

COMMITTEE ON GOVERNMENT REFORM
SUBCOMMITTEE ON THE CIVIL SERVICE AND AGENCY REORGANIZATION
CONGRESSWOMAN JO ANN DAVIS, CHAIRWOMAN



MEDIA ADVISORY

FOR IMMEDIATE RELEASE:
October 28, 2003

CONTACT: Robert White, 202-226-3498
Robert.White@mail.house.gov

***Civil Service Subcommittee to Discuss New
Personnel System for Department of Homeland Security***

What: Hearing, "Decision Time: A New Human Resources Management System at the Department of Homeland Security"

When: Wednesday, October 29, 2003 at 10 a.m.

Where: Room 2154, Rayburn House Office Building

Background: The legislation establishing the Homeland Security Department called for the creation of a new, modern personnel management system unique to the department. For the past six months, a team consisting of officials from the new department, the Office of Personnel Management, the relevant employee groups and outside experts has analyzed various human resources systems, in both the private and public sectors, to help determine what the new personnel system should be.

Their work culminated in a three-day public meeting held last week in downtown Washington, where 52 options dealing with pay, performance, adverse actions, employee appeals, and labor-management relations were discussed. Homeland Security Secretary Tom Ridge and OPM Director Kay Coles James are scheduled to jointly announce the new personnel system in about a month.

This hearing affords Congress and the general public (including the 180,000 Homeland Security employees) the opportunity to learn the status of the deliberations over the new personnel system, as well as to get impressions from some of the participants about the decision-making process.

Witnesses: **Ronald L. James, Chief Human Capital Officer, Department of Homeland Security**
Steven R. Cohen, Senior Advisor for Homeland Security, Office of Personnel Management
Hannah S. Sistare, Executive Director, National Commission on the Public Service
Colleen M. Kelly, National President, National Treasury Employees Union
John Gage, National President, American Federation of Government Employees
George Nesterchuk, President, Nesterchuk & Associates