

2. Employment of Persons with Disabilities in the Federal Government
3. Freedom from Prohibited Personnel Practices: A Vision Achieved?
4. Preventing Nepotism in the Federal Government
5. Reprisal for Protected Activity
6. Sexual Harassment in Federal Workplaces—An Update
7. Due Process Rights of Federal Employees
8. Effect of 2014 Legislation Concerning Senior Executives in the Department of Veterans Affairs
9. Whistleblowing After the Whistleblower Protection Enhancement Act

Recruitment and Hiring

10. Federal Hiring: Reformed or In Need of Reform?
11. How Do Selecting Officials Make Hiring Decisions?
12. Identifying the Best Qualified Candidates for Federal Positions
13. Recruiting and Retaining Employees in STEMM Occupations
14. Supervisory and Managerial Probation: Final Hurdle or Formality?

Pay and Performance Management

15. A “Performance Review” of the Performance Review
16. Federal Pay Systems—Experience Outside the General Schedule
17. Position Classification: Purposes and Practices
18. The Incidence and Impact of Poor Performance

Supervision and Leadership

19. Dual Career Paths for Supervisors and Technical Specialists
20. Improving the Selection of Supervisors
21. Performance Evaluation in the Senior Executive Service: Leading by Example?
22. Senior Executives: Learning from Success

Building an Effective Workforce

23. Flexible Work
24. Technology and the Federal Workforce
25. The Federal Job as a “Calling”
26. The Human Resources Workforce: Rising to the Challenge?

27. What Do Employees Seek and Receive from Federal Service?
28. Workforce Reshaping: Do Agencies have the Right Tools?
29. Workforce and Succession Planning: Is the Exercise Producing Results?

Focus on the U.S. Office of Personnel Management

30. Hiring Reform Initiatives and Outcomes
31. The Civil Service Reform Act Turns 40
32. USAHire—An Initiative to Improve Entry-Level Hiring

William D. Spencer,

Clerk of the Board.

[FR Doc. 2014–19351 Filed 8–12–14; 11:15 am]

BILLING CODE 7400–01–P

MILLENNIUM CHALLENGE CORPORATION

[MCC FR 14–04]

Notice of Entering Into a Compact With the Republic of Ghana

AGENCY: Millennium Challenge Corporation.

ACTION: Notice.

SUMMARY: In accordance with Section 610(b)(2) of the Millennium Challenge Act of 2003 (22 U.S.C. 7701–7718), the Millennium Challenge Corporation (MCC) is publishing a summary of the Millennium Challenge Compact between the United States of America, acting through the Millennium Challenge Corporation, and the Republic of Ghana. Representatives of the United States Government and Ghana executed the Compact documents on August 5, 2014. The complete text of the Compact has been posted at mcc.gov.

Dated: August 8, 2014.

John C. Mantini,

Assistant General Counsel, Millennium Challenge Corporation.

Summary of Millennium Challenge Compact With the Republic of Ghana

1. Overview

MCC’s Board of Directors has approved a five-year, \$498.2 million

compact with the Republic of Ghana aimed at reducing poverty and accelerating economic growth (the “Compact”). The Compact is intended to assist the Government of Ghana (“GoG”) to increase economic growth by addressing problems in the power sector through private sector investment in power generation and distribution as well as improvements that will reduce load shedding, power losses, and outages that currently affect millions of Ghanaians (the “Program”). The Program will support the turnaround of Ghana’s electricity sector and stimulate private investment to create a self-sustaining sector meeting the current and future needs of households and business while ensuring inclusive access to power by its citizens.

2. Program Overview and Budget

The Compact focuses on turning around the main public electricity distribution company through the introduction of private sector participation as well as targeted infrastructure investments and reforms in power generation. The targeted investments and reforms will jointly contribute to a more functional, credit worthy, and self-sustaining power sector.

Due to the desire to create sustainable change and economic growth, MCC has made the Compact contingent on private sector participation (“PSP”) as well as reforms intended to improve the financial position of the distribution utilities, enable gas supply for the energy sector, and ensure a cost reflective tariff regime. In addition, MCC included a second tranche of conditional program funding to be made available only if essential reforms milestones are met, including actual implementation of the PSP transaction and continued progress toward a cost reflective tariff.

The Compact includes base funding of \$308.2 million and conditional funding of up to \$190 million which would be released only after significant agreed-upon reforms are adopted by the GoG. The budget is shown in Figure 1 below.

FIGURE 1: PROPOSED GHANA COMPACT BUDGET OVERVIEW
[Compact budget overview (millions of US\$)]

Projects	MCC Tranche I (base funding)	MCC Tranche II (conditional incentive funding)	Potential total MCC funding
ECG Financial & Operational Turnaround Project	149.6	190	498.2
NEDCo Financial & Operational Turnaround Project	54.2		
Regulatory Strengthening & Capacity Building Project	5.0		
Access Project	10.0		
Power Generation Sector Improvement Project	16.3		
Energy Efficiency & Demand Side Mgmt. Project	25.4		
Monitoring & Evaluation	7.6		
Program Administration and Oversight	40.2		
Total Investment	¹ 308.2	190	

As the required conditions are met, the Tranche II funding that is part of the overall Compact will be allocated to the Electric Company of Ghana Financial and Operational Turnaround Project. If the conditions to the release of Tranche II funding are not met within two years of Entry into Force of the Compact, the \$190 million will be de-obligated from the Compact.

The Government of Ghana will contribute at least 7.5 percent of the total amount of MCC funding towards the implementation of the Compact.

The Program can be divided into two general areas: Projects that focus on the distribution sector, and projects that focus on the generation sector.

3. Distribution Sector Investments

Utility Reforms: Electricity Company of Ghana (“ECG”) and Northern Electricity Distribution Company (“NEDCo”) Financial and Operational Turnaround Project

The ECG Financial and Operational Turnaround Project, totaling \$149.6 million, pursues a two-pronged approach—changing the governance and management of this Ghanaian electric utility by bringing in a private sector operator coupled with infrastructure and foundational investments designed largely to reduce losses and improve service quality. Specifically, the Project contains the following five interconnected activities:

- *Private Sector Participation.*

Accepting the reform program as a condition of the Compact will signal Ghana’s willingness to take bold moves

to improve an underperforming sector that drags down economic growth in the country.

- *Modernizing Utility Operations.*

Investments to support integrated loss management, such as technical assistance, to provide overall project management support.

- *Reduction in Commercial Losses and Improvement of Revenue Collection.*

Reducing distribution system vulnerability to theft and meter manipulation and improving metering systems, including installation of pre-paid meters.

- *Technical Loss Reduction.*

Interventions focused on lowering thermal losses in the distribution systems.

- *Outage Reduction.* Reducing both the frequency and duration of outages by introducing improved system protection and sectionalizing devices in the distribution system.

The estimated economic rate of return (“ERR”) for the ECG Financial and Operational Turnaround Project is 19 percent. The initial estimated beneficiaries of this Project are 4.8 million people in the short term and 7.8 million people long-term.

The NEDCo Financial and Operational Turnaround Project will initially provide \$5 million in technical assistance to improve operations of NEDCo. No later than the conclusion of the first year of Compact implementation, MCC will evaluate ERRs for possible system and infrastructure investments and if resulting ERRs are acceptable, MCC will make investments up to \$49.2 million.

Regulatory Strengthening and Capacity Building Project

The activities under the Regulatory Strengthening and Capacity Building Project, which totals \$5 million, are two-fold—tariff review, focused on the process of ratemaking and more specifically on the structure of tariffs, and capacity building of the sector performance monitoring capabilities to ensure better reporting:

- *Sector Performance Monitoring Capacity Building.* Improving the regulatory monitoring and independent verification of sector performance.

- *Tariff Review and Regulation.* Improving the tariff review process by supporting studies that will provide critical inputs to the redesign of the tariff structure prior to implementation of the PSP and the next round of ratemaking and technical assistance to the regulators.

The economic and beneficiary analyses combine the Regulatory Strengthening and Capacity Building Project with the ECG Financial and Operational Turnaround Project calculations as the results of the two Projects are closely linked.

Access Project

The Access Project, totaling \$10 million, will test the most cost effective approaches to address the key constraints that micro, small and medium enterprises (“MSMEs”) face in obtaining safe and legal access to electricity. This small Project is designed to be innovative and experimental—it will test several different interventions aimed at reducing critical barriers to legal

¹ Numbers do not add due to rounding.

connections for MSMEs in a small sample of markets and economic enclaves and provide evidence of effective approaches to increasing legal access for the distribution utilities. In addition to the direct benefits the Project would have for the MSMEs, increasing access will also expand the customer base of the utilities to include these important stakeholders and ensure that they are beneficiaries of improvements in the Ghanaian power sector. The Access Project will also address the problems caused by illegal connections, improve safety and security in target areas, and strengthen relationships between end users, local government, and the utility companies. The Project includes two activities:

- *Improving Electricity Supply to MSMEs and Social Institutions.* Upgrades will be made to target selected markets and economic enclaves that are within the intervention sites of the ECG and NEDCo Financial and Operational Turnaround Projects, and to the extent possible, nearby social institutions. The activity will also provide metered public lighting in the targeted areas.

- *Improving Service Delivery and Strengthening Partnerships.* This activity will seek to alleviate the various barriers (including a high connection fee, cumbersome connection processes and weak coordination among key actors including utility companies, local government and the communities) that prevent MSMEs from having legal access to electricity.

These activities are expected to contribute to increased incomes for MSMEs; firm ERRs for this Project, however, are not yet available. At this time, data needed to undertake an assessment of the proposed intervention is still being collected. Robust economic evaluations will identify promising interventions that could be scaled up during or after the compact and will provide evidence of effective strategies for increasing access to electricity in markets and enclaves across Ghana.

4. Generation Sector Investments

The generation sector investments adopt two strategies to make more energy available. The first is to make better use of the electricity already in the system by reducing waste. The second is to foster an enabling environment for investments to expand generation capacity.

Power Generation Sector Improvement Project

This \$16.3 million Project prioritizes the alleviation of major constraints to private sector investment in generation through the following three activities:

- *Operationalize the “Gas to Power” Value Chain.* The lack of reliable fuel supply is a significant barrier to securing affordable and sustainable generation capacity and has led to unplanned load shedding and outages in the past few years. The Compact will leverage ongoing advisory support provided by USAID by providing both the impetus to act (achievable, action-oriented conditions precedent linked to first disbursement of project funds) and continued support to the GoG to ensure that decisions regarding institutionalization, commercialization, and securitization of the gas sector are informed and serve Ghana’s best interest.

- *Facilitate Liquefied Natural Gas (LNG) Development.* Studies have shown that even with gas from domestic sources and the West African Gas Pipeline, Ghana will need additional fuel to support projected increases in electricity demand. The private sector has expressed an interest in building the required infrastructure associated with importing LNG and MCC is funding the technical feasibility studies required to provide a ‘shovel-ready’ project.

- *Strengthen Sector Planning and IPP Framework.* Ghana does not have an active and integrated master plan to guide the development of its growing energy sector, or an established competitive process for procuring Independent Power Providers (“IPPs”). This has led to uneven, opaque, and costly additions to capacity that may not be consistent with a least cost plan. The activity will support the development of a least cost plan that addresses generation, transmission, distribution and demand side management in a holistic and integrated fashion, as well as capacity building within the entities responsible for sector planning. It will also allow the Government to conduct more effective strategic planning for the electricity grid and off grid systems and provide generation capacity from both traditional and renewable sources.

The estimated ERR for this Project is 24 percent. The initial beneficiaries of the Project are 19.6 million people and the long-term beneficiaries are 41.8 million people.²

Energy Efficiency and Demand Side Management Project

Energy efficiency and demand-side management policies and investments represent some of the most cost-effective means to bridge the gap between supply and demand, serving as sources of new energy supply. Reducing energy waste

on the consumer side of the electricity meter decreases the growth of demand and reduces the investment that is needed in the electricity system to maintain needed capacity and reliability. This \$25.4 million Project includes four activities:

- *Development and Enforcement of Standards and Labels.* Most energy-using products do not have standards or labelling requirements and the standards that do exist would benefit greatly from technical updates and enforcement support.

- *Improved Energy Auditing.* Energy efficiency auditing and energy services company market support includes technical capacity-building for energy efficiency and energy management professionals.

- *Education and Public Information.* Awareness, education, and information activities help assure that both technical workers and the general public are aware of cost-effective energy saving opportunities.

- *Demand Side Management Infrastructure.* This activity would support piloting of distributed applications such as solar photo voltaic back-up power for lighting and electronics, off-grid solar systems, and grid-connected solar systems as well as the conversion of conventional street lights to LED street lighting.

The estimated ERR for this Project is 27 percent. The estimated beneficiaries for this Project are 19.6 million people in the short term and 41.8 million people long-term.³

5. Policy Reform Milestones

The Compact is tied to a number of reforms, specifically: Improving the creditworthiness of ECG, ensuring reliable gas supply for power generation, instituting a cost reflective tariff, and commercialization of the distribution utilities. The GoG has given MCC certain assurances through the negotiations process of its support for the policy, regulatory, and institutional reform agenda reflected in the Compact and associated conditions precedent, and that indeed those reforms in the Program are in line with actions the GoG is already taking and believes are necessary to ensuring a well-performing energy sector. The proposed two tranche approach to Compact funding was also discussed with the GoG and accepted as an important component of the program design.

MCC required the GoG to meet a set of five policy reform milestones prior to presenting the Compact to the Board for approval. In line with its commitment to

² This is a 20-year projection based on a population growth rate of 2.3 percent.

³ See footnote 2.

the Compact, the GoG has met each of these milestones, as described below.

- *Approval of the Gas Sector Action Plan.* An acceptable short-term Gas Sector Action Plan was submitted to MCC by the Minister of Energy and Petroleum. The GoG, with the support of the World Bank, is currently drafting a comprehensive long-term gas sector master plan, which will be complete by the end of 2014. Approval of the terms of that gas sector master plan by MCC and its adoption by the GoG are conditions to entry into force of the Compact.

- *Finalize the Jubilee gas supply agreement.* The Ghana National Gas Company (“GNGC”) and Jubilee Partners have signed the agreement related to infrastructure needed for gas supply from the Jubilee gas fields. This agreement facilitates the completion of infrastructure by GNGC that complements private sector infrastructure and is a necessary predicate to commercial agreements to be signed in the future.

- *Agree to PSP option for ECG and NEDCo.* The details of the agreement were discussed during Compact negotiations and are memorialized in the compact document.

- *Submit an action plan to substantially reduce GoG arrears to ECG and implement plan to move Government Ministries, Departments and Agencies to regular and current payment of utility bills.* The Minister of Finance provided a letter to MCC on June 30, 2014 detailing the total amount of arrears owed to ECG by the GoG and outlining a projected path to repayment.

- *Continue quarterly tariff adjustments.* Ghana’s utility regulator, the Public Utilities Regulatory Commission, announced a quarterly tariff adjustment on June 27, 2014. The new tariff took effect on July 1, 2014.

These were not easy milestones to meet, and they are instrumental to achieving the deep and lasting change MCC and the GoG want to achieve in the energy sector through the Compact. MCC is confident that the GoG’s strong commitment to reform will continue as the Program moves forward.

[FR Doc. 2014–19196 Filed 8–13–14; 8:45 am]

BILLING CODE 9211–03–P

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

[Notice 14–080]

NASA Advisory Council; Human Exploration Operations Committee; Research Subcommittee; Meeting

AGENCY: National Aeronautics and Space Administration.

ACTION: Notice of meeting.

SUMMARY: In accordance with the Federal Advisory Committee Act, Public Law 92–462, as amended, the National Aeronautics and Space Administration (NASA) announces a meeting of the Research Subcommittee of the Human Exploration and Operations Committee (HEOC) of the NASA Advisory Council (NAC). This Subcommittee reports to the HEOC.

DATES: Friday, September 12, 2014, 10:00 a.m. to 4:00 p.m., Local Time.

ADDRESSES: NASA Headquarters, Room 7H41A, 300 E Street SW., Washington, DC 20546.

FOR FURTHER INFORMATION CONTACT: Dr. Bradley Carpenter, Human Exploration and Operations Mission Directorate, NASA Headquarters, Washington, DC 20546 (202) 358–0826, or bcarpenter@nasa.gov.

SUPPLEMENTARY INFORMATION: The meeting will be open to the public up to the capacity of the room. This meeting is also available telephonically and by WebEx. Any interested person may call the USA toll free conference call number 844–467–6272 or toll number 720–259–6462, pass code 136444, to participate in this meeting by telephone. The WebEx link is <https://nasa.webex.com/>, the meeting number is 990 340 786, and the password is Friday0912#

The agenda for the meeting includes the following topics:

- Omics and Open Science Status
- ISS National Laboratory Overview
- International Cooperation in Space Research

Attendees will be requested to sign a register and to comply with NASA security requirements, including the presentation of a valid picture ID to Security before access to NASA Headquarters. Foreign nationals attending this meeting will be required to provide a copy of their passport and visa in addition to providing the following information no less than 10 working days prior to the meeting: Full name; gender; date/place of birth; citizenship; visa information (number, type, expiration date); passport information (number, country,

expiration date); employer/affiliation information (name of institution, address, country, telephone); title/position of attendee; and home address to Dr. Bradley Carpenter via email at bcarpenter@nasa.gov or by fax at (202) 358–2886. U.S. citizens and Permanent Residents (green card holders) are requested to submit their name and affiliation 3 working days prior to the meeting to Dr. Carpenter. It is imperative that the meeting be held on these dates to accommodate the scheduling priorities of the key participants.

Patricia D. Rausch,

*Advisory Committee Management Officer,
National Aeronautics and Space Administration.*

[FR Doc. 2014–19237 Filed 8–13–14; 8:45 am]

BILLING CODE 7510–13–P

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

[Notice (14–079)]

NASA International Space Station Advisory Committee; Meeting

AGENCY: National Aeronautics and Space Administration (NASA).

ACTION: Notice of Meeting.

SUMMARY: In accordance with the Federal Advisory Committee Act, Public Law 92–463, as amended, the National Aeronautics and Space Administration announces a meeting of the NASA International Space Station (ISS) Advisory Committee. The purpose of the meeting is to review all aspects related to the safety and operational readiness of the ISS, and to assess the possibilities for using the ISS for future space exploration.

DATES: Tuesday, September 9, 2014, 1:00–2:00 p.m., Local Time.

ADDRESSES: NASA Headquarters, Conference Center CU24, 300 E Street SW., Washington, DC 20546. Note: CU24 is located in the Conference Center on the Concourse-level of NASA Headquarters.

FOR FURTHER INFORMATION CONTACT: Mr. Greg Mann, Office of International and Interagency Relations, (202) 358–5140, NASA Headquarters, Washington, DC 20546–0001.

SUPPLEMENTARY INFORMATION: This meeting will be open to the public up to the seating capacity of the room. This meeting is also accessible via teleconference. To participate telephonically, please contact Mr. Greg Mann (202–358–5140) before 4:30 p.m., local time, September 8, 2014. You will need to provide your name, affiliation,