OFFICE OF PERSONNEL MANAGEMENT

[RI 95–4]

Proposed Collection; Comment Request for Reclearance of Information Collection

AGENCY: Office of Personnel Management.

ACTION: Notice.

SUMMARY: In accordance with the Paperwork Reduction Act of 1995 (Public Law 104–13, October 1, 1995), this notice announces that the Office of Personnel Management intends to submit to the Office of Management and Budget a request for reclearance of an information collection. RI 95–4, Marital Information Required of Refund Applicants, is used by OPM to pay refunds of retirement contributions. OPM must know about the applicant's marital status and whether any spouse and any former spouses have been informed of the proposed refund. All applicants for refund must respond.

Approximately 5,000 RI 95–4 forms are completed annually. Each form takes approximately 30 minutes to complete. The annual estimated burden is 2,500 hours.

For copies of this proposal, contact Jim Farron on (202) 418–3208, or E-mail to jmfarron@mail.opm.gov

DATES: Comments on this proposal should be received on or before May 7, 1996.

ADDRESSES: Send or deliver comments to—

Daniel A. Green, Chief, FERS Division, Retirement and Insurance Service, U.S. Office of Personnel Management, 1900 E Street, NW., Room 4429, Washington, DC 20415.

FOR INFORMATION REGARDING ADMINISTRATIVE COORDINATION—CONTACT: Mary Beth Smith-Toomey, Management Services Division, (202) 606–0623.

Office of Personnel Management.

Lorraine A. Green,

Deputy Director.

[FR Doc. 96–5479 Filed 3–7–96; 8:45 am]

BILLING CODE 6325–01–M

Agriculture Department; Alternative Personnel Management System; Demonstration Project

AGENCY: Office of Personnel Management.

ACTION: Notice of amendment of the Department of Agriculture demonstration project plan.

SUMMARY: This action provides for changes in the final project plan published March 9, 1990, to modify the list of experimental and comparison sites under the project. The project was originally conceived to test an alternative to the traditional recruiting and hiring system in an anticipated tight labor market as described in Workforce 2000 and Civil Service 2000. This change provides the opportunity to test these flexibilities in a downsizing environment with a more than adequate high-quality labor market even though there are occasional shortages of qualified candidates.

EFFECTIVE DATE: March 8, 1996.

FOR FURTHER INFORMATION CONTACT: Mary Ann Jenkins, (202) 720–0515, at the Department of Agriculture; Joan Jorgenson, (202) 606–1315, at the Office of Personnel Management.

SUPPLEMENTARY INFORMATION: On March 9, 1990, the Office of Personnel Management published in the Federal Register (55 FR 9062) the final plan to demonstrate an alternative personnel management system at the Department of Agriculture under chapter 47 of title 5, U.S.C. The purpose of this demonstration project is to develop and evaluate a recruitment and selection program for new hires that is flexible and responsive to local recruitment needs and which will facilitate the attainment of a quality workforce reflective of society.

In support of this goal, the following project objectives have been identified:

(1) Increase the flexibility and responsiveness of the recruitment and hiring system.

(2) Increase the reliability of the decision to grant career tenure for employees in scientific positions. These objectives will be realized through the following interventions:

(a) Decentralize the decision to authorize direct hire in shortage categories.

(b) Implement an alternative candidate assessment method which uses categorical grouping instead of numeric score.

(c) Provide the option of awarding monetary incentives for recruitment purposes.

(d) Provide the option of reimbursing relocation travel and transportation expenses beyond those currently authorized for travel to first post of duty.

(e) Increase automation of examining process.

(f) Extend the 1-year probationary period to 3 years for employees in scientific positions. The demonstration covers up to 5,000 newly hired employees, at any given time, at over 140 locations within the Forest Service and Agricultural Research Service of the Department of Agriculture. Covered employees represent all occupational groups and grade levels (excluding the Senior Executive Service) at the project sites.

The list of approximately 210 experimental and comparison sites of the Agricultural Research Service and Forest Service are identified in the March 9, 1990, Federal Register (55 FR 9062). The comparison sites for both agencies will be included as experimental sites. With the addition of the sites, project participation will still not exceed the statutory limit of 5,000 employees at any given time. Anyone wishing more information may telephone the person listed under **FOR FURTHER INFORMATION CONTACT.**

Office of Personnel Management.

James B. King,

Director.

Project Plan Modification

The project plan which appeared in the Federal Register on March 9, 1990 (55 FR 9062) is hereby modified to include the comparison sites as experimental sites for the Agricultural Research Service and Forest Service.

Appendix B is changed to include all sites as experimental.

Agricultural Research Service

Experimental Sites

Aberdeen, ID
Akron, CO
Albany, CA
All Hawaiian Islands
Ames/Ankeny, IA
Athens, GA
Auburn, AL
Baton Rouge, LA
Beaumont, TX
Beckley, WV
Beltsville, MD
Boise, ID
Booneville, AR
Boston, MA
Bozeman, MT
Brawley, CA
Brookings, SD
Brooksville, FL
Brownwood, TX
Burns, OR
Bushland, TX
Byron, GA
Canal Point, FL
Charleston, SC
Cheyenne, WY
Clay Center, NE
Clemson, SC
College Station, TX
Columbia, MO
Columbus, OH
Corvallis, OR
Coshocton, OH

Davis, CA
Dawson, GA
Dubois, ID
Durant, OK
East Grand Forks, MN
East Lansing, MI
El Reno, OK
Fargo, ND
Fayettville, AR
Florence, SC
Frederick, MD
Fresno, CA
Fort Collins, CO
Ft. Lauderdale, FL
Gainesville, FL
Geneva, NY
Grand Forks, ND
Greenbelt, MD
Griffin, GA
Houma, LA
Houston, TX
Ithaca, NY
Jackson, TN
Kearneysville, WV
Kerrville, TX
Kimberly, ID
Lane, OK
Laramie, WY
Las Cruces, NM
Lincoln, NE
Logan, UT
Lubbock, TX
Madison, WI
Mandan, ND
Manhattan, KS
Mayaquez, PR
Miami, FL
Miles City, MT
Mississippi State, MS
Morris, MN
Newark, DE
New Orlenas, LA
Orient Point, NY
Orlando, FL
Orono, ME
Oxford, MS
Pendleton, OR
Peoria, IL
Phoenix, AZ
Pine Bluff, AR
Poplarville, MS
Pincess Anne, MD
Prosser, WA
Pullman, WA
Raleigh, NC
Reno, NV
Riverside, CA
Salinas, CA
San Francisco, CA
Shafter, CA
Sidney, MT
St. Paul, MN
St. Croix, VI
Stillwater, OK
Stoneville, MS
Stuttgart, AR
Temple, TX
Tifton, GA
Tucson, AZ
Tuxtla, MX
University Park, PA
Urbana, IL
Washington, DC
Watkinsville, GA
Wenatchee, WA
Weslaco, TX
West Lafayette, IN
Winter Haven, FL
Woodward, OK
Wooster, OH
Wyndmoor, PA
Yakima, WA

Forest Service

Experimental Sites

Region 1:
- Bitterroot NF
- Clearwater NF
- Custer NF
- Flathead NF
- Gallatin NF (serves Beaverhead, Deerlodge, Lewis & Clark)
- Helena NF
- Idaho Panhandle NF
- Kootenai NF
- Lolo NF
- Nez Perce NF
- Regional Office (includes MTDC)

Region 2:
- Arapho-Roosevelt NF
- Bighorn NF
- Grand Mesa, Uncompahgre and Gunnison NF
- Nebraska NF
- Rio Grande NF (includes San Juan NF)
- Routt NF (includes Medicine Bow NF)
- Pike-San Isabel NF
- Shoshone NF
- White River NF
- Regional Office

Region 3:
- Apache/Sitgreave NF
- Carson NF
- Cibola NF
- Coconino NF
- Coronado NF
- Gila NF
- Kaibab NF
- Lincoln NF
- Prescott NF
- Santa Fe NF
- Tonto NF
- Regional Office

Region 4:
- Ashley NF (includes Manti-La Sal NF)
- Boise NF
- Dixie NF
- Fishlake NF
- Payette NF
- Sawtooth NF
- Targhee NF (includes Salmon NF which shares administrative services with Bridger-Teton, Caribou, Challis)
- Toiyabe NF (includes Humboldt NF)
- Uinta NF
- Washatch Cache NF (includes the Geometronics Service Center)
- Regional Office and Intermountain Research Station

Region 5:
- Angeles NF
- Cleveland NF
- Eldorado NF
- Inyo NF
- Klamath NF
- Lake Tahoe Basin Management Unit
- Lassen NF
- Los Padres NF
- Mendocino NF
- Modoc NF
- Plumas NF
- San Bernardino NF
- Sequoia NF
- Shata-Trinity NF
- Sierra NF
- Six Rivers NF
- Stanislaus NF
- Tahoe NF
- Regional Office, San Francisco, CA

Region 6:
- Colville NF
- Deschutes NF (includes Ochoco NF, Malheur NF, PNW Bend Lab)
- Fremont NF
- Gifford-Pinchot NF
- Mt Baker-Snoqualmie NF (includes PNW Seattle Lab)
- Mt. Hood NF (includes CRGNSA)
- Okanogan NF
- Olympic NF(includes PNW Olympia Lab)
- Rogue River NF
- Siuslaw NF (includes Corvallis Lab)
- Umatilla NF
- Umpqua NF
- Wallowa-Whitman NF (includes LaGrande Lab)
- Wenatchee NF (includes Wenatchee Lab)
- Willamette NF
- Winema NF
- Regional Office (includes PNW headquarters and Portland Lab)

Region 8:
- National forests in Alabama
- Caribbean NF (includes International Institute of Tropical Forestry)
- Chattahoochee & Oconee NF
- Cherokee NF
- Daniel Boone NF
- National Forest in Florida
- Francis Marion & Sumter NF's
- George Washington and Jefferson NF's
- Kisatchie NF
- National Forests in Mississippi
- Ouachita NF
- Ozark-St. Francis NF
- National Forest in Texas
- Regional Office

Region 9:
- Alleghany NF
- Chequamegon NF
- Chippewa NF
- Green Mountain and Finger Lakes NF

Hiawatha NF
Hoosier NF
Huron-Manistee NF
Mark Twain NF
Monogahela NF
Nicolet NF
Ottawa NF
Shawnee NF
Superior NF
Wayne NF
White Mountain NF
Regional Office
Region 10:
Chugach NF
Tongass NF: Chatham Area, Ketchikan Area, and Stikine Area
Regional Office
Washington Office
Research Units:
Forest Products Lab
Intermountain Station/R–4 Regional Office
North Central Station
Northeast Station/Area
Pacific Northwest Station Headquarters/R–6 Regional Office
Pacific Southwest Station
Rocky Mountain Station (includes Arapahoe and Roosevelt NF)
Southern Research Station (includes National Forests in North Carolina)

Evaluation Plan

Purpose

The purpose of the evaluation is to comply with the requirement that the demonstration project be evaluated in terms of the impact of project results against stated objectives as well as to determine whether or not permanent changes in law and/or regulation should be considered or proposed. The original evaluation plan was published in the Federal Register notice dated March 9, 1990 (55 FR 9062). This evaluation plan has been modified to evaluate the demonstration project during the extension period. Since the original plan was rigorous in nature over the 5-year period of the demonstration project, the Department of Agriculture and the Office of Personnel Management agreed that the evaluation plan under the extension period take a more focused and streamlined approach. Table 1 shows the model which will be used to complete the analysis.

Methodology

The evaluation will be conducted by the National Agricultural Statistics Service (NASS). NASS will evaluate the measures from the data sources cited in Table 1. Longitudinal comparisons of measures within the Agricultural Research Service and Forest Service will be made as well as comparisons to other Department of Agriculture agencies and Governmentwide measures where applicable. One of the key interventions to be evaluated is the application of automation to the examining process. This application is currently in the developmental phase and may include both internal and external automated systems.

TABLE 1.—EXPECTED EFFECTS, MEASURES, AND DATA SOURCES

Constraint	Measures	Data sources
Fair representation of protected groups will not be adversely affected.	Hiring rates of veterans by type vs. non-veterans.	Central Personnel Data File (CPDF).
	Hiring rates by gender, race, and national origin and disability.	CPDF.
	Relative frequency of requests to pass over veterans.	ARS/FS Headquarters.
	# veterans through this process compared to hiring through VRA and other noncompetitive processes.	Personnel Office. CPDF.

Objective 1: Increase the flexibility and responsiveness of the recruitment and hiring system.
Interventions:
(a) Decentralize the decision to authorize direct hiring in shortage categories.
(b) Implement an alternative candidate assessment method using categorical grouping instead of numeric score.
(c) Provide the option of awarding monetary incentives for recruiting purposes.
(d) Provide the option of reimbursing relocation travel and transportation expenses, beyond those currently authorized for travel to first post of duty.
(e) Increase automation of examining process.

Hypotheses	Measures	Data sources
A. Managers will perceive the new system as more responsive to local recruitment needs.	Managers' perceptions	Survey/Focus Groups.
B. Managers will be more satisfied with the new recruitment and hiring system than with traditional system.	Managers' attitudes	Survey/Focus Groups.
C. Under the experimental employee intake process, managers will receive certificates more quickly than under the traditional system.	Elapsed time from closing of announcement to issuance of certificate.	Built into automation system.
D. Increased automation improves managers' (and applicants') satisfaction.	Managers' attitudes	Survey/Focus Groups.

Objective 2: Increase the reliability of the decision to grant career tenure for employees in scientific positions.
Interventions:
(f) Extend the 1-year probationary period to 3 years for employees in scientific positions.

Hypothesis	Measures	Data sources
A. Managers will have more confidence in career tenure decisions with an extended probationary period.	Managers' attitudes	Survey/Focus Groups.

Overall Project Expectations		
Hypothesis	Measures	Data sources
A. Supervisory responsibility and accountability for the integrity as well as the success of the recruitment and hiring program will increase.	Managers' perceptions	Survey/Focus Groups.
B. Total operating costs for recruitment and hiring will not increase.	Administrative costs for recruitment and hiring	Budget Data.

[FR Doc. 96–5477 Filed 3–7–96; 8:45 am]

BILLING CODE 6325–01–M

The National Partnership Council; Meeting

AGENCY: Office of Personnel Management.

ACTION: Notice of meeting.

TIME AND DATE: 1:00 p.m., March 13, 1996.

PLACE: OPM Conference Center, Room 1350, Theodore Roosevelt Building, 1900 E Street, NW., Washington, DC 20415–0001. The conference center is located on the first floor.

STATUS: This meeting will be open to the public. Seating will be available on a first-come, first-served basis. Individuals with special access needs wishing to attend should contact OPM at the number shown below to obtain appropriate accommodations.

MATTERS TO BE CONSIDERED: The NPC will discuss its strategic action plan for 1996.

CONTACT PERSON FOR MORE INFORMATION: Douglas K. Walker, National Partnership Council, Executive Secretariat, Office of Personnel Management, Theodore Roosevelt Building, 1900 E Street, NW., Room 5315, Washington, DC 20415–0001, (202) 606–1000.

SUPPLEMENTARY INFORMATION: We invite interested persons and organizations to submit written comments. Mail or deliver your comments to Mr. Douglas K. Walker at the address shown above. Written comments should be received by March 8 in order to be considered at the March 13 meeting.

Office of Personnel Management.

James B. King,

Director.

[FR Doc. 96–5474 Filed 3–7–96; 8:45 am]

BILLING CODE 6325–01–M

Privacy Act of 1974; Publication of a Proposed New Routine Use

AGENCY: Office of Personnel Management (OPM).

ACTION: Notice of a proposed new routine use.

SUMMARY: This notice proposes to add one routine use to the OPM/Internal-5, Pay, Leave, and Travel Records.

DATES: This proposed routine use will be effective without further notice April 17, 1996, unless comments received dictate otherwise.

ADDRESSES: Send written comments to Office of Personnel Management, Attn.: Mr. Robert Huley, Office of Information Technology, 1900 E Street NW., Room 5415, Washington, DC 20415–0001.

FOR FURTHER INFORMATION CONTACT: Mr. Robert Huley at (202) 418–3210.

SUPPLEMENTARY INFORMATION: OPM is creating a new routine use ''1'' to deal exclusively and specifically with the release of home addresses of bargaining unit employees to recognized labor organizations. The release of updated home addresses of all bargaining unit employees from an accurate system of records is necessary for full and proper discussion, understanding, and negotiation of subjects within the scope of collective bargaining under 5 U.S.C. 7114(b)(4).

The confusion and turmoil resulting from the recent Government shutdowns emphasize the importance of permitting agencies to release to recognized labor organizations, which are legally obligated to represent the interests of all employees in the bargaining unit they represent, the accurate home addresses of unit employees. The period of time during which many employees were not at their places of employment, and indeed, were barred from working, demonstrated the lack of efficacy of relying upon bulletin boards, desk drops, and other means of communication.

OPM has determined that the most current home addresses of OPM employees are contained in the payroll system of records. Because this system is updated for changes annually by OPM employees and is automated, it is the most efficient as well as the most accurate mechanism for releasing this information. Accordingly, OPM will implement the policy by utilizing its internal payroll system of records.

OPM has determined that with regard to the other systems of records containing home addresses (e.g., OPM/GOVT–1, General Personnel Records system), the home addresses within those systems of records are frequently out of date. Retrieval of home addresses of employees from the OPM/GOVT–1 system of records or any other system of records administered by OPM would yield a great deal of inaccurate information. Therefore, the release of the home addresses from these systems would not serve the purpose of the disclosure, namely, the furnishing of correct and useful information. Moreover, the use of these systems of records, which are not wholly automated, would require an inordinate amount of time to locate information that was not even requested, namely, inaccurate home addresses, and would not result in the retrieval of accurate home addresses, no matter how much time and effort were expended. Accordingly, home addresses should be released from an accurate internal system and will not be released from OPM/GOVT–1 or any other system administered by OPM.

We are proposing a routine use for OPM's Pay, Leave and Travel System covering its own employees, OPM/Internal-5. This will permit OPM to release home addresses of all of its bargaining unit members to recognized labor unions from this system of records, which includes its payroll records. The payroll records contain accurate home addresses that may easily be collected.

The Office of Personnel Management's system of records known as OPM/Internal-5 last published in its entirety at 58 FR 19161 (April 12, 1993) with changes published at 60 FR 63078 (December 8, 1995) is amended as follows:

OPM/Internal-5

Routine uses of records maintained in the system, including categories of users, and the purposes of such uses:

* * * * *

1. To disclose of labor organizations recognized under 5 U.S.C. Chapter 71 the home addresses or designated