

# OFCCP Pay Evaluation Report

***OFCCP expects that federal contractors and subcontractors conduct an in-depth analysis of their compensation systems, in accordance with 41 CFR 60-2.17(b)(3).***

## ***Our Recommendation to Contractors***

OFCCP's expectations regarding the regularly required compensation system evaluation have changed in recent years. While OFCCP used to require little to no proof that an analysis of this nature was completed, recent guidance from the agency has effectively increased the amount of information contractors must provide during a compliance review.

DCI Consulting recommends that contractors conduct a basic analysis of their compensation that simultaneously satisfies OFCCP's expectations while minimizing the risk of potentially damaging information being given to the agency.

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## **DCI's OFCCP Pay Evaluation Report**

***Designed to Meet the Compliance Obligations of  
OFCCP's Regulations and Directives***

- Groups all employees collectively in a single analysis separated by AAP establishment or Functional Affirmative Action Plan
- Controls for job title
- Identifies average percent differences in base pay between men and women, and non-minority and minority subgroups
- Reports Unadjusted and Adjusted Wage Gap
- Minimizes risk by not including statistical tests
- Supports Item 22 on OFCCP's audit scheduling letter

