

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Fiscal Year 2015 Federal Program Inventory

May 2013

*a New Day for Federal Service*



## Table of Contents

I.	INTRODUCTION .....	1
II.	APPROACH.....	1
III.	OPM PROGRAM INVENTORY .....	2
1.	Federal Employee Policy Oversight .....	3
2.	Federal Employee Healthcare and Insurance .....	5
3.	National Healthcare Operations .....	6
4.	Federal Investigative Services .....	7
5.	Federal Agency Human Resource Services .....	8
6.	Merit System Accountability & Compliance .....	9
7.	Office of the Inspector General.....	10
8.	Federal Employee Retirement.....	11
9.	USAJOBS .....	12
10.	Federal Human Resources Information Technology Transformation Human Resources Line of Business (HRLOB) .....	13

## I. INTRODUCTION

The GPRA Modernization Act of 2010 requires a central inventory of all Federal programs. The Federal Program Inventory has the potential to facilitate coordination across agencies by making it easier to find programs that can contribute to a shared goal, as well as improve public understanding about what Federal programs do and how programs link to budget, performance and other information.

This document describes each of the Office of Personnel Management's (OPM's) 10 programs across organizational and customer service elements and shows how the programs support the OPM's broader Strategic Goals and Strategic Objectives. Please refer to [www.Performance.gov](http://www.Performance.gov) for program contributions to our Agency Priority Goals and Cross-Agency Priority (CAP) Goals. OPM currently contributes to the following CAP Goal: "Closing Skill Gaps".

## II. APPROACH

Generally, programs consist of a single program activity line of the President's Budget Appendix. For instance, U.S. Office of Personnel Management (OPM) "Federal Employee Investigations" program receives its funding directly from multiple funding sources, but all funds support the single program. OPM aggregated, disaggregated or maintained program authority to develop a program inventory that resonates with our external partners and reflects internal agency operations.

To send comments, or obtain additional information about this document, please email James Grenier at [james.grenier@opm.gov](mailto:james.grenier@opm.gov).

### III. OPM PROGRAM INVENTORY

OPM is the Federal Government’s chief human resources agency and personnel policy manager of the Federal workforce. OPM achieves its mission to “recruit, retain and honor a world-class workforce to serve the American people” by directing human resources and employee management, administering retirement, healthcare and insurance programs, overseeing merit-based and inclusive hiring into the civil service, and providing a secure employment process. This provides an overview of OPM discretionary, Office of the Inspector General (OIG) discretionary, Mandatory Authority, and Revolving Fund values for FY 2012 through FY 2014.

Total Budget Authority (in millions of dollars)			
<b>Funding Source</b>	<b>FY 2012 Actual</b>	<b>FY 2013 Est.</b>	<b>FY 2014 Est.</b>
Discretionary Appropriation	\$210.29	\$211.58	\$214.34
OIG Discretionary Appropriation	\$24.32	\$24.46	\$26.02
Mandatory Administrative Authorities	\$52.39	\$64.78	\$67.14
Revolving Fund	\$2,040.22	\$2,096.12	\$2,071.19
<b>Total Budget Authority</b>	<b>\$2,327.22</b>	<b>\$2,396.94</b>	<b>\$2,378.69</b>

---

## 1. Federal Employee Policy Oversight

---

OPM's Federal Employee Policy and Oversight Program provides policy direction and leadership for Government-wide human resources systems and programs such as recruitment, pay, leave, performance management and recognition, employee development, work/life/wellness programs, labor and employee relations, data analysis and documentation (Employee Viewpoint Survey and FedScope), and The Presidential Management Fellows program. In support of this strategy, OPM helps agencies examine diversity and inclusion policy options and identify Government-wide data trends. OPM helps agencies implement two diversity and inclusion Executive orders, 13583 and 13548. The program provides strategic analysis and workforce information spanning the full range of human resource management issues facing Federal agencies (such as workforce supply, pay, benefits, and diversity) and involves a variety of analytical tools (including actuarial analysis, surveys, economic analysis, and policy analysis).

- **Supported Strategic Goal 1.0 - Hire the Best:** Help agencies recruit and hire the most talented and diverse Federal workforce possible to serve the American people
  - **Supported Strategic Objective 1.01:** Implement Improvements to the Federal Hiring Process
  - **Supported Strategic Objective 1.02:** Promote Diversity and Inclusion in the Federal Workforce
  - **Supported Strategic Objective 1.04:** Reduce Skills Gaps in Targeted Mission Critical Occupations and/or Competency Areas Across Government
  - **Supported Strategic Objective 1.05:** Encourage Increased Manager Involvement in the Federal Hiring Process
  - **Supported Strategic Objective 1.06:** Assist Veterans to Find a Place in the Federal Workforce
- **Supported Strategic Goal 2.0 - Respect the Workforce:** Provide the training, benefits, and work/life balance necessary for Federal employees to succeed, prosper, and advance in their careers
  - **Supported Strategic Objective 2.01:** Improve Training Opportunities for Federal Employees
  - **Supported Strategic Objective 2.03:** Improve Federal Employee Engagement and Satisfaction with Health, Wellness, and Work/life Flexibilities
  - **Supported Strategic Objective 2.04:** Improve Federal Labor-Management Relations Across the Government
  - **Supported Strategic Objective 2.05:** Promote the Safety of the Federal Workforce Through Emergency Preparedness
  - **Supported Strategic Objective 2.06:** Create the 21st Century Flexible Workplace to Enhance Employee Engagement and Improve Satisfaction

- **Supported Strategic Goal 3.0 - Expect the Best:** Ensure the Federal workforce and its leaders are fully accountable, fairly appraised, and have the tools, systems, and resources to perform at the highest levels to achieve superior results
  - **Supported Strategic Objective 3.02:** Recognize, Select, and Sustain Individuals Who Provide Strong Leadership and Direction for Agencies
  - **Supported Strategic Objective 3.03:** Provide Leadership and Direction to Government-wide human resource programs
  - **Supported Strategic Objective 3.05:** OPM will Lead by Example to Implement Human Resources Reforms and Reinvigorate our Approach to Individual and Organizational Performance Management

---

## 2. Federal Employee Healthcare and Insurance

---

OPM's Healthcare & Insurance (HI) program manages insurance benefits for more than 8 million Federal employees, retirees, and their families. The HI organization consolidates all of OPM's healthcare and insurance responsibilities into a single organization. Existing responsibilities include Federal Employee Health Benefit Plan (FEHBP), Federal Employee Group Life Insurance, Flexible Spending Account, Federal Long Term Care Insurance Program, and Federal Employee Dental Vision Insurance Plan. The program provides strategic analysis and analytical tools including planning and policy activities related to Federal healthcare and insurance benefits programs.

- **Supported Strategic Goal 2.0 - Respect the Workforce:** Provide the training, benefits, and work/life balance necessary for Federal employees to succeed, prosper, and advance in their careers
  - **Supported Strategic Objective 2.02:** Ensure that Available Benefits Align with Best Practices and Employees' Needs
- **Supported Strategic Goal 5.0 - Improve Access to Health Insurance:** Develop and administer programs that provide high quality and affordable health insurance to uninsured Americans who are seeking health insurance through Affordable Care Act exchanges, uninsured Americans with pre-existing medical conditions who cannot otherwise purchase coverage, and employees of tribes or tribal organizations
  - **Supported Strategic Objective 5.02:** Offer FEHB Benefits to Employees of Eligible Tribes and Tribal Organizations

---

### 3. National Healthcare Operations

---

With the passage of the Patient Protection and Affordable Care Act (ACA) in 2010, OPM is tasked with the new responsibility of implementing health insurance options to the broader American public. Section 1334 of ACA directs OPM to contract with at least two health insurance issuers to offer multi-State plans on each State's Affordable Insurance Exchanges. OPM also supports the Pre-Existing Conditions Insurance Program (PCIP). PCIP enrollees will be able to transition and obtain coverage through Exchanges raising many operational and policy issues to address. National Healthcare Operations is one of three components in our Healthcare and Insurance organization.

- **Supported Strategic Goal 5.0 - Improve Access to Health Insurance:** Develop and administer programs that provide high quality and affordable health insurance to uninsured Americans who are seeking health insurance through Affordable Care Act exchanges, uninsured Americans with pre-existing medical conditions who cannot otherwise purchase coverage, and employees of tribes or tribal organizations
  - **Supported Strategic Objective 5.01:** Contract with Multi-State Health Plans to be Offered on Affordable Insurance Exchanges
  - **Supported Strategic Objective 5.03:** Manage a Contract with a Health Insurer to Provide Health Insurance Coverage to People with Pre-Existing Medical Conditions

---

## 4. Federal Investigative Services

---

OPM's Federal Investigative Services (FIS) program provides investigative products and services for over 100 Federal agencies to use as the basis for suitability and security clearance determinations. FIS performs background investigations for Federal agencies on a fee-for-service basis. FIS conducts over 90 percent of all background investigations for the Federal Government. The mandates of the Intelligence Reform and Terrorism Prevention Act of 2004 continue to be a primary focus of the background investigations program.

- **Supported Strategic Goal 1.0 - Hire the Best:** Help agencies recruit and hire the most talented and diverse Federal workforce possible to serve the American people
  - **Supported Strategic Objectives 1.03:** Ensuring Agencies Have Timely and Sufficient Information to Make Decisions such as Credentialing, Suitability, and/or Security Clearance Determinations

---

## 5. Federal Agency Human Resource Services

---

OPM's Federal Agency Human Resource Services (HRS) program partners with Federal agencies to provide effective human resource solutions that develop leaders, attract and build a high-quality public-sector workforce, and transform agencies into high-performing organizations. Broadly, HRS program activities can be grouped into services and consulting, and training offerings (Federal Executive Institute, Global Executive Leadership Development, Leadership Development, Eastern Management Development Center, and Western Management Development Center). HRS services consist of Administrative Law Judges, Assessment and Evaluation, Classification & Job Design, Nationwide Testing, Pathways Program Support, Performance Management, Recruiting & Staffing Solutions, Telework Management, Workforce and Succession Planning, and Workforce Restructuring. HRS consulting offers human resources Training Content Delivery Services, human resources Training and Management Assistance (TMA) and includes assisted staff acquisition services, and human resources project management. HRS Training offerings include residential interagency executive coaching and development, employee growth and development sustainability, and customized online learning management systems.

- **Supported Strategic Goal 3.0 Expect the Best:** Ensure the Federal workforce and its leaders are fully accountable, fairly appraised, and have the tools, systems, and resources to perform at the highest levels to achieve superior results
  - **Supported Strategic Objective 3.03:** Provide Leadership and Direction to Government-wide human resources Programs

---

## 6. Merit System Accountability & Compliance

---

OPM's Merit System Accountability & Compliance (MSAC) Agency Compliance and Evaluation (ACE) program ensures, through rigorous oversight, that Federal agency human resources programs are effective and meet civil service law, regulations, merit system principles and related civil service requirements. Section 1104 of the Civil Service Reform Act of 1978 authorizes OPM to establish and maintain an oversight program to ensure that delegated human resources activities comply with merit system principles and OPM standards. In addition, Executive Order 13197 (Government-wide Accountability for Merit System Principles; Workforce Information) gives OPM the responsibility and authority to hold Executive department and agency heads, executives, managers, and human resources officers accountable for effective human resources management in accordance with merit system principles. The key components of the ACE's oversight and compliance programs are (1) agency accountability assessments, (2) Delegated Examining Unit evaluations, (3) large agency human resources evaluations, and (4) small agency human resources evaluations; and (5) Delegated Examining and Evaluator training. ACE also adjudicates position classification (white collar) and job grading (blue collar) appeals, Fair Labor Standards Act claims and Federal civilian employee compensation, leave, and related claims. In addition MSAC oversees the Federal Government's Combined Federal Campaign and Voting Rights programs.

- **Supported Strategic Goal 3 – Expect the Best:** Ensure the Federal workforce and its leaders are fully accountable, fairly appraised, and have the tools, systems, and resources to perform at the highest levels to achieve superior results
  - **Supported Strategic Objective 3.04:** Hold Agencies to Account for Improvements in Strategic Human Resources Management

---

## 7. Office of the Inspector General

---

OPM's Office of the Inspector General (OIG) provides audit and investigative oversight of the Federal Employees Health Benefits Program (FEHBP), including FEHBP plans and pharmacy benefit managers, Civil Service Retirement/Federal Employees Retirement System programs and operations, and carrier information systems. The Inspector General was established as a statutory entity on April 16, 1989. It operates under the authority of the Inspector General Act of 1978 (P.L. 95-452) and the 1988 amendments (P.L. 100-504). The IG Act requires that each OIG conduct and supervise independent and objective audits and investigations relating to agency programs and operations; promote economy, effectiveness, and efficiency within the agency; prevent and detect fraud, waste, and abuse in agency programs and operations; review and make recommendations regarding existing and proposed legislation and regulations relating to agency programs and operations; and keep the agency head and Congress fully and currently informed of problems in agency programs and operations. OIG works actively and cooperatively with both the Congress and OPM's Office of Policy to promote the transparency of parties doing business with the FEHBP, such as pharmacy benefit managers. The three core organizational units within the OIG are the audit, investigation, and the FEHBP administrative sanction programs.

- **Supported Strategic Goals:** OPM Inspector General is independent of OPM's strategic plan goal and objective structure
  - **Supported Strategic Objectives:** N/A

---

## 8. Federal Employee Retirement

---

OPM's Retirement Services (RS) program administers the Civil Service Retirement System and the Federal Employees Retirement System which covers nearly 2.5 million civilian Federal employees, retirees and survivors who receive monthly annuity payments. Activities include record maintenance and service credit accounts prior to retirement, initial eligibility determinations at retirement, adjudicating annuity benefits based on age and service, disability or death based on a myriad of laws and regulations, post retirement changes based on numerous life events, health and life insurance enrollments, Federal and state tax deductions, as well as other payroll functions.

- **Supported Strategic Goal 4 – Honor Service:** Ensure recognition and reward for exemplary performance of current employees and honor the careers of Federal retirees
  - **Supported Strategic Objective 4.01:** Develop a 21st Century Customer Focused Retirement Processing System that Adjudicates Claims Timely and Accurately
  - **Supported Strategic Objective 4.02:** Improve OPM Service to Federal Agency Benefit Officers

---

## 9. USAJOBS

---

OPM's Office of the Chief Information Officer maintains USAJOBS, the official job site of the Federal Government. It is the one-stop source for Federal jobs and employment information by which Federal agencies meet their legal obligation (5 USC 3327 and 5 USC 3330) to provide public notice of Federal employment opportunities to Federal employees and American citizens. The USAJOBS.gov website is a portal for Federal recruitment for most government positions, whether competitively or non-competitively sourced.

- **Supported Strategic Goal 1.0 - Hire the Best:** Help agencies recruit and hire the most talented and diverse Federal workforce possible to serve the American people.
  - **Supported Strategic Objective 1.01:** Implement Improvements to the Federal Hiring Process

---

## 10. Federal Human Resources Information Technology Transformation Human Resources Line of Business (HRLOB)

---

OPM's HRLOB program generates Government-wide benefits through Human Resources Information Technology Transformation (HRITT) consolidation, standardization, and modernization. OPM offers Federal HRITT systems such as Enterprise Human Resource Integration, Federal Employee Knowledge Portal, USA Learning, and USA Staffing. OPM's Office of Chief Information Officer works together, with all of OPM's primary operating elements, and offers technology as a key enabler of Federal agency human resource strategy to help Federal agencies become high performing organizations. The HRLOB provides the necessary information technology infrastructure to facilitate the exchange of human resources data and information government-wide. OPM's HRLOB, leads the government wide transformation of human resources information technology by focusing on modernization, integration, and performance assessment.

- **Supported Strategic Goal 3 – Expect the Best:** Ensure the Federal workforce and its leaders are fully accountable, fairly appraised, and have the tools, systems, and resources to perform at the highest levels to achieve superior results
  - **Supported Strategic Objective 3.01:** Help Agencies Become High Performing Organizations with the Use of human resources Tools
  - **Supported Strategic Objective 3.03:** Provide Leadership and Direction to Government-wide human resources Programs



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
Chief Financial Officer  
1900 E Street, NW  
Washington, DC 20415