

**STATEMENT OF THE HONORABLE DANNY K. DAVIS
AT THE JOINT SUBCOMMITTEE ON CIVIL SERVICE
AND AGENCY ORGANIZATION AND SENATE SUBCOMMITTEE ON
OVERSIGHT OF GOVERNMENT MANAGEMENT, THE FEDERAL WORKFORCE,
AND THE DISTRICT OF COLUMBIA
HEARING ON**

THE KEY TO HOMELAND SECURITY: THE NEW HUMAN RESOURCES SYSTEM

February 24, 2004

Chairwoman Davis, my House and Senate colleagues, witnesses and observers, we have embarked on a sad and troubling era in the history of the civil service.

The enactment of major legislation that transforms the personnel systems of the government's two largest agencies, the Defense Department and the Department of Homeland Security, has broken the back of a civil service that is grounded in the fair and equitable treatment of employees. The proponents of these changes argue the justification that the current system is cumbersome and inflexible. But are agencies that are being granted exemptions from Title V fixing what is cumbersome and inefficient or simply changing what is inconvenient?

Regrettably, the fixes imposed are radical and undermine the rights of workers, while empowering management in a disproportionate

and unbalanced manner. This ad hoc and non-transparent approach to reform will not serve us well. I suspect it will make it more difficult to maintain stability within our workforce. I am concerned that productivity and customer service may suffer as the result.

The title of this hearing has it almost right. The Congress and the Administration have *thrown out* the **key** protections that employees have relied upon to ensure fair treatment and a stable work environment -- their appeal and collective bargaining rights. This was done, the proponents say, for the sake of homeland and national security. I greatly doubt, however, that the record will reflect that this sacrifice has made America any more secure.