

<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.	A final rule was published on May 11.
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	A final rule was published on April 2.

will help restrain premium increases.

OPM Retireem'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	1-Jun-12 (target)	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 is going through the inter-agency clearance process.
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	1-Jun-12 (target)	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 is going through the inter-agency clearance process.
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	1-Jun-12 (target)	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 is going through the inter-agency clearance process.
OPM Employee Services	RIN 3206- AM31	Change in Definitions; Evacuation Pay and the Separate Maintenance	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	1-Jun-12 (target)	This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and	The final rule has been cleared for publication.

		Allowance at Johnston Island	Island allowance		same-sex domestic partners.	
OPM Health Insurance	N/A	Change in FEHB and FEDVIP eligibility rules	<p>Proposed rule would modify eligibility rules for coverage under the Federal Employees Health Benefits program.</p> <p>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).</p>	6/15/2012 (Target for publishing NPRM)	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.	OPM submitted the NPRM for inter-agency review on May 14, 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	Calendar year 2012	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 is currently conferring with OMB concerning the possibility of re-issuing these regulations jointly with the Office of the Director of National Intelligence.

OPM Retirement Services	n/a	Retirement Modernization	Regulatory changes that would modernize the retirement application and adjudication processes	Calendar year 2012	Too early to estimate.	OPM has been reviewing its retirement processing operations for purposes of making long-term improvements and also to devise a business plan to address a growing backlog of retirement applications. As part of this review, we continue to examine whether modifications to the part 850 regulations are appropriate.
OPM Employee Services	n/a	Personnel Management in Agencies	Proposed regulation to revise 5 CFR part 250 to streamline various reporting requirements on human capital matters.	Calendar year 2012	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	Calendar year 2012	This regulation would implement a provision of E.O. 13583 of August 18, 2011, which	An NPRM is being drafted by OPM's Employee Services.

relating to agency reporting requirements.

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.

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.

Calendar  
year 2012

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  
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SL/ST  
Pay for  
Performance

Regulatory changes would implement legislative changes (2008) to align SL/ST pay more closely with SES.

Calendar  
year 2012

We expect revisions to allow agencies to simplify SL/ST pay for performance by making it more like SES, with which they are already

Revised regulation will provide more structure and consistency to SL/ST pay across Government and align more

				familiar.	closely with the already familiar SES pay system.	
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	Calendar year 2012	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.	Revised regulation will provide for consistent ECQ-based approach to SES performance appraisal across Government and simplify approval and certification processes for agencies that adopt it.
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	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	Proposed rule transmitted to OMB May 8, 2012.

CBSA definitions which could result in a substantial cost for higher locality pay for GS employees.