

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Retrospective Review Report

August 2014

a New Day for Federal Service

AGENCY/SUBAGENCY	RIN/OMB CONTROL NUMBER	TITLE OF INITIATIVE/RULE/ICR	BRIEF DESCRIPTION	ACTUAL TARGET OR COMPLETION DATE	ANTICIPATED SAVINGS IN COSTS AND/OR INFORMATION COLLECTION BURDENS TOGETHER WITH ANY ANTICIPATED CHANGES IN BENEFITS	PROGRESS UPDATES AND ANTICIPATED ACCOMPLISHMENTS
OPM Employee Services	RIN 3206-AM73	Designation of National Security Positions	Clarification of the standards for designating whether Federal positions are national security sensitive.	FY2014	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 updated proposed regulations on May 28, 2013 (78 FR 31847). The comment period ended on June 27, 2013.
OPM Employee Services	RIN 3206-AM69	Human Resources Management Reporting Requirements	Proposed rule would revise various parts of 5 CFR to remove unnecessary provisions relating to agency reporting requirements.	FY 2014	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 was drafted by OPM's Employee Services, and it was submitted to OMB for review in February 2014.
OPM Employee Services	RIN 3206-AM61	Suitability	Proposed rule would clarify the timing for making suitability determination and the circumstances under which OPM and agencies must consider certain mitigating and aggravating factors.	FY 2014	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.	An NPRM is being drafted by OPM's Employee Services and will be submitted to OIRA for review.
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.	Final Rule Effective April 2014	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.	The final rule published in the Federal Register on March 5, 2014 and became effective on April 4, 2014.

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 2014	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 has been prepared by OPM's Employee Services, and was submitted to OMB for review in May 2014.
OPM Merit System Audit and Compliance	RIN 3206-AM68	Combined Federal Campaign	The rule amends 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.	Final Rule Effective January 2016	The regulation would eliminate paper processes for making charitable contributions through the CFC in favor of electronic donations. It would 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.	The final rule was published in the Federal Register on April 17, 2014. It will go into effect on January 1, 2016.
OPM Diversity and Inclusion	RIN 3206-AM77	Nondiscrimination Provisions	Proposed rule would update various nondiscrimination provisions appearing in title 5, Code of Federal Regulations, to provide greater consistency and reflect current law.	FY2014	OPM chose these regulations for retrospective review to further respond to a separate instruction issued by President Obama in a June 17, 2009, Memorandum on Federal Benefits and Nondiscrimination. That memorandum directed OPM to issue guidance "regarding compliance with, and implementation of, the civil service laws, rules, and regulations, including 5 U.S.C. 2302(b)(10), which make it unlawful to discriminate against Federal employees or applicants for Federal employment on the basis of factors not related to job performance."	The proposed rule published in the Federal Register on September 4, 2013. The final rule was submitted to OMB for review in May 2014.

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 employee pledges, so estimate about 83,000 hours of reporting time eliminated.	The onset of the 2014 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 the application to join the CFC campaign appear online rather than 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 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	Retirement Services	Health Benefits Registration Form OPM 2809 OMB # 3206-0141	Retirement Services has planned revisions to the OPM 2809 form used by annuitants to alter health benefits. Revisions simplify the form.	Reduction in burden is 15 minutes per respondent, with 30,000 respondents reported annually. Burden reduction is 7500 hours.	Completed March 2014	The new form became available on OPM.gov on March, 5, 2014.
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