



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

March 31, 2025

Memorandum for Chief Human Capital Officers

From: Charles Ezell  
Acting Director

Subject: **Updated 2025 U.S. Office of Personnel Management Consolidated Reporting Data Call**

The U.S. Office of Personnel Management’s (OPM) Calendar Year 2025 data calls are listed below to strategically provide awareness and planning opportunities for agencies (note that hyperlinks to the data calls will be added as they are issued), aligned with current Administration policy directives:

<b>Title</b>	<b>Agency Submission Due Date</b>	<b>OPM Point of Contact</b>	<b>Reporting Requirement Citation</b>
<a href="#"><u>Physicians Comparability Allowance</u></a>	Friday, February 28, 2025	<a href="mailto:paypolicy@opm.gov">paypolicy@opm.gov</a>	5 U.S.C. 5948(j)
<a href="#"><u>Student Loan Repayment Incentives</u></a>	Monday, March 31, 2025	<a href="mailto:paypolicy@opm.gov">paypolicy@opm.gov</a>	5 U.S.C. § 5379 (h)(1) and 5 CFR 537.110(b)
<a href="#"><u>Telework</u></a>	Wednesday April 16, 2025	<a href="mailto:teleworkpolicy@opm.gov">teleworkpolicy@opm.gov</a>	5 U.S.C. 6506(b)
<a href="#"><u>FY2024 Non-Competitive Hiring Authority for Spouses of Certain DoD Civilian Employees</u></a>	Wednesday, April 30, 2025	<a href="mailto:militaryspouse@opm.gov">militaryspouse@opm.gov</a>	Pub. L. No. 118-31, div. A, title XI, § 1119 (c)
<a href="#"><u>Senior Executive Service, Scientific, and Senior Level Performance Ratings Pay &amp; Performance</u></a>	Friday, May 2, 2025	<a href="mailto:annualdatacall@opm.gov">annualdatacall@opm.gov</a>	5 U.S.C. 4304(b) and CFR 430.405(g)

<b>Title</b>	<b>Agency Submission Due Date</b>	<b>OPM Point of Contact</b>	<b>Reporting Requirement Citation</b>
<a href="#"><u>Federal Equal Opportunity Recruitment Program</u></a>	Monday, June 30, 2025	<a href="mailto:recruitment@opm.gov"><u>recruitment@opm.gov</u></a>	5 U.S.C. 7201 and 5 CFR Part 720, Subpart B
<b>2025 Annual Review of Special Rates</b>	Monday, October 20, 2025	<a href="mailto:paypolicy@opm.gov"><u>paypolicy@opm.gov</u></a>	5 U.S.C. 5305 and 5 CFR part 530, subpart C
<a href="#"><u>Mission Critical Occupation Resource Staffing &amp; Hiring Charts</u></a>	Friday, October 31, 2025	<a href="mailto:humancapital@opm.gov"><u>humancapital@opm.gov</u></a>	5 CFR Part 250, Subpart B
<a href="#"><u>Time-to-Hire</u></a>	Friday, October 31, 2025	<a href="mailto:humancapital@opm.gov"><u>humancapital@opm.gov</u></a>	5 CFR Part 250, Subpart B
<a href="#"><u>Disabled Veterans Affirmative Action Program</u></a>	Monday, December 1, 2025	<a href="mailto:dvaap@opm.gov"><u>dvaap@opm.gov</u></a>	38 U.S.C. 4214
<a href="#"><u>Annual Reporting for Fiscal Year (FY) 2025 on the Employment of Military Spouses &amp; Certain DoD Civilian Employee Spouses</u></a>	Wednesday, December 31, 2025	<a href="mailto:militaryspouse@opm.gov"><u>militaryspouse@opm.gov</u></a>	Pub. L. No. 118-31, div. A, title XI, § 1119 (c) and Executive Orders 13832 and 14100  <b><i>Please note that data reporting in support of EO 14100 is limited to military spouse elements.</i></b>

The respective OPM program office will also remind agencies of their upcoming data call deadlines via the Chief Human Capital Officers Council. If you have any follow-up questions about a particular data call, please contact the respective point of contact.

In the event an ad hoc data call is required, it will be disseminated separately. New, recurring data calls will be incorporated into the following year's consolidated data call memorandum.

cc: Deputy Chief Human Capital Officers, Human Resources Directors