

FY 2025

CONGRESSIONAL BUDGET JUSTIFICATION

SPECIAL BENEFITS

This page is intentionally left blank.

SPECIAL BENEFITS

TABLE OF CONTENTS

Appropriation Language	1
Amounts Available for Obligation.....	2
Summary of Changes	3
Summary Budget Authority and FTE by Activity	5
Budget Authority by Object Class	6
Authorizing Statutes.....	7
Appropriation History	8
Overview	9
Budget Activities	11
Federal Employees' Compensation.....	11

This page is intentionally left blank.

SPECIAL BENEFITS

APPROPRIATION LANGUAGE

(INCLUDING TRANSFER OF FUNDS)

For the payment of compensation, benefits, and expenses (except administrative expenses not otherwise authorized) accruing during the current or any prior fiscal year authorized by 5 U.S.C. 81; continuation of benefits as provided for under the heading "Civilian War Benefits" in the Federal Security Agency Appropriation Act, 1947; the Employees' Compensation Commission Appropriation Act, 1944; section 5(f) of the War Claims Act (50 U.S.C. App. 2012); obligations incurred under the War Hazards Compensation Act (42 U.S.C. 1701 et seq.); and 50 percent of the additional compensation and benefits required by section 10(h) of the Longshore and Harbor Workers' Compensation Act, \$726,670,000, together with such amounts as may be necessary to be charged to the subsequent year appropriation for the payment of compensation and other benefits for any period subsequent to August 15 of the current year, for deposit into and to assume the attributes of the Employees' Compensation Fund established under 5 U.S.C. 8147(a): Provided, That amounts appropriated may be used under 5 U.S.C. 8104 by the Secretary to reimburse an employer, who is not the employer at the time of injury, for portions of the salary of a re-employed, disabled beneficiary: Provided further, That balances of reimbursements unobligated on September 30, 2024, shall remain available until expended for the payment of compensation, benefits, and expenses: Provided further, That in addition there shall be transferred to this appropriation from the Postal Service and from any other corporation or instrumentality required under 5 U.S.C. 8147(c) to pay an amount for its fair share of the cost of administration, such sums as the Secretary determines to be the cost of administration for employees of such fair share entities through September 30, 2025: Provided further, That of those funds transferred to this account from the fair share entities to pay the cost of administration of the Federal Employees' Compensation Act, \$84,106,000 shall be made available to the Secretary as follows: (1) For enhancement and maintenance of automated data processing systems operations and telecommunications systems, \$28,323,000; (2) For automated workload processing operations, including document imaging, centralized mail intake, and medical bill processing, \$26,685,000; (3) For periodic roll disability management and medical review, \$26,686,000; (4) For program integrity, \$2,412,000; and (5) The remaining funds shall be paid into the Treasury as miscellaneous receipts: Provided further, That the Secretary may require that any person filing a notice of injury or a claim for benefits under 5 U.S.C. 81, or the Longshore and Harbor Workers' Compensation Act, provide as part of such notice and claim, such identifying information (including Social Security account number) as such regulations may prescribe.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

SPECIAL BENEFITS

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$250,000	0	\$700,000	0	\$726,670
Offsetting Collections From:						
Benefits and reimbursable FTE	55	\$2,547,384	30	\$2,707,812	30	\$2,800,590
FECA Fair Share Appropriation	168	\$81,752	168	\$83,007	171	\$84,106
Unobligated Balance Carried Forward from Prior Year	0	\$1,461,390	0	\$930,822	0	\$828,323
B. Gross Budget Authority	223	\$4,340,526	198	\$4,421,641	201	\$4,439,689
Total Collections	0	-\$2,629,136	0	-\$2,790,819	0	-\$2,884,696
Unobligated Balance Carried Forward from Prior Year	0	-\$1,461,390	0	-\$930,822	0	-\$828,323
Shared Services Realignment	0	\$0	0	\$0	0	\$0
C. Budget Authority	223	\$250,000	198	\$700,000	201	\$726,670
Total Collections	0	\$2,629,136	0	\$2,790,819	0	\$2,884,696
Unobligated Balance Carried Forward from Prior Year	0	\$1,461,390	0	\$930,822	0	\$828,323
D. Total Budgetary Resources	223	\$4,340,526	198	\$4,421,641	201	\$4,439,689
Unobligated Balances	-1	-\$930,822	0	-\$828,323	0	-\$904,445
E. Total, Estimated Obligations	222	\$3,409,704	198	\$3,593,318	201	\$3,535,244

SPECIAL BENEFITS

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
Budget Authority			
General Funds	\$3,490,819	\$3,611,366	+\$120,547
Total	\$3,490,819	\$3,611,366	+\$120,547
Full Time Equivalents			
General Funds	198	201	3
Total	198	201	3

Explanation of Change	FY 2025 Change							
	FY 2024 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	168	\$21,447	0	\$0	0	\$308	0	\$308
Personnel benefits	0	\$9	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$7,842	0	\$0	0	\$116	0	\$116
Moving allowance	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$1,083	0	\$0	0	\$75	0	\$75
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$196	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$385	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$0	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$16	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$7	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	\$7,316	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$25,939	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$0	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$16,455	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0

SPECIAL BENEFITS

FY 2025 Change

Explanation of Change	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$2,173	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$47	0	\$0	0	\$0	0	\$0
Equipment	0	\$92	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	30	\$3,407,812	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	198	+\$3,490,819	0	\$0	0	+\$499	0	+\$499
B. Programs:								
Offsetting Benefits	0	\$0	0	\$0	0	\$92,778	0	\$92,778
FECA Appropriation	0	\$0	0	\$0	0	\$26,670	0	\$26,670
Customer Experience-Fair Share	0	\$0	0	\$0	3	\$600	3	\$600
Programs Subtotal			0	\$0	3	+\$120,048	3	+\$120,048
Total Increase	198	+\$3,490,819	0	\$0	3	+\$120,547	3	+\$120,547
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Decrease	0	\$0	0	\$0	0	\$0	0	\$0
Total Change	198	+\$3,490,819	0	\$0	3	+\$120,547	3	+\$120,547

SPECIAL BENEFITS

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Federal Employees' Compensation Act Benefits	49	2,547,384	30	2,707,812	30	2,800,590	0	92,778
Offsetting Benefits Collections	49	2,547,384	30	2,707,812	30	2,800,590	0	92,778
FECA Fair Share Appropriation	173	81,752	168	83,007	171	84,106	3	1,099
Offsetting Collections	173	81,752	168	83,007	171	84,106	3	1,099
Federal Employees' Compensation Act Appropriation	0	248,000	0	698,000	0	724,670	0	26,670
General Funds	0	248,000	0	698,000	0	724,670	0	26,670
Longshore and Harbor Workers' Compensation Benefits Appropriation	0	2,000	0	2,000	0	2,000	0	0
General Funds	0	2,000	0	2,000	0	2,000	0	0
Total	222	2,879,136	198	3,490,819	201	3,611,366	3	120,547
Offsetting Benefits Collections	49	2,547,384	30	2,707,812	30	2,800,590	0	92,778
General Funds	0	250,000	0	700,000	0	726,670	0	26,670
Offsetting Collections	173	81,752	168	83,007	171	84,106	3	1,099

NOTE: FY 2023 reflects actual FTE.

SPECIAL BENEFITS

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
	Full-Time Equivalent				
	Full-time Permanent	223	198	201	3
	Total	223	198	201	3
	Average ES Salary	\$193,529	\$201,077	\$205,099	\$4,022
	Average GM/GS Grade	13/1	13/1	13/1	0
	Average GM/GS Salary	\$105,067	\$109,165	\$111,348	\$2,183
11.1	Full-time permanent	16,139	20,872	21,612	740
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	575	575	575	0
11.9	Total personnel compensation	16,714	21,447	22,187	740
12.1	Civilian personnel benefits	6,867	8,934	9,293	359
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	196	196	196	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	385	385	385	0
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	16	16	16	0
24.0	Printing and reproduction	7	7	7	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	21,794	7,316	7,316	0
25.3	Other goods and services from Federal sources 1/	33,461	42,394	42,394	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2,173	2,173	2,173	0
26.0	Supplies and materials	47	47	47	0
31.0	Equipment	92	92	92	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	2,797,384	3,407,812	3,527,260	119,448
51.1	Benefits	0	0	0	0
	Total	2,879,136	3,490,819	3,611,366	120,547
	1/Other goods and services from Federal sources				
	Working Capital Fund	17,006	25,939	25,939	0
	Services by DOL Agencies	0	16,455	16,455	0

SPECIAL BENEFITS

AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Expiration Date
P.L. No. 267, 39 Stat. 742	Federal Employees' Compensation Act approved September 7, 1916	5 U.S.C. 8101 et seq.	N/A
P.L. 77-784	War Hazards Compensation Act of 1942	42 U.S.C. 1701	N/A
P.L. 80-896	War Claims Act of 1948	50 U.S.C. 2001-30013	N/A
P.L. 69-803	Longshore and Harbor Workers' Compensation Act, approved March 4, 1927, section 44(a) and 44(j)	33 U.S.C. 901	N/A

SPECIAL BENEFITS

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2015					
Base Appropriation	\$210,000			\$270,334	110
2016					
Base Appropriation	\$210,000	\$210,000	\$210,000	\$272,170	110
2017					
Base Appropriation	\$220,000			\$286,675	104
2018					
Base Appropriation	\$220,000	\$220,000		\$291,188	128
2019					
Base Appropriation...1/	\$230,000		\$230,000	\$304,777	158
2020					
Base Appropriation...2/ 3/	\$234,600	\$234,600		\$309,377	154
2021					
Base Appropriation...3/	\$239,000			\$319,257	143
2022					
Base Appropriation...2/	\$244,000	\$244,000		\$324,920	116
2023					
Base Appropriation	\$250,000			\$331,752	223
2024					
Base Appropriation...4/	\$700,000		\$700,000		198
2025					
Base Appropriation	\$726,670				201

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/ The full-year FY 2024 appropriation was not enacted at the time the budget was prepared.

SPECIAL BENEFITS

OVERVIEW

The Special Benefits fund, administered by the Division of Federal Employees, Longshore and Harbor Workers' Compensation (DFELHWC), comprises two accounts representing obligations for benefits under the Federal Employees' Compensation Act (FECA), as amended, with extensions, and the Longshore and Harbor Workers' Compensation Act (LHWCA), as amended, with extensions. The requested funding provides resources necessary to meet required payments for compensation, medical costs, vocational rehabilitation, and other benefits made to eligible claimants or their survivors as mandated by each of the Acts. Under the War Hazards Compensation Act, also administered by the FECA program, insurance carriers can file reimbursement claims for workers' compensation benefits paid under the Defense Base Act for injury or death caused by a war-risk hazard as defined in the statute.

Spending authority is also provided for the FECA program administration out of annual "Fair Share" collections. Fair Share assessments are mandated under Section 8147(c) of the FECA for 23 non-appropriated agencies, including the United States Postal Service, with each paying a pro rata share of OWCP's cost to administer FECA claims filed by their employees.

Section 10(h) of the amended LHWCA authorized annual adjustments in compensation to beneficiaries in cases of permanent total disability or death occurring on or prior to November 26, 1972, with the Federal Government paying half the costs of the annual increase for compensation of those cases. A direct appropriation provides the necessary resources to meet the required annual increase in benefits for the Federal share of the costs for compensation and related benefits for the pre-1972 cases. Private insurance companies and/or employers pay the remaining 50 percent of the compensation.

Delivering Excellent, Equitable, and Secure Federal Services and Customer Experience

The workers covered by DFELHWC's FECA and Longshore programs should be able to sleep at night knowing if they get injured at work, they will receive equitable, timely service no matter who they are, what they do, or where they live. DFELHWC is uniquely positioned to address inequities in how its claimant populations receive service because of the transactional and measurable nature of its work. After implementing actions to address inequities, the program can quantifiably assess its impact on claimants.

DFELHWC has enhanced the Employees' Compensation Operations & Management Portal (ECOMP) to offer additional non-binary gender options for filing forms and also to collect additional voluntary demographic information from claimants, to include (without being made available to or used by claims staff to determine claims eligibility): race/ethnicity, primary language, gender identity, sexual orientation, and disability status.

Additionally, DFELHWC will continue to administer a survey to identify barriers of entry to the programs, gathering information on demographic barriers as well as other obstacles that can be addressed through improved customer service and outreach. Depending on the results of the surveys, this may result in actions such as outreach to unions to provide more direct training to them and their members, collaboration with employers to promote information sharing with

SPECIAL BENEFITS

employees on how to file claims for injuries, and ECOMP enhancements to ease the claim filing experience.

Strengthening and Empowering the Federal Workforce

Providing equity across all levels of the organization—from all levels of non-supervisors through managers—is challenging for an organization of DFELHWC’s size. DFELHWC plans to build on our efforts to recruit a diverse workforce by working to ensure that job announcements are widely publicized within marginalized communities. The Division also plans to encourage employees from underrepresented worker groups to apply for supervisory and managerial positions. Active support of the OWCP mentorship program and participation in OWCP’s “Day in the Life” series are two concrete ways that we are empowering underrepresented groups to apply for higher level positions within the organization.

FEDERAL EMPLOYEES' COMPENSATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
Activity Appropriation	81,752	83,007	84,106	1,099
FTE	173	168	171	3

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 168.

Introduction

The Special Benefits fund is administered by the Division of Federal Employees', Longshore and Harbor Workers' Compensation (DFELHWC), which adjudicates new claims for benefits and manages ongoing cases; pays medical expenses and compensation benefits to injured workers and survivors; and helps injured employees return to work when they are medically able to do so.

On March 11, 2021, President Biden signed the American Rescue Plan Act (ARPA). The law made it easier for federal workers diagnosed with COVID-19 to establish coverage under the FECA. [Section 4016](#) of the law provided that a federal employee who was diagnosed with COVID-19 and carried out duties that required contact with patients, members of the public, or co-workers, or included a risk of exposure to the novel coronavirus during a covered period of exposure prior to the diagnosis, is deemed to have an injury that is proximately caused by employment. The FECA program is working to ensure that federal workers who contracted COVID-19 at work receive the benefits they are owed.

The Program Integrity, Fraud Prevention, and Prescription Management units continue to improve the safety and quality of care through controls for prescription drugs, while at the same time reducing medical costs and referring suspicious providers to the DOL Office of Inspector General. However, as new drugs enter the market and as questionable prescribing and billing practices evolve to circumvent controls, the FECA program will need new controls to address the changing environment. The FECA program will perform ongoing program integrity efforts through data analytics, payment audits, and improper payment reporting. This effort directly supports the objective of improving access and use of data by providing high quality and timely information to inform evidence-based decision-making and ongoing initiatives supported by the Secretary to reduce improper payments.

Additionally, the FECA program implemented its Pharmacy Benefit Management (PBM) services to improve the safety, quality, and cost-effectiveness of prescription care provided to claimants under the FECA. This initiative, combined with its Program Integrity, Prescription Management, and Fraud Prevention activities, enables the program to approve medically appropriate use of opioid medication and provide beneficiaries assistance in transitioning to alternative treatments as appropriate.

FEDERAL EMPLOYEES' COMPENSATION

Five-Year Budget Activity History

(Dollars in Thousands)

Fiscal Year	Appropriation	Fair Share Funding	FTE
2020	\$234,600	\$74,777	154
2021	\$239,000	\$80,257	143
2022	\$244,000	\$80,920	116
2023	\$250,000	\$81,752	223
2024	\$0	\$0	198

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

FY 2025

Total new budget authority requested in FY 2025 is \$3,611,366,000. This amount includes \$724,670,000 in direct appropriations for FECA benefits and War Hazards payments, and \$2,000,000 for LHWCA benefits as authorized under Section 10(h) of the amended LHWCA. OWCP estimates total offsetting collections in FY 2025 to be \$2,800,590,000 in FECA benefits and \$84,106,000 and 171 FTE for FECA Fair Share program administration. The Fair Share amount of \$84,106,000 includes \$600,000 and 3 FTE for Customer Experience initiatives requested in the OWCP Overview section of the budget submission. It also includes built-in increases of \$424,000 for pay and benefits funding to avoid further erosion of FTE due to pay raises and increased benefit costs, and \$75,000 for FECA Chargeback built-in increases. ARPA funding authority enables the cost-reimbursable transfer of FTE to the Employee Compensation Fund (ECF) to support the COVID-19 related workload. OWCP anticipates approximately 30 FTE may be necessary to support COVID-19 related workload in FY 2025.

In FY 2025, OWCP will continue to support the President's priority of improving customer experience as well as the Secretary's vision of empowering workers by using Fair Share funding to provide for recent initiatives including the Prescription Management Unit, Program Integrity Unit, Fraud Prevention Unit, and Pharmacy Benefit Management services. The FECA program will continue its ongoing program integrity efforts through data analytics, payment audits, and improper payment reporting.

DFELHWC is responsible for reviewing, approving, and paying claims associated with War Hazards Compensation Act (WHCA) reimbursements, which are paid out of the Special Benefits fund. Incoming requests have significantly increased, driving subsequent reimbursements to increase as well. The average monthly WHCA payments have increased from approximately \$29 million per month in FYs 2020-2022 to approximately \$41 million per month in FY 2023 year-to-date (+41%) and are anticipated to continue to increase to \$56 million or more per month for the foreseeable future.

Additionally, OWCP will continue to work with medical providers and injured workers to provide opioid treatment where needed, reduce the opioid risk level, and assist in securing the benefits needed for pain management.

FEDERAL EMPLOYEES' COMPENSATION

In alignment with the Department's priority of advancing racial and gender equity and support for underserved communities, OWCP is committed to finding ways to make a thoughtful and intentional focus on equity a routine part of how the agency does business.

FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

FY 2023

Total new budget authority for FY 2023 was \$2,879,136,000. This amount included \$248,000,000 in direct appropriations for FECA benefits and War Hazards payments, and \$2,000,000 for LHWCA benefits as authorized under Section 10(h) of the amended LHWCA. Total offsetting collections in FY 2023 were \$2,547,384,000 in FECA benefits, and \$81,752,000 and 168 FTE for FECA Fair Share program administration.

In FY 2023, OWCP continued to support the President's priority of improving the customer experience as well as the Secretary's vision of empowering workers and advancing racial and gender equity and support for underserved communities by using Fair Share funding to provide for recent initiatives including the Prescription Management Unit, Program Integrity Unit, Fraud Prevention Unit, Pharmacy Benefit Management services, and customer experience initiatives.

The FECA program continued its ongoing program integrity efforts through data analytics, payment audits, and improper payment reporting. Funding will also support maintenance of the OWCP Employees' Compensation Operations and Management Portal (ECOMP), which is key to strengthening customer experience and stakeholder engagement.

FEDERAL EMPLOYEES' COMPENSATION

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2023 Enacted		FY 2024 Estimate	FY 2025 Request
	Target	Result	Target	Target
FECA Fair Share Appropriation				
Strategic Goal 3 - Improve Administration of and Strengthen Worker Safety Net Programs				
Strategic Objective 3.1 - Ensure timely and accurate income support when work is unavailable by strengthening benefits programs and program administration.				
Workload				
FEC WL 4 Periodic Roll Cases - Long-term Disability	37,000[p]	37,062	36,000[p]	35,000[p]

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

FEDERAL EMPLOYEES' COMPENSATION

Workload and Performance Narrative

Periodic Roll Management

Management of long-term disability cases under Periodic Roll Management is a performance priority for the FECA program. These injured federal workers have typically sustained more severe injuries with longer recovery periods and have permanent impairments that require long-term monitoring. In FY 2025, the program expects approximately 35,000 workers to receive compensation for long-term disability.

Monitoring and Management of Pharmaceutical Costs

The FECA program continues efforts to reduce the potential for opioid misuse and addiction among injured federal workers. The program used data to implement new policies and institute targeted controls and tailored treatment that resulted in a series of successes when comparing October 2023 with January 2017:

- 64 percent decline in overall opioid use (measured as FECA claimants that have had an opioid prescription within the prior 180 days)
- 47 percent drop in new opioid prescriptions
- 78 percent decline in new opioid prescriptions lasting more than 30 days
- 94 percent drop in claimants with a Morphine Equivalent Dose (MED) of 500 or more
- 78 percent drop in users with an MED of 90 or more

In FY 2025, the FECA program will continue to work with medical providers and injured workers to provide opioid treatment where needed, reduce the opioid risk level, and assist in securing the benefits needed for pain management.

FEDERAL EMPLOYEES' COMPENSATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
11.1	Full-time permanent	16,139	20,872	21,612	740
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	575	575	575	0
11.9	Total personnel compensation	16,714	21,447	22,187	740
12.1	Civilian personnel benefits	6,867	8,934	9,293	359
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	196	196	196	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	385	385	385	0
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	16	16	16	0
24.0	Printing and reproduction	7	7	7	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	21,794	7,316	7,316	0
25.3	Other goods and services from Federal sources 1/	33,461	42,394	42,394	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2,173	2,173	2,173	0
26.0	Supplies and materials	47	47	47	0
31.0	Equipment	92	92	92	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
51.1	Benefits	0	0	0	0
	Total	81,752	83,007	84,106	1,099
	1/Other goods and services from Federal sources				
	Working Capital Fund	17,006	25,939	25,939	0
	Services by DOL Agencies	0	16,455	16,455	0

FEDERAL EMPLOYEES' COMPENSATION

CHANGES IN FY 2025

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$308
Personnel benefits	0
Employee health benefits	116
Moving allowance	0
Federal Employees' Compensation Act (FECA)	75
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 (Census Bureau)	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 **\$499**

Net Program **\$600**

Direct FTE **3**

	Estimate	FTE
Base	\$83,506	168
Program Increase	\$600	3
Program Decrease	\$0	0