Other personnel compensation                         | 1,402                      | 1,402                      | 0                          | -1,402                                                     |
| 11.8                                    | Special personal services payments                   | 0                          | 0                          | 0                          | 0                                                          |
| 11.9                                    | <b>Total personnel compensation</b>                  | <b>60,481</b>              | <b>60,481</b>              | <b>0</b>                   | <b>-60,481</b>                                             |
| 12.1                                    | Civilian personnel benefits                          | 22,021                     | 22,021                     | 0                          | -22,021                                                    |
| 13.0                                    | Benefits for former personnel                        | 0                          | 0                          | 0                          | 0                                                          |
| 21.0                                    | Travel and transportation of persons                 | 469                        | 469                        | 0                          | -469                                                       |
| 22.0                                    | Transportation of things                             | 0                          | 0                          | 0                          | 0                                                          |
| 23.1                                    | Rental payments to GSA                               | 5,900                      | 5,900                      | 0                          | -5,900                                                     |
| 23.2                                    | Rental payments to others                            | 0                          | 0                          | 0                          | 0                                                          |
| 23.3                                    | Communications, utilities, and miscellaneous charges | 90                         | 90                         | 0                          | -90                                                        |
| 24.0                                    | Printing and reproduction                            | 25                         | 25                         | 0                          | -25                                                        |
| 25.1                                    | Advisory and assistance services                     | 0                          | 0                          | 0                          | 0                                                          |
| 25.2                                    | Other services from non-Federal sources              | 370                        | 370                        | 0                          | -370                                                       |
| 25.3                                    | Other goods and services from Federal sources 1/     | 21,330                     | 21,330                     | 0                          | -21,330                                                    |
| 25.4                                    | Operation and maintenance of facilities              | 25                         | 25                         | 0                          | -25                                                        |
| 25.5                                    | Research and development contracts                   | 0                          | 0                          | 0                          | 0                                                          |
| 25.7                                    | Operation and maintenance of equipment               | 0                          | 0                          | 0                          | 0                                                          |
| 26.0                                    | Supplies and materials                               | 220                        | 220                        | 0                          | -220                                                       |
| 31.0                                    | Equipment                                            | 20                         | 20                         | 0                          | -20                                                        |
| 41.0                                    | Grants, subsidies, and contributions                 | 0                          | 0                          | 0                          | 0                                                          |
| 42.0                                    | Insurance claims and indemnities                     | 25                         | 25                         | 0                          | -25                                                        |
|                                         | <b>Total</b>                                         | <b>110,976</b>             | <b>110,976</b>             | <b>0</b>                   | <b>-110,976</b>                                            |
|                                         |                                                      |                            |                            |                            |                                                            |
|                                         | 1/Other goods and services from Federal sources      |                            |                            |                            |                                                            |
|                                         | Working Capital Fund                                 | 14,732                     | 14,732                     | 0                          | -14,732                                                    |
|                                         | DHS Services                                         | 710                        | 710                        | 0                          | -710                                                       |
|                                         | Services by DOL Agencies                             | 5,538                      | 5,538                      | 0                          | -5,538                                                     |
|                                         | GSA Services                                         | 350                        | 350                        | 0                          | -350                                                       |

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## AUTHORIZING STATUTES

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

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>APPROPRIATION HISTORY</b> |                                             |                            |                             |                       |            |
|------------------------------|---------------------------------------------|----------------------------|-----------------------------|-----------------------|------------|
| (Dollars in Thousands)       |                                             |                            |                             |                       |            |
|                              | <b>Budget<br/>Estimates to<br/>Congress</b> | <b>House<br/>Allowance</b> | <b>Senate<br/>Allowance</b> | <b>Appropriations</b> | <b>FTE</b> |
| 2017                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$114,169                                   |                            |                             | \$104,476             | 556        |
| 2018                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$88,000                                    | \$94,500                   |                             | \$103,476             | 514        |
| 2019                         |                                             |                            |                             |                       |            |
| Base Appropriation...1/      | \$91,100                                    |                            | \$103,476                   | \$103,476             | 500        |
| 2020                         |                                             |                            |                             |                       |            |
| Base Appropriation...2/3/    | \$103,576                                   | \$120,000                  |                             | \$105,976             | 472        |
| 2021                         |                                             |                            |                             |                       |            |
| Base Appropriation...3/      | \$106,412                                   |                            |                             | \$105,976             | 451        |
| 2022                         |                                             |                            |                             |                       |            |
| Base Appropriation...4/      | \$140,732                                   | \$140,732                  |                             | \$108,476             | 451        |
| 2023                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$147,051                                   |                            |                             | \$110,976             | 495        |
| 2024                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$151,462                                   |                            | \$110,976                   | \$110,976             | 492        |
| 2025                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$116,132                                   |                            |                             | \$110,976             | 480        |
| 2026                         |                                             |                            |                             |                       |            |
| Base Appropriation           | \$0                                         |                            |                             |                       |            |

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

3/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

4/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## OVERVIEW

The FY 2026 Budget proposes to eliminate OFCCP. Executive Order (EO) 14173, *Ending Illegal Discrimination and Restoring Merit-Based Opportunity*, rescinded EO 11246, permanently removing the primary basis for OFCCP's enforcement authority and program work. The Budget transfers enforcement of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 to VETS, and enforcement of Section 503 of the Rehabilitation Act of 1973 to EEOC.

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b> |                            |                            |                            |                                                                |
|----------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------------------------------------------|
| (Dollars in Thousands)                       |                            |                            |                            |                                                                |
|                                              | <b>FY 2024<br/>Enacted</b> | <b>FY 2025<br/>Enacted</b> | <b>FY 2026<br/>Request</b> | <b>Diff. FY<br/>2026<br/>Request /<br/>FY 2025<br/>Enacted</b> |
| <b>Activity Appropriation</b>                | <b>110,976</b>             | <b>110,976</b>             | <b>0</b>                   | <b>-110,976</b>                                                |
| FTE                                          | 489                        | 480                        | 0                          | -480                                                           |

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 492.

### **Introduction**

The FY 2026 Budget proposes to eliminate OFCCP.

Executive Order (EO) 14173, *Ending Illegal Discrimination and Restoring Merit-Based Opportunity*, rescinded EO 11246, permanently removing the primary basis for OFCCP’s enforcement authority and program work. The Budget transfers enforcement of the Vietnam Era Veterans’ Readjustment Assistance Act to VETS, and enforcement of Section 503 of the Rehabilitation Act of 1973 to EEOC.

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## Five-Year Budget Activity History

| <u>Fiscal Year</u> | <u>Funding</u><br>(Dollars in Thousands) | <u>FTE</u> |
|--------------------|------------------------------------------|------------|
| 2021               | \$105,976                                | 451        |
| 2022               | \$108,476                                | 451        |
| 2023               | \$110,976                                | 495        |
| 2024               | \$110,976                                | 492        |
| 2025               | \$110,976                                | 480        |

## FY 2026

Executive Order (EO) 14173, *Ending Illegal Discrimination and Restoring Merit-Based Opportunity*, rescinded EO 11246, permanently removing the primary basis for OFCCP's enforcement authority and program work. Therefore, the Budget eliminates the agency. To advance the Administration's efforts to streamline and make services more efficient, the Budget transfers enforcement of the Vietnam Era Veterans Readjustment Assistance Act to VETS, and enforcement of Section 503 of the Rehabilitation Act of 1973 to EEOC, agencies better suited to serve veterans and persons with disabilities.

## FY 2025

Discretionary amounts shown for 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

| <b>BUDGET ACTIVITY BY OBJECT CLASS</b>          |                                                      |                            |                            |                            |                                                                |
|-------------------------------------------------|------------------------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------------------------------------------|
| (Dollars in Thousands)                          |                                                      |                            |                            |                            |                                                                |
|                                                 |                                                      | <b>FY 2024<br/>Enacted</b> | <b>FY 2025<br/>Enacted</b> | <b>FY 2026<br/>Request</b> | <b>Diff. FY<br/>2026<br/>Request /<br/>FY 2025<br/>Enacted</b> |
| 11.1                                            | Full-time permanent                                  | 59,079                     | 59,079                     | 0                          | -59,079                                                        |
| 11.3                                            | Other than full-time permanent                       | 0                          | 0                          | 0                          | 0                                                              |
| 11.5                                            | Other personnel compensation                         | 1,402                      | 1,402                      | 0                          | -1,402                                                         |
| 11.8                                            | Special personal services payments                   | 0                          | 0                          | 0                          | 0                                                              |
| 11.9                                            | <b>Total personnel compensation</b>                  | <b>60,481</b>              | <b>60,481</b>              | <b>0</b>                   | <b>-60,481</b>                                                 |
| 12.1                                            | Civilian personnel benefits                          | 22,021                     | 22,021                     | 0                          | -22,021                                                        |
| 13.0                                            | Benefits for former personnel                        | 0                          | 0                          | 0                          | 0                                                              |
| 21.0                                            | Travel and transportation of persons                 | 469                        | 469                        | 0                          | -469                                                           |
| 22.0                                            | Transportation of things                             | 0                          | 0                          | 0                          | 0                                                              |
| 23.1                                            | Rental payments to GSA                               | 5,900                      | 5,900                      | 0                          | -5,900                                                         |
| 23.2                                            | Rental payments to others                            | 0                          | 0                          | 0                          | 0                                                              |
| 23.3                                            | Communications, utilities, and miscellaneous charges | 90                         | 90                         | 0                          | -90                                                            |
| 24.0                                            | Printing and reproduction                            | 25                         | 25                         | 0                          | -25                                                            |
| 25.1                                            | Advisory and assistance services                     | 0                          | 0                          | 0                          | 0                                                              |
| 25.2                                            | Other services from non-Federal sources              | 370                        | 370                        | 0                          | -370                                                           |
| 25.3                                            | Other goods and services from Federal sources 1/     | 21,330                     | 21,330                     | 0                          | -21,330                                                        |
| 25.4                                            | Operation and maintenance of facilities              | 25                         | 25                         | 0                          | -25                                                            |
| 25.5                                            | Research and development contracts                   | 0                          | 0                          | 0                          | 0                                                              |
| 25.7                                            | Operation and maintenance of equipment               | 0                          | 0                          | 0                          | 0                                                              |
| 26.0                                            | Supplies and materials                               | 220                        | 220                        | 0                          | -220                                                           |
| 31.0                                            | Equipment                                            | 20                         | 20                         | 0                          | -20                                                            |
| 41.0                                            | Grants, subsidies, and contributions                 | 0                          | 0                          | 0                          | 0                                                              |
| 42.0                                            | Insurance claims and indemnities                     | 25                         | 25                         | 0                          | -25                                                            |
|                                                 | <b>Total</b>                                         | <b>110,976</b>             | <b>110,976</b>             | <b>0</b>                   | <b>-110,976</b>                                                |
| 1/Other goods and services from Federal sources |                                                      |                            |                            |                            |                                                                |
|                                                 | Working Capital Fund                                 | 14,732                     | 14,732                     | 0                          | -14,732                                                        |
|                                                 | DHS Services                                         | 710                        | 710                        | 0                          | -710                                                           |
|                                                 | Services by DOL Agencies                             | 5,538                      | 5,538                      | 0                          | -5,538                                                         |
|                                                 | GSA Services                                         | 350                        | 350                        | 0                          | -350                                                           |

# OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

## CHANGES IN FY 2026

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

|                                                      |     |
|------------------------------------------------------|-----|
| Costs of pay adjustments                             | \$0 |
| Personnel benefits                                   | 0   |
| Employee health benefits                             | 0   |
| Moving allowance                                     | 0   |
| Federal Employees' Compensation Act (FECA)           | 0   |
| 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** **\$0**

**Net Program** **-\$110,976**

**Direct FTE** **-480**

|                         | Estimate          | FTE         |
|-------------------------|-------------------|-------------|
| <b>Base</b>             | <b>\$110,976</b>  | <b>480</b>  |
| <b>Program Increase</b> | <b>\$0</b>        | <b>0</b>    |
| <b>Program Decrease</b> | <b>-\$110,976</b> | <b>-480</b> |