

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."

\* \* \* \* \*

##### 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."

\* \* \* \* \*

##### STORAGE:

Delete entry and replace with "Electronic storage media."

\* \* \* \* \*

##### 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."

**NOTIFICATION PROCEDURES:**

Delete entry and replace with "Individuals seeking to determine whether information about themselves is contained in this system of records may contact the Air Force Directory Services Technical Lead, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex, Maxwell AFB, AL 36114-3014.

Written request should contain full name, Social Security Number (SSN) and complete mailing address with notarized signature as below.

An unsworn declaration under penalty of perjury in accordance with section 1746 of 28 U.S.C. (Reference (n)) or notarized signatures are acceptable as a means of proving the identity of the individual.

If an unsworn declaration is executed within the United States, its territories, possessions, or commonwealths, it shall read "I declare (or certify, verify, or state) under penalty of perjury that the foregoing is true and correct. Executed on (date). (Signature)."

If an unsworn declaration is executed outside the United States, it shall read "I declare (or certify, verify, or state) under penalty of perjury under the laws of the United States of America that the foregoing is true and correct. Executed on (date). (Signature)."

**RECORD ACCESS PROCEDURES:**

Delete entry and replace with "Individuals seeking to access records about themselves contained in this system of records may contact the Air Force Directory Services Technical Lead, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex-Maxwell AFB, AL 36114-3014.

Written request should contain full name, Social Security Number (SSN) and complete mailing address with notarized signature as below.

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If an unsworn declaration is executed outside the United States, it shall read "I declare (or certify, verify, or state) under penalty of perjury under the laws of the United States of America that the foregoing is true and correct. Executed on (date). (Signature)."

**CONTESTING RECORD PROCEDURES:**

Delete entry and replace with "The Air Force rules for accessing records and for contesting contents and appealing initial agency determinations are published in Air Force Instruction 33-332, Privacy Act Program, 32 CFR part 806b; or may be obtained from the system manager."

**RECORD SOURCE CATEGORIES:**

Delete Entry and replace with "Information is derived from data originating from the following official DoD systems: Military Personnel Data System (MilPDS), Defense Manpower Data Center (DMDC), Defense Civilian Personnel Data System (DCPDS), Global Directory Services (GDS), Air Force Global Address Listing (AFGAL) and Military Personnel Execution System (MPES)."

\* \* \* \* \*

**F033 AF E****SYSTEM NAME:**

Air Force Directory Services (AFDS)

**SYSTEM LOCATION:**

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

**CATEGORIES OF INDIVIDUALS COVERED BY THE SYSTEM:**

Air Force active duty, reserve and guard members, civilian employees, contractors, foreign nationals, and retirees.

**CATEGORIES OF RECORDS IN THE SYSTEM:**

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.

**AUTHORITY FOR MAINTENANCE OF THE SYSTEM:**

10 U.S.C. 8013, Secretary of the Air Force; Air Force Instruction 33-213, Identity Management and E.O. 9397 (SSN).

**PURPOSE(S):**

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.

**ROUTINE USES OF RECORDS MAINTAINED IN THE SYSTEM INCLUDING CATEGORIES OF USERS AND THE PURPOSE OF SUCH USES:**

In addition to those disclosures generally permitted under 5 U.S.C. 552a(b) of the Privacy Act of 1974, these records contained therein may specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3) as follows:

The DoD 'Blanket Routine Uses' published at the beginning of the Air Force's compilation of record system notices apply to this system.

**POLICIES AND PRACTICES FOR STORING, RETRIEVING, ACCESSING, RETAINING, AND DISPOSING OF RECORDS IN THE SYSTEM:****STORAGE:**

Electronic storage media.

**RETRIEVABILITY:**

Records are retrieved by a unique 10-digit identifier, Electronic Data Interchange-Personal Identifier (EDI-PI).

**SAFEGUARDS:**

Records are accessed by person(s) responsible for servicing the record system in performance of their official duties and by authorized personnel who are properly screened and cleared for need-to-know. The storage area network hosting the data is located in a controlled area secured by an electronic entry system relying on a security token and PIN. Access to the automated records is controlled and limited.

**RETENTION AND DISPOSAL:**

Deleted when superseded, obsolete, or no longer needed, whichever is later.

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

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.

**NOTIFICATION PROCEDURES:**

Individuals seeking to determine whether information about themselves is contained in this system of records may contact the Air Force Directory Services Technical Lead, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex, Maxwell AFB, AL 36114-3014.

Written request should contain full name, Social Security Number (SSN)

and complete mailing address with notarized signature as below.

An unsworn declaration under penalty of perjury in accordance with section 1746 of 28 U.S.C. (Reference (n)) or notarized signatures are acceptable as a means of proving the identity of the individual.

If an unsworn declaration is executed within the United States, its territories, possessions, or commonwealths, it shall read "I declare (or certify, verify, or state) under penalty of perjury that the foregoing is true and correct. Executed on (date). (Signature)."

If an unsworn declaration is executed outside the United States, it shall read "I declare (or certify, verify, or state) under penalty of perjury under the laws of the United States of America that the foregoing is true and correct. Executed on (date). (Signature)."

#### RECORD ACCESS PROCEDURES:

Individuals seeking to access records about themselves contained in this system of records may contact the Air Force Directory Services Technical Lead, 201 E. Moore Dr., Bldg 856, Room 202, Gunter Annex-Maxwell AFB, AL 36114-3014.

Written request should contain full name, Social Security Number (SSN) and complete mailing address with notarized signature as below.

An unsworn declaration under penalty of perjury in accordance with section 1746 of 28 U.S.C. (Reference (n)) or notarized signatures are acceptable as a means of proving the identity of the individual.

If an unsworn declaration is executed within the United States, its territories, possessions, or commonwealths, it shall read "I declare (or certify, verify, or state) under penalty of perjury that the foregoing is true and correct. Executed on (date). (Signature)."

If an unsworn declaration is executed outside the United States, it shall read "I declare (or certify, verify, or state) under penalty of perjury under the laws of the United States of America that the foregoing is true and correct. Executed on (date). (Signature)."

#### CONTESTING RECORDS PROCEDURES:

The Air Force rules for accessing records, and for contesting contents and appealing initial agency determinations are published in Air Force Instruction 33-332; 32 CFR part 806b; or may be obtained from the system manager.

#### RECORD SOURCE CATEGORIES:

Information is derived from data originating from the following official DoD systems: Military Personnel Data System (MilPDS), Defense Manpower

Data Center (DMDC), Defense Civilian Personnel Data System (DCPDS), Global Directory Services (GDS), Air Force Global Address Listing (AFGAL) and Military Personnel Execution System (MPES).

#### EXEMPTIONS CLAIMED FOR THE SYSTEM:

None.

[FR Doc. E9-7598 Filed 4-3-09; 8:45 am]

#### BILLING CODE

### DEPARTMENT OF DEFENSE

#### Department of the Army

[Docket ID USA-2009-0009]

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

**AGENCY:** Department of the Army, DoD.

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

**SUMMARY:** The Department of the Army is amending a system of records notice in its existing inventory of record 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 May 6, 2009 unless comments are received which result in a contrary determination.

**ADDRESSES:** Department of the Army, Privacy Office, U.S. Army Records Management and Declassification Agency, 7701 Telegraph Road, Casey Building, Suite 144, Alexandria, VA 22325-3905.

**FOR FURTHER INFORMATION CONTACT:** Mr. Leroy Jones (703) 428-6185.

**SUPPLEMENTARY INFORMATION:** The Department of the Army 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 system 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.*

#### A0025-2 SAIS DoD

#### SYSTEM NAME:

Defense Biometric Services (February 19, 2009, 74 FR 7669).

#### CHANGES:

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#### ADD CATEGORY:

#### SYSTEM LOCATION:

Director, Biometrics Task Force, 347 West Main Street, Clarksburg, West Virginia 26306-2947.

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#### A0025-2 SAIS DoD

#### SYSTEM NAME:

Defense Biometric Services.

#### SYSTEM LOCATION:

Director, Biometrics Task Force, 347 West Main Street, Clarksburg, West Virginia 26306-2947.

#### CATEGORIES OF INDIVIDUALS COVERED BY THE SYSTEM:

Individuals covered include, but are not limited to, members of the U.S. Armed Forces, DoD civilian and contractor personnel, military reserve personnel, Army and Air National Guard personnel, foreign national partners, and other individuals (who are U.S. citizens or aliens lawfully admitted for permanent residence) requiring or requesting employment by DoD and/or access to DoD or DoD controlled information systems and/or DoD or DoD contractor operated or controlled installations and facilities.

#### CATEGORIES OF RECORDS IN THE SYSTEM:

Biometrics images; biometric templates; supporting documents; identifying biographic information including, but not limited to, name, Social Security Number (SSN), date of birth, place of birth, height, weight, eye color, hair color, race, globally unique identifier, organization, telephone number, office symbol, clearance, gender, and similar relevant information; and information from and electronic images of international, Federal, Tribal, or State issued individual identity documents.

#### AUTHORITY FOR MAINTENANCE OF THE SYSTEM:

10 U.S.C. 113, Secretary of Defense; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 5013, Secretary of the Navy; 10 U.S.C. 8013, Secretary of the Air Force; E.O. 12333, United States Intelligence Activities; E.O. 13467, Reforming Processes Related to Suitability for Government Employment, Fitness for Contractor Employees, and Eligibility for Access to Classified National Security Information; National Defense Authorization Act of 2008, Section 1069; DoDD 8521.01E, Department of Defense Biometrics; DoDD 8500.1, Information Assurance; AR 25-2,