

**Forest Service Handbook  
National Headquarters - Washington Office  
Washington, DC**

**Forest Service Handbook 6109.16 – Demonstration Project Handbook  
Zero Code**

**Amendment:** 6109.16-1992-1

**Effective date:** October 21, 1992

**Duration:** This amendment is effective until superseded or removed.

**Approved by:** F. Dale Robertson, Chief

**Date approved:**

**Responsible Staff:**

**Last Change:**

**Superseded Document(s):**

**Digest:** Following is an explanation of the changes throughout the directive by section.

**6109.16:** The New Demonstration Project Handbook, FSH 6109.16, provides direction on the implementation at Forest Service experimental sites of the USDA demonstration project, which is testing four major innovations in current personnel policy and practice. These four areas are (1) delegations of authority for recruitment and hiring; (2) streamlined candidate assessment and selection process; (3) recruitment incentives; and (4) extended probationary period for scientists. The zero code has exhibits containing the standard operating procedures and the project plan. Chapter 10 covers Recruitment, Candidate Evaluation, and Selection. Chapter 20 covers the Extended Probationary Period for scientists.

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**Contents**

|             |   |
|-------------|---|
| <b>01</b>   | <b>Authority</b>  |
| <b>02</b>   | <b>Objectives</b>   |
| <b>03</b>   | <b>Policy</b>   |
| <b>04</b>   | <b>Responsibility</b>   |
| <b>04.1</b> | <b>Washington Office</b>  |
| <b>04.2</b> | <b>Field Units</b>  |
| <b>05</b>   | <b>Definitions</b>  |
| <b>06</b>   | <b>Exhibits</b>   |
| <b>06.1</b> | <b>Usda Demonstration Project Standard Operating Procedures</b> |
| <b>06.2</b> | <b>Usda Demonstration Project Plan</b>                          |