

Mayor has worked tirelessly to ensure that Lamar continues to grow. Under his dedicated leadership, the city developed a 45 acre city park that includes a multiple outdoor sports complex, walking trails and picnic areas. Recently, Mayor Gilkey led the effort to build Southwest Missouri's first aquatic park located in the Lamar City Park. A \$1.3 million water treatment plant was built due to the Mayor's leadership. Mayor Gilkey was instrumental in guiding the construction of an 800 seat, state of the art, "Thiebaud" auditorium that is used by the community, area schools and organizations.

Mayor Gilkey is the recipient of numerous awards including the Lamar Chamber of Commerce, "Man of the Year" in 1990; in 1982 he shared "top newsmaker" with the city council. In 1994, he was honored with the "Outstanding Community Service" award from the Lamar Rotary Club. In 1997 at the Home-maker Cooking Show, he was awarded Lamar Democrat's MVP. Mayor Gilkey's presence can also be found throughout the Southwest corner of Missouri. He has served on countless boards and committees where his visionary representation helped influence the growth and improvement of the area.

On June 18, 2001, Gerald and his wife Betty will celebrate their 59th wedding anniversary. Mayor Gilkey has had a great partner and in 1961, Gerald and Betty purchased what is now the Gilkey Automotive Group, and their son, Steve, is now the general manager.

Mr. Speaker, it is clear that we will miss an inspirational member of the Lamar community with Mayor Gilkey's retirement from public service. I am sure that I speak for many when I say that his tireless work will not soon be forgotten and that we are all thankful. I would like to personally wish him well in this new stage of his life and know that he will continue to be a presence in Lamar, Missouri. I am certain that my colleagues will join me in honoring this remarkable man.

CENTRAL NEW JERSEY CELEBRATES THE OPENING OF THE SOUTH BRUNSWICK YMCA

HON. RUSH D. HOLT

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. HOLT. Mr. Speaker, I rise today in recognition of the opening of the South Brunswick YMCA. Over the past five years, volunteers from South Brunswick and surrounding communities have pooled their collective resources to take this project from concept to completion.

YMCA is an international not-for-profit community service organization brought from London, England to Boston in 1851. From Boston, YMCAs quickly spread across America. At this time many facilities started opening their doors to boys and men of all ages. Some YMCAs were started to serve specific groups such as railroad and factory workers. After World War II, women and girls could enjoy the full benefits of membership and participation. Today, half of all Y members are female.

The South Brunswick YMCA has brought families from across Southern Middlesex County together to assist in the development of a family-oriented, multifaceted facility driven

by a well trained, dedicated and nurturing staff. The YMCA was founded on the commitment to provide a community-based facility to address the health, recreational and social service needs of the community.

The South Brunswick YMCA addresses local community needs through organized activities. Some of the programs offered by the YMCA include swimming lessons, exercise classes for people with disabilities, job training, support groups, water fitness, child care, and dance classes.

Although much has changed over the years, YMCA's mission is the same—to provide the tools needed to build strong kids, strong families and strong communities, and reinforce the values of caring, honesty, respect and responsibility.

WISHING SAN LUIS A HAPPY 150TH BIRTHDAY

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. McINNIS. Mr. Speaker, I would like to take this opportunity to wish Colorado's oldest town a happy 150th birthday. Nestled in the Sangre de Cristo mountains is the small town of San Luis, which was founded in 1851. Since then it has been home to many families over the last century and a half.

On April 5, 1851, San Luis de la Culebra was founded by Carlos Beaubien and established by settlers from northern New Mexico. According to Governor Bill Owens, San Luis' "rich and beautiful heritage" is attributed to its food, music, language, celebrations and historic buildings.

Under the protection of a group of soldiers from the War Department, the settlers built homes and began to plant. The town continued to grow and in 1861 when Colorado was made a territory, San Luis became the county seat of the newly established Costilla County.

As part of the celebration, Governor Owens proclaimed April as the Oldest Town in Colorado Month, and April 5 as the Oldest Town in Colorado Day. The proclamation refers to San Luis' founding on April 5, 1851, following the pattern of land grants. Carlos Beaubien then gave the people of San Luis the grant of La Vega, a common grazing area which is the last remaining true commons in the United States.

Specifically, the proclamation acknowledges the San Luis Museum and Cultural Center, the Stations of the Cross Shrine and Los Caminos Antiquus Scenic and Historic Byway.

Mr. Speaker, we are all proud of the rich heritage the city of San Luis has established over the last 150 years. And it is with great pleasure that I ask this Congress to recognize San Luis and wish them a happy birthday.

A BILL TO AMEND THE INTERNAL REVENUE CODE OF 1986 TO PROVIDE A SPECIAL RULE FOR MEMBERS OF THE UNIFORMED SERVICES AND THE FOREIGN SERVICE, AND OTHER EMPLOYEES, IN DETERMINING THE EXCLUSION OF GAIN FROM THE SALE OF A PRINCIPAL RESIDENCE

HON. AMO HOUGHTON

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. HOUGHTON. Mr. Speaker, I am pleased to join with several of my colleagues in introducing our bill, which would address an inequity caused by a change in the Internal Revenue Code in 1997. The proposed change would simply adjust an oversight and bring fairness and equality to the Code by recognizing the unique circumstances of the members of the Foreign Service, the Uniformed Services and U.S. business persons who are working abroad. The bill is the same as the one introduced in the 106th Congress, except that the applicability to business persons provision has been added. The bill is retroactive to May 1997, when the change occurred.

The Code was changed in 1997 to provide a benefit to taxpayers who sell their principal residence—a change more generally beneficial than the prior law. Where the prior law provided for rollovers of capital gains and a one-time exclusion, the new law requires that the owner(s) occupy the principal residence for at least two years of the previous five years from the date of sale to qualify for the full exclusion.

However, members of the Foreign Service and the Uniformed Services, as well as certain business persons posted abroad by their U.S. employers, may not be able to take advantage of the generous change enacted in 1997. The problem arises from the fact that we post our Foreign Service abroad for years at a time, and we move the military from post to post in the U.S. and abroad. The same problem can arise for business persons who are moved abroad for longer and more frequent periods than in the past. With the globalization that is occurring, and affecting most economies, it is essential that our multinational companies compete on a worldwide basis. Globalization is certainly a major factor in our economy. In 2000, exports and imports for the U.S. totaled about \$2 trillion—over 20% of our economy.

The problem arises because it is difficult for these individuals to fit into the mold we created in the 1997 law change. This result occurs because their posting abroad and at home is controlled by others. The bill would alleviate this problem for Foreign Service and Uniformed Services members by suspending the five year period for ownership and principal use for any periods during which the taxpayer was under official orders to serve at a duty station away from his or her home. This change would retain the 5 year look-back and the 2 year principal residence rules, but would address the unfairness issue applicable to members of the Foreign Service and Uniformed Services. The bill would also address the issue for business persons by suspending for up to five years, the five year principal residence test for an individual relocated abroad by his or her employer.

The proposed correction of this problem is not new. In fact, the Taxpayer Refund and Relief Act of 1999, H.R. 2488, which was passed by both the House and the Senate included provisions to correct the problem for all three groups. Unfortunately, the bill was vetoed for reasons unrelated to this proposal. Recently, we in the House have been focusing on tax bills that benefit and directly affect the American people—and this bill does just that. We urge our colleagues to join in cosponsoring this legislation.

TRIBUTE TO CHARLIE BROWN

HON. JAMES E. CLYBURN

OF SOUTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. CLYBURN. Mr. Speaker, I rise today to pay tribute to a good friend and former student Charlie Brown of Hilton Head Island, South Carolina. Mr. Brown was recently named a recipient of the J. Willard Marriott Award of Excellence for 2001.

Mr. Brown is the Community Relations and Supplier Diversity Manager for Marriott Vacation Club International on Hilton Head Island. He is a consummate team player, noted for assisting anyone in need and being the first to lend a helping hand. Mr. Brown has become legendary for always being the first to arrive after a hurricane to assist with evacuations and to see where he can be of the most help.

Committed to his community as well as his job, Mr. Brown helped to establish the Hilton Head Medical Center Community Relations Work Group in 1997. He worked toward the start of this group after seeing a need for more open lines of communication between the minority community and the Hilton Head Medical Center and Clinics. Mr. Brown has also been instrumental in seeing the vision of a Minority Business Council on Hilton Head move from the talking stage to fruition.

Selflessly devoting his time, Mr. Brown serves on the boards of the Hilton Head Island Community Foundation, Hilton Head Island American Heart Association, Beaufort County First National Bank, and the NAACP/Housing Initiative Project. In addition, he is the chairman-elect of the Hilton Head Chamber of Commerce and the chairman of the Island Recreation Center Fastlane Track Club.

Mr. Speaker, I ask you to join with me and my fellow South Carolinians in honoring Mr. Charlie Brown. He is a wonderful example of commitment to career and community alike and is well-deserving of the Marriott Award of Excellence.

HONORING THOSE WHO MAKE
SENSE OF YESTERDAY'S EVENTS

HON. ROY BLUNT

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BLUNT. Mr. Speaker, in 1961 work began between two Germanies on a concrete wall 28 miles long which would divide a people and become the physical symbol of the division between two great world powers.

In 1961 the international manned space race began in earnest with Russia beating the

United States to the first major goal by placing Cosmonaut Yuri Gagarin into orbit.

In 1961 the robust air carrier TWA became the first airline to offer in-flight movies on international flights.

In 1961 the former African colony of Tanganyika became an independent country

In 1961 President John F. Kennedy was inaugurated as the nation's youngest President.

And in 1961 two young historians and academics began their teaching careers at Southwest Baptist College in Bolivar, Missouri.

Forty years later the Berlin wall exists only in scattered pieces around the world and Germany once again stands as a single nation. American and Russian astronauts today jointly man the International Space Station. TWA has merged into American Airlines and Tanganyika has joined with Zanzibar to become Tanzania. President Kennedy was felled by an assassin's bullet. What has remained unchanged is that Drs. Harlie Gallatin and Frank Cunningham are still helping students at what is now Southwest Baptist University not only learn the details of history, but understand how events of past decades, centuries and millennia effect our lives today.

I rise today to commend these two men who are scholars in every sense of the word, dedicating their lives to their discipline and their students. Near the beginning of their careers as a student and near the end as University President, I benefitted from their scholarship as well as their example in commitment to Faith and family.

Through the years thousands of young people have not only learned about the heritage of our nation and world, but have developed a deep love and respect for history. Many of those students now make significant contributions to the betterment of our nation and world as civic and governmental leaders, educators, scientists, ministers and at least one congressman.

At the end of this academic year Dr. Gallatin retires as Chairman of the Department of History and Political Science at the University where he has worked tirelessly to develop faculty, curricula, and students. He has seen the school grow from a junior college to a four year institution and finally to a University. Dr. Cunningham although retiring from the full-time faculty in 1996 continues to remain active in the department as Emeritus Senior Professor of History.

Today, I want to thank these two men for their commitment both to the discipline of history and to their sharing a respect for and insight into history with all those young lives they have touched over the past four decades. Both these men repeatedly went out of their way to help struggling students understand difficult concepts, and learn to examine significant events with a discerning eye. They helped students view historic events without having to reject their religious faith. They have not invested their lives in vain.

My colleagues in this chamber often wrestle with the issues of history: how our actions will impact future generations and how we will be viewed. I know they join me in thanking Drs. Gallatin and Cunningham for their work in helping us to use the events of yesterday to craft solutions challenges of tomorrow.

THE REWARDING PERFORMANCE
IN COMPENSATION ACT

HON. CASS BALLENGER

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BALLENGER. Mr. Speaker, today, I am reintroducing the "The Rewarding Performance in Compensation Act" which will help workers to share, financially, when their efforts help produce gains for their company in productivity, sales, fewer injuries, or other aspects of performance. The Rewarding Performance in Compensation Act would amend the Fair Labor Standards Act (FLSA) to specify that an hourly employee's regular rate of pay for the purposes of calculating overtime would not be affected by additional payments that reward or provide incentives to employees who meet productivity, quality, efficiency or sales goals. By eliminating disincentives in current law, this legislation will encourage employers to reward their employees and make it easier for employers to "share the wealth" with their employees.

The pressures of worldwide competition and rapid technological change have forced most employers to seek continuous improvement in productivity, quality, and other aspects of company performance. Employers often seek to encourage and reward employee efforts to improve productivity, quality, etc. through what are called "gainsharing" plans—linking additional compensation to measurable improvements in company, team, or individual performance. Employees are assigned individual or group productivity goals and the savings achieved from improved productivity, or the gains, are then shared between the company and the employees. The payouts are based directly on factors under an employee's control, such as productivity or costs, rather than on the company's profits. Thus employees directly benefit from improvements that they help to produce by increasing their overall compensation.

Unfortunately, employers who choose to implement such programs for their hourly employees can be burdened with unpredictable and complex requirements by the FLSA, which clearly did not envision these types of "pay based on performance" plans.

For example, if a bonus is based on production, performance, or other factors, the payment must be divided by the number of hours worked by the non-exempt employee during the time period that the bonus is meant to cover, and added to the employee's regular hourly pay rate. This adjusted hourly rate must then be used to recalculate the employee's overtime rate of pay. The employer is then responsible to pay the difference between the old overtime pay rate and the new recalculated overtime pay rate. For other types of employees, such as executive, administrative, or professional employees who are exempt from minimum wage and overtime, an employer can easily give financial rewards without having to recalculate rates of pay.

Simply put, this legislation would amend the FLSA to allow employers to give non-exempt hourly employees gainsharing or performance bonuses without making employers go through the cost of recalculating hourly and overtime pay. This would give hourly non-exempt employees the same access to bonuses and