

Party, number one, because they believe in opportunity for everybody and a community of all Americans, they've got good ideas, and they work; number two, because he had a pivotal role in it; and number three, because looking to the future, you agree with us. Whether it's the Patients' Bill of Rights or getting working families access to health care or raising the minimum wage or reversing global warming or just continuing to grow the economy in a responsible way and reaching out to all kinds of Americans to make them part of our family, you agree with us.

And you tell those people that haven't made up their mind, "Look, there is not an argument

now. You've got 8 years of evidence. Go with the evidence. Go with the future. Stick with us, and America will be in a good place."

Thank you very much.

NOTE: The President spoke at 3:44 p.m. at the Fine Line Music Cafe. In his remarks, he referred to Edward G. Rendell, general chair, Democratic National Committee; Mike Erlandson, chair, and Mary McEvoy, associate chair, Minnesota Democratic Farmer Labor Party; Senator Wellstone's wife, Sheila; and Julie Sabo, candidate for Minnesota State Senate.

Memorandum on Actions To Further Improve the Management of Federal Human Resources

June 9, 2000

Memorandum to the Heads of Executive Departments and Agencies

Subject: Actions to Further Improve the Management of Federal Human Resources

The Federal Government's most valuable resource is the talented and diverse group of men and women who work every day to make a difference in the lives of the American people they serve. Effective management of this workforce is critically important to accomplishing your agencies' varied missions and continuing to improve service.

My Administration has made a significant commitment to achieving the highest standards of human resources management and accountability for the American people—but more can be done. To continue to improve Government services, we must (1) recognize and reinforce the critical role human resources management plays in achieving each agency's mission and strategic planning goals, and (2) maintain and strengthen our vision of a diverse Federal workforce that is skilled, flexible, and focused on results and service.

To achieve these goals, I direct the heads of each executive department and agency to take appropriate action to:

- fully integrate human resources management into your agency's planning, budg-

eting, and mission evaluation processes, and clearly state specific human resources management goals and objectives in your organization's strategic and annual performance plans;

- renew your commitment to recruit, develop, and manage your workforce to ensure high performance;
- provide for the continued development of a highly competent corps of human resources management professionals to assist agency line managers in ensuring the most effective use of their workforce to accomplish the agency mission.

To reflect the essential role of effective human resources management in achieving agency missions, the Interagency Advisory Group of Federal Personnel Directors, established in 1954, will be redesignated as the Human Resources Management Council. This Council will continue to:

- provide a forum for communicating and evaluating Government-wide human resources management policies and sharing best practices;
- promote collaboration across agency lines and with the Office of Personnel Management (OPM) to foster policies and actions to achieve our vision of a diverse Federal

workforce that is skilled, flexible, and focused on results and service to the Nation; and

- collaborate with OPM to identify and address emerging human resources management issues.

The Council shall continue to be chaired by the Director of OPM or the Director's designee and shall continue to include the senior human resources management official (or designee) from each executive department or agency, including military departments and defense agencies, and other members as proposed by the Chair. Within 30 days of the issuance of this memorandum, the Director of OPM shall officially redesignate the Interagency Advisory

Group of Personnel Directors as the Human Resources Management Council.

Beginning on October 1, 2000, and annually thereafter, agency heads shall ensure that human resources management objectives and means to accomplish these objectives are incorporated in their Annual Performance Plans. The Office of Management and Budget, in consultation with OPM, will provide the guidance for this requirement as part of its overall guidance on Annual Performance Plans.

WILLIAM J. CLINTON

NOTE: This memorandum was released by the Office of the Press Secretary on June 12.

Remarks at a Millennium Matinee at the White House

June 12, 2000

[The First Lady opened the program and introduced the event's featured speakers: Marcia McNutt, president and chief executive officer, Monterey Bay Aquarium Research Institute; and Neil de Grasse Tyson, associate astronomer and Frederick P. Rose director, Hayden Planetarium. Dr. McNutt then discussed ocean exploration, and Dr. Tyson discussed space exploration.]

The President. Well. *[Laughter]* I have a hundred questions. Before I open the floor to questions, I just would like to make a couple of points.

First, I want to thank Dr. Tyson and Dr. McNutt for truly fulfilling the spirit of this wonderful old room. It was in this room, on this floor, with maps and books on animal skins, that Thomas Jefferson and Meriwether Lewis planned the Lewis and Clark expedition. They were exploring the far reaches of North America, looking for an ocean no one believed at that time you could reach by land. Today our speakers have taken us on a very different journey of discovery. They have shown us that new evidence is emerging from both the seas and space about so many things but, as you have heard, among other things, about the challenge of global climate change.

Just this morning some of our leading scientists released a draft report that provides some of the most detailed information yet about the

potential impacts of global warming on our Nation. Some of its findings, because it's a draft, may be revised, but essentially this report pulls together an enormous amount of scientific analysis, and as our previous speakers have done, it paints quite a sobering picture of the future. It suggests that changes in climate could mean more extreme weather, more floods, more droughts, disrupted water supplies, loss of species, dangerously rising sea levels.

Now, I have tried for several years to get the United States to respond to do our part. We are the largest emitter of greenhouse gases in the world. In the next couple of decades, China and India will surpass us, unless we all take advantage of the fundamental changes in the nature of the economy to prove that we can have economic growth and reduce greenhouse gas emissions.

So it is—if you'll forgive me, I want to make one earthly plea, which is that the Congress stop blocking our commonsense efforts to combat global warming. We need a climate change on Capitol Hill on this issue. And it should not be a partisan issue. This is about science. This is about evidence. This is about things that are bigger than all of us and very much about our obligation to these children here to give them a future on this planet. We are not yet