

<u>AGENCY/ SUB- AGENCY</u>	<u>RIN/OMB CONTROL NUMBER</u>	<u>TITLE OF INITIATIVE/ RULE/ICR</u>	<u>BRIEF DESCRIPTION</u>	<u>ACTUAL OR TARGET COMPLETION DATE</u>	<u>ANTICIPATED SAVINGS IN COSTS AND/OR INFORMATION COLLECTION BURDENS TOGETHER WITH ANY ANTICIPATED CHANGES IN BENEFITS</u>	<u>PROGRESS UPDATES AND ANTICIPATED ACCOMPLISHMENTS</u>
OPM Employee Services	RIN 3206- AM34	Excepted Services, Career and Career- Conditional Employment; and Pathways Program	Streamlining the process for agencies to hire students and recent graduates and increase transparency for Federal job seekers	11-May-12	Use of this streamlined approach will result in significant resource savings for Federal human resources operations, with respect to the jobs they fill using the new Pathways programs. At this time, however, we lack sufficient measures to quantify savings.	The final rule was published on May 11, 2012.
OPM Health- care & Insurance	RIN 3206- AM39	Federal Employees Health Benefits Program: New Premium Rating Method for Most Community Rated Plans	Interim final regulation adopting a new rate-setting methodology for most community-rated FEHB plans based on medical loss ratio	2-Apr-12	FEHB carriers will be relieved of the regulatory burden of determining non-FEHB comparison groups. Instead, carriers will submit MLR data aligned with the information required under the Affordable Care Act. FEHB has lost community rated carriers due to the difficulty of complying with the current out-dated rate comparison methodology. OPM expects this change to improve competition in FEHB which will help restrain premium increases.	The final rule was published on April 2, 2012.
OPM Retirem't Services	RIN 3206- AM20	Presumption of Insurable Interest for Same-Sex Domestic Partners	Proposed rule would allow employees to provide for an insurable interest benefit for their same-sex domestic partners under the streamlined approach available to spouses	20-Jul-12	This will reduce the paper- work burden on employees with same-sex domestic partners who wish to make use of this benefit.	The final rule was published on July 20, 2012.

OPM Employee Services	RIN 3206- AM35	Noncompetitive Appointment of Certain Former Overseas Employees	Proposed rule would allow agencies to use noncompetitive appointment authority to hire same-sex domestic partners of employees returning from overseas assignments, to the same extent they may use such authority to hire spouses	20-Jul-12	This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.	The final rule was published on July 20, 2012.
OPM Employee Services	RIN 3206- AL36	Agency Use of Appropriated Funds for Child Care Costs for Lower Income Employees	Proposed rule would extend eligibility for child care subsidies to cover costs of care of the children of the employee's same-sex domestic partner and would clarify that domestic partners may access employee assistance programs	20-Jul-12	This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.	The final rule was published on July 20, 2012.
OPM Employee Services	RIN 3206- AM31	Change in Definitions; Evacuation Pay and the Separate Maintenance Allowance at Johnston Island	Proposed rule would provide for an employee's same-sex domestic partner to be treated as a family member for purposes of evacuation pay and the separate Johnston Island allowance	20-Jul-12	This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.	The final rule was published on July 20, 2012.
OPM Health Insurance	RIN 3206- AM55	Change in FEHB and FEDVIP eligibility rules	Proposed rule would modify eligibility rules for coverage under the Federal Employees Health Benefits program. In addition to implementing the Affordable Care Act by clarifying that children of Federal employees can be covered up to age 26, the proposed rule would also provide for coverage of the children of an employee's same-sex domestic partner, under both the FEHB and the Federal dental and vision program (FEDVIP).	Calendar year 2012 for final rule	This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.	The NPRM was published on July 20, 2012.

OPM Employee Services	RIN 3206- AM27	Designation of National Security Positions	Clarification of the standards for designating whether Federal positions are national security sensitive	FY 2013	The purpose of these amendments is to help agencies more accurately assess whether a position should be designated as national security sensitive, and, if so, at what level. We do not anticipate significant changes in either costs or burdens, as we are not changing the underlying standards – simply providing additional guidance.	OPM issued proposed regulations on December 14, 2010, to clarify the standards for designating whether Federal positions are national security sensitive. The comment period ended on February 14, 2011.
OPM Retirement Services	RIN 3206- AM45	Retirement Modernization	Regulatory changes that would modernize the retirement application and adjudication processes	FY 2013	Modernizing the retirement system would increase efficiency of government operations and reduce burdens on annuitants and agencies.	OPM is close to finalizing its retirement processing auto- mation plan to enhance retire- ment application submissions through incremental updates and improvements. We have started to implement process and automated changes that improve application submis- sion and customer service, and to update 850 regulations where appropriate.
OPM Employee Services	RIN 3206- AL98	Personnel Management in Agencies	Proposed regulation to revise 5 CFR part 250 to streamline various reporting requirements on human capital matters.	FY 2013	We expect the revisions to generate savings in agency HR activities by streamlining and consolidating reporting requirements. At this time, though, we cannot quantify the potential savings.	When completed, the new human capital reporting framework will link human capital and strategic planning; elevate human capital planning to a higher level of the organization; use plain language; be more flexible and therefore more useful to agencies; engage senior leadership; and contain diagnostic tools and resources to ensure effective use.

OPM Employee Services	n/a	Human Resources Management Reporting Requirements	Proposed rule would revise various parts of 5 CFR to remove unnecessary provisions relating to agency reporting requirements.	Calendar year 2012 for NPRM	This regulation would implement a provision of E.O. 13583 of August 18, 2011, which requires OPM to develop a strategy for consolidating agency reports on various human capital programs and activities, where appropriate and permitted by law. This regulation would remove unnecessary agency reporting requirements that are required by regulation alone.	An NPRM is being drafted by OPM's Employee Services.
OPM Employee Services	n/a	Suitability	Proposed rule would clarify the timing for making suitability determinations and the circumstances under which OPM and agencies must consider certain mitigating and aggravating factors.	FY 2013	The purpose of these changes is to provide clearer guidance to agencies on making suitability determinations that are consistent with their legal obligations, including Title VII of the Civil Rights Act and that do not unnecessarily deter individuals with criminal records from pursuing Federal job opportunities for which they may be eligible and qualified.	A draft NPRM is being reviewed by OPM's Office of General Counsel.
OPM Employee Services	RIN 3206-AL88	SL/ST Pay for Performance	Regulatory changes would implement legislative changes (2008) to align SL/ST pay more closely with SES.	Calendar year 2012 for final rule	We expect revisions to allow agencies to simplify SL/ST pay for performance by making it more like SES, with which they are already familiar.	Final regulation is in OPM's clearance process.

OPM Employee Services	RIN 3206-AM48	Managing SES Performance	Proposed rule would provide system standards for a more consistent approach to SES appraisal and allow agencies to use a streamlined certification process	FY 2013	Revisions will encourage agencies to use OPM-provided templates, significantly reducing each agency's separate expenditure of personnel hours and costs associated with developing separate training, communications, and implementation products; will also facilitate agency system approval and certification.	A draft NPRM is being prepared by OPM's Employee Services
OPM Employee Services	RIN 3206-AM51	General Schedule Locality Pay Areas	Regulation to prevent locality pay area boundaries from changing automatically in 2014 when OMB redesignates Core Based Statistical Areas in 2013.	Calendar year 2012 for final rule	Under current regulations, locality pay areas change automatically if OMB adds counties to Core Based Statistical Areas (CBSAs). Since OMB is planning a major overhaul of CBSAs in 2013, we need to delink pay areas from CBSAs to allow the Pay Agent to review the new definitions. If we do not change our current regulation, pay areas would automatically change to follow the new CBSA definitions which could result in a substantial cost for higher locality pay for GS employees.	Proposed rule transmitted to OMB May 8, 2012. OIRA concluded review November 19, 2012.
OPM Merit System Audit and Compliance	RIN 3206- AM68	Combined Federal Campaign	Proposed rule would amend the Combined Federal Campaign regulations to strengthen the integrity, streamline the operation and increase the effectiveness of the program to ensure its continued growth and success.	FY 2013	The proposed regulation would eliminate paper processes for making charitable contributions through the CFC in favor of electronic donations. It would also streamline management of the CFC and eliminate barriers so that donors may contribute to any eligible organization. Finally, it would leverage existing payroll processing functions to reduce overhead.	NPRM is in OPM clearance.

Paperwork and Reporting Burden Reduction Initiatives						
Agency	Sub-Agency	Title	Description of the initiative	Hours of paperwork/reporting eliminated	Estimated effective date of the change	Notes
OPM	CFC	FACA Commission on CFC Reform	The Commission in its July 2012 report recommended that pledges from Federal Employees be made online, rather than by multi-part paper forms. Said pledges would be fulfilled by online credit card payment or payroll deduction.	Estimated 5 minute savings per employee pledge. There are typically about 1,000,000 employees pledges, so estimate about 83,000 hours of reporting time eliminated.	The onset of the 2014 CFC campaign in September 2014.	We do not have an estimate of cost savings that would accrue due to not having to handle paper forms and cash or check contributions.
OPM	CFC	FACA Commission on CFC Reform	The Commission in its July 2012 report recommended that charities make application to be a part of the CFC online rather than via paper forms.	Estimated 10 minute savings per application. There are about 20,000 charities typically in the campaign, so estimate about 3,300 hours of reporting time eliminated.	The onset of the 2014 CFC campaign in September 2014.	We do not have an estimate of cost savings that would accrue due to not having to handle the paper applications.
OPM	CIO	eOPF rollout to smaller agencies	We extended eOPF to smaller agencies beginning in June 2012. eOPF is an electronic copy of employee official personnel files. It is faster, cheaper and more reliable to transfer these records electronically than via post.	Estimated savings in copying each OPF is 11 minutes. Since June 2012 we have transferred approximately 10,500 files for a savings of 1,925 hours of time that otherwise would have been spent copying.	6/2012	Estimated savings for each file transfer is \$13.50 in UPS postage costs, for an estimated cost savings of \$141,750.

OPM	USAJOBS	Forest Service recruitment	USAJOBS is working with the Forest Service to bring on a new recruitment system that leverages the USAJOBS integration framework by August 31st. The Forest Service brings on up to 18,000 seasonal employees each year to help fight forest fires; for each person hired there are 30 to 50 applicants. With the previous system each applicant could spend an up to an hour reproducing and forwarding their application materials as the older system did not leverage the new USAJOBS capabilities.	We estimate savings of about 30 minutes per application. Assuming 40 applications for each of 18,000 openings, estimate savings in time of about 360,000 hours per year.	8/2012	We do not have an estimate of cost savings that would accrue to applicants due to not having to make multiple applications.
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OPM	Voting Rights	Roster/Logs and Labor Worksheets	Using a web-based system and a mobile device, our intermittents enter roster/log information just once. The system automatically does all calculations and creates a labor worksheet. The labor worksheets no longer need to be faxed (the data is accessible to headquarters staff in real time), and the employee's copy is sent to him/her instantly in an email. The new method takes about 3 minutes to complete for each observer.	Over the past nine years, we have deployed an average of 755 observers per year. Using the old method, we would spend 189 hours per year completing these forms. With the new method, it now only takes us 38 hours per year (a savings of 151 hours/year).	6/2012	We do not have an estimate of cost savings that would accrue to the time saved.
OPM	Voting Rights	On-line travel voucher	Each observer completes a travel voucher online, uploading receipts as needed. The online voucher does all calculations. It also eliminates the need for the observer to transfer information from one part of the form to the other.	Assuming 755 observers per year, the old method would require 188 hours/year. The new method only takes 63 hours/year (a savings of 125 hours/year).	8/2012	We do not have estimated cost savings for this effort.