

(1) the termination of the program shall not terminate the employee's employment in that position before the expiration of the lesser of—

(A) the period for which the employee was appointed; or

(B) the period to which the employee's service is limited under subsection (c), including any extension made under paragraph (2) of that subsection before the termination of the program; and

(2) the rate of basic pay prescribed for the position under subsection (b)(1)(B) may not be reduced for so long (within the period applicable to the employee under paragraph (1)) as the employee continues to serve in the position without a break in service.

(g) ANNUAL REPORT.—(1) Not later than October 15 of each of years 2001 through 2006, the Secretary shall submit a report on the program to the Committees on Armed Services of the Senate and the House of Representatives.

(2) The annual report shall contain, for the period covered by the report, the following:

(A) A detailed discussion of the exercise of authority under this section.

(B) The sources from which individuals appointed under subsection (b)(1) were recruited.

(C) The methodology used for identifying and selecting such individuals.

(D) Any additional information that the Secretary considers helpful for assessing the utility of the authority under this section.

#### SEC. 4. AIR FORCE EXPERIMENTAL HIRING PROGRAM.

(a) PROGRAM AUTHORIZED.—During the 5-year period beginning on the date of the enactment of this Act, the Secretary of the Air Force may carry out a program of experimental use of the authority provided in subsections (b), (c), and (d) in order to facilitate recruitment of civilian personnel to carry out the following:

(1) Research and exploratory or advanced development.

(2) Acquisition of major weapons systems, excluding sustainment activities.

(b) CATEGORY RANKING.—(1) Notwithstanding sections 3309, 3313 3317(a), and 3318(a) of title 5, United States Code, the Secretary may provide that applicants for positions in the Department of the Air Force be evaluated according to a quality category rating system based on relative degrees of merit, rather than according to numerical ratings.

(2) Under the system described in paragraph (1), each applicant who meets the minimum qualification requirements shall be assigned to the appropriate category based on an evaluation of the quality of the applicant's knowledge, skills, and abilities relative to successful performance in the position to be filled.

(3) Within each such quality category, applicants who are eligible for veterans' preference under section 2108 of such title shall have priority over applicants who are not eligible for such preference.

(4)(A) Each applicant, other than applicants for scientific and professional positions at the GS-9 level or above, or the equivalent, who meets the minimum qualifications requirements and who is eligible for veterans' preference under section 2108(3)(C) of such title and who has a compensable service-connected disability of 10 percent or more shall have the highest priority in the quality category.

(B) Applicants for scientific or professional positions at the GS-9 level or above, or the equivalent, shall be listed within their category grouping, except that applicants who are eligible for veterans' preference under such section 2108 shall have priority over applicants who are not eligible for preference.

Among preference eligibles, preference shall be given without regard to the type of preference.

Under the system described in paragraph (1), an appointing official may select any qualified applicant within the highest category, except that such an official may not pass over a preference eligible for an individual who is not a preference eligible in the same category unless the requirements of section 3312(b) or 3318(b) of title 5, United States Code, are satisfied. If fewer than 3 applicants have been assigned to the highest category, an appointing official may select any qualified applicant in the next lower category or categories, if necessary to provide a pool of at least 3 qualified applicants. An appointing official may not pass over a preference eligible applicant to select a non-preference eligible applicant in a lower category.

(c) SHORTAGE AND CRITICAL NEED HIRING AUTHORITY.—(1) Notwithstanding section 3304(b) of title 5, United States Code, the Secretary of the Air Force may appoint individuals into the competitive service to fill civilian positions in the Department of the Air Force without competition, provided public notice has been given and the positions meet one of the following criteria:

(A) There is a severe shortage of qualified candidates for the position.

(B) There is a need for expedited hiring for the position.

(C) The position is unique and has special qualifications.

(D) The position has a historically high turnover rate.

(2) The Secretary may appoint individuals with exceptional academic qualifications or special experience to positions described in paragraph (1). Individuals who qualify on the basis of education must possess a cumulative grade point average of 3.5 or higher on a 4.0 scale (or the equivalent grade point average on a different scale).

(3) Applicants who are eligible for veterans' preference under section 2108 of title 5, United States Code, shall have priority over applicants who are not eligible for such preference. Among preference eligibles, a preference eligible applicant under subparagraphs (C) through (G) of section 2108(3) of such title shall have priority over an applicant who is eligible for preference under subparagraph (A) or (B) of such section. An appointing official may not pass over a preference eligible applicant to select a non-preference eligible applicant unless the requirements of section 3312(b) or 3318(b) of such title are satisfied.

#### AIR FORCE WORK FORCE RENEWAL ACT

##### SECTION-BY-SECTION DESCRIPTION

*Section 1. Designates the legislation as "Air Force Work Force Renewal Act"*

*Section 2. Temporary Authority Regarding Voluntary Separation Incentives and Early Retirement for Employees of the Department of the Air Force*

2(a). Permits the Air Force to offer incentive bonuses of up to \$25,000 for maintaining continuity of skills among employees of the Air Force and for adapting the skills of the work force to critical emerging technologies. This is an extension of the existing Department of Defense separation pay program.

2(b). Establishes that a retiring employee of the Air Force who is under the Civil Service Retirement System (CSRS) may become eligible for an annuity after completing 25 year of service or after becoming 50 years of age and completing 20 years of service; and if the Air Force Secretary determines that the separation is necessary for the purpose of maintaining continuity of skills in the Air Force and for adapting the skills of the work force to critical emerging technologies.

2(c) Establishes the same early retirement authority as paragraph 1(b) for Air Force employees under the Federal Employees' Retirement System (FERS).

2(d) Limits the separation pay and retirement benefits established in this section to 1000 positions per calendar year for a period of five years after the date of the enactment of this Act.

#### Section 3. Air Force Experimental Personnel Management Program for Technical Personnel

3(a) On an experimental basis for a five-year period, to facilitate recruitment of civilian personnel, authorizes the Air Force to fill positions for 1) research and exploratory or advanced development, and 2) acquisition of major weapons systems.

3(b) Limits the hiring authority under this section to a total of 62 eminent scientists and engineers from outside the civil service and uniformed services. Of his number, 50 shall be allocated to organizations performing research and exploratory or advanced development, and 12 shall be allocated to organizations whose primary mission is the development and acquisition of major weapon systems, excluding sustainment activities. Certain civil service rules are waived. Veterans' preference is preserved.

3(c) In general, limits appointments under this section to no more than four years; however, the Secretary of the Air Force may extend an appointment an additional two years.

3(d) Limits the total annual amount of additional payments (such as bonuses or monetary awards), paid to an employee hired under this section to \$25,000 or an amount equal to 25 percent of the employee's annual salary, which ever is less.

3(e) Provides that no employee may be hired under this section (or appointment extended) after the five-year experimental program expires.

3(f) Allows employees appointed under this section to finish their existing term, (without extension), following the expiration of the authority under this section.

3(g) Requires the Air Force to provide an annual report on the experimental program to the Committees on Armed Services of the Senate and the House of Representatives.

#### Section 4. Air Force Experimental Hiring Program

4(a) On an experimental basis for a five-year period, to facilitate recruitment of civilian personnel, authorizes the Air Force to fill positions for 1) research and exploratory or advanced development, and 2) acquisition of major weapons systems.

4(b) Provides for a system to rate candidates for employment positions under this section. Veterans' preference is preserved.

4(c) Under specific conditions, authorizes the hiring with expedited competition of individuals with exceptional academic qualifications or unique experience under this section.

PHILIP ANSCHUTZ IS AN HONOREE AT THE HORATIO ALGER ASSOCIATION OF DISTINGUISHED AMERICANS

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 4, 2000

Mr. McINNIS. Mr. Speaker, I wanted to take this moment to recognize an exceptional man who I am honored to call my friend. Philip

Anschutz is being honored by the Horatio Alger Association of Distinguished Americans on Friday, May 5, 2000. For over 50 years, the Horatio Alger Association has honored people who have positively contributed to our society. These awardees are the top ten Americans who have made outstanding contributions in their chosen field. They are honest, hardworking, self-reliant and committed to excellence.

Mr. Anschutz exemplifies everything that the Association represents. Mr. Anschutz is recognized as Colorado's number one businessman and enjoys an admired professional reputation. In 1965 he started The Anschutz Corporation. He now serves as Chairman of the Board of Qwest Communications International, Vice Chairman of the Board of Union Pacific Corporation and he also sits on the boards of Forest Oil Company, the American Petroleum Institute and the National Petroleum Council. He also is the alternate governor of the National Hockey League and the owner of the Chicago Fire and Colorado Rapids Major League Soccer teams. Mr. Anschutz also serves on boards and committees of various organizations such as, The John F. Kennedy Center for the Performing Arts, as well as, the Smithsonian Institution's National Board. Mr. Anschutz has earned a strong reputation for his character and integrity. Philip and his wife Nancy are well known for civic contributions and their focus on family values. It is obvious why Mr. Anschutz was chosen as one of this year's Horatio Alger Association of Distinguished Americans. I think we all owe him a great debt of gratitude for his service and dedication to our society.

#### REMEMBERING THE HOLOCAUST

##### HON. JANICE D. SCHAKOWSKY

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 4, 2000*

Ms. SCHAKOWSKY. Mr. Speaker, today I declare solidarity with Jews across this nation and around the world to mourn and to pay tribute to those who perished at the hands of the Nazis during the Holocaust. On Tuesday, in Israel and around the world, ceremonies were conducted, as they are annually. Today in the nation's capitol, we hold our traditional Days of Remembrance ceremony.

This year, I am keenly aware of the need to not only remember and honor the lives that were lost, but to continue to educate others about the Holocaust and the dangers of hate. For the Jewish community, Yom Ha-shoah holds a symbolic value. Through prayer and education the community remembers those who were lost, and who continue to be lost because, unfortunately, hate acts continue to occur.

The last year has been a trying one for the Jewish community and people of color in my district. Over the Fourth of July holiday last summer, Ricky Birdsong, an African American man beloved by his family and community, was shot by a white supremacist criminal on a cowardly shooting rampage. Jewish constituents of mine were shot on their way to synagogue, targeted because of their religious beliefs. Not only did these tragic occurrences scar my community emotionally, they served as a bitter reminder that hate is a dangerous reality that still persists.

Around the world this year, we have been reminded of the need to continue the battle against hate. In Iran, 13 Jews stand trial today on arbitrary and falacious charges of espionage. In China, thousands of Falun Gong are persecuted because of their spiritual beliefs. In Austria, a political leader who praised Hitler was elected to the dismay of the international community. In Africa, violence and ethnic conflict are raging. Nazi war criminals remain at large throughout the world. In Russia and elsewhere, anti-Semitic rhetoric is echoed by elected officials. People of color in this country are often unfairly targeted by law enforcement officials. Immigration policies of our country continue to neglect the human rights and needs of those with the misfortune of being born in oppressive or poor nations. The media in several nations is pervaded by anti-Semitic sentiments. Those unfortunate facts and many others, remind us of the need to adhere to our vow that never again will we tolerate the kind of abuse we witnessed. I am proud that this nation has made a practice of refusing to look the other way when hate rears its ugly face.

The Holocaust was the most horrific human atrocity the world saw during the last century and perhaps in the history of the planet. Millions of Jews and others were brutalized, raped, beaten, dehumanized, enslaved, robbed, and murdered. Men, women, children, babies, and families were ravaged by the hateful acts of the Nazi regime. There is no way for me to put into words the unspeakable horrors experienced. We can only listen to the recollections of those few remaining survivors of the Holocaust.

The Holocaust was not only the worst murder case in history, but it was also the biggest exploitation and theft. Jews and others were enslaved—worked literally to death for various companies. Millions of insurance policies were liquidated by the Nazis with the assistance of insurance companies, and millions of bank accounts were seized. I am sad to say that, to this date, there has been no restitution for the bulk of those crimes. Every year we observe Yom Ha-shoah, we are also reminded of those survivors of the Holocaust who have passed away during the previous year. Negotiations to repay stolen assets are ongoing. But, unfortunately, the process is slow and many have been deprived of at least some measure of justice after enduring so much. I hope that before this time next year we will at least be able to say that we have made real progress on this front. That will require the complete cooperation of foreign governments, and multinational corporations, who have yet to own up to their role in the crime of the last century. The fact that some still deny responsibility or refuse full compliance with negotiations only adds to the suffering and prolongs the justice that survivors deserve.

The theme of hope is strong among Jews this year. Negotiations continue in efforts toward peace between Israel and her neighbors. This year, we may see some real results and a chance for life without fear for our allies in the Middle East. I was reminded of the power of hope and the importance of celebrating life along with honoring the dead this week. Thousands participated in the "march of the living" at Auschwitz, where over a million Jews met their fate. I am proud to carry on the traditions of Judaism in my every day life and I am proud of the Jewish community and all of its success, despite all of the suffering. today we

honor and mourn those who perished. We vow to live our lives in a way that pays tribute to their memory and ensures their fate will not be suffered by others.

#### CONGRATULATING STUDENTS FROM WYNDMERE HIGH SCHOOL

##### HON. EARL POMEROY

OF NORTH DAKOTA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 4, 2000*

Mr. POMEROY. Mr. Speaker, on May 6th through 8th of this year, high school students from across the country will compete in the national finals of the "We the People \* \* \* The Citizen and the Constitution" program. I would like to take this opportunity to congratulate the students of Wyndmere High School of Wyndmere, North Dakota, who will represent my home state in this event. These students have worked hard to reach this stage of the competition and have demonstrated a thorough understanding of the principals underlying our constitutional democracy.

We the People is the most extensive program in the country designed to teach students the history and philosophy of the Constitution and the Bill of Rights. The three-day national competition is modeled after hearings held in the United States Congress. These mock hearings consist of oral presentations by the student participants before a panel of adult judges. The students testify as constitutional experts before a "congressional committee" of judges representing various regions of the country and appropriate professional fields. The students' testimony is followed by a question and answer period during which the judges test students on their depth of understanding and ability to apply their constitutional knowledge. The knowledge these students have acquired to reach the national level of this competition is truly impressive.

Mr. Speaker, I would like to recognize by name our talented representatives from Wyndmere High School, of Wyndmere, North Dakota: Brian Boyer, Mandy David, Julie Dotzenrod, Elisabeth Foertsch, Alissa Haberman, Lindsey Heitcamp, Daniel Hodgson, Jesse Nelson, Kari Schultz, Amy Score, John Totenhagen, and Bobbi Ann Ulvestad.

I would also like to recognize and thank their teacher, David Hodgson, for his critical role in these students' success and their interest in American government.

Again, Mr. Speaker, I would like to welcome the student team from Wyndmere High School to Washington, and wish them the very best of luck. They have made all of us in North Dakota very proud.

#### THE SAFE AND SUCCESSFUL SCHOOLS ACT OF 2000

##### HON. LUCILLE ROYBAL-ALLARD

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 4, 2000*

Ms. ROYBAL-ALLARD. Mr. Speaker, Democrats want to ensure that all American children receive a quality 21st century education in public schools with up-to-date facilities and safe classrooms. That is why Democrats support The Safe and Successful Schools Act of