



United States Office of Personnel Management
Office of the Chief Financial Officer

Benefits Administration Letter

Number: 26-305

Date: February 2026

Subject: March 2026 Headcount

This is a reminder for all payroll providers, including cross-service providers (e.g. National Finance Center, Defense Finance and Accounting Service, etc.), to submit the semiannual Headcount for the March 2026 reporting period no later than March 31, 2026.

The semiannual Headcount reporting (March and September) provides the OPM with a snapshot of agency-wide enrollment for participants in the Civil Service Retirement System (CSRS), Federal Employees Retirement System (FERS), Federal Employees Retirement System – Revised Annuity Employees (FERS-RAE), Federal Employees Retirement System – Further Revised Annuity Employees (FERS-FRAE), Federal Employees Health Benefits (FEHB) Program, Postal Service Health Benefits (PSHB) Program, and/or the Federal Employees' Group Life Insurance (FEGLI) Program.

The March 2026 Headcount reporting period is for payroll paid during the first 15 days of March for weekly and bi-weekly pay cycles. For monthly pay cycles, the reporting period is February 1 through February 28, 2026.

Headcount reports must be submitted **no later than March 31, 2026**. If report submission delays or difficulties are anticipated, please contact **Yadira Vega at 202-606-4842 or email FundsManagement-TrustFunds@opm.gov.**

All payroll providers **must** use the OPM Headcount Collection System (HCS) to input data and submit OPM Forms 1523 and 2812A electronically. The HCS also provides an electronic upload feature using a standardized template. Payroll users must use their Personal Identity Verification (PIV) card to sign in and access the Headcount web system. If a user does not have a PIV card, he/she must obtain a FIDO2 Token at Authenticator Level 2. Each user must have his/her own FIDO2 Token, which is tied to a specific user's email address. Note: Standard Retirement and Insurance Transfer System (RITS) reports should not be delayed because Headcount submissions are not ready/complete.