

<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	1-Apr-12 (Target)	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 notice of proposed rule- making (NPRM) was published on August 5, 2011. The comment period closed on October 4, 2011. OPM is completing its work on the final rule.
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	29-Jun-11 (Actual)	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	An interim final rule with request for comment was published June 29, 2011. OPM intends to respond to comments in a final rule later this year.

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 proposed regulation was published in March 2010. We are currently completing the final regulation package.
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 proposed regulation was published in July 2011. We are currently completing the final regulation package.
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 proposed regulation was published in July 2011. We are currently completing the final regulation package.
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 proposed regulation was published in July 2011. We are currently completing the final regulation package.

		Allowance at Johnston Island	Island allowance		same-sex domestic partners.	
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 Employee Services	n/a	Hiring Reform	Regulatory changes that would implement the President's hiring reform initiative	1-Jun-12 (target)	Hiring reform has streamlined the application process. By allowing applicants to apply with only a resume, hours have been cut out of the process for each person seeking to apply for the thousands of Federal jobs available each year.	Significant improvements in the hiring process have already been realized, including shaving 16 days from the average time to hire. We will promulgate regulations later this year to codify the reforms that have been adopted administratively and to make further improvements.
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 are examining whether modifications to the part 850 regulations are appropriate. We have recently moved on to that phase of our analysis and will have a further update to report when the next report is due to OMB in May 2012.

OPM
Employee
Services

RIN 3206-
AL98

Personnel
Management
in Agencies

Regulatory changes that would streamline agency reporting obligations on human capital matters

1-Jun-12
(target)

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.