

to reimburse the Government. If the individual is extended an offer, he or she would become an employee of that agency or company on the day after the detail ends, at which time the former agency's financial obligation would end. Multiple details would be allowed, but the combined days for all details could not exceed 90 days.

This change could help Federal agencies be more proactive in the retraining of their employees for private sector jobs. This legislation provides an important window of opportunity for Federal employees who are facing the uncertainty and anxiety of losing their jobs.

□ 2315

#### THE NEED TO REFORM FEDERAL TRAVEL PRACTICES AND SAVE \$300 MILLION A YEAR

The SPEAKER pro tempore (Mr. COLLINS of Georgia). Under a previous order of the House, the gentleman from California [Mr. HORN] is recognized for 5 minutes.

Mr. HORN. Mr. Speaker, there is a fundamental need to reform the Federal travel practices and thus save at least \$300 million a year. Today on behalf of the gentleman from Pennsylvania [Mr. FOX] and myself, I am introducing H.R. 3637, to improve travel management in the Federal Government.

The Federal Government is far behind the best practices of private sector firms. At long last, we need to adopt practices common in the private sector in order to save the taxpayers money. According to the General Accounting Office, Federal agencies spent \$7.6 billion in fiscal year 1994 on travel, including transportation, lodging, rental cars, other travel related expenses related to two types of travel: Temporary duty and permanent relocation.

Administrative costs to implement the current travel regulations and practices of the Federal Government are also significant. In the private sector, the costs to complete a travel voucher are about \$15. In the public sector, the Federal sector, the cost to process a single travel voucher can be as high as \$123. Since there are 10 million vouchers processed each year, the Federal Government must reengineer its travel management practices in order to achieve significant savings.

The Federal Government needs to reform its travel processes if we are to succeed in saving \$300 million every year. The General Services Administration needs to update the Federal travel regulations, and H.R. 3637 will be ensuring that change and reform can be done in a way that increases savings and decreases the amount spent by Federal agencies on travel. H.R. 3637 has been endorsed by the joint financial management improvement project, which includes membership from the General Accounting Office, part of the legislative branch, and the Office of

Management and Budget, the General Services Administration and the Office of Personnel Management, as well as the Department of the Treasury. These are the experts in travel management in Federal agencies.

In addition, the strong support of Senator COHEN of Maine has been instrumental in providing Federal agencies with the spur that was needed to develop these proposals which are designed to reduce costs and to provide agency flexibility. I commend Senator COHEN's efforts, and we will be working with him to enact this important measure.

As we begin the process of balancing the Federal budget, Congress must look to Federal agency managers and its employees to find innovative and creative ways to save travel dollars. H.R. 3637 represents an important part of that effort. According to the joint financial management improvement project, \$300 million per year may be saved from the appropriated funds of the taxpayers. By reducing the administrative burden, we can achieve substantial savings by passing H.R. 3637, the Travel Reform and Savings Act of 1996.

Mr. Speaker, I ask consent that a summary of H.R. 3637 be printed at the end of my remarks.

#### SUMMARY OF THE TRAVEL REFORM AND SAVINGS ACT OF 1996

Section 1. Short title—Travel Reform and Savings Act of 1996.

Section 2. Table of contents.

Title I. Relocation Benefits.

Section 101. Modification of allowance for seeking permanent residence quarters.

This section would authorize the payment of pre-determined travel expenses for househunting trips for relocating Federal employees. In the private sector, predetermined cost reimbursement is already used for househunting trips because of simplicity to administer, administrative cost savings, and the flexibility it gives Federal employees to manage their move.

According to a Joint Financial Management Improvement Project [JFMIP] report entitled Improving Travel Management Governmentwide, this change would save \$10.8 million per year.

Section 102. Modification of temporary quarters subsistence expenses allowance.

This section would authorize the payment of pre-determined travel costs associated with temporary quarters. While seeking permanent quarters, a relocating employee must often occupy temporary quarters. Federal agencies currently authorize up to 120 days of expenses. This change would limit this time to 60 days, and provide an amount pre-determined by the agency.

According to the JFMIP report, this change would save \$59.2 million per year.

Section 103. Modification of residence transaction expense allowance.

This authorizes agencies to use cost-reimbursable pricing for relocation service contracts. Currently, the Federal Travel Regulation limits relocation home sale payments made by agencies to direct reimbursement of closing costs. This section would authorize the payment of actual costs, overhead, and a performance-based fee designed to speed up the home sale.

This limits the liability of the Federal Government by shifting to the contractor the risk that the home will take a long time

to sell, and that the contractor's expenses will exceed the fixed payment. Agencies that exercise this authority will need to manage the risk that the home will take a long time to sell.

According to the JFMIP report, this change would save \$33.1 million per year.

Section 104. Authority to pay for property management services.

When an employee transfers for a limited time period, it may be cost-effective for the employee to rent rather than sell his home in the old duty station. This is particularly true in instances when the employee will return to the old duty station. Since the costs borne by agencies of selling a home are larger than the cost of reimbursing property management fees, there are savings which could be achieved by allowing Federal employees this option.

According to the JFMIP report, this change would save \$1.5 million per year.

Section 105. Authority to provide employment assistance services to the spouse of a transferring employee.

When a dual career family moves, the accompanying spouse must find employment without the assistance of the Federal Government. This results in the loss of a second income, and often Federal transferees are unable to qualify for home mortgages without the second income. This provision gives agencies discretionary authority to provide some level of job placement to relocating spouses, when deemed in the best interests of the Federal Government.

According to the JFMIP report, this change would cost \$5.9 million per year.

Section 106. Authority to transport a privately owned motor vehicle within the continental United States.

Current statute prohibits the shipment of a vehicle to a new duty station within the continental United States. Agencies reimburse the transferee for mileage, plus a per diem, which generally exceed the costs of shipping the vehicle and using a more expeditious mode of transportation to relocate the employee. Requiring that vehicles be driven to the new duty station also requires extended administrative leave, thus increasing costs and reducing efficiency.

According to the JFMIP report, this change would save \$7.9 million per year.

Section 107. Authority to pay limited relocation allowances to an employee who is performing an extended assignment.

This section authorizes agencies to pay for permanent change of station expenses in lieu of the daily per diem allowance for extended assignments. Since employee costs are lower over a longer-period of time, many employees receive an allowance that exceeds what is needed to cover expenses. This provides the option to reduce costs by providing permanent change of station expenses, which can include en route travel and transportation, shipment of vehicles, househunting trips (if necessary) and lease breaking expenses. Employees would not be eligible for expenses related to disposing or maintaining residences at the official duty station.

According to the JFMIP report, this change would save \$14.5 million per year.

Section 108. Authority to pay a home marketing incentive.

Most Federal agencies currently offer some of their transferees the assistance of a relocation contractor to market and sell their home. The fees charged by the contractor are typically based on a percentage of the home's value, and are quite large. A pilot in the Social Security Administration demonstrated that allowing employees to sell their own homes and be paid a fixed fee can save Federal agencies large figures.

According to the JFMIP report, this change would save \$142.2 million per year.

Section 109. Conforming amendments.

Title II. Miscellaneous Provisions

Section 201. Repeal of the long-distance telephone call certification requirement.

Current Federal statute requires agencies to certify that individual long distance calls are in the interest of the Federal Government. This law dates from 1939, when a long-distance telephone call was expensive and viewed as a luxury. In many instances, the cost of certifying a call will often exceed the cost of the call itself.

According to the JFMP report, this change would save \$19.3 million per year.

Section 202. Authority to require use of the travel charge card.

Currently, Federal agencies receive a payment based on charges made by its employees under the government-wide travel charge card program administered by GSA. Many payments, including cash advances, hotel charges and airline tickets for travel expenses are not charged to the card. This limits the potential rebate.

Section 203. Prepayment audits for transportation expenses.

This section authorizes audits prior to payment to verify transportation expenses. All other invoices submitted to the Federal Government are generally audited by the procuring agency for correctness prior to payment. Currently, GSA uses audit contractors to perform prepayment audits on some transportation vouchers. These contractors have identified overpayments that were four times the amount of the payments to contractors, proving that this is a cost-effective tool. In contrast, the GSA Office of Transportation Audits spends \$11 million to recover \$12 million in overpayments using postpayment audits.

According to the GSA, this change would save \$50 million per year.

Section 204. Reimbursement for taxes on money received for travel expenses.

The 1992 Energy Act inadvertently established a tax liability for certain Federal employees. The Energy Act limited the income tax deduction for business related travel expenses incurred while away from home to a maximum of one year (the prior maximum was one year). Most temporary duty assignments are less than one year. Because of this tax change, most Federal agencies have limited temporary assignment to one year.

Most Federal agencies were unaware of this requirement because the IRS did not notify them until December of 1993 and did not withhold tax payments from the employee's salary. Thus, many of the impacted Federal employees were liable for a lump-sum payment plus penalty and interest. In some instances, the tax liability exceeds \$1,000 per employee.

According to GSA, this change would cost \$4 million on a one-time basis.

Section 205. Transfer of authority to issue regulations.

This section gives statutory authority to the Administrator of General Services to issue regulations, which are currently the subject of a delegation of authority from the President pursuant to several Executive Orders.

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from California [Mr. BAKER] is recognized for 5 minutes.

[Mr. BAKER of California addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

#### JUST DO IT

The SPEAKER pro tempore. Under a previous order of the House, the gentle-

woman from Wyoming [Mrs. CUBIN] is recognized for 5 minutes.

Mrs. CUBIN. Mr. Speaker, you all have seen the Nike ad with the words "Just do it?" That should be the slogan for the Democrats in Congress. They talk about a balanced budget. I say: Just do it. They talk about welfare reform. I say: Just do it. They talk about tax relief. I say: just do it. They talk about an end to big government. I say: just do it.

Talk is cheap, and nowhere is talk cheaper than in Washington. We've had enough talk, enough rhetoric, enough promises. It's time to stop talking about change and start making it happen. What we need is action, and we need it now. We need to stop all this wasteful spending—now. We need to balance the budget—now. We need to end welfare as we know it—now. We need tax relief for the forgotten American worker—now.

Did you ever wonder why Washington waits to solve a problem until it becomes a crisis? The American people should never accept second-best from their government or their elected leaders. They deserve better.

And why not? America's best days are still ahead. In the America of the 21st century, no one needs to be left behind. If we stop all this tax and spend behavior, we will end the Clinton crunch that has contributed to our national anxiety. And if we stop all this spending, we will end the tax trap caused by misguided Washington bureaucrats who want to spend more of your money, leaving you with less.

Let me be as clear as I can. Americans have a right to earn more, keep more, and do more. That's how we restore the American dream. Working together in a spirit of respect, with the right economic policy and incentives, our nation's potential is unlimited. We are Americans. There is nothing we cannot achieve. The best is yet to come. I say, just do it.

#### CHURCH BURNINGS

The SPEAKER pro tempore. Under the Speaker's announced policy of May 12, 1995, the gentleman from Louisiana [Mr. FIELDS] is recognized for the balance of the time until midnight as the designee of the minority leader.

Mr. FIELDS of Louisiana. Mr. Speaker, I rise tonight to talk about the issue of church burning. Before I do, Mr. Speaker, I want to commend the gentlewoman from North Carolina who had a resolution tonight on the floor of this House and it passed. And I want to thank the gentlewoman for her leadership in that area. I also want to thank the gentleman from Oklahoma as well.

Mr. Speaker, I have been asked by the chairman of the Congressional Black Caucus to chair an issue that we have been talking about tonight for some time. That is the issue of church burning, burnings across the country.

I take a moment of personal privilege to talk about these church burnings

here again tonight because in my own State five churches were burned.

Second, Mr. Speaker, I feel like Fannie Lou Hamer tonight. I feel sick and tired of being sick and tired. I am tired of individuals who have no respect for human life and no respect to buildings, burning churches at night. I also feel sick and tired of being sick and tired because while individuals burn churches at night, we have people who wake up in the morning and put on black robes and burn congressional districts in the daytime. And I think that is simply unacceptable and unconscionable.

I am happy that the gentlewoman from Texas will be a part of this special order tonight and the gentleman from Illinois will be a part of this special order tonight, the gentlewoman from California as well as the gentleman from South Carolina.

Before we talk about church burnings, Mr. Speaker, I want to talk a little bit about the districts that were burned today in the Supreme Court. To know that as a result of this ruling, a State like the State of Texas, a State with a population of almost 20 percent African-Americans, will not have the opportunity, not the guarantee but will not have the mere opportunity to send an African-American to this Congress is absolutely unacceptable and unconscionable. These burnings must stop, not only the burning of churches but the burning of congressional districts and legislative districts across this country. In order for us to get along in this country, in order for us to move forward in this country, we will have to learn how to be more inclusive.

I want to thank the gentlewoman from Texas, who has represented her constituents so well here in this body. I want to say to her in no uncertain terms that she has done a great job. Continue to press on and know that you must keep the faith. We are very pleased with the work that you do.

Now, on the issue of church burnings, Mr. Speaker, the CBC, the Congressional Black Caucus, we will first have a hearing right here in the Nation's capital. We will have the Justice Department. We will have ATF and all Federal agencies involved. That hearings will be headed and led by Congressman CONYERS. And we will talk, we will also have black churches, members, ministers of black churches to talk about these church burnings. Then we will leave this capital and we will travel across this country in each congressional district or each State where there has been church burnings, because we will not accept individuals putting torches to churches.

We are going to insist that every Federal agency in this country use every ounce of its power, every ounce of its resources, to make sure that we find the perpetrators of these crimes and bring them to justice and then move very swiftly to prosecute them.

I have, Mr. Speaker, a map of the entire United States of America which