

**DATES:** Comments on this proposal should be received, on or before February 22, 2000.

**ADDRESSES:** Send or deliver comments to—

Ronald W. Melton, Chief, Operations Support Division, Retirement and Insurance Service, U.S. Office of Personnel Management, 1900 E Street, NW, Room 3349, Washington, DC 20415,  
and

Joseph Lackey, OPM Desk Officer, Office of Information and Regulatory Affairs, Office of Management and Budget, New Executive Office Building, NW, Room 10235, Washington, DC 20503.

**FOR INFORMATION REGARDING**

**ADMINISTRATIVE COORDINATION—CONTACT:**

Phyllis R. Pinkney, Management Analyst, Budget & Administrative Services Division, (202) 606-0623.

Office of Personnel Management.

**Janice R. Lachance,**

*Director.*

[FR Doc. 00-1336 Filed 1-20-00; 8:45 am]

**BILLING CODE 6325-01-U**

**OFFICE OF PERSONNEL  
MANAGEMENT**

**Submission for OMB Review;  
Comment Request for Review of a  
Revised Information Collection: SF  
2803 AND SF 3108**

**AGENCY:** Office of Personnel Management.

**ACTION:** Notice.

**SUMMARY:** In accordance with the Paperwork Reduction Act of 1995 (Pub. L. 104-13, May 22, 1995), this notice announces that the Office of Personnel Management (OPM) has submitted to the Office of Management and Budget a request for review of a revised information collection. SF 2803, Application to Make Deposit or Redeposit (CSRS), and SF 3108, Application to Make Service Credit Payment for Civilian Service (FERS), are applications to make payment used by persons who are eligible to pay for Federal service which was not subject to retirement deductions and/or for Federal service which was subject to retirement deductions which were subsequently refunded to the applicant.

In addition to the current Federal employees who will use these forms, we expect to receive approximately 75 filings of each form from former Federal employees per year. Each form takes approximately 30 minutes to complete. The annual burden is 75 hours.

For copies of this proposal, contact Mary Beth Smith-Toomey on (202) 606-8358, or E-mail to [mbtoomey@opm.gov](mailto:mbtoomey@opm.gov).

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and

Joseph Lackey, OPM Desk Officer, Office of Information and Regulatory Affairs, Office of Management and Budget, New Executive Office Building, NW Room 10235, Washington, DC 20503.

**FOR INFORMATION REGARDING**

**ADMINISTRATIVE COORDINATION—CONTACT:**

Phyllis R. Pinkney, Management Analyst, Budget & Administrative Services Division, (202) 606-0623.

Office of Personnel Management.

**Janice R. Lachance,**

*Director.*

[FR Doc. 00-1338 Filed 1-20-00; 8:45 am]

**BILLING CODE 6325-01-U**

**OFFICE OF PERSONNEL  
MANAGEMENT**

**Submission for OMB Review;  
Comment Request for Review of a  
Revised Information Collection: RI  
30-9**

**AGENCY:** Office of Personnel Management.

**ACTION:** Notice.

**SUMMARY:** In accordance with the Paperwork Reduction Act of 1995 (Pub. L. 104-13, May 22, 1995), this notice announces that the Office of Personnel Management (OPM) has submitted to the Office of Management and Budget a request for review of a revised information collection. RI 30-9, Reinstatement of Disability Annuity Previously Terminated Because of Restoration to Earning Capacity, informs former disability annuitants of their right to request restoration under title 5, U.S.C., Section 8337. It also specifies the conditions to be met and the documentation required for a person to request reinstatement.

Approximately 200 forms are completed annually. The form takes approximately 60 minutes to respond, including a medical examination. The annual estimated burden is 200 hours.

Burden may vary depending on the time required for a medical examination.

For copies of this proposal, contact Mary Beth Smith-Toomey on (202) 606-8358, or E-mail to [mbtoomey@opm.gov](mailto:mbtoomey@opm.gov).

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Joseph Lackey, OPM Desk Officer, Office of Information and Regulatory Affairs, Office of Management and Budget, New Executive Office Building, NW, Room 10235, Washington, DC 20503

**FOR INFORMATION REGARDING**

**ADMINISTRATIVE COORDINATION—CONTACT:**

Phyllis R. Pinkney, Management Analyst Budget & Administrative Services Division (202) 606-0623.

U.S. Office of Personnel Management.

**Janice R. Lachance,**

*Director.*

[FR Doc. 00-1340 Filed 1-20-00; 8:45 am]

**BILLING CODE 6325-01-U**

**OFFICE OF PERSONNEL  
MANAGEMENT**

**Laboratory Personnel Management  
Demonstration Project: Department of  
the Air Force**

**AGENCY:** Office of Personnel Management.

**ACTION:** Notice of change in demonstration project procedures.

**SUMMARY:** Title VI of the Civil Service Reform Act, 5 U.S.C. 4703, authorizes the Office of Personnel Management (OPM) to conduct demonstration projects that experiment with new and different personnel management concepts to determine whether such changes in personnel policy or procedures would result in improved Federal personnel management.

Public Law 103-337, October 5, 1994, permits the Department of Defense (DoD), with the approval of OPM, to carry out personnel demonstration projects generally similar to the China Lake demonstration project at DoD Science and Technology (S&T) reinvention laboratories. The Air Force implemented its demonstration project on March 2, 1997, which covers its

reinvention laboratory, the Air Force Research Laboratory (AFRL).

**DATES:** This amendment to the demonstration project may be implemented beginning on the date of approval of this notice.

**FOR FURTHER INFORMATION CONTACT:** AFRL Ms. Michelle Neuner, AFRL/HR, 1864 4th Street, Suite 1, Wright Patterson AFB, Ohio 45433-7131, 937-904-9600. OPM Mr. John Andre, U.S. Office of Personnel Management, 1900 E Street, NW, Room 7460, Washington DC 20415, 202-606-2820.

**SUPPLEMENTARY INFORMATION:**

**1. Background**

On November 27, 1996, OPM published in the **Federal Register** (61 FR 60400) the approval to conduct a demonstration project in the Department of the Air Force. The AFRL demonstration project involves simplified job classifications, two types of appointment authorities, an extended probationary period, pay banding, and a contribution-based compensation system (CCS).

**2. Overview**

The final plan outlined in the November 27, 1996 **Federal Register** stated that the extended probationary period would "apply to non-status hires" and went on to state that it would "apply to new hires or those who do not have reemployment or reinstatement rights." These statements are somewhat contradictory in that a "new hire" could also include a "status hire" appointed from a register, which requires a probationary period. This notice clarifies probationary period requirements.

Experience through two cycles under the CCS has shown that changes are needed to provide the ability to assign an overall CCS score up to 5.25 and to pay a CCS bonus to level IV employees who are subject to the GS-15, step 10 pay cap. This notice changes the maximum assignable overall score and establishes eligibility for the CCS bonus.

In order to clarify the proper application of broadband level descriptor "Cooperation and Supervision" and CCS Factor 6 "Cooperation and Supervision," the name is being changed to "Teamwork and Leadership." This notice implements the name change.

Office of Personnel Management.

**Janice R. Lachance,**  
*Director.*

**I. Executive Summary**

The Department of the Air Force established the Air Force Laboratory

Personnel Management Demonstration Project to be generally similar to the system in use at the Navy Personnel Demonstration Project known as China Lake. The Air Force project was built upon the concept of a contribution-based compensation system, two appointing authorities, extended probationary period, simplified classification procedures delegated to the AFRL Commander, and pay banding.

**II. Introduction**

*Purpose*

The purpose of this notice is to clarify which employees are subject to the extended probationary period; provide the CCS bonus to eligible employees subject to the GS-15, step 10 pay cap; and change the name of broadband level descriptor "Cooperation and Supervision" and CCS Factor 6 "Cooperation and Supervision" to "Teamwork and Leadership." No other changes are made to the sections referred to herein. Pursuant to 5 CFR 470.315, the changes are hereby made to the **Federal Register**, Part V, Laboratory Personnel Management Demonstration Project; Department of the Air Force; Notice, Volume 61, Number 230, pages 60400-60424 Wednesday, November 27, 1996; Section III.A.3, Section III.C.2, and Sections III.D.1, 3, and 5 as outlined in the following paragraphs.

**III. Personnel System Changes**

*A. Hiring and Appointment Authorities*

Change Section III.A.3, Extended Probationary Period, by replacing it in its entirety as follows:

A new employee needs to demonstrate adequate contribution during all cycles of a research effort for a laboratory manager to render a thorough evaluation. The current one year probationary period will be extended to three years for all newly hired regular career employees. The purpose of extending the probationary period is to allow supervisors an adequate period of time to fully evaluate an employee's contribution and conduct. The three-year probationary period will apply to individuals required to serve a probationary period as described in 5 CFR 315.801 with the exception that current Federal employees who enter the demonstration project while serving a probationary period are required only to complete one year of probation. Prior Federal civilian service counts toward completion of probation when the service meets the criteria specified in 5 CFR 315.802.

Aside from extending the time period, all other features of the current probationary period are retained including the potential to remove an employee without providing the full substantive and procedural rights afforded a non-probationary employee. Any employee appointed prior to the

implementation date will not be affected. Participants in the Palace Knight and Senior Knight programs are not included in the demonstration project until they reassign from their Air Force Personnel Center (AFPC) authorization/position to an AFRL manpower authorization/position. Once placed on the demonstration project position, Palace Knights and Senior Knights who were appointed to AFPC rolls after the implementation of the Demonstration Project must complete three years of directly supervised employment in the laboratory to complete the probationary period. Those appointed to AFPC rolls prior to implementation are subject to the original probationary period, as defined under the terms of employment. Time spent at school does not count toward fulfilling the probationary requirement.

Probationary employees will be terminated when the employee fails to demonstrate proper conduct, technical competence, and/or adequate contribution for continued employment. In terminating probationary employees, AFRL will provide employees with written notification of the reasons for their separation and provide the effective date of the action.

*B. Classification*

Change Section III.C.2, Classification Standards, by replacing all references to "Cooperation and Supervision" with "Teamwork and Leadership."

*C. Contribution-Based Compensation System*

1. Change Section III.D.1, Overview, by replacing all references to "Cooperation and Supervision" with "Teamwork and Leadership."

2. Change Section III.D.3, The CCS Assessment Process, by replacing the third paragraph in its entirety as follows:

Factor scores are then averaged to give an overall CCS score. The broadband is well defined for overall CCS scores from 1.0 to 5.25. Differing degrees of "exceeded" or "failed" contributions, reflective of overall CCS scores outside this range, have no impact on CCS payouts. The maximum expected overall CCS score for the broadband level IV is set at 5.25 to be consistent with the maximum expected overall CCS scores for other broadband levels (4.25 for broadband level III, 3.25 for broadband level II, and 2.25 for broadband level I). Therefore, when the average of CCS factor scores exceeds 5.25, the overall CCS score will be set to 5.25 with the individual identified to upper management as having exceeded the maximum contribution defined by the broadband. Employees with an overall CCS score below 1.0 are automatically deemed to be above the upper rail for purposes of CCS assessment and associated salary adjustments.

3. Change Section III.D.5, Salary Adjustment Guidelines, by replacing the third paragraph in its entirety as follows:

Employees whose CCS score would result in awarding of "I" money such that the salary exceeds the maximum salary for broadband level II would be eligible for one of the following: movement into level III if a high grade allocation exists (section III D 6), or salary adjustment to the maximum salary in level II and a "bonus" payout of the additional "I" funds warranted by the assessment. Employees whose CCS score would result in awarding of "I" money such that the salary exceeds the maximum salary for broadband level IV will receive salary adjustment to the maximum salary in level IV and a "bonus" payout of the additional "I" funds warranted by the assessment. This bonus payment will not permanently increase base salary.

[FR Doc. 00-1342 Filed 1-20-00; 8:45 am]

BILLING CODE 6325-01-U

## OFFICE OF PERSONNEL MANAGEMENT

### Science and Technology Laboratory Personnel Management Demonstration Project, Department of the Army, Army Research Laboratory (ARL)

**AGENCY:** Office of Personnel Management (OPM).

**ACTION:** Notice of amendment of a demonstration project plan and inclusion of competitive examining and Distinguished Scholastic Achievement Appointment authorities (See 5 CFR 470.315). Clarification of plan regarding OPM's approval of the plan's performance appraisal system.

**SUMMARY:** 5 U.S.C. 4703 authorizes the OPM to conduct demonstration projects that experiment with new and different personnel management concepts to determine whether such changes in personnel policy or procedures would result in improved Federal personnel management.

Public Law 103-337, October 5, 1994, permits the Department of Defense (DoD), with the approval of the OPM, to carry out personnel demonstration projects at DoD Science and Technology (S&T) Reinvention Laboratories. This notice identifies the competitive examining and Distinguished Scholastic Achievement Appointment authorities for the ARL. Additionally, this notice makes explicit the intent of the demonstration project regarding OPM approval of the performance appraisal system already contained in the project plan.

**DATES:** This amendment to the demonstration project may be implemented at the ARL beginning on the date of publication of this notice.

**FOR FURTHER INFORMATION CONTACT:**

ARL: Mr. Jack R. Wilson, II, U.S. Army Research Laboratory, ATTN:

AMSRL-CS-HR, 2800 Powder Mill Road, Adelphi, MD 20783-1197, phone 301-394-1105.

OPM: Mr. Gary Hacker, U.S. Office of Personnel Management, ATTN: OP-OMSOE, 1900 E Street, NW, Room 7460, Washington, DC 20415, phone 202-606-2820.

**SUPPLEMENTARY INFORMATION:**

#### 1. Background

OPM approved and published the final plan in the **Federal Register** for the S&T Reinvention Laboratory Personnel Management Demonstration Project at the ARL on Wednesday, March 4, 1998, Volume 63, Number 42, Part II, with a correction published Thursday, March 19, 1998, Volume 63, Number 53, page 13458.

The demonstration project involves simplified job classification, pay banding, a performance-based compensation system, employee development provisions, and modified reduction-in-force procedures.

#### 2. Overview

At the beginning of the project, when asked what they would like to change in the existing personnel management system, managers at the laboratory overwhelmingly said, "Speed up the hiring process and allow us to hire the best people." The project development team at the laboratory included such initiatives in earlier versions of the demonstration project plan. However, the initiatives were not included in ARL's **Federal Register** notice referenced above. The ARL requires a process which will allow for the rapid filling of vacancies, is less labor intensive, and is responsive to its needs.

Office of Personnel Management.

**Janice R. Lachance,**

*Director.*

#### I. Executive Summary

The Department of the Army established the personnel management demonstration project to be generally similar to the system in use at the Navy personnel demonstration project known as China Lake. The project and this amendment were built upon the concepts of linking performance to pay for all covered positions; simplifying paperwork in the processing of classification and other personnel actions; emphasizing partnerships among management, employees, and unions; and delegating other authorities to line managers.

#### II. Introduction

The demonstration project at the ARL attempts to provide managers, at the

lowest practical level, the authority and flexibility needed to achieve a quality laboratory and quality products. The purpose of this amendment is to allow the ARL to compete more effectively for high quality personnel and strengthen the manager's role in personnel management. Restructuring the examining process and providing an authority to appoint candidates meeting distinguished scholastic achievements will help meet the purpose of this amendment and the goals of the demonstration project. Other basic provisions of the approved plan are unchanged.

### III. Personnel System Changes

#### A. Competitive Examining Authority

##### 1. Coverage

ARL proposes to demonstrate a streamlined examining process for both permanent and non-permanent positions. This authority will apply to all positions covered by the demonstration project with the exception of positions in the Senior Executive Service, Senior Level (ST/SL) positions, the Executive Assignment System or positions of Administrative Law Judge, and any examining process covered by court order. This authority will include the coordination of recruitment and public notices, the administration of the examining process, the administration of veterans' preference, the certification of candidates, and selection and appointment consistent with merit principles. ARL's implementing instructions will detail when this alternative examining process will be used versus the traditional examining process.

##### 2. Description of Examining Process

The primary change in the examining process to be demonstrated is the grouping of eligible candidates into three quality groups using numerical scores and the elimination of consideration according to the "rule of three."

For each candidate, minimum qualifications will be determined using OPM's operating manual, "Qualification Standards Handbook for General Schedule Positions," including any selective placement factors identified for the position. Candidates who meet basic (minimum) qualifications will be further evaluated based on knowledge, skills, and abilities which are directly linked to the position(s) to be filled. Based on this assessment, candidates will receive a numerical score of 70, 80, or 90. No intermediate scores will be granted except for those eligibles who