

Place: Holiday Inn, Kansas City Airport, 11832 Plaza Circle, Kansas City, MO.

Time: 8:30 a.m. March 20–21.

Purpose: To provide advice to the Administrator of the Grain Inspection, Packers and Stockyards Administration (GIPSA) with respect to the implementation of the U.S. Grain Standards Act.

The agenda includes: (1) GIPSA financial status, (2) Soft Red Winter Wheat Standards, (3) Agency Strategic Plan, (4) Quality Assurance and Control Program Enhancements, (5) Domestic Program Trends and (6) Research Activities.

The meeting will be open to the public. Public participation will be limited to written statements, unless permission is received from the Committee Chairman to orally address the Committee. Persons, other than members, who wish to address the Committee or submit written statements before or after the meeting, should contact the Administrator, GIPSA, U.S. Department of Agriculture, P.O. Box 96454, Room 1094—South Building, Washington, D.C. 20090–6454, telephone (202) 720–0219 or FAX (202) 205–9237.

Dated: February 21, 1996.

James R. Baker,
Administrator.

[FR Doc. 96–4309 Filed 2–26–96; 8:45 am]

BILLING CODE 3410–EN–M

Natural Resources Conservation Service

Starkweather Watershed Cavalier and Ramsey Counties, North Dakota; Intent to Deauthorize Federal Funding

AGENCY: Natural Resources Conservation Service, USDA.

ACTION: Notice of Intent to Deauthorize Federal Funding.

SUMMARY: Pursuant to the Watershed Protection and Flood Prevention Act, Public Law 83–566, and the Natural Resources Conservation Service Guidelines (7 CFR 622), the Natural Resources Conservation Service gives notice of the intent to deauthorize Federal funding for the Starkweather Watershed Project in Ramsey and Cavalier Counties, North Dakota.

FOR FURTHER INFORMATION CONTACT: Scott Hoag, Jr., State Conservationist, Natural Resources Conservation Service, 220 E. Rosser Avenue, P.O. Box 1458, Bismarck, North Dakota, 58502–1458. Phone number: 701–250–4441.

SUPPLEMENTARY INFORMATION: A determination has been made by Scott

Hoag, Jr., that the proposed works of improvement for the Starkweather Watershed Project will not be installed. The sponsoring local organizations have concurred in this determination and agree that Federal funding should be deauthorized for the project. Information regarding this determination may be obtained from Scott Hoag, Jr., State Conservationist, at the above address and telephone number.

No administrative action on implementation of the proposed deauthorization will be taken until 60 days after the date of this publication in the Federal Register.

(Catalog of Federal Domestic Assistance Program No. 10.904, Watershed Protection and Flood Prevention. Office of Management and Budget Circular A–95 regarding State and local clearinghouse review of Federal and federally assisted programs and projects is applicable.)

Dated: February 16, 1996.

Ronald D. Sando,

Acting State Conservationist.

[FR Doc. 96–4095 Filed 2–26–96; 8:45 am]

BILLING CODE 3410–16–M

COMMISSION ON CIVIL RIGHTS

Agenda and Notice of Public Meeting of the North Carolina Advisory Committee

Notice is hereby given, pursuant to the provisions of the rules and regulations of the U.S. Commission on Civil Rights, that a meeting of the North Carolina Advisory Committee to the Commission will convene at 12:00 p.m. and adjourn at 5:00 p.m. on Wednesday, March 13, 1996, at the North Carolina Mutual Insurance Company, 411 West Chapel Hill Street, Durham, North Carolina 27701. The purpose of the meeting is to review a draft report on racial tensions in North Carolina, discuss civil rights progress and/or problems in the State, and plan for the next project.

Persons desiring additional information, or planning a presentation to the Committee, should contact Committee Chairperson Asa Spaulding, Jr., 919–233–7612 or Bobby D. Doctor, Director of the Southern Regional Office, 404–730–2476 (TDD 404–730–2481). Hearing-impaired persons who will attend the meeting and require the services of a sign language interpreter should contact the Regional Office at least five (5) working days before the scheduled date of the meeting.

The meeting will be conducted pursuant to the provisions of the rules and regulations of the Commission.

Dated at Washington, DC, February 14, 1996.

Carol-Lee Hurley,

Chief, Regional Programs Coordination Unit.

[FR Doc. 96–4376 Filed 2–26–96; 8:45 am]

BILLING CODE 6355–01–P

Agenda and Notice of Public Meeting of the South Carolina Advisory Committee

Notice is hereby given, pursuant to the provisions of the rules and regulations of the U.S. Commission on Civil Rights, that a meeting of the South Carolina Advisory Committee to the Commission will convene at 10:00 a.m. to 12:00 p.m. and from 1:30 p.m. to 4:30 p.m. on Thursday, March 14, 1996, at the Quality Inn, Meeting Room, 125 Calhoun Street, (Downtown), Charleston, South Carolina 29401. The purpose of the meeting is to discuss civil rights progress and/or problems in the State; discuss followup to the report, *Perceptions of Racial Tensions in South Carolina*; hold a brief orientation session for the newly appointed committee; and beginning at 1:30 p.m., discuss with top city and county officials racial tensions in the Charleston area.

Persons desiring additional information, or planning a presentation to the Committee, should contact Committee Chairperson Dr. Milton Kimpson, 803–779–2597, or Bobby D. Doctor, Director of the Southern Regional Office, 404–730–2476 (TDD 404–730–2481). Hearing-impaired persons who will attend the meeting and require the services of a sign language interpreter should contact the Regional Office at least five (5) working days before the scheduled date of the meeting.

The meeting will be conducted pursuant to the provisions of the rules and regulations of the Commission.

Dated at Washington, DC, February 14, 1996.

Carol-Lee Hurley,

Chief, Regional Programs Coordination Unit.

[FR Doc. 96–4377 Filed 2–26–96; 8:45 am]

BILLING CODE 6355–01–P

DEPARTMENT OF COMMERCE

[Docket No. 960220034–6034–01]

RIN 0690–XX02

USTTA Foreign Service Policy; Reduction in Force

AGENCY: Department of Commerce.

ACTION: Notice.

SUMMARY: The Department of Commerce is announcing internal regulations governing reduction in force (RIF) procedures for Foreign Service Officers of the United States Travel and Tourism Administration (USTTA). The Under Secretary for Travel and Tourism is responsible for determining the size and composition of the operating Foreign Service workforce. The regulations will apply if, due to lack of work, shortages of funds, insufficient personnel ceiling, or reorganization, the Under Secretary decides a reduction in force is necessary.

DATES: This policy was issued as Department of Commerce Personnel Bulletin 900-1 on February 15, 1996.

FOR FURTHER INFORMATION CONTACT: Gary Jacobs, Office of Human Resources Management, Department of Commerce, Washington, DC 20230, 202-482-4286.

SUPPLEMENTARY INFORMATION: This policy was issued as Department of Commerce Personnel Bulletin 900-1 on February 15, 1996. This notice is given in order to comply with the requirement of section 181 of Public Law 103-236. If the Under Secretary for Travel and Tourism determines circumstances require applying reduction in force procedures to separate a Foreign Service employee due to lack of work, shortage of funds, insufficient personnel ceiling, or reorganization, the following policy will apply.

Elizabeth W. Stroud,
Director for Human Resources Management.

Personnel Bulletin 900-1

Section 1. Purpose

This sets policy for reduction-in-force in the U.S. Travel and Tourism Administration (USTTA) for members of the Foreign Service holding career or career candidate appointments, as approved by the Director, OPM, on February 13, 1996.

Section 2. Authority

.01 Section 611 of the Foreign Service Act of 1980, as amended, "Reduction in Force" provides the legal authority for conducting a reduction in force in the Foreign Service.

.02 The Under Secretary for Travel and Tourism is responsible for determining the size and composition of the operating Foreign Service workforce. The Under Secretary is authorized to decide whether circumstances require applying reduction in force (RIF) procedures to separate a Foreign Service employee due to lack of work, shortage of funds, insufficient personnel ceiling, or reorganization. The Under Secretary must determine the number of

employees to be separated at each class level.

Section 3. Coverage

.01 These regulations apply to all members of the Foreign Service (SFS and FS) in USTTA holding career or career-candidate appointments under Chapter 3 of the Foreign Service Act of 1980, as amended.

.02 Employees serving on non-career limited appointments are not covered by these regulations. Should the Under Secretary decide that a RIF is necessary, these employees are the first to be separated from the Foreign Service, provided they are in a class that has been selected for reduction.

Section 4. Definitions

.01 Competitive Area

The organizational and geographic boundaries within which FS employees compete for job retention. The competitive area for Foreign Service employees in USTTA is worldwide within USTTA.

.02 Competitive Level

A competitive level is the set of all jobs within a competitive area that are similar enough in duties, qualification requirements, pay schedules and working conditions that the incumbent of one position could successfully perform the critical elements of any other position upon entry into it, without any loss of productivity beyond that normally expected in the orientation of any new but fully qualified employee. Competitive levels in USTTA consist of all Officers in a class.

.03 Reduction in Force (RIF)

A personnel action that releases a Foreign Service employee by separation. This release is due to a lack of work, shortage of funds, insufficient personnel ceiling, or reorganization.

.04 Retention Register

A listing of all employees in each competitive level in the order of their retention standing.

Section 5. RIF Announcement

.01 General RIF Announcement

Management may, at its discretion, issue an advance organization-wide general information notice to alert employees that a reduction in force may be necessary. If issued, this general notice should contain information concerning the reason for the RIF, the scope of the RIF, including the number of employees to be released, the

competitive levels from which they are to be released, and the timing of the RIF.

.02 Specific RIF Notice

A specific notice must be sent to individual employees stating that the employee is to be released as a result of a reduction in force action, and explaining how the employee's name was reached. The specific RIF notice is issued by the servicing Human Resources Office at least 60 days before the effective date of the RIF separation. The notice must include information on the employee's right to appeal the RIF to the Foreign Service Grievance Board or to the Merit Systems Protection Board (MSPB), but not to both. In the event of an exigency, the Director for Human Resources Management may approve a shortened specific notice period, but in no case will the shortened period be less than 30 days.

Section 6. Establishing Retention Register/Order of Release

.01 The servicing Human Resources office prepares a retention register for each competitive level, ordering employees within each level based on their tenure of employment, veteran preference, length of service and performance, as follows:

(1) By tenure group I, and tenure group II;

(2) Within each tenure group by veteran preference subgroup, including subgroup AD, subgroup A, and subgroup B; and

(3) Within each subgroup by a combination of points credited for performance and years of service, as described below.

.02 Groups are defined as follows:

(1) Group I includes employees serving on career appointments under section 302 or 305 of the Act.

(2) Group II includes employees serving on career candidate appointments.

.03 Subgroups are defined as follows:

(1) Subgroup AD includes veteran preference eligible employees who have a compensable service-connected disability of 30 percent or more.

(2) Subgroup A consists of preference eligibles not included in subgroup AD. A retired member of the uniformed service is considered a preference eligible only if that person meets the criteria stated in 5 CFR 351.503.

(3) Subgroup B includes all non-preference eligible employees.

.04 Within each subgroup, employees are credited with points for length of service and performance, as follows:

(1) Employees receive one point for each full year of completed Federal Service. The servicing Human

Resources Office will establish a service date for each competing employee in accordance with the procedures in 5 CFR 351.503.

(2) Credit for performance will be based on the results of each of the previous 5 Selection Boards. Points are weighted because competition is more difficult as one moves upward through the ranks of the Foreign Service. Employees receive points for being on a list of those recommended for promotions, whether promoted or not.

- An MC recommended for promotion receives 65 points.
- An OC recommended for promotion receives 55 points.
- A Class One recommended for promotion receives 45 points.
- A Class Two recommended for promotion receives 35 points.
- A Class Three recommended for promotion receives 25 points.
- A Class Four recommended for promotion receives 15 points.
- Those not recommended for promotion and not low-ranked receive 10 points.
- Officers who are low-ranked receive no points.

(5) Points are given also for awards that are recommended by each of the previous 5 Selection Boards.

- A Sustained Superior Performance Award or cash award (SSPA) receives 3 points.
- A Meritorious Step Increase (MSI) receives 5 points.
- Performance Pay (SFS only) receives 5 points.
- Presidential Award (SFS only) receives 10 points.

.05 Employees are rank-ordered within subgroup based on the number of points received. Those with the fewest points go to the bottom of the list and are released first. Those with the most points are at the top of the list and are the last to be released.

.06 FS employees compete for retention only within their competitive level. There is no right to displace employees in another competitive level.

Section 7. Breaking Ties in Retention Standing

.01 The first tie breaker is among those with equal points within a subgroup is to release first anyone who has been low-ranked during the previous 5 years.

.02 If needed, the next tie breaker is use results of Selection Boards, prior to the last 5 Boards being considered, for up to 2 additional years. As soon as the tie is broken, for example in year 6, the officer with the least number of points is be released first.

.03 If after all of the above, there is still a tie, the tie will be broken based on a lottery.

Section 8. Extension of Effective Date of RIF

Management may allow an employee to remain on the rolls for up to a year past the effective date of the RIF for the needs of the service. For example, if serious disruptions would occur in overseas staffing, management could approve a one-year extension of the appointment of an employee reached for release from the competitive level.

Section 9. Transfer of Function

.01 This section is applicable when the work of one or more employees is moved from one competitive area to another as a transfer of function regardless of whether or not the movement is made under authority of a statute, Executive order, reorganization plan, or other authority.

.02 Reduction in force procedures will be used in the losing competitive area to identify the employees to be transferred.

Section 10. Access to Retention Records

All employees covered by these regulations are entitled to review retention registers.

Section 11. Benefits/Placement Assistance

.01 Any employee at Class One or higher, who is separated through RIF, is eligible for an immediate annuity in accordance with Section 806 of the Foreign Service Act of 1980, as amended. Officers below the Class One level are eligible for an immediate annuity if they meet the age and service requirements for voluntary retirement.

.02 Otherwise, they receive severance benefits in accordance with Section 609(b) of the Foreign Service Act of 1980, as amended, as follows:

- (1) A payment equal to one-twelfth of a year's salary at his or her current salary rate for each year of service and proportionately for a fraction of a year, but not to exceed a total of one year's salary at the officer's current rate and,
- (2) a refund of the contributions made by the officer to the Foreign Service Retirement and Disability Fund (FSRD), except that in lieu of a refund an officer who has at least 5 years of service credit toward retirement under the FSRD system may elect to receive an annuity, beginning at age 60. Those enrolled in the Foreign Service Pension System (FSPS), who have completed at least 5 years of creditable service, may elect to receive a deferred annuity at age 62.

.03 An officer cannot receive an immediate annuity and severance benefits.

Section 12. Right to Appeal

.01 An employee has the right to appeal the RIF action to the Merit Systems Protection Board (MSPB) or use the Foreign Service grievance procedure, but not both.

.02 MSPB Appeals.

Appeals to MSPB must be filed during the 30 calendar days beginning with the day after the effective date of the RIF action.

.03 Foreign Service Grievance Board.

Grievances are limited to cases of violation or inappropriate use of RIF authority by the Agency. Such grievances are initiated at the Agency level with the Office of Foreign Service Personnel, and must be submitted within 20 days after the effective date of the Reduction-in-Force. The filing of a grievance does not change the effective date of the action proposed in this notice.

[FR Doc. 96-4373 Filed 2-26-96; 8:45 am]

BILLING CODE 3510-BS-P

Foreign-Trade Zones Board

[Order No. 802]

Expansion of Foreign-Trade Zone 70, Detroit, Michigan, Area

Pursuant to its authority under the Foreign-Trade Zones Act of June 18, 1934, as amended (19 U.S.C. 81a-81u), the Foreign-Trade Zones Board (the Board) adopts the following Order:

Whereas, an application from the Greater Detroit Foreign Trade Zone, Inc., grantee of Foreign-Trade Zone 70, for authority to expand its general-purpose zone to include jet fuel storage and distribution facilities at the Detroit Metropolitan Wayne County Airport was filed by the Board on May 4, 1995 (FTZ Docket 20-95, 60 FR 25886, 5/15/95); and,

Whereas, notice inviting public comment was given in Federal Register and the application has been processed pursuant to the FTZ Act and the Board's regulations; and,

Whereas, the Board adopts the findings and recommendations of the examiner's report, and finds that the requirements of the FTZ Act and Board's regulations are satisfied, and that the proposal is in the public interest;

Now, therefore, the Board hereby orders:

The application to expand FTZ 70 is approved, subject to the Act and the