

Attachment A: Report Consolidation Matrix Updated December 2015

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

Report Consolidation Project Status Update

Agencies are to stop reporting on these items:

- Recruitment, Relocation, and Retention Incentives (3Rs) [Note: OPM has the authority under 5 CFR part 575, subparts A, B, and C to request ad-hoc reports]
- Veterans Employment Operations Plan
- Category Rating
- Dual Comp Waivers
- Child Care Subsidies
- Human Capital Management Report
 - OPM regulation to discontinue this report is pending approval. Proposed regulation will provide for a more interactive, continual human capital evaluation framework.
 - The requirement was waived for participating HRStat agencies, which now includes all 24 CHCO agencies. The regulatory HCMR requirement does not apply to small agencies.
- Mission-Critical Occupation Resource Chart
 - OPM regulation to discontinue this report is pending approval. Alternative means for collecting key required workforce planning data points are being investigated. Upon the completion of this effort, guidance on required metric collection will be developed for publication.
- Strategic Human Capital Plan
 - OPM regulation to discontinue this report is pending approval.
 - In accordance with GPRA-MA, human capital strategies should have been incorporated into the agency strategic plans.

Agencies will continue to report on these items until further notice:

- Retention Incentives – Likely to Go to Different Federal Position
 - OPM is reviewing the agency data submitted to the Enterprise Human Resources Integration (EHRI) payroll system and sharing it with agencies to inform any decision on the future of this reporting requirement.
- VSIP
 - OPM regulation to discontinue this report is pending approval.
- VERA

- OPM regulation to discontinue this report is pending approval.

Agencies will continue to report on these items in their consolidated format:

- Federal Equal Opportunity Recruitment Program (FEORP)
 - FEORP and Hispanic Employment Reports consolidated in November 2012
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Agencies will continue reporting on these items, as legislative requirements are still in effect:

- Critical Pay
- Extension of Locality Pay to Non-GS Employees
- Physicians Comparability Allowances
- Experts and Consultants