



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

President's Management Agenda **FAQs**

Federal Mediation &
Conciliation Service

July 2026

1. How is FMCS implementing the President's Management Agenda?

The President's Management Agenda from December 2025 focused on shrinking the government and eliminating waste, ensuring accountability for Americans, delivering results, and Buying American. At FMCS, this guidance has been implemented to optimize Agency performance, increase accountability and transparency, and create maximum return in value for the people and organizations we serve.

Streamlining Operations and Reducing Footprint

FMCS is streamlining services and increasing efficiency. Since early 2025, the agency has refocused on core statutory responsibilities with an emphasis on its mission of mediation. FMCS also reduced its physical footprint, shifting from eight properties to one statutorily required office in Washington, D.C.

Strengthening Accountability and Performance

Consistent with OPM's June 2026 regulations, FMCS has implemented updated performance management guidance, trained supervisors on new requirements, and overhauled performance plans.

Enhancing Oversight, Ethics, and Transparency

Although FMCS does not have an assigned Office of Inspector General (OIG), it has continued to take additional steps to expand accountability. FMCS has established an Interagency Agreement for OIG hotline services and expanded its internal ethics program for FMCS personnel. This includes increasing financial disclosure requirements, issuing an outside activity regulation, and providing guidance for conferences and speaking engagements.

FMCS also created an Internal Controls Committee and uses elective audits to ensure compliance. To promote transparency, FMCS added an [Accountability tab](#) on its [website](#) where the public can access audits, reports, ethics information, and fraud, waste, and abuse reporting resources.

Supporting Buy American Priorities

FMCS supports the President's Buy American priorities and complies with the Buy American Act by purchasing goods and services from approved federal programs. These include Ability One and National Industries for the Blind, which ensure products are made by American workers, including workers with disabilities or visual impairments.

FMCS also uses the General Services Administration (GSA) and System of Award Management (SAM)-approved vendors to ensure compliance with the Buy American Act (BAA) and the Trade Agreements Act (TAA). When questions arise, FMCS receives support from OMB's Made in America Office (OMB-MIAO).

2. How is FMCS complying with other priorities and guidance?

Schedule Policy/Career Guidance

FMCS closely monitors guidance on Schedule Policy/Career positions and stands ready to implement new requirements as they are issued. FMCS has also taken action to comply with Executive Orders 14171 (Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce), and 14356 (Ensuring Continued Accountability in Federal Hiring).

Staffing and Merit System Reporting

In accordance with executive orders and OPM direction, FMCS provides OPM with regular updates on staffing and merit hiring plans. This includes compliance with Executive Order 14170 (*Reforming the Federal Hiring Process and Restoring Merit to Government Service*).

IT Consolidation and System Modernization

FMCS is reviewing all IT systems to where possible consolidate, reduce costs, and improve services for employees. This includes improvements to the public-facing website and the creation of the agency's Accountability tab to increase transparency in reporting. In addition, FMCS has designated a Chief Information Officer, responsible for overseeing these efforts while ensuring continued IT functionality and security.

Artificial Intelligence Priorities

Consistent with the [National Policy Framework for Artificial Intelligence](#), FMCS is evaluating AI tools to improve workflow, streamline processes, support innovation, and enhance operational efficiency.

Optimizing Agency Space

To better improve its use of government space, FMCS has reduced its physical footprint at eight office locations nationwide. At Headquarters, the agency is identifying additional opportunities to support other agencies by repurposing space for services such as badging and shared conference facilities.

FMCS remains committed to faithful execution of our statutory mission and full compliance with all applicable statutes, executive orders, regulations, and interagency guidance. Our dedicated workforce is committed to accountability, efficient and effective government service, prudent stewardship of funds, and delivering extraordinary value.