

(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 Altekruze, 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.

Mr. Dooley has spent the better part of his life in service to the labor movement and his community. Throughout his career he has served as International Representative, President, Vice President, and Legislative Coordinator to various Labor organizations.

Active in numerous charitable organizations, Mr. Dooley is a member of the Board of Directors of New Brunswick Tomorrow, the Vice President of the David B. Crabiell Scholarship Foundations, and the Assistant Treasurer of the Middlesex County Board of Social Services. He has also been actively involved with the Middlesex County Heart Association, Middlesex County Open Space and Recreation Advisory Board, the United Way, and various religious organizations including the Diocese of Metuchen and St. Peter's Parish.

Mr. Dooley has also been very active in the Irish American community as a member of the Friendly Sons of the Shillelagh of the Jersey Shore, Friendly Sons of St. Patrick of Central New Jersey, and the Ocean County Emerald Society. Just this year the Ancient Order of Hibernians in America named him Irishman of the Year.

With Thomas Dooley's retirement, the Middlesex County Central Labor Council and PACEIU will be losing a worker, a family man, and a leader in the labor community. I want to offer my congratulations and thanks for his outstanding years of service. His hard work and dedication to the labor movement and his community will be sorely missed.

#### TRIBUTE TO SHAMONG TOWNSHIP

### HON. JIM SAXTON

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 24, 2002*

Mr. SAXTON. Mr. Speaker, I rise today to pay tribute to Shamong Township, Burlington County, New Jersey as it celebrates its 150th Anniversary of Incorporation.

Shamong is an Indian name meaning "place of the horn," so named for the abundance of deer that supplied both food and clothing for the Native Americans living or visiting there for centuries.

Named Brotherton in 1758 when 3,285 acres were set aside for an Indian reservation, all remaining Indians south of the Raritan River were invited to reside there. Native Americans were encouraged to work in the mills then found in the area, thus bringing the areas most popular name, Indian Mills. The reservation was returned to the government in 1801 when the majority of the Indians moved to New York State and joined with the Oneidas.

Farming has long been the most prevalent of Shamong's enterprises, and has long provided a livelihood for its residents.

As a political entity, Shamong Township was formed in February, 1852 from parts of Medford, Southampton and Washington Townships. It was larger then, but soon gave ground to Woodland Township in 1866, and Tabernacle Township in 1901. Some of its former size was regained in 1902 when portions of Atlantic and Camden counties were annexed.

Shamong Township lies near the geographic center of the megalopolis extending from Boston to Richmond. In the heart of the

Pinelands, a U.S. Biosphere Reserve, Shamong is home to the history and lore of the Pines. The woodlands are largely a part of the Wharton Tract and are state-owned. Its farms are still productive. New residential areas are planned, while industry and business seek their place in the community as well.

I congratulate Shamong Township and its residents for one and one-half centuries of the embodiment of rural life, and join their celebration of their history.

#### A TRIBUTE TO MR. DONALD SMITH

### HON. JOHN E. SWEENEY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 24, 2002*

Mr. SWEENEY. Mr. Speaker, I would like to take this opportunity to pay honor to a great man. In the aftermath of the September 11th terrorist attacks, we have learned the true definition of a hero. A hero is a person who risks his life every day for the sake of helping others. Donald Smith fits that definition. Mr. Smith served for more than 40 years as a member of the Fort Ann, New York, Volunteer Fire Company and West Fort Ann, New York, Volunteer Fire Company. His service to the community of Fort Ann and the 22d district of New York deserves recognition.

Mr. Speaker, Donald Smith was the epitome of dedication. He worked tirelessly in all activities of the fire company, whether it was responding to a call, conducting a fundraiser, or simply washing one of the fire trucks. He played a vital role in training new firefighters and served as a leader for all to follow. His reliability to the company was unparalleled. No matter what needed to be done, Mr. Smith was always one of the first to respond.

Mr. Speaker, Donald Smith was a member of the West Fort Ann Volunteer Fire Company for only three years before his passing. His service to the company was best exemplified through his constant selflessness. He did not attend one of the company's annual banquets, because he felt that due to his short time with the company, he did not deserve to attend for free. His dedication and tireless efforts however, will not go unrecognized. On May 26, 2002, Mr. Smith will be honored with the Firefighter of the Year award at the West Fort Ann Volunteer Fire Company's annual banquet. This is a great honor to a distinguished individual, who made a great impression on the community and all those he touched and served.

Mr. Speaker, the life of Donald Smith deserves to be recognized. I truly feel that the amount of service one dedicates to the community truly measures the extent of one's character. Risking one's life for the sake of helping others is extremely admirable. What is most striking though, is that Mr. Smith was a volunteer firefighter. He committed these brave and courageous acts day in and day out without compensation or reward for them. His motivation was simply the desire to assist those in his community. Donald Smith was a dedicated firefighter and a true hero, Mr. Speaker, and I ask all members to join me in paying tribute to him.

#### PERSONAL EXPLANATION

### HON. HAROLD ROGERS

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 24, 2002*

Mr. ROGERS of Kentucky. Mr. Speaker, on Thursday, April 18, 2002, I was in Somerset, Kentucky attending the funeral services for a dear friend of mine, Pulaski County Sheriff Sam Catron. As such, I was not present for rollcall votes #99-103. The votes were on the approval of the journal, a motion to instruct conferees on the farm security bill, and consideration of H.R. 586, the Tax Relief Guarantee Act of 2002. Had I been present, I would have voted yea on rollcalls #99, 101, 102, 103, and nay on rollcall #100.

#### CONGRATULATING "CLUB 60," ONE OF THE OLDEST SENIOR CITIZENS CLUBS IN NEW YORK STATE

### HON. SUE W. KELLY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 24, 2002*

Mrs. KELLY. Mr. Speaker, I rise today to honor the 50th anniversary of the founding of "Club 60," an organization that promotes social, intellectual and recreational activities for the senior citizens in the Town of Poughkeepsie. In March 1952, the Women's City and Country Club became interested in establishing clubs for the aging. At that same time, Chairman of the New York State Joint Legislature Committee on Problems of the Aging, Thomas C. Desmond, contacted all the mayors of cities and towns and urged them to proclaim May 1952 as the First Senior Citizens Month. The Mayor of the City of Poughkeepsie complied and May 1952 became the first Senior Citizens Month in the town with the formation of this senior 60 group.

Since that first meeting where 25 members came to play games, talk and enjoy a cup of tea, the club has grown to include over 140 seniors today. At the beginning, without much guidance, their aim was to merely get people there and have the type of meetings seniors would be interested in coming back to. Like any other organization, Club 60 has grown tremendously over the years. Not only do members elect their own officers in May of each year, but they now have a constitution and by-laws, as well as weekly business meetings. The seniors, who pride themselves on being self-supporting are encouraged to make their own decisions and plan their own programs. This has aided in continuing some of the members youthful pleasures and enjoyments such as ceramics and painting classes. Keeping active is crucial to both their physical and mental well-being. From day trips, to picnics and annual dinners, this elderly club provides companionship opportunities that seniors wouldn't necessarily have if they did not belong to this group.

It is satisfying to see other clubs for senior citizens are forming around the country. As people are living longer, it is important we continue to promote educational and recreational opportunities for those over 60. A gathering place, such as Club 60, where the