

(CFO) or Chief Information Officer (CIO) established in the 1990s.

For years, human resources bureaus and directors have not been given the authority or respect needed to provide federal employees with the tools and empowerment they need. This new office in the federal government's largest agencies will help address this problem. In each agency, the CHCO would be authorized to: (1) set the agency's workforce development strategy; (2) assess current workforce characteristics and future needs based on the strategic plan and mission; (3) align human resources policies with organization mission, strategic goals and performance outcomes, (4) develop and champion a culture of continuous learning to attract and retain top talent; (5) identify best practices and benchmarking studies; and, (6) create systems for measuring intellectual capital and identifying its links to organizational performance and growth.

In addition, this section of the bill would also give congressional support to the establishment of a Chief Human Capital Officers Council, similar to the CFO and CIO Councils. The Council would meet periodically to advise and coordinate the activities of agencies on a variety of human capital issues, such as: modernization of human resources systems; improved quality of human resources information; and legislation affecting human resources operations and organizations.

The second section of the bill focuses on employee training, recruitment, and retention.

This section would make several changes to enhance the institutional manner in which employees are trained and recruited in the federal government. Many of these responsibilities would fall under the purview of the Chief Human Capital Officer described above.

It would require agencies to link training and recruiting activities with performance plans and strategic goals. Agencies should clearly articulate how their training and recruiting helps to accomplish the agency's mission.

This section would also require agencies to maintain detailed records of their training and recruitment activities, as agencies cannot adequately plan future activities if they have no reliable records of past actions.

This section also includes a measure to help federal agencies retain workers by increasing the government contribution for Federal employee health insurance. If the Federal Government cannot match the salaries of the private sector, it can at least attempt to match or upgrade the benefits available to civil servants.

This legislation should be the first step of this Congress in recognizing that our human capital is essential to the proper functioning of this government.

We must translate this into a policy that recognizes the primacy of people in running an effective, efficient organization.

And we must act quickly because a great nation cannot rely on national emergencies to fill the ranks of its civil service.

Things will—as they must—eventually return to something like normal. The flood of resumes will slow to a trickle. Some of the idealistic new recruits will leave before the year is out, disillusioned by the reality of government service. Some longer-term employees will also leave, out of frustration or because they finally got one too many better offers.

Without a concerted effort to recruit talent, and a serious look at how to make the federal

government a better place to work, government will be left with two equally unpalatable choices: Replace the retirees with less competent workers, or don't replace them at all. This country can't afford to do either.

Our civil service is the reason that America is the greatest nation in the world today but that could change if we do not do something about the recruitment and retention crisis that faces it. Fortunately, people have realized what our federal government can do and how rewarding public service can be.

It is our job to follow-up.

REMEMBERING ELIZABETH LESLIE STONE

HON. ED WHITFIELD

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 24, 2002

Mr. WHITFIELD. Mr. Speaker, I rise today in remembrance of Elizabeth Leslie Stone who passed away Friday, September 7, 2001 at the age of 15. She was the daughter of Wilson Lee Stone and Lanna Jo Stinson Stone and sister of Catherine Stone of Scottsville, Kentucky. Although Elizabeth was only with us for a short time, her memory lives on through her family and friends in Scottsville, Kentucky.

Elizabeth was an active leader for her peers at Allen County-Scottsville High School. She served on the Student Council as the Freshman Class Vice-President and was also elected to represent her class as "Miss Freshman". Throughout the duration of her illness, she remained a loyal friend and role-model for her classmates. One of her truly remarkable talents was her ability to play the clarinet. As a member of the Allen County-Scottsville High Patriot Marching Band, she achieved First Chair All State Clarinet. Her family remembers her main goal as wanting to return to school to play her clarinet in the band. Elizabeth was truly happiest when bringing the joy of music to others.

As a devoted member of the Scottsville Church of Christ, Elizabeth found strength in her faith. Her mother remembers her as learning to see the world in such a way that she found the good in everyone and everything and tried to love the blemishes that inflicted others. Elizabeth's perspective should serve as a lesson for everyone in hopes that we may find happiness regardless of life's many difficulties.

Elizabeth also had a special interest in our government and hoped to come to Washington, D.C. to work as a page. Although she was not able to fulfill this dream, I know she would have made an excellent addition to the page program and would have served her country and Kentucky's First District with patriotism and pride.

Although our time with Elizabeth was cut tragically short, she will always be remembered for her love of family and friends, commitment to her community and zest for life. Elizabeth brought happiness and meaning to the lives of those who were lucky enough to have known her. As she is grieved, her family knows that her spirit has returned to God and that she is smiling down on the world watching over her loved ones.

IN HONOR OF WE THE PEOPLE . . . STUDENT PARTICIPANTS AT HIGHLANDS HIGH SCHOOL, FORT THOMAS, KY

HON. KEN LUCAS

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 24, 2002

Mr. LUCAS of Kentucky. Mr. Speaker, I rise today in recognition of some outstanding students at Highlands High School in Fort Thomas, located in Kentucky's Fourth Congressional District.

Specifically, I would like to congratulate the Kentucky state champions of the We the People . . . program and I salute the young scholars who will represent the state of Kentucky in the upcoming three-day national event in Washington, D.C. These outstanding students have worked hard to reach the national finals. Their hard work has led to a deeper understanding of the basic principles and values of our constitutional democracy.

In the aftermath of September 11, it is heartening to see these young people promote the fundamental principles of our government. These are ideas that connect us as Americans and bind us together as a nation. It is imperative that our next generation comprehends the importance of these values and principles, which we hold as standards in our endeavor to preserve and realize the promise of our constitutional democracy.

As these students prepare for the upcoming national competition, I wish them the best of luck. The students of Highlands High School have made Kentucky's Fourth Congressional District proud and I am glad I have the opportunity to honor such fine and promising young individuals. Particularly, I want to acknowledge the students—Jessica Horner, Rachel Wallingford, Lexie Dressman, Alexa Summe, Jackie Konen, Lyndsey Hering, Karsten Head, Jamie Baker, Andrew Shipp, Ethan Davis, Megan O'Keefe, Gina Maggio, Brian Healy, Cassie Burke, Jacob Krebs, Andrew Weitze, Chris Hazelwood, Kurt Herschede, Josh Edmondson, Joe Giancola, Jack Altekruise, and Cassie Burke.

I ask my colleagues to join me in commending these outstanding students and their teacher, Brian Robinson.

HONORING THOMAS V. DOOLEY, PRESIDENT, MIDDLESEX COUNTY CENTRAL LABOR COUNCIL, PAPER, ALLIED INDUSTRIAL, CHEMICAL AND ENERGY WORKER INTERNATIONAL UNION

HON. FRANK PALLONE, JR.

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 24, 2002

Mr. PALLONE. Mr. Speaker, it is my great pleasure to rise today to honor a man who has spent more than 35 years fighting for the rights and representing the interests of working men and women in Central New Jersey.

Recently, Thomas V. Dooley retired as President of the Middlesex County Central Labor Council and from the Paper, Allied Industrial, Chemical and Energy Worker International Union.