

May 1, 2009—8 a.m. to 11:30 a.m.

**ADDRESSES:** Dougherty Conference Center, Building 432, 906 SAC Boulevard, Offutt AFB, Nebraska 68113.

**FOR FURTHER INFORMATION CONTACT:** Mr. Bruce Sudduth, Designated Federal Officer, (402) 294-4102, 901 SAC Blvd, Suite 1F7, Offutt AFB, NE 68113-6030. Contact Mr. Floyd March, Joint Staff, (703) 697-0610 for supplementary information.

**SUPPLEMENTARY INFORMATION:**

*Purpose of the Meeting:* The purpose of the meeting is to provide advice on scientific, technical, intelligence, and policy-related issues to the Commander, U.S. Strategic Command, during the development of the Nation's strategic war plans.

*Agenda:* Topics include: Policy Issues, Space Operations, Nuclear Weapons Stockpile Assessment, Weapons of Mass Destruction, Intelligence Operations, Cyber Operations, Global Strike, Command and Control, Science and Technology, Missile Defense.

*Meeting Accessibility:* Pursuant to 5 U.S.C. 552b, and 41 CFR 102-3.155, the Department of Defense has determined that the meeting shall be closed to the public. Per delegated authority by the Chairman, Joint Chiefs of Staff, General Kevin P. Chilton, Commander, U.S. Strategic Command, in consultation with his legal advisor, has determined in writing that the public interest requires that all sessions of this meeting be closed to the public because they will be concerned with matters listed in Section 552b(c)(1) of Title 5, U.S.C.

*Written Statements:* Pursuant to 41 CFR 102-3.105(j) and 102-3.140, the public of interested organizations may submit written statements to the membership of the Strategic Advisory Group at any time or in response to the stated agenda of a planned meeting. Written statements should be submitted to the Strategic Advisory Group's Designated Federal Officer. The Designated Federal Officer's contact information can be obtained from the GSA's FACA Database—<https://www.fido.gov/facadatabase/public.asp>.

Written statements that do not pertain to a scheduled meeting of the Strategic Advisory Group may be submitted at any time. However, if individual comments pertain to a specific topic being discussed at a planned meeting, then these statements must be submitted no later than five business days prior to the meeting in question. The Designated Federal Officer will review all submitted written statements and provide copies to all the committee members.

Dated: April 1, 2009.

**Patricia L. Toppings,**  
OSD Federal Register Liaison Officer,  
Department of Defense.

[FR Doc. E9-7619 Filed 4-3-09; 8:45 am]

**BILLING CODE 5001-06-P**

## DEPARTMENT OF DEFENSE

### Office of the Secretary

#### Science and Technology Reinvention Laboratory Personnel Management Demonstration Project, Department of the Air Force, Air Force Research Laboratory (AFRL)

**AGENCY:** Office of the Deputy Under Secretary of Defense (Civilian Personnel Policy) (DUSD(CPP)), Department of Defense (DoD).

**ACTION:** Notice of amendment of the demonstration project plan.

**SUMMARY:** Section 342(b) of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 1995, as amended (10 U.S.C. 2358 note) by section 1109 of NDAA FY 2000 and section 1114 of NDAA FY 2001, authorizes the Secretary of Defense to conduct personnel demonstration projects at DoD laboratories designated as Science and Technology Reinvention Laboratories (STRs). The above-cited legislation authorizes DoD to conduct demonstration projects to determine whether a specified change in personnel management policies or procedures would result in improved Federal personnel management.

This amendment revises the Air Force Research Laboratory's (AFRL) personnel management demonstration project plan by providing flexibility to change the job categories in the future, eliminating the mandatory use of and providing guidance on optional use of Contribution-based Compensation System (CCS) factor weights.

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

**FOR FURTHER INFORMATION CONTACT:**

**AFRL:** Ms. Michelle Williams, AFRL/DPL, 1864 4th Street, Wright-Patterson AFB, Ohio 45433-7130.  
**DoD:** Ms. Betty A. Duffield, CPMS-PSSC, Suite B-200, 1400 Key Boulevard, Arlington, VA 22209-5144.

**SUPPLEMENTARY INFORMATION:**

#### 1. Background

The AFRL Personnel Management Demonstration Project's final plan was

published in the **Federal Register** November 27, 1996 (61 FR 60399). This demonstration project involves simplified job classifications, two types of appointment authorities, an extended probationary period, pay banding, and a CCS. Two amendments to the final plan have been published in the **Federal Register**. The first amendment 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" was published in the **Federal Register** January 21, 2000 (65 FR 3498). The second amendment changed the amount of time required to be assessed under CCS from 180 to 90 calendar days and was published in **Federal Register** October 18, 2005 (70 FR 60495).

#### 2. Overview

Through the past twelve CCS cycles, experience has revealed that guidelines for setting factor weights are overly restrictive and the six (originally five) job categories used for assessment may need to be modified or expanded to cover new and emergent work. This amendment gives more flexibility and authority to the Pay Pool Manager to use and set CCS factor weights and establish and use job categories as the need for new professional skills emerges within the laboratory environment.

#### I. Executive Summary

The Department of the Air Force established the AFRL personnel management demonstration project to be generally similar to the Department of the Navy China Lake personnel demonstration project. The AFRL demonstration project was built upon the concepts of a contribution-based compensation system, pay banding, two appointing authorities, extended probationary period, and simplified classification procedures.

#### II. Introduction

##### Purpose

The AFRL Demonstration Project provides managers, at the lowest practical level, the authority and flexibility needed to achieve a quality laboratory and quality research. The purpose of this notice is to provide flexibility to change the job categories, eliminate the mandatory use of and provide guidance on optional use of Contribution-based Compensation System (CCS) factor weights in an effort

to grant management greater flexibility to base the factor weights on the requirements of the position.

#### Organizational Description

Of the 5,025 employees assigned to AFRL, the majority are located in/at Arlington VA, Brooks City Base TX, Edwards AFB CA, Eglin AFB FL, Hanscom AFB MA, Kirtland AFB NM, Rome NY, Tyndall AFB FL, and Wright-Patterson AFB OH. Employees are also located at locations around the world. At the time this Demonstration Project was implemented, there were four Air Force research laboratories. Later, these merged into AFRL, with 10 technical directorates, plus the AFRL Headquarters, each with a pay pool manager (total of 11 pay pools). There are currently 2,640 Scientists and Engineers (S&Es) in the Demonstration Project.

#### III. Personnel System Changes

##### Contribution-Based Compensation System

A. Change Section III.D.7, Weights, by replacing it in its entirety as follows:

##### 7. Factor Weights

This Demonstration Project, in part, is predicated on the belief that the continued success and viability of the laboratory depends on all employees seeking to contribute in each of the areas defined by the CCS factors.

Job categories may be assigned based upon the majority of the duties of a position. The AFRL commander and directors have the option to apply varying weights to the CCS factors based on assigned job categories or other relevant position information (e.g. broadband level). If varying weights are not used, then all factors are considered to be weighted equally.

If varying weights are used they must be applied consistently within a pay pool. As an example, Technical Problem Solving may be more heavily weighted for bench-level S&Es than the factor of Communication. The overall CCS score is determined by multiplying the score for each factor by the weight, adding the results, and then dividing by the sum of the weights. Making all employees accountable for all factors shifts organizational values in new directions. For this reason, if factor weights are used, generally no factor should be given a weight of zero.

Factor weights should be reviewed annually to determine if those that are below 1.0 can be increased toward a weighting of 1.0 to encourage and allow employees to raise their CCS contribution assessment by contributing

in a broader range of activities. Contribution in the factors is important to ensure both the overall success of AFRL and individual S&E career growth.

Guidelines for establishing job categories and setting factor weights will be documented in AFRL implementing issuances.

Dated: March 31, 2009.

**Patricia L. Toppings,**

*OSD Federal Register, Liaison Officer,  
Department of Defense.*

[FR Doc. E9-7592 Filed 4-3-09; 8:45 am]

**BILLING CODE 5001-06-P**

## DEPARTMENT OF DEFENSE

### Department of the Air Force

[Docket ID USAF-2009-0023]

#### Privacy Act of 1974; System of Records

**AGENCY:** Department of the Air Force, DoD.

**ACTION:** Notice to amend a system of records.

**SUMMARY:** The Department of the Air Force is proposing to amend a system of records notice in its existing inventory of records systems subject to the Privacy Act of 1974, (5 U.S.C. 552a), as amended.

**DATES:** This proposed action will be effective without further notice on 01 June 2009, unless comments are received which result in a contrary determination.

**ADDRESSES:** Department of the Air Force Act Privacy Office, Air Force Privacy Act Office, Office of Warfighting Integration and Chief Information Officer, Attn: SAF/XCPPI, 1800 Air Force Pentagon, Washington, DC 20330-1800.

**FOR FURTHER INFORMATION CONTACT:** Mr. Ben Swilley at (703) 696-6648.

**SUPPLEMENTARY INFORMATION:** The Department of the Air Force systems of records notices subject to the Privacy Act of 1974, (5 U.S.C. 552a), as amended, have been published in the **Federal Register** and are available from the address above.

The specific changes to the record systems being amended are set forth below followed by the notice, as amended, published in its entirety. The proposed amendments are not within the purview of subsection (r) of the Privacy Act of 1974, (5 U.S.C. 552a), as amended, which requires the submission of a new or altered system report.

Dated: March 31, 2009.

**Patricia L. Toppings,**

*OSD Federal Register Liaison Officer,  
Department of Defense.*

#### F033 AF E

##### SYSTEM NAME:

Air Force Directory Services  
(February 25, 2005, 70 FR 9283).

##### CHANGES:

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##### SYSTEM LOCATION:

Delete entry and replace with "HQ 754 Electronic Systems Group/DON, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex, Maxwell AFB, AL 36114-3014."

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##### CATEGORIES OF RECORDS IN THE SYSTEM:

Delete entry and replace with "Information includes name, Electronic Data Interchange-Personal Identifier (EDI-PI), Social Security Number, date of birth, gender, citizenship status, Major Command (MAJCOM), base name, office symbol, assigned and attached unit/Personnel Accounting Symbol (PAS), personnel category code, duty assigned code, generational qualifier, pay plan, pay grade, rank, reservist/Air National Guard (ANG) category code, non-publish Status (protected airman), phone number, fax number, e-mail address, DoD Public Key Infrastructure (PKI) certificate."

##### PURPOSE(S):

Delete entry and replace with "Air Force Directory Services (AFDS) is a near real time data service that consolidates authoritative personnel identity data from multiple Department of Defense (DoD) and Air Force personnel systems integrating it into a single directory. AFDS' consolidated identity data directory provides transparency to the authoritative data required for access authorization and authentication purposes into these mission support systems and applications."

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##### STORAGE:

Delete entry and replace with "Electronic storage media."

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##### SYSTEM MANAGER(S) AND ADDRESS:

Delete entry and replace with "Program Manager, Air Force Directory Services, Program Management Office, HQ 754 ELSG/DON, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex, Maxwell AFB, AL 36114-3014."