

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Retrospective Review Report

March 2014

*a New Day for Federal Service*

AGENCY/SUBAG ENCY	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 Retirement Services	RIN 3206- AM45	Retirement Modernization	Regulatory changes that would modernize the retirement application and adjudication process	FY2014	Modernizing the retirement system would increase efficiency of government operations and reduce burdens on annuitants and agencies.	OPM has started to implement process and automated changes that improve application submission and customer service, and to update 850 regulations where appropriate. We issued proposed regulations on March 5, 2013. The comment period ended on May 6, 2013.

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 2014	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	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	An NPRM is being drafted by OPM's Employee Services.

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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.	FY 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.	<a href="#">The final rule has been submitted to OIRA for review.</a> <a href="#">Additional information can be found at <u>www.reginfo.gov</u></a>
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 is being prepared by OPM's Employee Services

<p>OPM Merit System Audit and Compliance</p>	<p>RIN 3206-AM68</p>	<p>Combined Federal Campaign</p>	<p>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.</p>	<p>FY2014</p>	<p>The proposed 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.</p>	<p>The proposed rule published on April 8, 2013 (78 FR 20820) The comment period ended on June 7, 2013. The final rule has been submitted to OIRA for review.</p>
<p>OPM Diversity and Inclusion</p>	<p>RIN 3206-AM77</p>	<p>Nondiscrimination Provisions</p>	<p>Proposed rule would update various nondiscrimination provisions appearing in title 5, Code of Federal Regulations, to provide greater consistency and reflect current law.</p>	<p>FY2014</p>	<p>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</p>	<p><a href="#">The proposed rule has been submitted to OIRA for review. Additional information can be found at <a href="http://www.reginfo.gov">www.reginfo.gov</a></a></p>

basis of factors not  
related to job  
performance.”

**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.	FY 2013	Revised collection submitted and approved by OIRA 11/2013. New form available early 2014 on OPM.gov.
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