



APPENDIX A: DATA SOURCES

DATA SOURCES FOR DIVISION FOR STRATEGIC HUMAN RESOURCES POLICY (SHRP) PERFORMANCE INDICATORS

SHRP Annual Performance Goal 1: OPM policy and guidance help Federal agencies improve their human capital management and assist them in meeting their strategic performance targets.

Indicator	Data Source	Status of Collection
Percent of stakeholders who are satisfied with leadership policy and guidance	Stakeholder focus groups	Focus groups underway; results not available for this report
Percent of stakeholders who agree that leadership programs and initiatives encourage continuity of leadership	Stakeholder focus groups	Focus groups underway; results not available for this report
Percent of stakeholders who report that there is an active leadership development program in their agency	Stakeholder focus groups	Focus groups underway; results not available for this report
Percent of major Executive agencies that have telework policy in place under section 356 of P.L. 106-346	OPM Telework Survey	Collection completed in FY 2004 for FY 2003 results; data used in report
Percent of eligible workforce teleworking	OPM Telework Survey	Collection completed in FY 2004 for FY 2003 results; data used in report
Percent of major Executive agencies that give eligible employees formal notice of the opportunity to telework	OPM Telework Survey	Collection completed in FY 2004 for FY 2003 results; data used in report
Percent of employees who believe work/life programs can help employees balance work/family needs	Federal Human Capital Survey	Survey underway; results not available for this report.
Percent of new hires indicating work/life program is important	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of employees indicating work/life program is important	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of employees indicating work/life programs made a difference in accepting/staying in Federal service	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of stakeholders who indicate work/life benefits help them better manage workforce needs	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Benchmarking indicates programs are competitive	Benchmarking study conducted by Program Evaluation Project	Request for Proposal open. Data not available until 2nd Qtr of FY 2005
Percent of new hires saying retirement benefits were important in deciding to seek Federal employment (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of employees who say retirement benefits are an important factor in their decision to remain in Federal service (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Benchmarking Retirement Program competitiveness (<i>PART metric</i>)	Benchmarking study conducted by Program Evaluation Project	Request for Proposal open. Data not available until 2nd Qtr of FY 2005
Percent of new hires who say health benefits were important in decisions to seek Federal employment (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of employees who say health benefits were important in decision to remain in Federal service (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Benchmarking health benefits program competitiveness (<i>PART metric</i>)	Benchmarking study conducted by Program Evaluation Project	Request for Proposal open. Data not available until 2nd Qtr of FY 2005
Percent of new hires saying LI and LC were important in decision to seek Federal employment (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Percent of employees who say LI and LC are an important factor in their decision to remain in Federal service (<i>PART metric</i>)	Federal Benefits Survey	Survey underway; results not available for this report.
Benchmarking LI and LTC program competitiveness (<i>PART metric</i>)	Benchmarking study conducted by Program Evaluation Project	Request for Proposal open. Data not available until 2nd Qtr of FY 2005
Percent of stakeholders satisfied with (performance management and labor relations) policy, guidance and support.	Stakeholder Focus Groups	Focus groups underway; results not available for this report

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Indicator	Data Source	Status of Collection
Percent of stakeholders indicating that (performance management and labor relations) policy, guidance and support help build a performance culture at their agency; i.e. (a) complaints, disputes and grievances are resolved fairly, (b) steps are taken to deal with poor performers, and (c) individuals are held accountable for achieving results.	Federal Human Capital Survey	Survey underway; results not available for this report.
Average processing time (days) to build a CPDF Status file each quarter	CPDF database	Completed through 3rd Qtr, used in report
Average processing time (days) to build a CPDF Dynamics file each quarter	CPDF database	Completed through 3rd Qtr, used in report
Percent of CPDF Status file data that are accurate	CPDF database	Completed through 3rd Qtr, used in report
Percent of CPDF Dynamics file data that are accurate	CPDF database	Completed through 3rd Qtr, used in report
Percent of customers who are satisfied with workforce information products & services	Customer satisfaction survey	Completed through 3rd Qtr, used in report

SHRP Annual Performance Goal 2: Implement new integrated human resource system for the DHS and address legislative fixes as necessary.

Indicator	Data Source	Status of Collection
Rating for Human Capital on PMA Scorecard	PMA Scorecard	4th Qtr results used in report

SHRP Annual Performance Goal 3: Improve the performance- and market-sensitivity of current Federal pay systems and take steps toward more fundamental pay modernization by proposing legislation to replace current pay systems, while continuing to administer current systems.

Indicator	Data Source	Status of Collection
Percent of stakeholders satisfied with the design and implementation of new pay systems. (This indicator may be dropped in the absence of newly created pay systems.)	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Pay tables are updated in a timely manner.	OPM website	Completed; used in report
Percent of stakeholders aware of retention allowances.	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Percent of stakeholders aware of student loan repayments	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Percent of stakeholders aware of recruitment incentives	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Issue new nonforeign area cost-of-living indices for Alaska	Nonforeign area COLA report on OPM website	Completed; used in report

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SHRP Annual Performance Goal 4: Federal agencies are provided staffing solutions to simplify the hiring process and reduce the time required to recruit and hire a diverse, high-quality workforce.

Indicator	Data Source	Status of Collection
Percent of stakeholders satisfied with hiring, staffing and training policies.	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Percent of employees indicating their work unit is able to recruit people with the right skills.	Federal Human Capital Survey	Survey underway; results not available for this report.
Percent of stakeholders satisfied with (with hiring, staffing and training) policy guidance.	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Number of occupational standards issued.	Classification database	Data collected and used in this report.
Weighted average age of classification standards.	Classification database	Data collected and used in this report.

DATA SOURCES FOR DIVISION FOR HUMAN CAPITAL LEADERSHIP AND MERIT SYSTEM ACCOUNTABILITY (HCLMSA) INDICATORS

HCLMSA Annual Performance Goal 1: Improve the overall effectiveness of merit-based Governmentwide human capital management by advising agencies and promoting best practices and assessing agency implementation of human capital strategies.

Indicator	Data Source	Status of Collection
Turnaround time on requests, inquiries and deliverables from agencies	HCLMSA Division Management System	Data collected on an on-going basis; used in report.
Employee satisfaction score (FHCS)	Federal Human Capital Survey	Survey underway; results not available for this report.
Agency satisfaction with HCLMSA technical assistance for Talent.	Stakeholder Focus Groups	Focus groups underway; findings not available for this report
Number of PMC agencies with significantly reduced skill gaps in mission critical occupations	PMA Scorecard results for Human Capital	PMA Scorecard results through 4th Qtr used in report
Employee perspectives on leadership effectiveness	Federal Human Capital Survey	Survey underway; results not available for this report.
Agency satisfaction with HCLMSA technical assistance for Leadership & Knowledge Management.	Stakeholder Focus Groups	Focus groups underway; results not available for this report
Number of PMC agencies with quality leadership succession plans	PMA Scorecard results for Human Capital	PMA Scorecard results through 4th Qtr used in report
Performance culture score	Federal Human Capital Survey	Survey underway; results not available for this report.
Number of agencies with linked performance appraisal plans for all employees.	PMA Scorecard results for Human Capital	PMA Scorecard results through 4th Qtr used in report
SES Performance rating distribution as related to agency performance (PAR). Changed to: Number of agencies with certified SES performance management systems	To be determined	Pending issuance of implementing regulations; results not available for this report.

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HCLMSA Annual Performance Goal 2: Improve the overall effectiveness of merit-based Government-wide human capital management by evaluating agencies' human capital programs and assessing their accountability systems.

Indicator	Data Source	Status of Collection
Percent of PMC agencies under audit	Evaluation Plan	Data collected and used in this report.
Percent of agencies that take appropriate action on significant audit recommendations	Agency responses to HCLMSA follow-up; HCLMSA follow-up reports	Pending issuance of reports
Percent of agencies that meet relevant personnel security standards	CFIS database	Data collection process still under development; results not available for this report.
Percent of agencies that have workforce safety plans	Stakeholder Focus Groups	Focus groups underway; results not available for this report

DATA SOURCES FOR DIVISION FOR HUMAN RESOURCES PRODUCTS AND SERVICES (HRPS) PERFORMANCE INDICATORS

HRPS Annual Performance Goal 1: Support an improved hiring process by performing suitability casework and other investigative services effectively.

Indicator	Data Source	Status of Collection
Percent applicant suitability determinations completed w/in contract timeframes	CFIS Quality Assurance Reports	Data collected and used in this report.
Full cost recovery for CFIS products & services	OPM financial management system	Data collected and used in this report.
Percent suitability determinations sustained on appeal ed to MSPB	CFIS Suitability Tracking Reports	Data collected and used in this report.
Percent background investigations closed w/in contract delivery date	CFIS Quality Assurance Reports	Data collected and used in this report.
Percent of cases returned for correction	CFIS Quality Assurance Reports	Data collected and used in this report.
Percent customers satisfied with CFIS products & services	Investigations Customer Satisfaction Survey	Data collected and used in this report.

HRPS Annual Performance Goal 2: Accelerate the Federal hiring process and enhance the talent and capacity of the Federal workforce by improving the effectiveness of OPM's recruitment, assessment, staffing, training, and management assistance services, while recovering the full cost of delivering these services.

Indicator	Data Source	Status of Collection
≥90% customers satisfied with CTS' products and services	CTS Customer Satisfaction Survey	Data collected and used in this report.
Percent customers agreeing CTS' reimbursable services contribute to improving organizational effectiveness	CTS Customer Satisfaction Survey	Data collected and used in this report.
≥90% customers express repurchase intention (customer loyalty)	CTS Customer Satisfaction Survey	Data collected and used in this report.
Agency acceptance rate of TMA project deliverables is at least 95%	TMA records	Data collected and used in this report.
Full cost recovery maintained over a three year period for reimbursable services	CTS financial records	Data collected and used in this report.

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HRPS Annual Performance Goal 3: The leadership capacity of Federal managers and executives is improved and sustained by expanding the customer base of OPM's Federal Executive Institute (FEI) and Management Development Centers (MDCs) and improving agency satisfaction with these programs.

Indicator	Data Source	Status of Collection
Kirkpatrick ratings for MDC, CEL, PMI programs (Scale of 1-5): - Level 1 All Programs; - Level 1 PMF (formerly, PMI) Development - Level 2 MDC and CEL - Level 2 LDS - Level 2 PMF (formerly, PMI) Development	Participant Kirkpatrick evaluations	Data collected and used in this report.
Number of training sessions	CLCS LMS systems	Data collected and used in this report.
Number of participants	CLCS LMS systems	Data collected and used in this report.
Number of participant training days	CLCS LMS systems	Data collected and used in this report.
Full cost recovery for MDCs & FEI	CLCS LMS and OPM financial management system.	Data collected and used in this report.

HRPS Annual Performance Goal 4: Retirement income security is facilitated by reducing claims processing times while increasing self-servicing and implementing new technology through the Retirement Systems Modernization project.

Indicator	Data Source	Status of Collection
Claims processing timeliness: - Interim Annuity Payment; - CSRS Annuity Claims Processed; - FERS Annuity Claims Processed; - CSRS Survivor Claims Processed.	Weekly extract files of processed CSRS/FERS Annuity and Death claims marrying Annuity Roll Payment System data with matching DCCS data.	Data collected and used in this report.
Claims processing unit cost	ETAMS-derived total labor and benefits cost of processing claims divided by total claims processed.	Data collected and used in this report.
Customer Calls Handled	RIO automated telephone system activity reports	Data collected and used in this report.
Call Handling Rate	RIO automated telephone system activity reports	Data collected and used in this report.
Percent of services provided online.	Number of customer processed transactions via IVRs and website divided by the total of these same transactions processed through all means.	Data collected and used in this report.
Claims processing accuracy: - CSRS Annuity - FERS Annuity - CSRS Survivor	Quality assurance reviews of processed CSRS Annuity Claims. Quality Assurance Group. Quality assurance reviews of processed FERS Annuity Claims. Quality Assurance Group. Quality assurance reviews of processed CSRS Survivor Claims. Quality Assurance Group.	Data collected representing first half of FY 2004 and used in this report. Final data will be reported in OPM's FY 2006 Congressional Budget Justification and FY 2005 PAR.
Retirement Fund Erroneous payment rate	Estimated over- and under-payments, based on results of extended annuity roll testing conducted for annual audit of trust fund financial statements	Data collected and used in this report.
Percent of annuitants satisfied with overall retirement services	CRIS Client Satisfaction Survey. Responses from all clients to Question 35, combining "Very Satisfied" and "Generally Satisfied".	Data collected; analysis in progress. Preliminary data used.

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HRPS Annual Performance Goal 5: Insurance Programs customers are provided with quality insurance products and services and continue to make informed decisions about their health care.

Indicator	Data Source	Status of Collection
Percent of accredited FEHB plans meets or exceeds prior year level	Accreditation Organization data (NCQA, JCAHO, URAC, and AAAHC) from OPM Insurance Services database	Data collected and used in this report.
Percent of customers enrolled in FEHB accredited plans meets or exceeds prior year level	Accreditation Organization data (NCQA, JCAHO, URAC, and AAAHC) from OPM Insurance Services database	Data collected and used in this report.
Overall customer satisfaction scores for enrollees in FEHB plans meet or exceed industry standard	Consumer Assessment of Health Plans Survey (CAHPS) and NCQA Quality Compass data	Data collected and used in this report.
FEHB erroneous payment rate	Annual total of new receivables divided by the total disbursement. (Derived from the "Report on Receivables Due From the Public" and the "Combining Statement of Budgetary Resources" from CFS.)	Data collected and used in this report.
FEGLI Paid Claims accuracy	CRIS Quality Assurance Group Reviews of FEGLI Paid Claims	Data collected and used in this report.
FEGLI erroneous payment rate	CRIS Quality Assurance Group Reviews of FEGLI Paid Claims	Data collected and used in this report.
FLTCIP Enrollment Totals	Federal Long Term Care Partners	Data collected and used in this report.
Percent of FLTCIP Service Calls Answered within 20 seconds	Federal Long Term Care Partners	Data collected and used in this report.
FLTCIP Service Call Center Handling Rate	Federal Long Term Care Partners	Data collected and used in this report.
Percent of FLTCIP customers who Rate Overall Satisfaction with Customer Service	Federal Long Term Care Partners	Data collected and used in this report.
FEGLI Paid Claims timeliness meets or beats 10 day industry standard	Insurance Services Program. FEGLI Average Claim Processing Report	Data collected and used in this report.

DATA SOURCES FOR EXECUTIVE SERVICES PERFORMANCE INDICATOR

Executive Services Annual Performance Goal: Provide leadership and support within the agency and externally to advance OPM's mission of building a high-quality and diverse Federal workforce, based on Merit System Principles, which America needs to guarantee freedom, promote prosperity, and ensure the security of this great Nation.

Indicator	Data Source	Status of Collection
Percent of annual performance goals met	Program office PAR submissions	Data collected and used in this report.

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DATA SOURCES FOR DIVISION FOR MANAGEMENT AND CHIEF FINANCIAL OFFICER (MCFO) PERFORMANCE INDICATORS

FY 2004 Management and Chief Financial Officer Annual Performance Goal 1: Support OPM's operations by managing the financial and administrative resources of the agency and the earned benefit trust funds and by providing timely, accurate, and reliable financial and performance information for management decision-making.

Indicator	Data Source	Status of Collection
Rate of unclear suspense accounts 60+ days old	Treasury FMS 6653 - Undistributed Appropriation Account Ledger report	Data collected and used in this report.
Percent accounts receivable delinquent	Trust Fund - FFS Receivable Reports; Employees' Receivables - GSA Reports; Revolving Fund - PFIS Receivable Reports for IS and GFIS Receivable Reports for all other programs	Data collected and used in this report.
Unqualified audit opinions	Independent Auditor's Report of annual financial statements	Data collected and used in this report.
Material weaknesses	Independent Auditor's Report of annual financial statements	Data collected and used in this report.
End-of-year rating for Financial Performance on PMA Scorecard	OPM's PMA Scorecard	OPM's PMA Scorecard results through 4th Qtr used in report
End-of-year rating for Budget and Performance Integration on PMA Scorecard	OPM's PMA Scorecard	OPM's PMA Scorecard results through 4th Qtr used in report

FY 2004 Management and Chief Financial Officer Annual Performance Goal 2: Meet the Presidential initiative on Competitive Sourcing.

Indicator	Data Source	Status of Collection
Cost savings that result from competitions	Competitive sourcing reports; PMA Scorecard	Data collected and used in this report.
Savings on telecommunications	Telecommunications bills	Data collected and used in this report.
End-of-year rating for Competitive Sourcing on PMA Scorecard	OPM's PMA Scorecard	OPM's PMA Scorecard results through 4th Qtr used in report
FTE performing competed commercial activities	Competitive sourcing reports; PMA Scorecard	Data collected and used in this report.
Percent of contract actions completed	Federal Procurement Data System (SF 281)	Data collected and used in this report.
Percent of contracts that are performance-based	Federal Procurement Data System (SF 281)	Data collected and used in this report.

FY 2004 Management and Chief Financial Officer Goal 3: Address skills gaps in mission-critical occupations.

Indicator	Data Source	Status of Collection
Average cost to provide human capital services per employee	Financial System	Data collected and used in this report.
Hiring cycle time from receipt of manager's request to hire	HCMSG database	Data collected and used in this report.
Overall management satisfaction with quality of human resources services	Annual Customer Service Survey	Data not collected; results not included in this report.
End-of-year rating for Human Capital on PMA Scorecard	OPM's PMA Scorecard	OPM's PMA Scorecard results through 4th Qtr used in report

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FY 2004 Management and Chief Financial Officer Annual Performance Goal 4: Support OPM's mission by providing information technology advice, guidance, and services that are secure, efficient, and effective.

Indicator	Data Source	Status of Collection
Percent of time mainframe available during agreed upon service hours	CIS Data Center Group	Data collected and used in this report.
Timely completion of system support requests	CIS tracking systems	Data collected and used in this report.
Material security weaknesses (in financial audits)	Annual financial audit	Data collected and used in this report.
Computer Security program: Computer Security Awareness Training provided	CIS tracking system	Data collected and used in this report.
Complex password duration	CIS Network Management Group	Data collected and used in this report.

FY 2004 Management and Chief Financial Officer Annual Performance Goal 5: Implement the President's Management Agenda on e-Government.

Indicator	Data Source	Status of Collection
Number of agencies for which workforce planning tool is available	EHRI Project	Data collected and used in this report.
Percent of users judging the workforce planning tool to be useful	EHRI Project	Data collected and used in this report.
e-HRIS project plan complete (this indicator applies only to FY 2004)	EHRI Project	Completed. Data used in this report.
Project plan for implementing payroll office merger strategy completed	e-Payroll Project	Completed. Data used in this report.
Number of SF-86 forms submitted through e-QIP and received by the Personnel Investigations Processing System	e-QIP log files	Data collected and used in this report.
Percent of Federal agencies that have deployed e-QIP	e-QIP team	Data collected and used in this report.
Percent of files submitted through e-QIP that were rejected	e-QIP log files	Data collected and used in this report.
Increase number of additional eligible users of the GoLearn site	GoLearn	Data collected and used in this report.
Increase annual number of GoLearn courses completed	GoLearn	Data collected and used in this report.
Increase number of entities participating in GoLearn	GoLearn	Data collected and used in this report.
Percent of Federal job applicants applying online using ROS	USAJOBS	Data collected and used in this report.
Percent availability of applicant status tracking data	USAJOBS	Data collected and used in this report.
Customers satisfied with USAJOBS	USAJOBS/American Customer Satisfaction Index Survey	Data collected and used in this report.
Percent of customers satisfied with application process	USAJOBS/ American Customer Satisfaction Index Survey	Data collected and used in this report.
Average daily number of visitors to site	USAJOBS	Data collected and used in this report.
Number of applications/resumes on file annually	USAJOBS	Data collected and used in this report.

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FY 2004 Management and Chief Financial Officer Annual Performance Goal 6: OPM headquarters' and field offices' compliance with Governmentwide policies and programs in the areas of security and employee safety is ensured through its readiness for emergency actions.

Indicator	Data Source	Status of Collection
Assign or update position sensitivity designations for positions within OPM	HCMG database	Data collected and used in this report.
Reduce processing time for initiating required background investigation for OPM employees	Personnel Investigations Processing System database	Data collected and used in this report.
Reduction in time to control classified material	Manual log	Data collected and used in this report.
Time to publish new or updated business recovery plans	Manual log	Data collected and used in this report.
Percent of position sensitivity designations assigned/updated	HCMG database	Data collected and used in this report.
Number of background investigations completed	Personnel Investigations Processing System database	Data collected and used in this report.
Number of business recovery plans published	OPM COOP Plan	Data collected and used in this report.
Number of classified documents controlled	Classified Document Control Registry	Data collected and used in this report.

DATA SOURCES FOR THE OFFICE OF THE INSPECTOR GENERAL PERFORMANCE INDICATORS

FY 2004 Inspector General Annual Performance Goal 1: Provide independent oversight of agency programs, functions, and activities.

Indicator	Data Source	Status of Collection
Return on investment (\$)	OIG database	Data collected and used in this report.
FEHBP audit cycle (years)	OIG database	Data collected and used in this report.
Average FEHBP unaudited (years)	OIG database	Data collected and used in this report.
FEHBP audit recovery rate (%)	OIG database	Data collected and used in this report.
Positive financial impact (million \$)	OIG database	Data collected and used in this report.

FY 2004 Inspector General Annual Performance Goal 2: Detect, investigate, and prevent fraud, waste, and abuse against OPM programs.

Indicator	Data Source	Status of Collection
Number of arrests	OIG database	Data collected and used in this report.
Number of indictments	OIG database	Data collected and used in this report.
Number of convictions	OIG database	Data collected and used in this report.
Number of debarments and suspensions	OIG database	Data collected and used in this report.
Number of debarment inquiries responded to	OIG database	Data collected and used in this report.

APPENDIX B:

ACRONYMS AND ABBREVIATIONS

AAHC	Accreditation Association for Ambulatory Health Care	DSS	Defense Security Service
AFGE	American Federation of Government Employees	EBS	Employee Benefit System
ACSI	American Customer Satisfaction Index	EHRI	Enterprise Human Resources Integration
ALIL	Actuarial Life Insurance Liability	EPV	Expected Present Value
BPI	Budget and Performance Integration	ESF	Emergency Support Function
CAHPS	Customer Assessment of Health Plans Study	ESFLG	Emergency Support Function Leaders Group
CalPERS	Government of the State of California Personnel System	E-Gov	Electronic Government
CBJ	Congressional Budget Justification	E-HRIS	Electronic Human Resources Information System
CDA	Coverage Determination Application	E-QIP	Electronic Questionnaire for Investigations Processing
CDHP	Consumer Driven Health Plan	FAC	Financial Advisory Committee
CDP	Candidate Development Program	FASAB	Federal Accounting Standards Advisory Board
CDRG	Catastrophic Disaster Response Group	FBWT	Fund Balance With Treasury
CEL	Center for Executive Leadership	FEB	Federal Executive Board
CEO	Chief Executive Officer	FEGLI	Federal Employees Group Life Insurance Program
CFIS	Center for Federal Investigative Services	FEHB	Federal Employees Health Benefits
CFO	Chief Financial Officer	FEHBP	Federal Employees Health Benefits Program
CHCO	Chief Human Capital Officer	FEI	Federal Executive Institute
CIS	Center for Information Services	FEMA	Federal Emergency Management Agency
CLCS	Center for Leadership Capacity Services	FERS	Federal Employees Retirement System
CLER	Centralized Enrollment Clearinghouse System	FFB	Federal Financing Bank
COG	Continuity of Government	FFMIA	Federal Financial Management Improvement Act
COOP	Continuity of Operations Plan	FFS	Federal Financial System
CPDF	Central Personnel Data File	FHCS	Federal Human Capital Survey
CRIS	Center for Retirement & Insurance Services	FLTCIP	Federal Long-Term Care Insurance Program
CSEA	Center for Security and Emergency Action	FMFIA	Federal Managers Financial Integrity Act
CSRDF	Civil Service Retirement and Disability Fund	FMS	Financial Management Service
CSRS	Civil Service Retirement System	FPC	Federal Preparedness Circular
CTS	Center for Talent Services	FSAFEDS	Flexible Spending Accounts Program
CVS	Clearance Verification System	FTE	Full-time Equivalent
DCIA	Debt Collection Improvement Act	FY	Fiscal Year
DHS	Department of Homeland Security	GAAP	Generally Accepted Accounting Principals
DEU	Delegated Examining Unit	GAO	Government Accountability Office
DOD	Department of Defense	GoLearn	Gov Online Learning Center
DOE	Department of Energy	GPRA	Government Performance and Results Act
DOS	Department of State		

APPENDIX B: ACRONYMS AND ABBREVIATIONS

GS	General Schedule	NRP	National Response Plan
GSA	General Services Administration	NSPS	National Security Personnel System
HACU	Hispanic Association of Colleges and Universities	OIG	Office of the Inspector General
HB	Health Benefits	OMB	Office of Management and Budget
HC	Human Capital	OPM	Office of Personnel Management
HCAAF	Human Capital Assessment & Accountability Framework	PAR	Performance and Accountability Report
HCLMSA	Division for Human Capital Leadership and Merit System Accountability	PART	Performance Assessment Rating Tool
HCMSG	Human Capital Management Services Group	PBM	Pharmacy Benefit Manager
HCO	Human Capital Officer	PIPS	Personnel Investigations Processing System
HDHP	High Deductible Health Plan	P.L.	Public Law
HMO	Health Maintenance Organization	PMA	President's Management Agenda
HRDN	Human Resources Data Network	PMC	President's Management Council
HRPS	Division for Human Resources Products and Services	PMF	Presidential Management Fellows
HSA	Health Savings Account	PRHB	Post-Retirement Health Benefits
HSC	Homeland Security Council	PTP	Personnel Transaction Processing
HUD	Department of Housing and Urban Development	RDA	Retirement Data Repository
IAG	Interagency Advisory Group	RF	Revolving Fund Programs
ICPACC	Incident Communications Public Affairs Coordinating Committee	RFP	Request for Proposal
IPA	Independent Public Accountant	ROS	Recruitment One Stop
IT	Information Technology	RRS	Readiness Reporting System
JCAHO	Joint Committee on Accreditation of Healthcare Organizations	RSI	Required Supplementary Information
JFMIP	Joint Financial Management Improvement Program	RSM	Retirement System Modernization
LDS	Leadership for a Democratic Society	SAIC	Science Applications International Corporation
LTC	Long-Term Care	SAOC	Spending Authority from Offsetting Collections
LTCP	Long-Term Care Partners	SES	Senior Executive Service
LULAC	League of United Latin American Cities	SFAS	Statement of Federal Financial Accounting Standards
MCFO	Division for Management and Chief Financial Officer	SGL	Standard General Ledger
MDC	Management Development Center	SHRP	Strategic Human Resources Policy
n/a	Not Applicable	SSA	Social Security Administration
NASA	National Aeronautics and Space Administration	TJF	Treasury Judgment Fund
NCR	National Capital Region	TMA	Training and Management Assistance
NDAA	National Defense Authorization Act	TOP	Treasury Offset Program
		U.S.C.	United States Code
		USIS	U.S. Investigations Services
		USPS	U.S. Postal Service
		VIP	Veteran Invitational Program
		USSTR	U.S. Navy's Aircraft Carrier <i>Theodore Roosevelt</i>

