

Attachment

OPM is committed to an on-going assessment of reporting requirements and will continue to consider elimination of additional reports as appropriate. For those reports required by law, OPM will be submitting legislation to the Hill. For those reports governed by regulation, OPM will propose modification as required.

Title	Law/Reg. (Proposed to be Modified)	Frequency	Rationale for Elimination
REPORTS TO BE RECOMMENDED FOR ELIMINATION			
Category Rating (CR)	5 U.S.C. 3319(d)	Annual, for 1 st 3 years after CR systems established	Temporary reporting requirement only for 1st years after the agency establishes its system. Most agencies have done so and are no longer required to report.
Experts & Consultants	5 U.S.C. 3109(e)	Annual	Information available through EHRI.
Critical Pay	5 U.S.C. 5377(h)	Annual	Authority is used only for a handful of positions and changes little year to year.
Physicians Comparability Allowances (PCAs)	5 U.S.C. 5948(j)	Annual	- When it was established in 1978, the PCA authority was temporary and designed to enable the Federal Government to recruit and retain highly qualified Government physicians. It included a requirement for a Presidential report to each House of Congress on the operation of the program, along with a recommendation as to whether or not the authority should be continued. - In 2000, the program was made permanent, and the requirement for the recommendation portion of the report was deleted. - Given the ongoing nature of the program and the more than 30 years of experience with its operation, the necessity for annual reports has diminished.

Title	Law/Reg. (Proposed to be Modified)	Frequency	Rationale for Elimination
Extension of Locality Pay to Non-GS Employees	5 U.S.C. 5304(h)(2)(C)	Annual	Repetitive. Report changes little year to year merely documenting what groups of employees previously had locality pay extended to them and says the payments will be continuing in the current year.
Voluntary Separation Incentive Payments (VSIP)	5 CFR 576.104	Quarterly	Most information available through EHRI. Program effectiveness information available through agency annual performance plans.
Voluntary Early Retirement (VERA)	5 CFR 831.114, and 842.213	Quarterly	Most information available through EHRI. Program effectiveness information available through agency annual performance plans.
Dual Comp Waivers-NDAA 2010	OPM	Annual	Number employed under authority available through EHRI.
Child Care Subsidies	5 CFR 792.204.	Annual	Report not utilized much. There is currently no other mechanism for obtaining this information.
Recruitment, Relocation, & Retention Incentives (3Rs)	At OPM's discretion under 5 CFR 575.113(a), 575.213(a), and 575.313(a) Agency reports under 5 CFR 575.113(b), 575.213(b), and 575.313(b) no longer required because statutory requirement for report to Congress has expired.	Annual	- While OPM is no longer required to report to Congress, we continue to collect 3Rs data to track and monitor agency use. - When EHRI provides the payroll and HR data needed to track and monitor agency 3Rs use, we can eliminate the separate reporting requirement for most agencies.
Retention Incentives to go to Different Federal Position	5 CFR 575.315(i) to address "sense of Congress" in section 101(a)(3) of P.L. 108-411 which requires agencies to notify OPM of such payments and OPM to monitor to make sure other agencies are not adversely affected.	Annual	- While OPM is no longer required to report to Congress, we continue to collect data on retention incentive paid to employees likely to go to a different Federal position to track and monitor agency usage. - Such monitoring addresses the sense of Congress statement in section 101(a)(3) of PL 108-411.

Title	Law/Reg. (Proposed to be Modified)	Frequency	Rationale for Elimination
			When EHRI provides the payroll and HR data needed to track and monitor agency retention incentive use, we can eliminate the separate reporting requirement for most agencies.
Human Capital Management Report (HCMR)	5 CFR 250.203	Annual	Many reporting requirements overlap with or duplicate GPRA reporting.

Title	Law/Reg. (Proposed to be Modified)	Frequency	Recommendation for Plans and Reports
REPORTS TO CONSOLIDATE AND REDUCE REQUIREMENTS			
Federal Equal Opportunity Recruitment Program (FEORP)	5 U.S.C. 7201(e); 5 CFR 720.207	Annual	<u>Combine</u> . Data already comes from EHRI. Reduce narrative requested from agencies.
Hispanic Employment	E.O. 13171	Annual	<u>Combine</u> . Data already comes from EHRI. Reduce narrative requested from agencies and consolidate with FEORP.
Leadership/Management Succession Plan	5 CFR 412.201	Annual	<u>Integrate</u> HC information into GPRA performance planning and reporting, at agencies' discretion.
Veterans Employment Operations Plan	Vets E.O.	Annual	<u>Integrate</u> HC information into GPRA performance planning and reporting, at agencies' discretion.
Strategic Human Capital Plan	5 CFR 250.203	Aligned with Agency Strategic Plan	<u>Integrate</u> HC information into GPRA performance planning and reporting, at agencies' discretion.