

Dated: June 30, 2005.

Connie M. Downs,

OPIC Corporate Secretary.

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OFFICE OF PERSONNEL MANAGEMENT

Personnel Demonstration Project; Alternative Personnel Management System for the U.S. Department of Commerce

AGENCY: Office of Personnel
Management.

ACTION: Notice of modification to the
Department of Commerce Personnel
Management Demonstration Project.

SUMMARY: The Office of Personnel
Management (OPM) has authority to
conduct demonstration projects that
experiment with new and different
human resources management concepts
to determine whether changes in
policies and procedures result in
improved Federal human resources
management. OPM approved a
demonstration project covering several
operating units of the U.S. Department
of Commerce (DoC). OPM must approve
all modifications to approved
demonstration project plans. This notice
proposes to further expand the coverage
of the demonstration project to include
two bargaining units contained within
organizations already included in the
project. This notice also announces the
realignment of the Space Environment
Center (SEC), Boulder, Colorado, from
the Office of Atmospheric Research
(OAR) of the National Oceanic and
Atmospheric Administration (NOAA) to
the National Weather Service (NWS) of
NOAA located in Boulder, Colorado.
This notice also adds several new
occupational series used in the project
and identifies changes to the **Federal
Register** notice document Volume 68,
Number 180, on page 54506, dated
Wednesday, September 17, 2003. These
changes do not require waivers.

DATES: This notice modifying the DoC
Demonstration Project may be
implemented upon publication.

FOR FURTHER INFORMATION CONTACT:
Department of Commerce: Joan
Jorgenson, U.S. Department of
Commerce, 14th and Constitution
Avenue, NW., Room 5014, Washington,
DC 20230, (202) 482-4233. Office of
Personnel Management: Jill Rajae, U.S.
Office of Personnel Management, 1900 E
Street, NW., Room 7667, Washington,
DC 20415, (202) 606-0836.

SUPPLEMENTARY INFORMATION:

1. Background

The Office of Personnel Management (OPM) approved the Department of Commerce (DoC) Demonstration Project and published the final plan in the **Federal Register** Volume 62, Number 247, Part II, on Wednesday, December 24, 1997. The project was implemented on March 29, 1998, and modified in the **Federal Register** on Thursday, September 30, 1999, Volume 64, Number 189 (Notices)(Pages 52810-52812) and on Tuesday, August 12, 2003, Volume 68, Number 155 (Notices)(Pages 47948-47949). OPM approved a request to extend the DoC Demonstration Project for five years as stated in an administrative letter from OPM, dated February 14, 2003. The project was approved for expansion in **Federal Register** notice Volume 68, Number 180, dated Wednesday, September 17, 2003 (Notices) (Pages 54505-54507) to include an additional 1,505 employees.

Authority: 5 U.S.C. 4703; 5 CFR 470.31.5.

Office of Personnel Management.

Dan G. Blair,

Acting Director.

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I. Executive Summary

The Department of Commerce (DoC) Demonstration Project utilizes many features similar to those implemented by the National Institute of Standards and Technology (NIST) demonstration project in 1988. The DoC Demonstration Project supports several key objectives: To simplify the classification system for greater flexibility in classifying work and paying employees; to establish a performance management and rewards system for improving individual and organizational performance; and to improve recruitment and retention to attract highly qualified candidates. The project is designed to test whether the interventions of the NIST project, which is now a permanent alternative personnel system, could be successful in other DoC environments. The current participating organizations include the Office of the Chief Financial Officer and Assistant Secretary for Administration (CFO/ASA), the Technology Administration, the Bureau of Economic Analysis, the Institute for Telecommunication Sciences, and three units of the National Oceanic and Atmospheric Administration: Office of Oceanic and Atmospheric Research, National Marine Fisheries Service, and

the National Environmental Satellite, Data, and Information Service.

II. Basis for Project Plan Modification

(1) Employees of two bargaining units within the Office of the Chief Financial Officer and Assistant Secretary for Administration (CFO/ASA) have requested participation in the DoC Demonstration Project. The Washington Printing and Graphic Communications Union (WPGC), Local 1-C of the Graphic Communications International Union, AFL-CIO, has requested inclusion. This unit consists of all employees engaged in printing and production work, in the Publications and Graphics Division, Office of Administrative Services (OAS), located in Washington, DC. The American Federation of Government Employees, Local 2186, AFL-CIO, has requested inclusion. This unit consists of Police Officers and Security Guards in the Office of Security (OSY), located in Boulder, Colorado. Appropriate consultations have been conducted with officials of both locals, and all employees have received a specific briefing on the demonstration project. Management will also notify the employee organizations representing these employees and provide all employees with a copy of this **Federal Register** notice upon publication.

(2) The Space Environment Center (SEC) currently consists of 50 employees who are participating in the project whose duty location is Boulder, Colorado. The SEC is an organizational component of the Office of Atmospheric Research (OAR), which is a component of the National Oceanic and Atmospheric Administration (NOAA). In order to improve organizational efficiency, NOAA realigned the SEC from OAR to the National Weather Service (NWS), another organizational component of NOAA. The duty location of these employees remains Boulder, Colorado. Appropriate consultations with the National Weather Service Employees Organization (NWSEO) were conducted. All employees of the Space Environment Center have received a specific briefing on this realignment of the demonstration project. Management also notified the employee organizations representing these employees and will provide all employees with a copy of this **Federal Register** notice upon publication.

No other organizational components of NWS are participating in the project. The SEC remains a separate and distinct organization consisting solely of employees participating in the project.

(3) In the **Federal Register** notice Volume 68, Number 180, on page 54506,

dated Wednesday, September 17, 2003, the following corrections are noted:

On page 54506, in C. Changes to the Plan (1) Section II. E: Participating Employees, move the series 0083, Police, and the series 0085, Security Guard, from the Administrative (ZA) Career Path to the Support (ZS) Career Path. Move the series 0350, Equipment Operator, from the Scientific and Engineering Technician (ZT) Career Path to the Support (ZS) Career Path. Move the series 0150, Geography, and the series 0170, History, from the Administrative (ZA) Career Path to the Scientific and Engineering (ZP) Career Path. Move the series 0963, Legal Instruments Examining, from the Administrative (ZA) Career Path to the Support (ZS) Career Path.

The changes to the placement of these series in different career paths will have no impact on the pay, series, or pay band classification of employees in these series. Employees have been

notified of these changes, and management will provide a copy of this approved **Federal Register** notice to the affected employees and to the employee organizations representing these employees.

III. Changes to the Project Plan

The following discussion refers readers to the substantive changes to the project plan.

(1) Section II. D. Participating Organizations. Add:

National Weather Service (NWS) to the participating organizations on behalf of the 50 reorganized employees.

DoC has realigned an organization within the Office of Atmospheric Research (OAR) containing 50 employees already included in the DoC Demonstration Project to NWS. This realignment will not increase the total number of employees covered by the DoC Demonstration Project beyond the 5,000 statutory limit. The total number

of employees currently covered by the project is 4,285.

NWS, a major subcomponent of NOAA, provides weather, hydrologic, and climate forecasts and warnings for the United States, its territories, adjacent waters, and ocean areas, for the protection of life and property and the enhancement of the national economy. NWS data and products form a national information database and infrastructure which can be used by other Governmental agencies, the private sector, the public, and the global community.

The dominant occupation within NWS is Meteorologist. Other key occupations are Meteorologist Technician, Physical Scientist, and Hydrologist.

(2) Section II. E: Participating Employees.

The following bargaining units are added to Table 4—Bargaining Unit Coverage.

Operating unit	Location	Union local
CFO/ASA	Boulder, Co	AFGE 2186
CFO/ASA	Washington, DC	WPGC 1-C

(3) Section II. E: Participating Employees

The following series are added to Table 2.

Administrative (ZA) Career Path

0132	Intelligence Series.
0299	Human Resources Management Student Trainee Series.
1099	Information and Arts Student Trainee Series.
1199	Business and Industry Student Trainee Series.
1499	Library and Archives Student Trainee Series.
1699	Equipment and Facilities Management Student Trainee.
1899	Investigation Student Trainee Series.
2099	Supply Student Trainee Series.
2199	Transportation Student Trainee Series.

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SMALL BUSINESS ADMINISTRATION

[Disaster Declaration # 10130]

**Montana Disaster # MT-00001
Declaration of Economic Injury**

AGENCY: Small Business Administration.
ACTION: Notice.

SUMMARY: This is a notice of an Economic Injury Disaster Loan (EIDL) declaration for the State of Montana, dated 06/23/2005.

Incident: Closure of Highway 212, Beartooth Highway caused by landslides.

Incident Period: 05/20/2005 and continuing.

DATES: Effective Date: 06/23/2005.

EIDL Loan Application Deadline Date: 03/23/2006.

ADDRESSES: Submit completed loan applications to: U.S. Small Business Administration, Disaster Area Office 3, 14925 Kingsport Road, Fort Worth, TX 76155.

FOR FURTHER INFORMATION CONTACT: Alan Escobar, Office of Disaster Assistance, U.S. Small Business Administration, 409 3rd Street, Suite 6050, Washington, DC 20416.

SUPPLEMENTARY INFORMATION: Notice is hereby given that as a result of the Administrator's EIDL declaration on 06/23/2005, applications for economic injury disaster loans may be filed at the

address listed above or other locally announced locations.

The following areas have been determined to be adversely affected by the disaster:

Primary Counties:

Carbon Park, Stillwater

Contiguous Counties:

Montana

Big Horn, Gallatin, Golden Valley, Meagher, Sweet Grass, Yellowstone

Wyoming

Big Horn Park

The Interest Rate is: 4.000.

The number assigned to this disaster for economic injury is 101300.

The States which received an EIDL Declaration # are Montana, Wyoming