<table>
<thead>
<tr>
<th>AGENCY/ SUB-</th>
<th>RIN/OMB NUMBER</th>
<th>TITLE OF INITIATIVE/ RULE/ICR</th>
<th>BRIEF DESCRIPTION</th>
<th>ACTUAL OR TARGET COMPLETION DATE</th>
<th>ANTICIPATED SAVINGS IN COSTS AND/OR INFORMATION COLLECTION BURDENS TOGETHER WITH ANY ANTICIPATED CHANGES IN BENEFITS</th>
<th>PROGRESS UPDATES AND ANTICIPATED ACCOMPLISHMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPM Employee Services</td>
<td>RIN 3206- AM34</td>
<td>Excepted Services, Career and Career-Conditional Employment; and Pathways Program</td>
<td>Streamlining the process for agencies to hire students and recent graduates and increase transparency for Federal job seekers</td>
<td>1-Apr-12 (Target)</td>
<td>Use of this streamlined approach will result in significant resource savings for Federal human resources operations, with respect to the jobs they fill using the new Pathways programs. At this time, however, we lack sufficient measures to quantify savings.</td>
<td>A notice of proposed rule-making (NPRM) was published on August 5, 2011. The comment period closed on October 4, 2011. OPM is completing its work on the final rule.</td>
</tr>
<tr>
<td>OPM Health-care &amp; Insurance</td>
<td>RIN 3206- AM39</td>
<td>Federal Employees Health Benefits Program: New Premium Rating Method for Most Community Rated Plans</td>
<td>Interim final regulation adopting a new rate-setting methodology for most community-rated FEHB plans based on medical loss ratio</td>
<td>29-Jun-11 (Actual)</td>
<td>FEHB carriers will be relieved of the regulatory burden of determining non-FEHB comparison groups. Instead, carriers will submit MLR data aligned with the information required under the Affordable Care Act. FEHB has lost community rated carriers due to the difficulty of complying with the current out-dated rate comparison methodology. OPM expects this change to improve competition in FEHB which</td>
<td>An interim final rule with request for comment was published June 29, 2011. OPM intends to respond to comments in a final rule later this year.</td>
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<tr>
<td>OPM Retirem't Services</td>
<td>RIN 3206-AM20</td>
<td>Presumption of Insurable Interest for Same-Sex Domestic Partners</td>
<td>Proposed rule would allow employees to provide for an insurable interest benefit for their same-sex domestic partners under the streamlined approach available to spouses</td>
<td>1-Jun-12 (target)</td>
<td>This will reduce the paper-work burden on employees with same-sex domestic partners who wish to make use of this benefit.</td>
<td>The proposed regulation was published in March 2010. We are currently completing the final regulation package.</td>
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<tr>
<td>OPM Employee Services</td>
<td>RIN 3206-AM35</td>
<td>Noncompetitive Appointment of Certain Former Overseas Employees</td>
<td>Proposed rule would allow agencies to use noncompetitive appointment authority to hire same-sex domestic partners of employees returning from overseas assignments, to the same extent they may use such authority to hire spouses</td>
<td>1-Jun-12 (target)</td>
<td>This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.</td>
<td>The proposed regulation was published in July 2011. We are currently completing the final regulation package.</td>
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<tr>
<td>OPM Employee Services</td>
<td>RIN 3206-AL36</td>
<td>Agency Use of Appropriated Funds for Child Care Costs for Lower Income Employees</td>
<td>Proposed rule would extend eligibility for child care subsidies to cover costs of care of the children of the employee's same-sex domestic partner and would clarify that domestic partners may access employee assistance programs</td>
<td>1-Jun-12 (target)</td>
<td>This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.</td>
<td>The proposed regulation was published in July 2011. We are currently completing the final regulation package.</td>
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<tr>
<td>OPM Employee Services</td>
<td>RIN 3206-AM31</td>
<td>Change in Definitions; Evacuation Pay and the Separate Maintenance</td>
<td>Proposed rule would provide for an employee's same-sex domestic partner to be treated as a family member for purposes of evacuation pay and the separate Johnston maintenance</td>
<td>1-Jun-12 (target)</td>
<td>This will advance the President's policy of providing equality in benefits, to the extent legally permissible, between opposite-sex spouses and same-sex domestic partners.</td>
<td>The proposed regulation was published in July 2011. We are currently completing the final regulation package.</td>
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<tr>
<td>Agency</td>
<td>RIN</td>
<td>Initiative</td>
<td>Action</td>
<td>Details</td>
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<tr>
<td>OPM Services</td>
<td>AM27</td>
<td>Designation of National Security Positions</td>
<td>Proposed regulations</td>
<td>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. The comment period ended on February 14, 2011. OPM is currently conferring with OMB concerning the possibility of re-issuing these regulations jointly with the Office of the Director of National Intelligence.</td>
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<tr>
<td>OPM Services</td>
<td>n/a</td>
<td>Hiring Reform</td>
<td>Proposed regulations</td>
<td>Significant improvements in the hiring process have already been realized, including shaving 16 days from the average time to hire. We will promulgate regulations later this year to codify the reforms that have been adopted administratively and to make further improvements.</td>
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<tr>
<td>OPM Services</td>
<td>n/a</td>
<td>Retirement Modernization</td>
<td>Proposed regulations</td>
<td>OPM has been reviewing its retirement processing operations for purposes of making long-term improvements.</td>
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</table>
improvements and also to
devise a business plan to
address a growing backlog
of retirement applications.
As part of this review, we are
examining whether
modifications to the part
850 regulations are
appropriate. We have recently
moved on to that phase of
our analysis and will have a
further update to report when
the next report is due to OMB
in May 2012.

OPM
RIN 3206-
Personnel
Management
in Agencies

Regulatory changes that would
streamline agency reporting
obligations on human capital
matters

1-Jun-12
(target)

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.