

# Fair Act Inventory

The Federal Activities Inventory Reform (FAIR) Act (P.L. 105-270) requires each Federal agency to conduct an inventory of the commercial activities its Federal employees perform. The FAIR Act assigned the Office of Management and Budget (OMB) to monitor agency compliance, and OMB issued Circular A-76 to provide additional guidance. Each Federal agency must prepare and submit to OMB an inventory of the activities performed by its Federal employees, classifying each activity as either commercial or inherently governmental.

The Chief Operating Officer in consultation with the Director of Human Resources and Office of General Counsel conduct an assessment each year for review in preparation for submission to OMB. By annually reviewing and revising a complete workforce inventory, FMCS can better understand the functions its workforce is performing. FMCS supervisors can use this analysis to improve human capital resource distribution. This inventory becomes the starting point in the analysis of functions that an agency may review under the A-76 program, also known as Competitive Sourcing. Functions found to be inherently governmental or commercial, but not suitable for competition, may undergo reengineering efforts or management reviews. Functions deemed suitable for competition may be examined as potential candidates for competitive sourcing studies.

Chief Operating Officer  
Federal Mediation and Conciliation Service  
One Independence Square  
250 E Street, SW  
Washington, D.C. 20427