



DEPARTMENT OF DEFENSE

Office of the Secretary

Science and Technology Reinvention Laboratory (STRL) Personnel Demonstration Project Program

AGENCY: Under Secretary of Defense for Research and Engineering (USD(R&E)), Department of Defense (DoD).

ACTION: Notice of amendment; STRL Personnel Demonstration Project probationary and trial period waivers.

SUMMARY: This notice amends STRL Personnel Demonstration Project Federal Register Notices (FRNs) by changing the waiver citations for probationary periods.

DATES: Implementation of this authority will begin no earlier than [INSERT DATE OF PUBLICATION IN THE FEDERAL REGISTER].

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Marine Corps

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SUPPLEMENTARY INFORMATION: As authorized by 10 United States Code (U.S.C.) 4121, the Secretary of Defense, through the USD(R&E), conducts personnel demonstration projects at DoD laboratories designated as STRLs.

The 24 current STRLs are:

- Air Force Research Laboratory
- Joint Warfare Analysis Center
- Transformation and Training Command
- Army Research Institute for the Behavioral and Social Sciences
- Combat Capabilities Development Command Armaments Center
- Combat Capabilities Development Command Army Research Laboratory
- Combat Capabilities Development Command Aviation and Missile Center
- Combat Capabilities Development Command Chemical Biological Center
- Combat Capabilities Development Command Command, Control, Communications, Computers, Cyber, Intelligence, Surveillance, and Reconnaissance Center
- Combat Capabilities Development Command Ground Vehicle Systems Center
- Combat Capabilities Development Command Soldier Center
- Communications Electronics Life Cycle Management Command Software Engineering Center
- Engineer Research and Development Center
- Medical Research and Development Command
- Technical Center, U.S. Army Space and Missile Defense Command
- Naval Air Warfare Center
- Naval Facilities Engineering Command Engineering and Expeditionary Warfare Center
- Naval Information Warfare Centers, Atlantic and Pacific
- Naval Medical Research Center

- Naval Research Laboratory
- Naval Sea Systems Command Warfare Centers
- Office of Naval Research
- Marine Corps Tactical Systems Support Activity
- Defense Health Agency Research and Development

1. Background

Most STRLs established extended probationary and trial periods for employees participating in personnel demonstration projects in their implementing FRNs. These FRNs waived applicable provisions of 5 CFR part 315, subpart H to allow for probationary and trial periods greater than one year and to permit termination during the extended probationary or trial period without using the adverse action procedures described in 5 U.S.C. chapter 75. Executive Order (E.O.) 14284 repealed Civil Service Rule 2.4 and established Civil Service Rule 11 (90 FR 17729). On June 24, 2025, the Office of Personnel Management published its final rule rescinding subpart H of 5 CFR part 315 and making conforming amendments (90 FR 26727). Administrative changes to STRL FRNs to waive the applicable provisions of 5 CFR part 11 are now necessary to continue using the extended probationary and trial periods described in STRL FRNs implementing personnel demonstration projects.

2. Personnel System Changes

Employees hired prior to June 24, 2025, and after the effective date of this notice are subject to the extended probationary or trial periods authorized in applicable STRL FRNs and associated implementing regulations.

3. Required Waivers to Laws and Regulations

Appendix A. Waivers to the title 5, U.S.C.

<u>Title 5, United States Code</u>	<u>Title 5, Code of Federal Regulations</u>
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<p>Chapter 75, Adverse Actions, sections 7501(1), 7511(a)(1)(A)(ii), (a)(1)(B) and (a)(1)(C)(ii) – Waived to the extent necessary to apply adverse action procedures only to those not serving a probationary or trial period as described in STRL FRNs.</p>	<p>Part 11 Probationary and Trial Periods, parts 11.2, 11.3 and 11.4 – Waived to the extent necessary to apply probationary and trial period requirements described in STRL FRNs.</p> <p>Part 752, sections 752.201(b) and 752.401(c)– Waived to the extent necessary to apply adverse action procedures only to those not serving a probationary or trial period as described in STRL FRNs.</p>
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Appendix B. Authorized STRLs and Federal Register Notices

STRL	Federal Register Notice
Air Force Research Laboratory	61 FR 60400 amended by 75 FR 53076
Joint Warfare Analysis Center	85 FR 29414
Transformation and Training Command	89 FR 13548
Army Research Institute for Behavioral and Social Sciences	85 FR 76038
Combat Capabilities Development Command-Armaments Center	76 FR 3744
Combat Capabilities Development Command-Army Research Laboratory	63 FR 10680
Combat Capabilities Development Command-Aviation and Missile Center	62 FR 34876 amended by 65 FR 53142 (AVRDEC and AMRDEC merged).

Combat Capabilities Development Command-Chemical Biological Center	74 FR 68936
Combat Capabilities Development Command-Command, Control, Communications, Cyber, Intelligence, Surveillance, and Reconnaissance Center	66 FR 54872
Combat Capabilities Development Command-Ground Vehicle Systems Center	76 FR 12508
Combat Capabilities Development Command-Soldier Center	74 FR 68448
Communications Electronics Life Cycle Management Command Software Engineering Center	Not yet published
Engineer Research and Development Center	63 FR 14580 amended by 65 FR 32135
Medical Research and Development Command	63 FR 10440
Technical Center, US Army Space and Missile Defense Command	85 FR 3339
Naval Air Systems Command Warfare Centers	76 FR 8530
Naval Facilities Engineering Command Engineering and Expeditionary Warfare Center	86 FR 14084
Naval Medical Research Center	Not yet published

Naval Research Laboratory	64 FR 33970
Naval Sea Systems Command Warfare Centers	62 FR 64050
Office of Naval Research	75 FR 77380
Space and Naval Warfare Systems Command, Space and Naval Warfare System Center Atlantic and Pacific	76 FR 1924
Marine Corps Tactical Systems Support Activity	Not yet published
Defense Health Agency Research and Development	Not yet published

Dated: April 16, 2026.

Aaron T. Siegel,

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