

order. We will provide Spanish-language translation.

**FOR FURTHER INFORMATION CONTACT:**

For press inquiries: Mr. Frank Meilinger, Director, OSHA Office of Communications, U.S. Department of Labor; telephone: (202) 693-1999; email: [meilinger.francis2@dol.gov](mailto:meilinger.francis2@dol.gov).

For general information: Ms. Meghan Smith, Program Analyst, OSHA Directorate of Whistleblower Protection Programs, U.S. Department of Labor; telephone: (202) 693-2199; email: [osha.dwpp@dol.gov](mailto:osha.dwpp@dol.gov).

**SUPPLEMENTARY INFORMATION:**

**A. Scope of Meeting**

OSHA is interested in obtaining information from the public on key issues facing the agency's whistleblower program. This meeting is part of an ongoing series of meetings requesting public input on this program. The agency is seeking suggestions on how it can improve its outreach and training efforts in the Whistleblower Protection program. Please note that the agency does not have the authority to change the statutory language and requirements of the laws it enforces. In particular, the agency invites input on the following:

1. What can the agency do to improve the Whistleblower Protection Program's website, [www.whistleblowers.gov](http://www.whistleblowers.gov)?
2. What additional materials would be beneficial for the agency to make publicly available on its website?
3. What types of whistleblower training videos or presentations would be useful for the public to better understand the whistleblower laws enforced by OSHA?
4. How can OSHA better engage with complainants and respondents?

**B. Request for Comments**

Regardless of attendance at the public meeting, interested persons may submit written or electronic comments (see **ADDRESSES** above). Electronic comments include recorded oral comments. Comments may be submitted in any language. To permit time for interested persons to submit data, information, or views on the issues in the "Scope of Meeting" section of this notice, please submit comments by May 24, 2023, and include Docket No. OSHA-2018-0005. If you have questions regarding how to submit comments, please contact [osha.dwpp@dol.gov](mailto:osha.dwpp@dol.gov) or 202-693-2199.

**C. Access to the Public Record**

Electronic copies of this **Federal Register** notice are available at: <http://www.regulations.gov>. This notice, as well as news releases and other relevant information, is also available on the Directorate of Whistleblower Protection

Programs' web page at: <http://www.whistleblowers.gov>.

**Authority and Signature**

James S. Frederick, Deputy Assistant Secretary for Occupational Safety and Health, authorized the preparation of this notice under the authority granted by section 11(c) of the Occupational Safety and Health Act of 1970 (29 U.S.C. 660(c)); Secretary's Order 08-2020 (May 15, 2020).

Signed at Washington, DC.

**James S. Frederick,**

*Deputy Assistant Secretary of Labor for Occupational Safety and Health.*

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**BILLING CODE 4510-26-P**

**NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES**

**Federal Council on the Arts and the Humanities**

**Arts and Artifacts Indemnity Panel Advisory Committee**

**AGENCY:** Federal Council on the Arts and the Humanities; National Foundation on the Arts and the Humanities.

**ACTION:** Notice of meeting.

**SUMMARY:** Pursuant to the Federal Advisory Committee Act, notice is hereby given that the Federal Council on the Arts and the Humanities will hold a meeting of the Arts and Artifacts International Indemnity Panel.

**DATES:** The meeting will be held on Thursday, May 18, 2023, from 12:00 p.m. until adjourned.

**ADDRESSES:** The meeting will be held by videoconference originating at the National Endowment for the Arts, Washington, DC 20506.

**FOR FURTHER INFORMATION CONTACT:** Elizabeth Voyatzis, Committee Management Officer, 400 7th Street SW, Room 4060, Washington, DC 20506, (202) 606-8322; [evoyatzis@neh.gov](mailto:evoyatzis@neh.gov).

**SUPPLEMENTARY INFORMATION:** The purpose of the meeting is for panel review, discussion, evaluation, and recommendation on applications for Certificates of Indemnity submitted to the Federal Council on the Arts and the Humanities, for exhibitions beginning on or after July 1, 2023. Because the meeting will consider proprietary financial and commercial data provided in confidence by indemnity applicants, and material that is likely to disclose trade secrets or other privileged or confidential information, and because it is important to keep the values of

objects to be indemnified and the methods of transportation and security measures confidential, I have determined that that the meeting will be closed to the public pursuant to subsection (c)(4) of section 552b of Title 5, United States Code. I have made this determination under the authority granted me by the Chairman's Delegation of Authority to Close Advisory Committee Meetings, dated April 15, 2016.

Dated: March 29, 2023.

**Jessica Graves,**

*Legal Administrative Specialist, National Endowment for the Humanities.*

[FR Doc. 2023-06865 Filed 4-3-23; 8:45 am]

**BILLING CODE 7536-01-P**

**OFFICE OF PERSONNEL MANAGEMENT**

**Personnel Demonstration Project; Pay Banding and Performance-Based Pay Adjustments in the National Nuclear Security Administration**

**AGENCY:** U.S. Office of Personnel Management.

**ACTION:** Notice of approval of a modification to a demonstration project final plan.

**SUMMARY:** The Civil Service Reform Act, 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 or procedures would result in improved Federal human resources management. On December 21, 2007, OPM published a document in the **Federal Register** announcing final approval of a demonstration project plan for the National Nuclear Security Administration (NNSA), a separately organized agency within the U.S. Department of Energy (DOE). This notice constitutes OPM's approval of a modification of NNSA's final project plan to change performance rating levels and a related change to the performance rating level pay shares.

**DATES:** These modifications to NNSA's demonstration project final plan are effective immediately upon publication of this notice.

**FOR FURTHER INFORMATION CONTACT:** National Nuclear Security Administration: Melanie Ramirez, 505-261-6338, [melanie.ramirez@nnsa.doe.gov](mailto:melanie.ramirez@nnsa.doe.gov). Office of Personnel Management: Michael Bostwick, 720-308-3265, [michael.bostwick@opm.gov](mailto:michael.bostwick@opm.gov).

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

OPM approved NNSA's demonstration project final plan and it was published in the **Federal Register** on December 21, 2007 (72 FR 72776). The demonstration project was implemented on March 16, 2008, modified by three technical corrections to the final project plan on July 31, 2008, as published in the **Federal Register** (73 FR 44786) and modified by minor administrative changes, one participating organization change, and two employee coverage changes on February 14, 2014 (79 FR 9007).

All employees of the Naval Nuclear Propulsion Program in the competitive services (as defined in section 2102 of title 5, United States Code) and all employees of the Department of Navy who are assigned to the Naval Nuclear Propulsion Program and are in the excepted services (as defined in section 2103 of title 5, United States Code) participate in the NNSA's demonstration project. With the publishing of the current NNSA Act on February 24, 2020, NNSA's demonstration project was extended for 10 years from the date of publication.

NNSA's demonstration project has been evaluated routinely with the latest evaluation taking place in 2017. These evaluations resulted in overall positive results.

**2. Statement of Purpose**

The principal purposes of the NNSA demonstration project are to—

(1) Modify and simplify the General Schedule (GS) classification system by establishing pay bands which may cover more than one grade; and

(2) Modify the GS pay system to base pay increases on performance distinctions made under a credible, strategically aligned performance appraisal program and thereby improve the results-oriented performance culture within the organization.

The primary goals of the project are to:

(1) Improve hiring by allowing NNSA to compete more effectively for high quality employees through the judicious use of higher entry salaries;

(2) Motivate and retain staff by providing faster pay progression for high-performing employees;

(3) Improve the usefulness and responsiveness of the position classification system to managers;

(4) Increase the efficiency of administering the position classification system through a simplified pay-banded application of the current General Schedule grade structure, and reduce

the procedural steps and documentation requirements traditionally associated with classifying positions;

(5) Eliminate automatic pay increases (*i.e.*, annual adjustments that normally take effect the first day of the first pay period beginning on or after January 1) by making pay increases performance sensitive, so that only Fully Successful (known as "Fully Meets Expectations" in NNSA) and higher performers will receive pay adjustments, and the best performers will receive the largest pay adjustments;

(6) Integrate with, build upon, and advance the work of several key human capital management improvement initiatives and projects currently underway in NNSA, including—

a. Advancing the ongoing refinement of NNSA's enterprise-wide performance management program, including automated refinements,

b. Achieving greater parity, though not complete harmony, with NNSA's mature excepted service pay-banded and pay-for-performance system (*e.g.*, will have a lower high-end pay band; no automatic pay increases, etc.),

c. Building on the simplified position description (PD) format and automated PD library that are already in place,

d. Continuing to develop improved performance management skills among first-line supervisors through increased program rigor, additional training, and better guidance materials, to better develop standards that reflect differences in performance,

e. Establishing a system of career enhancing career paths for the purpose of developing, advancing, and retaining employees,

f. Building on the workforce analysis and planning system, already in place, to identify FTE needs and competency needs and skills gaps, to conduct a valid occupational analysis to construct meaningful pay bands.

To accomplish these goals, NNSA modified and waived parts of the GS classification and pay system by identifying broad career paths, establishing pay bands which often combined grades, eliminating longevity-based step progression, and providing for annual pay increases based on performance.

**3. Description of Changes to the Project Plan**

NNSA amends the original demonstration project final plan (72 FR 72776) to make two significant changes to the NNSA demonstration project performance rating system. One change concerns performance rating levels and one change concerns the number of

performance shares assigned to identified performance rating levels.

*(1) Performance Rating Levels Change*

Section III, B.1. indicates the NNSA current performance appraisal program uses a four-level rating pattern to both summarize performance and to appraise performance at the element level. Its summary level pattern under 5 CFR 430.208(d) uses Levels 1, 2, 3, and 5, which NNSA has labeled Does Not Meet Expectations, Needs Improvement, Fully Meets Expectations, and Significantly Exceeds Expectations, respectively.

NNSA believes that a rating recognizing employee performance above the Fully Meets Expectations (FME) level but not at the level of Significantly Exceeds Expectations (SEE) is a potential motivating factor for employees. In response, NNSA is altering the current Performance Rating titles to better reflect levels of employee performance to recognize employees who exceed expectations but do not meet the requirements for the SEE performance rating.

Section III, B.1. is updated to read "The program currently uses a five-level rating pattern to both summarize performance and to appraise performance at the element level, its summary level pattern under 5 CFR 430.208(d) uses Levels 1, 2, 3, 4, and 5, which NNSA has labeled Does Not Meet Expectations, Needs Improvement, Fully Meets Expectations, Exceeds Expectations, and Significantly Exceeds Expectations, respectively."

*(2) Performance-Based Pay Adjustments—Performance Shares Change*

Section III, C.2. discusses how performance shares are distributed based on performance rating level and states: "Initially, the number of shares for each rating level will be as follows: 4 shares are assigned to a Significantly Exceeds Expectations summary rating when an employee receives SEE ratings in all critical elements; 3 shares are assigned when an employee receives a summary rating of SEE, but one or more critical elements are rated at FME; 2 shares are assigned to an FME summary rating when one or more critical elements are rated at SEE; and 1 share is assigned to an FME summary rating when no critical element is rated below FME. Employees who receive a final summary rating of FME with one critical element rated at the NI level are not eligible for any shares from the performance pay pool."

The table below, which is included in the DEMO Policies and Procedures Manual, illustrates the current performance share distribution.

Summary rating level	Derivation	Shares
Level 4—Significantly Exceeds Expectations (SEE)	All Specific Performance Objectives (SPOs) are rated at the SEE level.	4
	A majority of the SPOs are rated at the SEE level and the remaining SPOs rated at the FME level.	3
Level 3—Fully Meets Expectations (FME)	There is an equal amount of SPOs rated at the SEE and FME levels, or a majority of the SPOs are rated at the FME level with the remaining SPOs rated at the SEE level.	2
	All SPOs are rated at the FME level	1
Level 2—Needs Improvement (NI)	One or more NI SPOs with none rated DNME	0
Level 1—Does Not Meet Expectations (DNME)	One or more SPOs rated DNME	0

Section III, C.2. is updated to read “The number of shares for each rating level will be as follows: 4 shares are assigned to a Significantly Exceeds Expectations summary rating when an employee receives SEE ratings in all critical elements; 3 shares are assigned when an employee receives a summary rating of EE, when a majority of SPOs are rated SEE or EE and the remaining

are rated FME; 2 shares are assigned to an FME summary rating when an equal amount of SEE or EE and FME SPOs, or a majority are rated FME and the remaining are rated SEE or EE; 1 share is assigned to an FME rating when all SPOs are rated FME and no critical element is rated below FME. Employees who receive a final summary rating of FME with one or more critical elements

rated at the NI level are not eligible for any shares from the performance pay pool.”

The performance share distribution is updated to reflect the implementation of the five-level performance rating change. Pay share distribution is outlined in the table below:

Summary rating level	Derivation	Shares
Level 5—Significantly Exceeds Expectations (SEE)	All SPOs are rated SEE	4
Level 4—Exceeds Expectations (EE)	Majority of SPOs are rated SEE or EE and the remaining are rated FME.	3
Level 3—Fully Meets Expectations (FME)	Equal SEE or EE and FME SPOs or majority are rated FME and the remaining are rated SEE or EE.	2
	All SPOs are rated FME	1
Level 2—Needs Improvement (NI)	One or more NI SPOs with none rated DNME.	0
Level 1—Does Not Meet Expectations (DNME)	One or more SPOs rated DNME	0

This change will take effect immediately upon publication and the rating share pattern will be applied in computing performance-based shares at the end of FY 2023 performance appraisal period. This table will be incorporated into the NNSA DEMO policies and procedures manual.

**4. Notification Responsibilities**

As required by 5 CFR 470.315, NNSA has the following notification responsibilities for this project modification: Notify and make copies of this **Federal Register** notice available to all employees affected by the activities of the demonstration project.

U.S. Office of Personnel Management.

**Stephen Hickman,**  
*Federal Register Liaison.*

**Approval**

Pursuant to 5 CFR 470.315, OPM approves the following modification to NNSA’s final project plan.

**Specific Textual Changes to the Project Plan**

In FR Doc. 07–6144, published on December 21, 2007 (72 FR 72776), make the following textual changes:

(1) *On Page 72794:* “Program Requirements”

Program requirements is amended, as excerpted:

“The program currently uses a five-level rating pattern to both summarize performance and to appraise performance at the element level. Its summary level pattern under 5 CFR 430.208(d) uses Levels 1, 2, 3, 4, and 5, which NNSA has labeled Does Not Meet Expectations, Needs Improvement, Fully Meets Expectations, Exceeds Expectations, and Significantly Exceeds Expectations, respectively.”

(2) *On Page 72795:* “Performance Shares”

Performance Shares is amended, as excerpted:

“The number of shares for each rating level will be as follows: 4 shares are assigned to a Significantly Exceeds Expectations summary rating when an employee receives SEE ratings in all critical elements; 3 shares are assigned

when an employee receives a summary rating of EE, when a majority of SPOs are rated SEE or EE and the remaining are rated FME; 2 shares are assigned to an FME summary rating when an equal amount of SEE or EE and FME SPOs, or a majority are rated FME and the remaining are rated SEE or EE; 1 share is assigned to an FME rating when all SPOs are rated FME and no critical element is rated below FME.”

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**POSTAL REGULATORY COMMISSION**

[Docket Nos. MC2023–126 and CP2023–129; MC2023–127 and CP2023–130]

**New Postal Products**

**AGENCY:** Postal Regulatory Commission.  
**ACTION:** Notice.

**SUMMARY:** The Commission is noticing a recent Postal Service filing for the Commission’s consideration concerning a negotiated service agreement. This notice informs the public of the filing,