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FINAL REPLY:

Senator George V. Voinovich

TO:

Chairman

FOR SIGNATURE OF :

\*\* PRI \*\*

CRC NO: 04-0432

Chairman Diaz

DESC:

Improving the Federal Government's Strategic  
Human Capital Management -- Federal Workforce  
Improvement Act of 2002

ROUTING:

Reyes  
Norry  
Virgilio  
Kane  
Collins  
Dean  
Burns/Cyr

DATE: 07/08/04

ASSIGNED TO:

CONTACT:

HR

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SPECIAL INSTRUCTIONS OR REMARKS:

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**ACTION OFFICE:** EDO

**AUTHOR:** SEN George Voinovich  
**AFFILIATION:** SEN  
**ADDRESSEE:** CHRM Chairman  
**SUBJECT:** Concerns on improving the Federal Government's strategic human capital management

**ACTION:** Signature of Chairman  
**DISTRIBUTION:** RF, OCA to Ack.

**LETTER DATE:** 06/24/2004  
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# United States Senate

COMMITTEE ON  
GOVERNMENTAL AFFAIRS

WASHINGTON, DC 20510-6250

June 24, 2004

The Honorable Richard A. Meserve  
Nuclear Regulatory Commission  
Washington, DC 20555

Dear Chairman Meserve:

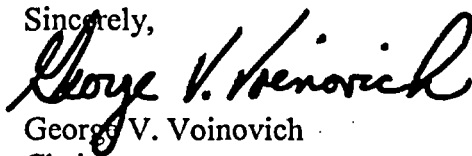
Over the past five years, my top priority in the Senate has been improving the federal government's strategic human capital management. During this time, the Senate Governmental Affairs Subcommittee on Oversight of Government Management and the Federal Workforce conducted 14 hearings on the human capital challenge confronting the federal government.

During the hearings, federal agency representatives, employee union leaders, education experts, and representatives from public policy organizations mentioned a host of problems with the current civil service system. Those included slow hiring procedures, outdated classification and compensation systems, and a lack of focus on strategic human capital management. In response, one piece of legislation I introduced during the 107<sup>th</sup> Congress was the *Federal Workforce Improvement Act of 2002*. This bill included numerous governmentwide human capital reforms, many of which were enacted into law as part of the *Homeland Security Act of 2002*. New, additional workforce flexibilities include category rating, direct hire authority for critical need positions, and permanent voluntary separation incentive payments and voluntary early retirement for workforce reshaping. These changes represent the most sweeping reforms to the federal civil service in 25 years - since enactment of the *Civil Service Reform Act of 1978*.

However, I was dismayed to read two reports published this month: "Working for America: Agency Survey on Improving Federal Hiring" by the Office of Personnel Management and "Additional Collaboration between OPM and Agencies Is Key to Improved Federal Hiring" by the General Accounting Office. Both indicate these flexibilities are not being used effectively by federal agencies. I strongly believe that reforms enacted in 2002 will greatly assist your department's ability to recruit and retain the best and brightest Americans to serve our Nation. I would encourage you to work closely with the Office of Personnel Management to better learn how these reforms can benefit your agency.

I look forward to a continued dialogue with you on this important issue.

Sincerely,



George V. Voinovich  
Chairman

Subcommittee on Oversight of Government Management,  
the Federal Workforce and the District of Columbia

cc: The Honorable Kay Coles James, Director, Office of Personnel Management

United States Senate

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