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DATE: December 7, 1998  
TO: NATIONAL COUNCIL SSMA OFFICERS AND EXECUTIVE COMMITTEE  
RE: Legislative Report #39

There is so much activity on the Hill that it hardly seems as though Congress is in a recess period. Much ado revolves, of course, around the House Judiciary Committee's impeachment inquiry, the pending committee vote late this week and full House floor vote next week (assuming the anticipated schedule is kept). Having many Members here because of those activities -- as well as ongoing negotiations over committee chairmanships and whether sizes of committees and subcommittees will be changed and debate over procedural changes being advanced by the new Speaker Livingston (who wants to extend the congressional work week to include afternoons Monday and mornings on Friday, to the dismay of Members and staff alike!) and congressional briefings in preparation for this week's White House Conference on Social Security -- has meant that we are well into December with unusually little time for many House staff to regroup. It is taking a toll on staff morale, and although I am spending some time on the Hill each week, people have less time to visit with me than they ordinarily would in December. Things are quieter in the Senate in the aftermath of last weeks organizational meetings, since they have no overt role yet in the impeachment issues and much less change in committee make-up and party leadership is occurring there.

Key House full Committee chairmanships have been determined, but official announcements, which will include subcommittee chairmanships may not be made until January.

**\* Rep. Bill Young of Florida is to Chair the new House Appropriations Committee now that Rep. Livingston has become Speaker.**

**\* Rep. Rep. Clay Shaw of Florida has been giving press interviews as the new Chairman of the Social Security Subcommittee**, even though it has not been formally announced by Ways and Means. Rep. Shaw is coming over from the Human Resources Subcommittee (the chairmanship of which has not been determined) and bringing some staff with him. Kim Hildred, however, is likely to remain as Staff Director there and keep on some of her support staff. So NCSSMA will have some new and some well known people there to work with in the 106th Congress.

\* **The House Government Reform Committee (which will be critical to action on the bill on supervisory overtime) will continue to be chaired by Dan Burton of Ill. and will have seven changes among Republican members. Republicans joining the committee are: Judy Biggert of Ill.; Asa Hutchinson of Ark., Dan Miller of Fla., Doug Ose of Ca., Paul Ryan of Wisc., Lee Terry of Neb., and Greg Walden of Ore.** The Subcommittee chairmanships are still being determined. There is a possibility that **Rep. Mica of Florida** may move to the Transportation Committee rather than remain as head of the Civil Service Subcommittee. It appears that Rep. Horn of Ca. will remain as Chair of the Government Management Subcommittee. Again, however, jockeying for slots continues and I will not likely be able to report the outcomes until mid-January.

#### **Update on Coalition for Effective Change Activities:**

##### **1) Meetings with the NPR:**

Meetings between the CEC and the staff of the National Partnership for Reinvention continue. Last week we learned that the Vice President is this month 1) announcing the "Hassle Free Community" experiments in Kansas City, Dallas and Seattle, in which multiple government services in a variety of customer-friendly ways (travelling vans in Kansas City, booths on ferries in Seattle); and 2) announcing the results of the employee survey on the impact of reinvention at federal agencies.

NPR staff said that the Vice President hopes that the experiments with one-stop-shopping tailored to the convenience of the public will help generate a growing public demand for integrated services which will, in turn, pressure agencies into doing more in that regard. NPR staff said they are also hoping to hear from employees about "front line ideas for better service, especially those which have been vetoed by headquarters." The Vice President will meet on December 14th with "high-impact" agency heads concerning the results of the governmentwide employee survey on reinvention. To the extent that agency-specific survey results reveal ongoing problems in implementing reinvention initiatives -- in improved labor-management relations and employee empowerment, for example -- the Vice President plans to hold agency heads accountable for improvements. The NPR will conduct a follow-up survey next summer; the response to the first was 40%, or about 14,000 questionnaires completed and returned. (More information about this and other NPR activities is available on [www.npr.gov](http://www.npr.gov). Survey results will be reported there; however agency-specific results will not. Also, the CEC will not be given agency-specific results.)

NPR staff indicated that the thrust of their activities in the next year will be to create a strategy and movement to let people know that government is changing forever as a result of the Vice President's reinvention initiatives.

##### **2) OPM's Federal Pay and Total Compensation Project:**

In January, the CEC will be briefed by officials from OPM on efforts to get this project

underway. It is in an early organizational stage. The CEC has been invited to participate in the formulation of OPM proposals; CEC representatives will be included in regular working sessions at OPM for at least the next several months. This is a potentially very important project which will result in OPM proposals for congressional consideration in the modification of the federal pay and benefit structure. NCSSMA will be actively involved both in this OPM project and in Hill developments occurring simultaneously on this subject.

3) **New CEC position papers on federal staffing issues, performance management and problems with the EEO process** are in various stages of completion and will be distributed to appropriate congressmen and Administration officials and staff early in the new year. Ron Niesing, Steve Korn, Tony Pezza and Walt Herbst have helped me develop NCSSMA views to contribute to these efforts, and the NC Executive Committee and other appropriate NC committees have been provided opportunity to comment. As soon as these are finalized early next year, I will distribute them to you.

**The Coalition for Effective Change is celebrating its fifth anniversary!** In Washington, where coalitions appear and disappear regularly, this is noteworthy. The CEC is a growing and productive group of diverse management and professional associations in federal government on which I have been proud to serve as your representative. NCSSMA has been an active and vocal participant from the CEC's inception, and I have chaired and contributed to many CEC projects over these years. A large majority of the 29 member organizations participate regularly in monthly meetings (another noteworthy aspect, compared to other coalitions with which I have worked) to share concerns and information and to identify issues on which we can advance consensual views. The experience and professionalism of each of these active participants is a credit to the whole group as well as to the associations they represent.

Why is the CEC such a healthy coalition?

\* Although the CEC is not a "lobbying" entity, it affords many groups who do not have a lobbying presence in Washington the opportunity to lend their voices and the strength of their numbers to those associations which do actively lobby.

\* We have had sufficient numbers of participants -- both from the groups who lobby and from many of those who do not -- willing to do the hard, sometimes frustrating, work of drafting, circulating, conversing, and working with one another to craft products which convey and justify our concerns and recommendations in language which can be broadly understood by people within Congress and the Administration.

\* By sharing non-monetary resources -- such as the contacts each of us has in Congress and the Administration -- each member group can enlarge its access to policymakers and their staffs.

\* Somewhat amazingly for a large coalition, the CEC can react quickly when given no time and a pressing problem on which Congress or the Administration are suddenly acting. This means,

inevitably, that sometimes there is not time to get input from every CEC member group on every CEC product, which leads to "CEC views" being made public although some members may disagree with them. To the credit of every organization involved, we have been able to agree to live with that reality in the interest of visibility for the CEC and the need to advance the larger, collectively held views of the group.

\* We lend support to one another's objectives whenever possible, whether or not it directly affects our own members. The CEC has voted, for example, to assist those of us working on the supervisory overtime problem in the next Congress.

As a result of persistent efforts and high quality of work over these years, the CEC has become recognized as a credible group to which policymakers in both the Administration and Congress now turn. Our original purpose, which was to become involved with the Administration's NPR initiatives at a time when managers and professionals in government were being largely ignored, has been expanded as opportunities have arisen. I believe the CEC has, and is widely perceived to have, an impact here in Washington. We hope that will result in a positive influence on policies which ultimately affect government operations across the country.

Much of the work of the CEC committees in developing background and position papers is done by telephone, FAX and e-mail. We welcome the help of anyone from our member groups who wishes to become involved in these projects. In addition to the Staffing, Performance Management, and EEO committees, we have groups who will work during the next two years on Personnel Flexibilities, Training, SES, Federal Pay and Benefits, Federal Retirement and other issues as they arise.

Any SSMA members wishing to become involved in this work should contact me so that I can pass their names along to the appropriate CEC committee chair.

End

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Priority: Normal

TO: DAVID ANDERSON, barbara Bagby at ~KC690, LINDA BIGOGNO at ~KCE13, VERNESTINE BOUNDS at ~KC752, BARBARA BOWMAN at ~KC771, Nancy Brosz at ~KC728, BRUCE BUNDE, Jewell Colbert at ~KC098, SUE CUMMING at ~KC776, Barb Davidson at ~KCB36, SUSAN ENGLE at ~S2D7-2, Mitchell Fuemmeler at ~KC753, Lorraine Gilbertson at ~KC748, Elizabeth Gildea at ~KC690, JAMES GOTTLIEB at ~KC735, DOROTHY GREENING at ~S6B-F7, DEBORAH GROTH at ~KC736, David E. Gunter at ~KC772, John Hale at ~KC697, Sonobia Hampton at ~KC735, Greg Heineman at ~KC730, Larry Heitman at ~KC729, James Higgins at ~KCB34, Richard Holder at ~KCB35, Bill Hunot at ~KCH66, Kathleen M. Johnson at ~KC699, Joanne Kolell at ~KC772, Bob Leiter, David Lenox at ~KC779, Sherry McCrory at ~KC778, TOM MCGINNESS at ~S2D7, Mary Miller at ~KCC53, BUD NOLKER at ~S2D7-2, Shelia ORourke at ~S2D7-2, Cyndie Oster Radke at ~KC743, R Scott Petersen at ~KC775, Ray Powell at ~KC697, Sherry Purcell at ~KC690, Elliot Raizman at ~KC736, Darla Rayburn at ~KC747, Bill Roberts at ~KC743, NANCY ROSS at ~KCE13, Don Rugraff at ~KC742, Doris Saathoff at ~KC731, don schoening at ~MAMPSC2, Steve Smith at ~KC560, DENNIS SNIDER at ~KCC56, Ted Spencer at ~KC739, Frank Spriggs at ~KC773, Wilma Studna at ~KC098, MELINDA TANT at ~KC752, CAROL TEVIS at ~KCD16, JEFF THOMPSON at ~KCE43, TWILA TORRES at ~KCE43, Toni Vaughn at ~KC701, JAN WARBURTON at ~KCE43, Connie witmer at ~KCB41, Kathy woolsey at ~KCB38, James Yenck at ~KC690, |IA FO Cedar Rapids at ~KC, |IA FO Clinton at ~KC, |IA FO Creston at ~KC700, |IA FO Davenport at ~KC, |IA FO Decorah at ~KCB42, |IA FO Dubuque at ~KC695, |IA FO Mason City at ~KC, |IA FO Ottumwa at ~KC694, |IA FO Sioux City at ~KC692, |IA FO Spencer at ~KC780, |IA FO Storm Lake at ~KC, |IA FO Waterloo at ~KC, |KS FO Hutchinson at ~KC774, |KS FO Lawrence at ~KC, |KS FO Salina at ~KC770, |KS FO Topeka at ~KC, |KS FO Wichita at ~KC769, |MO FO Chillicothe at ~KC097, |MO FO Clayton at ~KC742, |MO FO Columbia at ~KC751, |MO FO Gladstone at ~KC777, |MO FO Hannibal at ~KC741, |MO FO Independence at ~KC748, |MO FO Jefferson City at ~KC, |MO FO Joplin at ~KC744, |MO FO KANSAS CITY GATEWAY at ~KC098, |MO FO Kansas City South at ~KC736, |MO FO Kansas City TSC at ~S2D7, |MO FO Lebanon at ~KC, |MO FO MERAMEC VALLEY at ~KCC51, |MO FO Poplar Bluff at ~KC749, |MO FO Rolla at ~KC750, |MO FO Sikeston at ~KCD77, |MO FO Springfield at ~KC738, |MO FO ST. Joseph at ~KC737, |MO FO ST. Louis Central West at ~KC099, |MO FO ST. Louis Downtown at ~KC, |MO FO ST. Louis North County at ~KC, |MO FO ST. Louis Northeast at ~KCE73, |MO FO ST. Louis Northwest at ~KC, |MO FO ST. Louis Southside at ~KC745, |MO FO St. Peters at ~KC734, |MO FO SUNSET HILLS at ~KCE74, |MO FO Warrensburg at ~KCD17, |NE FO Council Bluffs IA at ~KC, |NE FO Omaha at ~KC

Subject: Legislative Report

Attached is Janet's latest Legislative report

I will be forwarding the new pay schedules which will incorporate the 1999 pay raise later this morning.

Nancy

*legis 98.39*