

*West South Central:* Arkansas, Louisiana, Oklahoma, Texas.

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## OFFICE OF MANAGEMENT AND BUDGET

### Public Availability of Agency Inventories Under the Federal Activities Inventory Reform Act of 1998 (Public Law 105-270) ("FAIR Act")

**AGENCY:** Office of Management and Budget, Executive Office of the President.

**ACTION:** Notice of Public Availability of Commercial Activities Inventories.

**SUMMARY:** The Office of Management and Budget (OMB) hereby announces that the FAIR Act Commercial Activities Inventories are now available to the public from the agencies listed below.

The "Federal Activities Inventory Reform Act of 1998" (Pub. L. 105-270) ("FAIR Act") requires that OMB publish an announcement of public availability of agency Commercial Activities Inventories upon completion of OMB's review and consultation process concerning the agencies' inventory submissions. OMB has completed this

process for the agencies listed below. Further announcements will be published as OMB completes the review process for additional agencies.

Commercial Activities Inventories are now available from the following agencies:

Agency	Contact
African Development Foundation .....	Tom Wilson, 202-673-3948.
Agency for International Development .....	Deborah Lewis, 202-712-0936.
American Battle Monuments Commission .....	Anthony Corea, 703-696-6898.
Appalachian Regional Commission .....	Guy Land, 202-884-7674.
Architectural and Transportation Barriers Compliance Board.	Lawrence W. Roffee, 202-272-5434.
Arlington National Cemetery .....	Rory Smith, 703-614-5060.
Barry Goldwater Scholarship and Excellence in Education Foundation.	Ms. Wann Spence, 703-756-6012.
Chemical Safety Board .....	Phyllis Thompson, Chief Operating Officer, 202-261-7600.
Christopher Columbus Fellowship Foundation ...	Judith M. Shellenberger, Executive Director, 703-505-7700.
Committee for Purchase from People who are Blind or Severely Disabled.	Beverly L. Milkman, Executive Director, 703-603-7740.
Council on Environmental Quality .....	Ellen Athas, 202-456-6541.
Department of Agriculture .....	Richard M. Guyer, Director, Fiscal Policy Division, Office of the CFO, 202-690-0291.
Department of Commerce .....	Ms. Brenda Dolan, 202-482-3258.
Department of Education .....	Gary Weaver, 202-401-3848.
Department of Health and Human Services .....	Michael Colvin, 202-690-7887; web site: www.hhs.gov/progorg/oam/fair.
Department of Housing and Urban Development.	David Weaver, 202-708-0638 ext. 3894.
Environmental Protection Agency .....	George Ames, 202-564-4998.
Farm Credit Administration .....	Donald P. Clark, 703-883-4200.
Federal Labor Relations Authority .....	Solly Thomas, Executive Director, 202-482-6560.
Federal Maritime Commission .....	Edward P. Walsh, 202-523-5800.
Federal Mine Safety and Health Review Commission.	Dick Baker, 202-653-5625.
General Services Administration .....	Thomas Fitzpatrick, 202-501-0324; e-mail: Tom.Fitzpatrick@GSA.GOV.
Harry S. Truman Scholarship Foundation .....	Louis H. Blair, Executive Secretary, 202-395-4831.
Institute of Museum and Library Services .....	Linda Bell, Director of Policy, Planning and Budget, 202-606-8637.
Inter-American Foundation .....	Adolfo Franco, 703-306-4323.
James Madison Memorial Fellowship Foundation.	Paul A. Yost, President, 202-653-6045.
Marine Mammal Commission .....	Jacqueline L. Murphy, 301-504-0087.
Merit Systems Protection Board .....	Bob Lawshe, 202-653-7263.
Morris Udall Foundation .....	Chris Helms, Director, 520-670-5299.
National Aeronautics and Space Administration	Timothy Sullivan, 202-358-2215.
National Archives and Records Administration ..	Lori Lasowski, 301-713-7360 extension 257.
National Commission on Libraries and Information Science.	Judith C. Russell, 202-606-9200.
National Council on Disability .....	Ethel D. Briggs, 202-272-2004.
National Education Goals Panel .....	John Masaitis, 202-724-0015.
National Endowment for the Arts .....	Ron Fineman, 202-682-5767.
National Endowment for the Humanities .....	Barry Maynes, 202-606-8310.
National Labor Relations Board .....	Harding Darden, 202-273-3970.
National Mediation Board .....	June King, 202-692-5010.
Nuclear Waste Technical Review Board .....	Dr. William Barnard, Executive Director, 703-235-4473.
Occupational Safety & Health Review Commission.	Patricia Randle, 202-606-5390.
Office of Federal Housing Enterprise Oversight	Linda L. Gwinn, Deputy Director, Office of Finance and Administration, 202-414-3789.
Office of Government Ethics .....	Sean Donohue, 202-208-8000, ext. 1217.
Office of Management and Budget .....	Brian Gillis, 202-395-7250.
Office of National Drug Control Policy .....	Tilman Dean, Director of Administration, 202-395-6722.
Office of Navaho and Hopi Indian Relocation ....	Michael J. McAlister, 520-779-2721.
Office of Science & Technology Policy .....	Barbara Ferguson, 202-456-6001.

Agency	Contact
Office of the Special Counsel .....	Jane McFarland, 202-653-9001.
Office of the U.S. Trade Representative .....	John Hopkins, 202-395-5797.
Selective Service System .....	Calvin Montgomery, 703-605-4038.
Social Security Administration .....	Phil Kelly, 410-965-3099.
U.S. Commission for the Preservation of America's Heritage Abroad.	Chris Hill, 202-254-3824.
U.S. Trade and Development Agency .....	Julie Norton, 703-875-6066 .

**Clarence Crawford,***Associate Director for Administration.*

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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  
Department of Commerce Personnel  
Management Demonstration Project.

**SUMMARY:** Title VI of the Civil Service Reform Act, now codified in 5 U.S.C. 4703, authorizes the Office of Personnel Management (OPM) 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). 5 CFR 470.315 requires that modifications to approved demonstration project plans be approved by OPM.

This notice announces the following changes to the project plan: (1) Elimination of the assignment of numerical ranks from the performance payout process, (2) expansion of performance-based reduction-in-force (RIF) credit to include employees whose scores are in the top 30 percent of scores in a pay pool, (3) authorization to include clarifying guidance on bonuses in the Demonstration Project Operating Procedures, and (4) addition of a requirement for close-out ratings for demonstration project employees who are promoted or competitively reassigned with a pay adjustment within the last 120 days of the rating cycle.

All other existing provisions of the project plan will continue. Employees will be notified of these changes through distribution of copies of this notice within the participating

organizations. Additional briefings and training for supervisors and employees will highlight the changes made by this notice.

**DATES:** This notice modifying the DoC Demonstration Project is effective September 30, 1999.

**FOR FURTHER INFORMATION CONTACT:** Department of Commerce: Darlene F. Haywood, U.S. Department of Commerce, 14th and Constitution Avenue, NW., Room 5118, Washington, DC 20230, (202) 482-3620.

OPM: Gary Hacker, U.S. Office of Personnel Management, 1900 E Street, NW., Room 7460, Washington, DC 20415, (202) 606-4212.

**SUPPLEMENTARY INFORMATION:****1. Background**

OPM approved the Department of Commerce (DoC) Demonstration Project and published the final plan in the **Federal Register** on Wednesday, December 24, 1997, Volume 62, Number 247, Part II. The project was implemented on March 29, 1998, and it is expected to last for 5 years. The key features of the project involve increased delegation of authority and accountability to line managers, simplified classification and broad banding, pay for performance, hiring and pay-setting flexibilities, and modified RIF procedures.

**2. Overview**

The Departmental Personnel Management Board (DPMB) recently approved four changes to the DoC Demonstration Project. These involve: (1) Eliminating the assignment of numerical ranks as a factor in determining annual pay increases, (2) expansion of RIF credit to include employees whose scores are in the top 30 percent of scores in a pay pool, (3) including clarifying guidance on bonuses in the Demonstration Project Operating Procedures, and (4) adding a requirement for close-out ratings for employees who are promoted or reassigned with a pay adjustment during the last 120 days of the rating cycle. The changes are responsive to concerns raised by employees, supervisors, unions, and one employee organization. In addition to the policy changes, the

notice clarifies the pay-setting policy for new hires into supervisory positions.

Office of Personnel Management.

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

**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 project supports several of the key objectives of the National Performance Review: 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 recruiting and examining to attract highly qualified candidates and hire them more quickly. The DoC project will test whether the interventions of the NIST project, which is now a permanent system, can be successful in other DoC environments. The participating organizations include 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 Modifications****A. Elimination of the Assignment of Numerical Ranks from the Performance Payout Process**

Current policy requires that rating officials rate their employees and submit their recommended ratings and rankings to the pay pool manager. Pay pool managers make final determinations on scores recommended by subordinate rating officials and rank employees within the pay pool. All employees having the same score receive the same rank. Using rankings as a guide, pay pool managers make performance pay decisions for all employees in the pay pool. Within a