



From the Office of
Congresswoman
Jo Ann Davis



**Prepared Statement of Chairwoman Jo Ann Davis,
House Government Reform Subcommittee on Civil Service and Agency Organization
Joint Hearing, “The Human Capital Challenge: Offering Solutions and Delivering Results”
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I want to begin by thanking Senator Voinovich for hosting this important joint hearing, and our invited guests for joining us today. Many words have been spoken over the last few years about the federal government’s human capital crisis – in fact, it is now unusual to hear the phrase “human capital” *not* followed by the word “crisis” when discussing the federal workforce.

This problem takes many forms. There’s the potential wave of retirements as the workforce ages, the struggle for many agencies to recruit, hire and retain talented employees – particularly in technical or scientific fields – the lack of training and career development, and, as we will hear today, the concern of employees that their work is not valued.

The federal government simply cannot function properly without good employees and managers who have the necessary tools to do their jobs for the American people. Meeting the federal government’s workforce challenges is critical to the success of the federal government’s core mission, today and in the future.

Just last week, Senator Voinovich and I stood in this very same room and announced we were introducing several pieces of legislation that begin to address some of these challenges – by giving managers more flexibility to manage their agencies, streamlining the cumbersome presidential appointments process and relieving pay compression at the senior levels.

Allow me to highlight some aspects of the bills:

- The Presidential Appointments Improvement Act streamlines – but does not weaken – the financial disclosure requirements, puts a process in place to reduce the number of political appointees, and enlists the Office of Government Ethics in an attempt to find a balance between necessary ethics requirements and unnecessarily intrusive ones.
- The Federal Workforce Flexibility Act provides agencies with enhanced abilities to undertake management demonstration projects, permits agencies to pay out larger recruitment, retention and relocation bonuses under certain circumstances, and enhances training by requiring agencies to link employee training programs with performance plans and strategic goals.
- Finally, the Senior Executive Service Reform Act not only alleviates pay compression for senior executives, administrative law judges, Board of Contract appeals members, and other senior government workers, but it also moves the SES to a broader pay-for-performance system and simplifies some hiring provisions.

I also want to repeat what I said last week: The Senator and I fully intend to work with the employee groups and the Administration in shaping these bills as we move forward. That is why we are here today, to listen to and gather ideas from our witnesses. I look forward to hearing your comments. Thank you.

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