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Folder Title:
Trip of Eli Segal to Chicago, Illinois and Atlanta, Georgia, October 6-7, 1993 [binder] [2]

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**Chicago Tribune Editorial
Board 3:45 p.m.**

Divider Title: _____

THE WHITE HOUSE

WASHINGTON

October 6, 1993

MEMORANDUM TO ELI SEGAL

FROM: ETHAN

SUBJECT: Meeting with the Editorial Board of the Chicago Tribune

Your meeting with the board will include some, but probably not all of the following people:

Don Wycliff, Editor of the editorial page
Ellen Soedeber, Deputy editorial page editor
Bruce Dold, board member
Terry Brown, board member
John McCarron, board member

According to a Lexis/Nexus computer search, the Chicago Tribune has published only one editorial specifically on national service. It ran a week after the President's first speech at Rutgers. The editorial was not positive. It raised the following basic questions/complaints:

1. Cost -- how is the program going to be paid for? The editorial was published when our cost estimate was \$7.4 billion.
2. Unions -- will they be willing to go along with the President's plan to have the government employ young people at wages far below theirs? As it turns out, the answer to this question is "yes".
3. Volunteerism -- is paid national service less valuable than donated service in terms of the investment an individual makes in doing it?

Judging by the piece (which is attached), these guys are not going to be an easy sell. Therefore, I suggest you first focus heavily on how the program exemplifies Al Gore's "government reinvented" and discuss openly your background in the business community. It's basically the same pitch you used on Republican Senators.

cc: Susan Stroud

LEVEL 1 - 3 OF 3 STORIES

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Chicago Tribune

March 8, 1993, Monday, NORTH SPORTS FINAL EDITION

SECTION: EDITORIAL; Pg. 10; ZONE: N

LENGTH: 426 words

HEADLINE: Clinton's call to service

BODY:

And while we're on the subject . . .

National service is a concept that seems to appeal instinctively to most Americans. But like space stations and particle accelerators, it must pass the test of fiscal responsibility in this time of \$300 billion deficits. At least as enunciated last week by President Clinton, it does not pass that test.

Borrowing themes from Franklin Roosevelt and John Kennedy, Clinton sketched the outlines of his national service proposal in a speech at Rutgers University in New Jersey.

The deal, fundamentally, is an exchange of education money for work before or after college in public service projects.

If Congress approves, the program would begin this summer with a \$15 million pilot demonstration for 1,000 participants.

It would grow each year subsequently to an eventual enrollment of 100,000 young people and would cost \$7.4 billion in its first four years.

The initial element of the program, to be called "Summer of Service," sounds suspiciously like the familiar summer jobs program. It would employ 1,000 teens on education, health, public safety and environmental projects. They would receive minimum-wage stipends and post-service benefits of \$1,000 to be applied to education or training.

The president also proposes that college and post-secondary technical students be able pay off tuition debts with community service jobs for a set number of years. They could help as police cadets, anti-pollution workers, tutors, health-care aides and in other public-service jobs.

Left unaddressed in the Clinton speech was a host of details. And as Ross Perot is fond of saying, the devil is in the details.

Most obviously, how does the president plan to persuade public employee unions to allow him to fill positions doing socially useful, economically valuable work with young people who would receive compensation that, while not poverty level, would have to be below the standard for regular public employees?

On a more philosophical yet more fundamental level, would service induced by programs like financial aid be likely to produce the kind of community spirit that national service advocates hope for?

Chicago Tribune, March 8, 1993

But the decisive consideration at this time must be financial. Quite simply, the nation doesn't have 7.4 billion new dollars to undertake a national service plan of President Clinton's design or someone else's. And the president has not suggested an existing program to cut to pay for it.

Such is the straitjacket that a nation hooked on deficit spending ultimately requires.

TERMS: OFFICIAL; ISSUE; EDUCATION; COST; EMPLOYMENT; ALTERNATIVE; GOVERNMENT;
BUDGET; ECONOMY; AID

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**Conference Call to Dick
Staufenberger 5:30 pm CDT**

Divider Title: _____

THE WHITE HOUSE

WASHINGTON

CONFERENCE CALL TO DICK STAUFENBERGER

DATE: Wednesday, October 6
TIME: 5:30 p.m. CDT
LOCATION: Chicago O'Hare Airport
FROM: Karen Ewing

I. PURPOSE

You will discuss corporation personnel issues.

II. BACKGROUND

The following individuals will be at the Commission awaiting your call. You will call 202-724-0600.

III. PARTICIPANTS

Dick Staufenberger, CNCS
Don Scott, CCC
Gary Kowalyczk, ACTION
Catherine Milton, CNCS
Nancy Rand, ACTION
Phyllis Beaulieu, ACTION
Ray Kogat, OMB

IV. REMARKS

Discussion material attached

MEMORANDUM FOR ELI SEGAL
ASSISTANT TO THE PRESIDENT AND DIRECTOR
OF THE OFFICE OF NATIONAL SERVICE

FROM: Dick Staufenberger, Phyllis Beaulieu, and Nancy Randa
PERSONNEL TASK GROUP

SUBJECT: Preliminary Personnel Issues for the Corporation of
National and Community Service

We have outlined below a number of preliminary issues we would like to discuss with you prior to proceeding with personnel planning for the Corporation. We have also attached some additional materials for your information, including a proposed timetable for our work and a summary description of Federal personnel laws and regulations, with an indication of which we believe will apply to the Corporation.

Policy Objectives

Issue: *Principles of "Reinvented" Human Resource Management*

For purposes of designing the alternative personnel system, should we assume that the Corporation's ultimate organizational structure and culture will be in line with the reinvention principles outlined in the National Performance Review (see summary below)?

- a delayed, entrepreneurial organization with decentralized decisionmaking and minimal systems control staff
- a small cadre of managers held responsible for broad delegated personnel authority
- an organization that develops and empowers employees, while holding them accountable
- a labor-management partnership and a process for alternative dispute resolution
- simplified, flexible approaches to hiring, classification, and managing and rewarding performance

Consider: Extent of decentralization and delegation within the organizational structure, e.g., number of management layers, typical span of control (NPR target is 15:1), and extent of field structure.

① what need to raise visibility of regional structure

② 12/90 cutback

Personnel Policy Issues

Issue 1: *Organizational Culture and Career Patterns*

Compensation and performance management system design will depend on the identification of primary "career paths" and associated competencies as well as on the core values the organization wishes to reinforce. What will be the most common occupations? What do you see as the core values for the Corporation, e.g., team performance or individual excellence, service quality or efficiency, innovation and risk or discipline and stability? The culture of the organization will depend on these values, and the personnel strategies and system design should be aligned with them. For example, if teamwork is valued, the organization should take that into account in its selection of employees and managers, and its compensation and reward systems should not reinforce internal competition.

Community & volunteer is focus.

Teamwork up, complete of ideas in spirit of openness.

Consider: Career paths can be broad groups, such as administrative, program specialist, support, and management, which allow for flexibility and mobility; or they can be delineated into narrow occupational paths, which can enhance competency in key specializations. Core values will be influenced by the business strategy and structure of the organization. For example, small, start-up businesses are often unstructured and idiosyncratic, while large government organizations are typically hierarchical, formal, and uniform in their treatment of employees. A more workable model for the Corporation would probably lie somewhere in between, balancing flexibility with structure and using more of a partnership approach with employees and managers.

* First goal with long-term.

Issue 2: *Pay-for-Performance Strategy*

The pay-for-performance strategy of the Corporation will depend not only on value-driven factors, such as whether the emphasis is on team or individual performance, but also on budgetary considerations. How much of the performance-driven pay will be in the form of base pay (salary) increases within a grade range or pay band and how much will be given in the form of award or bonus? Or will the line manager have the discretion to make that decision?

Consider: The option of making base pay increases dependent on performance-related determinations is problematic. Organizations that have used performance distinctions in determining base pay increases have found it

vs. business

difficult to control a tendency toward inflated supervisory ratings, which in turn leads to growing payroll costs in future years. Another problem is that employees are more likely to demand uniform treatment or valid distinctions for salary increases than they are for one-time bonuses. One alternative is to develop more "neutral" determinations of competency based on job-related criteria to use for purposes of base pay increases. Another is to impose strict budget controls for managers who have pay-setting authority and to develop more credible assessments of relative performance. A different strategy would be to rely principally on bonus pay to reward distinctions in levels of performance but make finer distinctions between grade levels of the positions.

Does this differ between ACTION + not? Unum + not?

Requires steps to establish objectives on annual basis.

Issue 3: *Types of Appointments and Tenure*

What kind of appointments will the Corporation use for its employees? Will all appointments be made initially on a contingency basis and then, after a certain period, allow competition for or conversion to the permanent "core" workforce? Or should all appointments be made for a specified period with renewal at the option of the Corporation and no long-term expectation on the part of the employee? Is it important for the Corporation to have an "interchange" agreement with other Federal agencies to allow non-competitive transfer?

?

Consider: Having some portion of the workforce on a contingency basis would give the Corporation more flexibility to adjust to changes in needed staffing levels as well as more opportunity to select proven employees for its permanent workforce. Other employees who do not become permanent could still make valuable contributions to the Corporation and provide an ongoing source of "new blood." These appointments could include most standard benefits so that they would present an attractive employment opportunity without creating an entitlement. The idea of renewable appointments for all employees would send a clear signal that there is no entitlement but may also create an unnecessary sense of insecurity in the workforce. The appeal of this type of employment will depend on the economy, the practices of competitors, and the relative security needs of the candidates. On the other hand, some form of "interchange" agreement with other organizations might permit movement and yet be perceived by security-oriented candidates as improving long-term employment prospects.

Personnel Operating Issues

Issue 1: *Initial Hiring*

Until the alternative personnel system is approved and regulated, Corporation personnel (transferred with their function) and new hires will be subject to all Title V statute and regulations that apply to Corporations. Initial hires under Schedule A authority will be classified and paid under General Schedule rules. Although these appointments will likely be time-limited and will not confer career status, they will serve as a source for future career-type appointments under the alternative selection system. Therefore, recruitment planning should take into account diversity objectives, long-term staffing needs of the Corporation, and a consistent pay policy. What are the Corporation's objectives for this initial round of recruitment?

Consider: What are the critical needs of the Corporation in the short and long term, and which of those needs can be filled by employees whose functions will be transferred to the Corporation? Taking into account the diversity profile of those who will be transferred to the Corporation, what groups are most under-represented? Should all appointments be made at the minimum pay rate of the grade? If not, what criteria can be identified to justify exceptions? (See the attached set of guidelines for more detailed information on staffing procedures for these appointments.)

Issue 2: *Personnel Servicing*

ACTION personnel staff have thus far been handling initial personnel-related matters for the Corporation. The Commission on National and Community Service has been serviced through an agreement with the General Services Administration. A decision should be made regarding personnel servicing so that initial Schedule A appointments and all necessary pay and benefit actions can be processed without undue delays.

Consider: Payroll actions may be easier to process through ACTION than through GSA since we understand that the Corporation will be using ACTION's accounting system. In either case, an agreement or memorandum of understanding will be needed. The decision regarding immediate servicing could be an interim arrangement and would not limit the Corporation's decision regarding Personnel structure at a future date.

Issue 3: *Single versus Parallel Personnel Systems*

Once employees of ACTION and the Commission are brought into the Corporation under a Transfer of Function, they will be subject to Title V unless those positions are designated to be covered by the Corporation's "alternative" personnel selection and compensation systems (other Title V components of the Corporation's personnel system may also differ from ACTION/Commission systems). Should we maintain two parallel personnel systems? Or would it be preferable to move to a single system as soon as practicable? ||

Consider: A decision to move ACTION under the Corporation's new system would likely be subject to collective bargaining requirements and might be restricted by terms of the Transfer of Function. In any case, an employee's pay and benefits could not be adversely affected for one year after the transfer occurs. If there are no legal restrictions preventing it, a move to a single system would be easier to administer and would represent a symbolic break with the prior system and culture. On the other hand, unless the new system is attractive to employees and the union, the move could cause serious disruption and morale problems. If a single system is envisioned, it would be desirable to have discussions early on with the union to avoid problems later. ||

Attachments

PERSONNEL TASK GROUP TIMETABLE

By October 1

Meet with Corporation executive staff to discuss the draft paper on preliminary policy and operating issues. The paper will also be sent to OMB for comment.

Mid-October

Complete follow-up paper on policy and operating issues to resolve remaining questions; hold meeting to discuss the paper.

November 10

Complete draft framework of the components of the alternative personnel system -- selection and compensation, which require OPM approval and agency regulation. (Other components, including a performance management system, a plan for senior executives, and a process for handling discipline and disputes, will be a second priority. Only after those components are developed, would we shift attention to other components, such as leave and benefits, which are more heavily regulated under Title V and where there are fewer policy issues to address.)

November 15

Submit proposal to executive staff and Board for approval.

November 22

Official submission to OPM. Pending OPM approval and any necessary modifications, begin developing regulations and internal guidance. (At this point servicing personnel staff could take over much of the drafting.) Continue developing plans and policy guidelines for other components.

Mid-December

Complete regulations and continue to develop guidance as necessary.

APPLICABILITY OF SELECT TITLE 5 CHAPTERS

NOTE: The following determinations of applicability to the Corporation for National and Community Service are subject to a comprehensive legal review.

<u>CHAPTERS</u>	<u>OTHER FEDERAL AGENCIES</u>	<u>CORPORATION FOR NATIONAL and COMMUNITY SERVICE</u>
23 Merit System Principles		
2301 Merit System Principles	Yes	Yes
2302 Prohibited Personnel Practices	Yes	No
31 Employment Authorities		
3101 General Authority to Employ	Yes	Yes
3109 Employment of Experts/Cons	Yes	Yes
3110 Employment of Relatives	Yes	Yes
3131 Senior Executive Service	Yes	No
33 Examination, Selection and Placement		
3301 Civil Service Positions	Yes	No
3309 Veteran Preference	Yes	Yes
3320 Excepted Service Positions	Yes	No
3321 Probationary Periods	Yes	No
3327 Selective Service Registration	Yes	Yes
3331 Oath of Office	Yes	Yes
3333 Loyalty/Strike Affidavit	Yes	Yes
3343 Details to Int'l. Org.'s	Yes	Yes
3361 Promotion	Yes	No
3371 Assignment to State/Local Governments	Yes	Yes
34 Part-time Employment	Yes	Yes
35 Retention		
3501 Reduction in Force	Yes	Yes
3502 Transfer of Function	Yes	Yes
41 Training	Yes	Yes
43 Performance Appraisal		
4302 Performance Appraisal Systems	Yes	No
4302a PMRS Appraisal System	Yes	No
4303 Unacceptable Performance	Yes	No
45 Incentive Awards	Yes	Yes
51 Classification		
5102 Application	Yes	No
5104 General Schedule (GS) Pay System	Yes	No
5107 Use of OPM Standards	Yes	No
5108 OPM Allocation of Jobs Above GS-15 (ST & SL)	Yes	No
5110 OPM Oversight of Classification Authority	Yes	No
5111 Revocation/Suspension of Authority	Yes	No
5112 OPM Appeal Rights	Yes	No
5113 Prescribed Format for Position Descriptions	Yes	No

53	Pay Rates and Systems		
5301	Principles/Policy	Yes	Yes
5303	Annual Pay Adjustments (ECI)	Yes	No
5304	Locality-based payments	Yes	No
5305	Special Salary Rates	Yes	No
5307	Aggregate Limitation on Pay-Level I (Calendar Year)	Yes	Yes
5311	Executive Schedule Positions	Yes	Yes
	Subchapter III (General Schedule Pay Rates)		
5331	Application	Yes	No
5332	The General Schedule	Yes	No
5333	OPM Approval for Above the Minimum Rate	Yes	No
5335	Within-Grade Increases	Yes	No
5336	Quality Step Increases	Yes	No
5363	Grade/Pay Retention	Yes	No
5381	Pay for Senior Executives	Yes	No
54	PMRS (Pay System)	Yes	No
57	Travel Expenses		
5753	Recruitment and Relocation Bonuses	Yes	No
5754	Retention Allowances	Yes	No
5755	Supervisory Differentials	Yes	No
61	Hours of Work		
6122	Flexible Schedules	Yes	Yes
6127	Compressed Schedules	Yes	Yes
63	Leave	Yes	Yes
71	Labor-Management Relations	Yes	Yes
73	Suitability/Security/Conduct	Yes	Yes
75	Adverse Actions	Yes	Yes
79	Services to Employees		
7901	Health Service Programs	Yes	Yes
7903	Employee Assistance Programs	Yes	Yes
81	Worker's Compensation	Yes	Yes
83	Civil Service Retirement (CSRS)	Yes	Yes
84	Federal Employee Retirement System (FERS)	Yes	Yes
8431	Thrift Savings Plan (TSP)	Yes	Yes
87	Life Insurance	Yes	Yes
89	Health Insurance	Yes	Yes

Title 7 of the United States Code, the Civil Rights Act of 1964, is also applicable to the Corporation.

KEY PROVISIONS OF TITLE 5

1. **Employment Authorities**

- Agencies may employ such number of employees as is required without exceeding their authorized budget or employment ceiling. Appointments of individuals may be made in the following categories:

Competitive Service - positions at grades GS-1 through GS-15 (or equivalent) normally filled through open competitive examinations under civil service rules and regulations. Employment may be full-time, part-time, on-call, seasonal, or intermittent.

- Career Conditional - initial tenure of a permanent employee who has not completed three years of substantially continuous service (includes a one year probationary period).
- Career - tenure of a permanent employee who has completed three years of substantially continuous service.
- Temporary - non-permanent appointment for a specified period (not to exceed one year). May be extended in increments (up to a year) for a total period of four years.
- TERM - non-permanent appointment for a specified period exceeding one year and lasting not more than four years.

Excepted Service - positions at grades GS-1 through GS-15 (or equivalent) which are exempt from the competitive service by law, by executive order, or by OPM. Employment may be full-time, part-time, on-call, seasonal, or intermittent.

- Schedule A - positions other than those of a confidential or policy-making nature for which it is impracticable to examine (attorneys, readers, personal assistants, interpreters, etc.).
- Schedule B - positions other than those of a confidential or policy-making nature for which it is impracticable to hold competitive examinations (Cooperative Education Programs, Outstanding Scholars, etc.).
- Schedule C - positions of a policy-making nature or which involve a close personal relationship with the Agency Head.

Senior Executive Service - a separate personnel system of various key executive and managerial positions just below the top Presidential appointees (classified at levels above GS-15).

Employment of Experts & Consultants - appointments as special government employees, paid on a daily rate for a temporary or intermittent period of time. There are maximum limitations on appointments, e.g., 130 calendar days in a Fiscal Year.

2. Examination, Selection, and Placement

- Agencies must adopt and administer staffing programs which ensure a systematic means of selection (for appointment, promotion, reassignment, transfer, and reinstatement) according to merit. Agencies may select from among a variety of sources, including, but not limited to:
 - Merit Staffing/Promotion - selection based on open competition using various job related standards (i.e., education, training, experience, suitability, and physical and mental fitness, etc.) which applicants must meet.
 - Office of Personnel Management (OPM) Registers - for a few specific positions, OPM maintains "registers of eligibles" or lists of qualified applicants. Agencies may select from among the top three applicants. Veterans listed at the top of a register may not be bypassed without OPM approval. As an extension of this process, OPM may delegate all or part of this examining authority to Agencies (also known as direct hire or delegated authority).
 - Non-Competitive Appointments - are exempt from the competitive process. Applicants may be appointed under a wide variety of authorities, after certain requirements are met. They include:
 - Former Peace Corps & VISTA Volunteers
 - Peace Corps Staff
 - Disabled Veterans (30% or more)
 - White House Staff
 - Legislative Branch Employees
 - Career Foreign Service Employees
 - Severely Disabled applicants
 - Outstanding Scholars
 - Reinstatement of a Career or Career Conditional Employee

Veterans Preference - must be afforded to honorably discharged veterans during the hiring process. The extent of preference depends on the type of recruitment.

3. Merit System Principles

- Agencies are required to administer their personnel programs consistent with the following merit principles:
 - Recruit qualified individuals from appropriate sources in order to achieve a work force from all segments of society, and select and advance individuals solely on the basis of relative ability, knowledge, and skills, after fair and open competition which assures that all receive equal opportunity.
 - All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition, and with proper regard for their privacy and constitutional rights.
 - Equal pay should be provided for work of equal value, with appropriate consideration of both national and local rates paid by employers in the private sector, and appropriate incentives and recognition should be provided for excellence in performance.
 - All employees should maintain high standards of integrity, conduct, and concern for the public interest.
 - The Federal work force should be used efficiently and effectively.
 - Employees should be retained on the basis of adequacy of their performance, inadequate performance should be corrected, and employees should be separated who cannot or will not improve their performance to meet required standards.
 - Employees should be provided effective education and training in cases in which such education and training would result in better organizational and individual performance.
 - Employees should be:
 - (a) protected against arbitrary action, personal favoritism, or coercion for partisan political purposes; and

- (b) prohibited from using their office authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for election.
- Employees should be protected against reprisal for any lawful disclosure of information which the employees reasonably believe evidences:
 - (a) a violation of law, rule, or regulation, or
 - (b) gross mismanagement, a gross waste of funds, and abuse of authority, or a substantial and specific danger to public health or safety.

4. Reduction in Force

- Agencies must utilize Reduction-In-Force (RIF) procedures when lack of work; shortage of funds; insufficient personnel ceiling; reorganization; the exercise of reemployment rights (or restoration rights); or reclassification of an employee's position (due to erosion of duties) will result in a permanent employee being released from his/her competitive level by furlough (for more than 30 days), separation, demotion, or reassignment requiring displacement.
- Retention registers are established with employees listed on the register based on four factors: (1) tenure; (2) veteran preference; (3) total Federal service; and (4) credit for performance ratings.
- Employees are afforded an opportunity to exercise assignment rights (i.e., the right to displace other employees instead of being furloughed or separated). Most commonly called bump and retreat rights, these rights allow employees to move into a position held by another employee in a lower tenure group or lower subgroup within the same tenure group or move into position if the position is encumbered by an employee with a later service date with performance rating no higher than Minimally Successful, as long as the position is at the same grade or no more than three grades below the position from which the employee is being released.

5. Transfer of Function

- A transfer of function is defined as: (1) a transfer of performance of a continuing function from one competitive area and its addition to one or more other competitive areas, except when the function involved is virtually

identical to functions already being performed in the other competitive area(s) affected; or (2) movement of the competitive area in which the function is performed to another commuting area.

- When a function is transferred from one agency to another, each competing employee in the function shall be transferred to the receiving agency for employment in a position for he/she is qualified before the receiving agency may make an appointment from another source to that position.

- When one agency is replaced by another, each competing employee in the agency to be replaced shall be transferred to the replacing agency for employment in a position for which he/she is qualified before the replacing agency may make an appointment from another source to that position.

6. Training

- Agencies are required to plan, budget, establish, and evaluate an on-going training program to increase economy and efficiency on the operations of the agency and to raise the standards of performance by employees in the operation of their official duties.

- Training needs assessments must be conducted annually to determine training requirements in order to bring about more efficient performance at the least possible cost. Annual reports are required by the Office of Personnel Management.

7. Position Classification

- Agencies have responsibility for establishing and maintaining a job grading system for positions covered by Chapter 51 of title 5. This system, the General Schedule (GS), is the basic classification and compensation system established in 1949. The basic tenet of the system is equal pay for substantially equal work.

- The General Schedule is divided into 15 levels of difficulty and responsibility, GS-1 to GS-15. Chapter 51 provides definitions for each grade level. Non-supervisory positions at all grade levels and supervisory positions below GS-13 are designated by GS. The designator GM is used for supervisory and management positions at grades 13, 14, and 15.

- The Office of Personnel Management (OPM) develops guides (classifications standards) that agencies must use to determine the title, occupational grouping (series) and grade level of positions. There are 22 broad occupational groups, broken down into approximately 460 different job series. For example, GS-300 is the General Administration, Clerical and Office Services Group. This Group is further subdivided into 35 occupational series, e.g., Computer Specialist is GS-334 and Secretary is GS-318.
- Classification standards used to evaluate positions are written in two basic formats, narrative and Factor Evaluation (FES). Both provide for the analysis of major duties and responsibilities. In addition, there is a separate OPM guide that must be used to determine the grade of supervisory and managerial positions.
- Classification authority is either conducted by personnel officials or delegated to line managers.
- Corporations not subject to Chapter 51 have the flexibility to develop a classification system without regard to any of the above requirements. Some have chosen to create new systems or modify the current systems to accommodate organizational needs.
- Other key aspects of the title 5 classification system include requirements to have a written position description (pd) for each position, change the pd every time the position changes, provide for employees to appeal system the classification of their positions to the Office of Personnel Management. Agencies must ensure that similar positions are classified on a consistent basis throughout the organization.

8. Compensation

- Chapter 53 requires that pay determinations for covered employees be based on equal pay for substantially equal work and that pay distinctions be maintained in keeping with work and performance distinctions and comparability with non-Federal pay rates for the same levels of work within the same local pay areas.
- Title 5 allows for 15 pay levels, (GS-1 to GS-15) with a broad current annual salary range of \$11,903 to \$85,589. The pay structure has ten steps for each grade level which may be granted to an employee over fixed periods of time based on performance. For example, an employee is eligible to receive increases in the first 3 steps every 52 weeks; eligibility for the other steps take much longer.

- Supervisors and managers at the GM-13, 14 and 15 levels are covered by the Performance Management and Recognition System (PMRS) and receive salary increases and bonuses also based on performance. While this system does not provide for steps, the minimum and maximum salary paid under the PMRS system matches the minimum and maximum payable to general schedule 13, 14 and 15 levels.
 - The maximum salary paid to employees under Title 5 is level IV of the Executive Schedule, or \$115,700, a provision applicable to the Corporation for National and Community Service.
 - Effective January, 1994, the uniform adjustment to the General Schedule pay rates (annual nationwide comparability) will be based on the Employment Cost Index (ECI) minus 0.5%. The Federal Employees Pay and Comparability Act of 1990 (FEPCA) proposed that a phased-in reduction of local pay disparities (locality pay) be initiated in 1994, based on Presidential approval. Both the ECI and the locality pay provisions are subject to change based on the pending legislation.
 - Agencies must determine how they will classify and compensate positions established above the GS-15 level. Options include placing positions in the Senior Executive Service (SES), Senior-level (SL) or Scientific or Professional (ST) positions. The President establishes pay levels and rates for the SES. Agencies establish pay rates for ST and SL positions in accordance with OPM guidelines.
- ST and SL positions were formerly identified as GS-16, 17, and 18 level positions. The pay range for ST and SL positions is a minimum of 120% of GS-15 and a maximum of SES Level IV, or \$115,700. The pay range for SES is \$92,900 to \$115,700. Corporations are excluded from SES coverage, but not from establishing ST and SL positions, or their own executive level system.
- Other key features of Chapter 53 include the requirement to grant grade and/or pay retention to eligible employees who are downgraded through a reduction-in-force, reclassification or for "without cause" situations.
 - The aggregate limitation on pay cannot exceed the rate payable for level I of the Executive Schedule (\$148,400). This includes performance bonuses, overtime or other payments.
 - Certain localities receive an "interim geographic adjustment" of 8% where there are significant pay disparities, e.g., San Francisco and New York.

9. Select Excepted Service Positions - Schedule C

- These are positions classified up to GS-15 that are of a confidential or policy-determining nature or, which involve close and confidential working relationship with an agency head or other key appointed officials. OPM authorizes the establishment of these positions and approves them on a case-by-case basis. Appointment to this type of position can be made only with prior OPM approval. These positions are either permanent or temporary.
- Agencies must report each appointment and vacancy to OPM.
- Authority for each position is revoked each time a position is vacated.
- Special temporary appointment authorities are granted to agencies during Presidential transition and the creation of a new agency or department.
- Prior OPM approval is not required to appoint individuals to temporary positions as long as the appointments are within an agency's approved allocation (e.g., ACTION has 7 allocations).
- Temporary appointments are made for 120 days. One extension of 120 days may be granted.

10. Senior Executive Service (SES)

- This is a separate personnel system for most career and non-career employees who serve in key positions, typically just below the Presidential appointee level. Included are managerial, supervisory, and policy positions classified above the GS-15 level. The system was created by the Civil Service Reform Act of 1978.
- Government-wide there are more than 8200 positions filled in the SES.
- OPM allocates positions to agencies every two years. ACTION has 10 allocations.
- Agencies establish positions within their allocation without further OPM approval.
- Agencies report all position and employee changes to OPM.
- There are two basic types of position - career reserved and General. There are four types of appointing authorities

- career, non-career, limited term and emergency.

- Career reserved positions cover functions such as law enforcement, audits, inspections, fiduciary, grants, etc., and must be filled by career appointees.
- General positions cover all other functions and may be filled by any appointee, e.g., career, non-career or limited.
- Initial entry into a career position must be through a merit staffing process with approval of qualifications by OPM.
- Agency heads approve qualifications of non-career appointees.
- There are six pay rates, ES-1 (\$92,900) through ES-6 (\$115,700).
- Career appointees may receive annual bonuses based on performance. The range is 5-20% of basic pay. Other special rank awards are available that grant either \$10,000 or \$20,000. Agency heads nominate career candidates. The President makes the final selections.
- The performance system must have at least three and not more than five levels.
- A special benefit is no limit on the accumulation of annual leave. Pending legislation may eliminate this feature.
- Every three years (beginning 1991) career appointees must be recertified for retention in the SES. Retention decisions are based on a standard of excellence defined by OPM. If not recertified, the appointee is removed from the SES.

11. Performance Management

- Covered by Chapter 43. Agencies, since 1986, have had to establish 5-level performance appraisal systems with awards and performance-based adverse actions based on the appraisal of record. OPM is now proposing a framework requiring a 2-level system (Meets or Does Not Meet Expectations) with Agencies having the leeway to expand to more rating levels or enhance systems in other ways.
- GS employees are covered by Performance Management System (PMS). This system mainly covers GS-12 and below, but also

includes grades 13-15 who are classified at GS levels. This system allows for within grade increases based on longevity, as long as performance is Fully Successful or better. It allows a performance based removal only when an employee has been rated Unacceptable.

- GM employees are covered by Performance Management and Recognition System (PMRS). This covers employees in grades GM-13 through GM-15. It is a limited pay-for-performance system with annual salary increases and cash bonuses predicated on the performance rating. There are no regular within grade increases. An employee can be removed for Marginally Successful or Unacceptable performance. PMRS legislation sunsets September 30, 1993 and it is not expected to be reauthorized. It will probably be replaced by a new system covering all employees.
- Government corporations have normally had flexibility to establish alternate performance appraisal systems, and leeway to decide how much the performance rating will influence pay decisions.
- Removal or downgrade of an employee for poor performance requires an opportunity to improve period, a minimum 30-day advance notice of the proposed action. The employee has the opportunity to respond, prior to a final decision by a higher level management official. The final decision, if adverse, is appealable to the Merit Systems Protection Board (MSPB).

12. Awards and Recognition

- Forms of recognition most widely used are performance awards, superior accomplishment awards and Quality Salary Increases (QSI's). The performance awards are made to PMS and PMRS employees and coincide with the end of the annual appraisal cycle. SES employees are eligible for SES bonuses which must be at least 5 percent of the employee's salary. The SES bonus pool is 3 percent of SES payroll; the PMRS awards pool can be no more than 1.5 percent of PMRS payroll; the PMS awards pool is established by Agency discretion.

Superior accomplishment awards are for one-time special acts and are not intended to substitute for performance awards. The amount budgeted for these awards is up to the Agency.

Quality Salary Increases are accelerated salary increases for top GS performers. These increase the annual salary by one step (approximately 3%) on the salary scale.

- Other recognitions include awards for suggestions and on-the-spot awards which are immediate awards of a nominal amount.

13. Leave

- Employees earn annual (personal) leave according to length of government service:
 - 4 hours per pay period for first 3 years
 - 6 hours per pay period after 3 years
 - 8 hours per pay period after 15 years
- Employees may carry no more than 240 hours annual leave into the new leave year (January) except that SES members do not currently have this restriction.
- Sick leave is earned at 4 hours per pay period regardless of length of service with no limit on carry over.

14. Alternate Work Schedules

- Agencies are authorized to establish Alternative Work Schedules (AWS). These may include flexitime, compressed schedules, either, or both. When there is a Union, any establishment, change, or termination of AWS must be negotiated.
- Flexitime includes varying the starting and quitting times and the possibility of employees earning credit hours to use in lieu of leave.
- Compressed schedules allows for employees working 9 or 10 hour days in return for one or two days off within the pay period.

15. Labor-Management Relations

- Covered by Chapter 71, all government employees, unless expressly excluded by Statute, may join, form, assist or participate in a labor organization without fear of reprisal.
- Unions have the right to negotiate policies to the extent not prohibited by law, represent employees in grievances, and represent employee concerns in general. By law, the Union is the exclusive representative for employees and Management is precluded from recognizing or dealing with any other employee organization.
- Pay is normally not negotiated in the Federal sector because pay levels are set by law. To the extent that the Agency head has authority to set pay levels, pay becomes negotiable. There are several Agencies or other governmental entities that now negotiate pay with Unions. Non-appropriated fund (NAF) DOD units have been negotiating pay for some time.
- Federal employees do not have the right to strike. Bargaining disputes are resolved by third parties under the supervision of the Federal Labor Relations Authority (FLRA), a National Labor Relations Board counterpart for the Federal sector. Third party decisions are legally binding but are appealable to the courts in some cases.
- The trend in the Federal government and most major private sector industries is towards labor-management cooperation. Federal sector labor relations was codified into law in 1979 (Unions had more limited recognition rights under Executive Orders issued by the Kennedy and Nixon White Houses) and the 1980's were marked by conflict and litigation. This type of relationship is now generally seen as costly in terms of money, morale and lost opportunities.
- All Federal sector contracts are required by law to have a grievance procedure that includes the Union's right to invoke binding arbitration. Subjects normally grieved include performance ratings, failure to receive a promotion, denial or leave, disciplinary actions, and employee-supervisory conflicts.

16. Employee Benefits

- Worker's Compensation - If an employee is hurt on the job, the employee may receive worker's compensation which is adjudicated through the Department of Labor. The compensation continues as long as the employee is unable to

resume work and is also payable to the employee's survivors. Worker's compensation also covers VISTA Volunteers and will cover as other volunteers under the National and Community Service Trust Act. Compensation is charged back by the Department of Labor to the Agency that employs or employed the claimant on a dollar-for-dollar basis.

- Employee Assistance Program (EAP) - All Agencies are required to offer an EAP program which includes counseling services to employees which are confidential and free to the employee. We participate in a small agency consortium run by the Public Health Service. The EAP is used frequently by employees experiencing substance abuse problems and supervisors who suspect that off the job problems may be contributing to performance or conduct deficiencies are counseled to formally refer employees to counseling.

- Retirement - Employees hired before 1984 were covered by the Civil Service Retirement System (CSRS). Employees hired after 1984 are covered by the Federal Employees Retirement System (FERS). In 1987, there was a one-time election period allowing CSRS employees to switch to FERS. The requirements for voluntary retirement are the same under both systems:

Age 55 with 30 years of service

Age 60 with 20 years of service

Age 62 with 5 years of service

Disability retirement after 5 years of service is also available under both systems.

Benefits are different under each system. Under CSRS, employees receive an annuity based on their total years of service and the average of their "high 3" years of earnings. At 30 years of service, an employee would receive 56 percent of the "high 3" average, less if the employee elects a survivor's annuity.

Under FERS, the employee receives retirement benefits from three parts of the system: The FERS annuity, Social Security, and the employee's account in the (voluntary) Thrift Savings Plan (similar to a 401(k) plan).

- Thrift Savings Plan (TSP) - The TSP is the savings feature that is available to employees in either retirement system. Like a 401(k) plan, the money invested in the TSP is tax deferred; i.e., it is not taxable until the employee starts drawing from the account after retirement. FERS employees receive a dollar for dollar match from the government for the first 5 percent of salary they invest in TSP. This match is charged to the Agency. FERS employees may contribute up to 10 percent of salary to their TSP accounts tax deferred.

CSRS employees may contribute up to 5 percent of salary tax deferred to a TSP plan but do not receive a matching Agency contribution.

There are two open seasons each year in which employees may start or increase their TSP withholdings.

Employees may designate how their TSP accounts are invested. One fund invests in Treasury bills, one invests in the bond market and one invests in the stock market.

- Life Insurance - Employees are eligible for government subsidized life insurance when they start government employment. No proof of insurability is required. Periodically, an open season is held, but these are infrequent and not held in regular intervals. Outside of an open season, employees wishing to subscribe to life insurance, who have previously waived insurance, must furnish medical proof of insurability.

- Health Benefits - Employees may subscribe to any of a number of health benefit plans where the government pays the major share of the cost and the employee pays a premium set yearly by the Office of Personnel Management. Employees have the choice of national fee-for-service plans (deductibles and co-payments where the employee chooses the providers) or local Health Maintenance Organizations (HMOs) where there is less discretion to choose providers but the cost for services is usually lower.

17. Adverse Actions

- Adverse actions include removal from government service for cause, suspensions and downgrades for cause.
- Taken for misconduct or unacceptable performance. Employees are entitled to full due process including a review by a higher level management official and an appeal to an outside administrative agency.

- At least 30 days advance notice is required. There must be a proposing official, an opportunity to reply to the proposal, and a decision by a higher level deciding official.

- If the deciding official upholds a removal, downgrade, or a suspension for more than 14 days, the employee may appeal to the Merit Systems Protection Board (MSPB) which normally conducts an administrative hearing, and has authority to order the Agency to reverse the action. Bargaining unit employees also have the right to take these actions to outside arbitration, through the Union, in lieu of the MSPB appeal.

- Suspensions of 14 days or less and reprimands cannot be appealed to the MSPB but are grievable through the appropriate grievance procedure.

GRIEVANCE AND APPEAL RIGHTS

<u>TYPE OF ACTIONS</u>	<u>GRIEVANCE</u>	<u>MSPB</u>	<u>COURT¹</u>
Demotion/Reduction in Pay/Removal	No ²	Yes	No
Suspension/Reprimand	Yes	\ ³	No
Reduction-in-Force	No	Yes	No
Reassignment	Yes	No	No
Salary/Pay Levels ⁴	No	No	No
Performance Appraisal	Yes	No	No
Non-Promotion	No ⁵	No	No

Note: Negotiated grievance procedures with a recognized Union end with an option to invoke binding arbitration. Internal grievance procedures normally provide for a final decision no higher than the head of the organization.

¹ When the internal grievance procedure does not allow the appeal of an Agency action resulting in loss of pay, courts will occasionally assume jurisdiction.

² Bargaining unit employees covered by a collective bargaining agreement have the option of grieving under the contract or going directly to the MSPB, but may not choose both procedures.

³ Suspensions longer than 14 days are appealable to the MSPB. Suspensions of 14 days or less are grievable.

⁴ While individual salaries are not normally appealable, salary levels may be subject to negotiation with a recognized Union, depending on the language of the statutory authority to set pay. Should they be negotiated, a complaint that the negotiated process was not correctly applied would be grievable.

⁵ While non-selection is not normally grievable, most grievance procedures permit grievances over alleged violations of process.

THURSDAY, OCTOBER 7, 1993

ATLANTA, GA

EVENTS FOR THE DAY

Breakfast with Hands On Atlanta

Meeting with Governor Zell Miller

UNCF Speech

Clinton Presidential Records Digital Records Marker

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This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

**Breakfast w/ Hands On Atlanta
staff 10/7 8:30 a. m.**

Divider Title: _____

THE WHITE HOUSE

WASHINGTON

BREAKFAST WITH MICHELLE NUNN

DATE: Thursday, October 7
TIME: 8:30 a.m.
LOCATION: Stouffer Concourse Hotel
FROM: Karen Ewing

I. PURPOSE

You will meet with selective staff from Hands On Atlanta over breakfast.

II. BACKGROUND

Hands On Atlanta is a nonprofit volunteer service organization which promotes direct community service. HOA was chosen as a SOS site and engaged 50 SOS participants with the College Park Elementary School, a year-round school in an inner-city neighborhood. The project was one of the most successful of the SOS programs. You visited the school on August 16 with Senator Nunn, Commissioner Lomax and others for Community Leaders Day.

III. PARTICIPANTS

Michelle Nunn - Executive Director, Hands On Atlanta

Christa Roth - SOS Director, Hands On Atlanta

Rolette Thomas - Social SEA Change Awardee from CNCS (proposal attached). He was a SOS team leader from Atlanta.

Tenera McPherson - Youth Service Projects Coordinator, Hands On Atlanta. This includes TeamWorks, HOA's citizenship and leadership development program for volunteers. She was also a SOS team leader from Atlanta and the moderator for the SOS Atlanta Community Leaders Day in August.

IV. REMARKS

You should talk about the status of the corporation, the timeline for regulations, and the importance of setting up state commissions and working with the Governor's office.

Attachments - TeamWorks Brochure
- Rolette Thomas' award proposal



TEAMWORKS
A Project of Hands On Atlanta

TeamWorks with Youth

Hands On Atlanta's Citizenship Development Program for High School Students

Introduction

TeamWorks is Hands On Atlanta's youth service initiative designed to uniquely combine adult volunteers with high school students on teams working together to serve the community through direct service. TeamWorks serves as an introductory course in community service and citizenship, exposing volunteers to a variety of critical needs in the city through service in the areas of education, health care, housing, and hunger and allowing them the opportunity to practice citizenship in a direct and meaningful way.

Goals

TeamWorks has a positive impact by exposing youth participants to critical needs in the larger community that they can address and allowing youth participants a group mentoring context for developing relationships with supportive and diverse adults. Participants cultivate team building skills and practice reflection skills upon the nature of citizenship. In addition to these benefits for young people, TeamWorks allows adult volunteers from diverse backgrounds to develop relationships and work together with at-risk youth in service to the community.

Program

TeamWorks teams are composed of 6 high school students and 6 adult volunteers. Students are selected with the assistance of the school principals, teachers, guidance counselors and other school personnel. Adult volunteers are selected from the ranks of Hands On Atlanta. Each potential participant completes an application and participates in an interview with a selection committee. Teams are organized with members representing many interests, experiences and backgrounds.

After first participating in a training and orientation session, teams begin volunteering on Saturdays on a bi-monthly basis for a 3 month period. TeamWorks service events include projects that reflect a broad range of community needs. Examples of targeted service projects include sorting food boxes at the Atlanta Community Food Bank, tutoring young children through HOA's Discovery Program, building houses for the homeless through the Ecumenical Association of Churches for the Homeless (E.A.C.H.) and building community gardens through the Atlanta Urban Gardening Program.

Service project days have two components: the service project itself and a lunch-time discussion and reflection session for participants after the project. A resource library of pertinent books and materials for both adults and youth is assembled for use by participants and all team members keep a journal of their experiences and reflections.

TeamWorks is an innovative program for involving diverse high school youth with caring adults in important service for the benefit of all citizens. Through this process, youth participants develop mentors from among their adult team members, and every participant discovers lessons of service and citizenship, cultivates leadership skills and is empowered through the ennobling nature of serving others.

If you would like to sign up for the 1993 fall TeamWorks program, call Thom Bales or Kathleen Kelly at 872-2252.

TeamWorks

Hands On Atlanta's Citizenship Development Program

Introduction

TeamWorks serves as an introductory course in citizenship, exposing volunteers to a variety of critical needs in the city through service in the areas of community improvement, education, homelessness, hunger and public housing. Additionally, TeamWorks provides the opportunity to practice citizenship in a direct and meaningful way. Through TeamWorks, volunteers participate in a variety of community service projects and reflect as a team upon the nature of citizenship and volunteerism. Teams consist of 8-10 members, including a team-selected leader who assists the team with the reflection process. After first participating in an orientation, teams begin volunteering on a monthly basis for 4 months and conclude the program with a guided, large group reflection and evaluation session. **All TeamWorks group events are held on Saturdays.** Each team member volunteers individually once a month in addition to the monthly team projects.

Goals

TeamWorks is designed to assist participants in the process of defining for themselves the citizenship values necessary to live in an ever-increasingly, confusing and complex society and to foster and support the practice of those values through service. Teams serve and reflect throughout the program period to develop a definition for *citizenship* and to develop meaningful ways to apply that definition to their private and public lives. Along the way, TeamWorks affords participants an opportunity to develop support networks, participate in constructive, meaningful activities and have some fun.

Program

TeamWorks projects are all direct service activities that reflect a broad range of community needs and offer an opportunity for serious reflection. Projects are selected based on genuine need and their fit within one of 5 sectors of the community: charity, community development, conservation, education, or public housing. The diversity of projects gives participants an opportunity to examine work being done by different institutions, non-profit, private and public. Examples of service projects may include sorting food boxes at the Atlanta Community Food Bank, tutoring young children through HOA's Discovery Program, building houses for the homeless through the Ecumenical Association of Churches for the Homeless and painting apartments in a housing project. The TeamWorks program has four components: the service project itself, a lunch-time reflection session for participants after the project, readings pertinent to particular projects and a participant journal. Through participation in these activities, team members discover lessons of service and citizenship, cultivate leadership skills and are empowered through the ennobling nature of serving others.

Guidelines

TeamWorks participants agree to participate in an orientation session, four service projects and an evaluation/reflection session. The projects are held on Saturday mornings each month and last approximately one half day. The next orientation for individuals interested in participating in the *TeamWorks* program will be held on **Saturday, April 24 from 10:00am-12:00noon at the HOA office.**

If you would like to sign up for the next *TeamWorks* orientation, please call Thom Bales or Kathleen Kelly at 872-2252.

SERVICE ENTRENEUR AWARD PROPOSAL

FIVE QUARTER BASKETBALL with Service Entrepreneur Rolette Thomas, Jr.

A. PROJECT DESCRIPTION:

WHY DO IT?

At College Park Elementary School, there is an afterschool program managed by the local YMCA. While this program is "open" to all students from the school, it actually only serves those families that can afford to pay for the service (approximately 15-20 students). Furthermore, in the past three years, it has only attracted students in the lower grade levels (K-2). In addition to this program, there is a Girl Scout Troop based at College Park Elementary School which meets on Thursday afternoons. It accomodates _____ girls in their _____ units.

During the Summer of Service, the Hands On Atlanta corps created a full fledged afterschool program that operated Monday - Thursday from 2:15 - 4:00 pm and offered a total of 34 activities (see attached schedule). In the five weeks that the afterschool program was in operation, more than half the students (approximately 250) enrolled at College Park Elementary School participated in at least two activities on a weekly basis. Obviously, the afterschool program satisfied a need in this community.

While there are other institutions that run afterschool programs (for a fee or for free), most of them don't have an academic component other than homework assistance. In many cases (eg. Jess E. Draper Boys & Girls Club), the institutions that do provide academic enrichment are understaffed and consequently the children do not receive adequate attention.

WHAT IS IT?

Essentially, Five Quarter Basketball is a program where students take tests as a team during the first quarter, average the (team) score, play a four quarter basketball game, then add the test score to their game score to determine the real winner. Since one quarter of academics is not equivalent to four quarters of athletics, this modified Five Quarter Basketball program expands the academic and social development component.

The "5 Quarter Basketball" program will provide the 4th and 5th grade students at College Park Elementary School with an opportunity to develop their athletic and academic skills in a systematic manner. By combining academic skill development (eg. test taking and mathematical problem solving) with athletic skill development, the program will not only provide the security of an afterschool program - it will go a step further by preparing the students for the academic challenges of middle school and the difficult developmental stage known as puberty.

This program is based on the pillars of child development that were introduced at the Summer of Service National Training workshop developed by Anne Bouie on "Meeting the Needs of Children."

High Expectations - academics and athletics are compatible, males and females can learn sports together; *High Content* - PSAT questions, and non-traditional elementary level subjects- eg. Economics & Sports; *High Structure* - regular field trips based on attendance and performance, and mandatory monthly community service projects; *High Support* - individual academic and family counseling, volunteer staff of College Park adult residents & high school students and Atlanta area college students.

A minimum of 40 students will be served in this program which is scheduled to begin operation on Monday, September 27, 1993 and conclude nine months later on Friday, May 27, 1993. While 40 students represents almost 25% of the target population (4th & 5th grade students), if volunteer recruitment exceeds the minimum level of 8 com-

mitted adults the number of students served will increase accordingly.

HOW WILL IT WORK?

The 5 Quarter Basketball Program will combine the athletic aspects of basketball skills, physical conditioning, team building and sportsmanship with the academic aspects of homework practice, test-taking strategies, problem solving skills and intellectual achievement. In addition to group activities and lessons, there will be individual sessions scheduled every week for progress (academic, athletic and social) check-ups. Furthermore there will be regular (bi-weekly) meetings with the student's teacher and parents to assess their performance in school and in the neighborhood.

To measure the impact of the 5 Quarter Basketball Program some universal (eg. academic grades, attendance, test scores, ...) factors will be monitored while individual improvement plans will also be developed. The individual improvement plans will take approximately one month to develop because they will involve the student, teachers, school counselor and parents. Students will present and commit to their plan at a ceremony on the first field trip (retreat). Accordingly, they will participate in a similiar ritual at the end of the school year to "own up" to their peers.

The community of College Park should benefit from the 5 Quarter Basketball Program in several ways. Obviously, the program will expand the afterschool option for many families in this community in a qualitative way. College Park Elementary School will be giving much (providing space and resources) and receiving much (students better prepared for middle school with expanded horizons). The monthly community service projects will not only transform the physical locale of College Park, it will instill a sense of pride and accomplishment in the students, their teachers, parents and neighbors.

Most of the Service Entrepreneur's time will be spent at the site, College Park Elementary School, however at least two hours per day will be spent at the project sponsor's office - Hands On Atlanta. The weekly format is outlined below:

Monday, Wednesday & Friday

2:15 - 2:30	Snack
2:30- 3:30	Lesson and test (see sample)
3:30 - 5:00	Basketball instruction and game
5:00 - 6:00	Homework and tutoring

Tuesday & Thursday

8 -12 noon	Meetings with teachers and school staff
4 - 8 pm	Meetings with families.

Saturday (rotating weeks)

1st	Clinic on a particular aspect of basketball (eg. zone defenses) led by local coaches
2nd	Community Service Project at a site in College Park /Atlanta
3rd	No program due to Hands On Atlanta's Discovery Program (weekly tutorial)
4th	Field trip (eg. local college, professional basketball game,...)

ACTION PLAN

September '93

*Recruit volunteer team to assist in the management of 5 Quarter Basketball program from Tri-Cities H.S., local colleges, College Park residents and SOS participants. Set up a schedule that will accommodate the various volunteers.

*Develop monthly service projects for 1993 (October - December).

*Develop field trips for the school year.

*Develop the clinics for the school year.

*Create the curriculum for the school year.

*Begin registration for program.

October '93

*Complete enrollment registration process.

*Begin individual improvement plan process.

*Diagnose the skills level of participants.

*Modify volunteer schedule accordingly.

*Complete individual improvement plan process.

November '93

*Fine-tune program.

*Develop monthly service projects for January - May '94

December '93

*First trimester evaluation

January '94

*Mid-year Individual Improvement Plan check-up

February '94

*Major fundraiser - Benefit Basketball Game

March '94

*Second trimester evaluation

*Bus trip to NCAA Final Four or Regional Game

April '94

*Bus trip to Basketball Hall of Fame

May '94

Closing retreat - evaluation of program

BUDGET

ROLETTE THOMAS, JR.

3181 Spring Street
College Park, Georgia 30349

Telephone/Messages
(404) 768-5869

OBJECTIVE

To enhance my skills and knowledge in academic and recreational programs for children.

EDUCATION

Hampton University, Hampton, Virginia
B.S., Biology

Selected Courses:

- * Biology I, II
- * Chemistry I, II

Activities:

- * Hampton University Pre-medical Club
- * Hampton University Biology Club
- * NAACP
- * Young Democrats of America Association

EXPERIENCE

Hands On Atlanta, Atlanta, Georgia
Summer of Service Team Leader

- * Managing teams of ten corps members (Taking attendance, administering time sheets and other paperwork, evaluating corps member performance).
- * Supervising individual corps members.
- * Leading teams in implementing their group projects.
- * Developing curriculum materials and ideas.

- * Acting as a liaison between corps members, the school and HOA staff.
- * Participating in the program as a corps member.

Oxford Apartments, Hampton, Virginia
Head Lifeguard/Swim Instructor, May-August, 1991,1992

- * To maintain and direct pool activities.
- * Encouraged children to be active participants in individual and group activities.
- * Assisted children between the ages of 6 years and 18 years with warm-up exercises and basic swimming skills.

Old Virginia Condominiums, Union City, Georgia, **Lifeguard**, May-August 1989,1990

- * To provide supervision for children between the ages of 5 years and 18 years.
- * Coordinated fundamental swimming activities for children.
- * To maintain and direct pool activities.

Central Christian Church, Atlanta, Georgia
 Youth Vacation **Bible School Teacher**, June, 1993

- * Responsible for preparing and teaching Bible school lessons to children between the ages of 16 years and 25 years.

Camp Cosby Boarding Camp, Alpine, Alabama
Assistant Counselor, May-August, 1985, 1986,1987

- * Responsible for supervision and daily activities for children between the ages of 6 years and 18 years.
- * Organized recreational programs and activities.
- * Aided children with problems and concerns.

REFERENCES

Available upon request

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Divider Title: _____

**Mtg with Governor Zell
Miller, State Capitol, Atl, GA**

THE WHITE HOUSE

WASHINGTON

MEETING WITH GOVERNOR ZELL MILLER

DATE: Thursday, October 7
TIME: 10:00 a.m.
LOCATION: 201 State Capitol
FROM: Karen Ewing

- Say HBCU meeting.
- Private sector UP Home Depot
- Gordon Griffin/Conville
- Greater Atlanta CC Savannah CC Peach C

I. PURPOSE

You will meet with Gov. Miller to discuss Georgia's role as a leader in the national and community service effort.

II. BACKGROUND

Georgia is a very strong service state with solid political support from Gov. Miller and Sen. Nunn (and even Republican Sen. Paul Coverdall supports the Peach Corps). Lynn Thornton has done an excellent job of launching the Peach Corps, a rural youth corps, in Vidalia and Thomason. Demand for the Peach Corps is now state-wide. The program has received good press from both the New York Times and CNN. Even though numerous Fortune 500 companies are located in Atlanta, the Peach Corps is weak on private sector support possibly because of Lynn's strong emphasis on program development. Most likely, she will be the new director of the state commission and is moving quickly to establish one. Georgia also has a strong corps network in Savannah as part of the urban corps expansion of the 1980s. The state has an active higher education and K-12 network through colleges and universities.

III. PARTICIPANTS

Governor Zell Miller
Lynn Thornton, Director of the Peach Corps
Ed Kilgore, Director of Intergovernmental Affairs
Steve Wrigley, Chief of Staff

IV. REMARKS

You should compliment Lynn on her extraordinary effort with the Peach Corps and its impact on citizens of the rural areas it services. You should thank Gov. Miller for his exemplary support in national and community service endeavors.

Attachment - State talking points
- Press clips



GEORGIA DEPARTMENT OF
COMMUNITY AFFAIRS

4

Jim Higdon
COMMISSIONER

April 14, 1993

Zell Miller
GOVERNOR



McDuffie County
Georgia Peach Corps
835 Augusta Road
Thomson,
Georgia 30824
(706) 595-2185

Toombs County
Georgia Peach Corps
Ross P. Bowen Building
100 Courthouse Square
Post Office Box 348
Lyons,
Georgia 30436
(912) 526-9644

Mr. Michael Camunez, Program Officer
Commission on National and Community Service
529 14th Street, N.W., Suite 452
Washington, D.C. 20045

Dear Michael:

The Georgia Peach Corps has been grabbing some headlines recently, and I wanted to share these articles with you.

As you know, President Clinton met privately with several corpsmembers during his visit to Atlanta on March 19. Our corpsmembers presented him with a Peach Corps cap, sweat shirt, and tee shirt, and asked him to wear them one day on his morning jog!!

On Monday, April 5, Senator Sam Nunn visited our site in Toombs County. He visited our school renovation project, a nursing home, and an elementary school, and chatted with a number of corpsmembers about their experiences. I believe he was quite impressed with our achievements to date, and with the positive impact that service is having on both the young adults and seniors.

We were also delighted to make the New York Times quarterly insert on education, which is also attached.

We also prepared a municipal and county version of the enclosed article, using materials sent to us by the Commission. We expect the article to be published in the next issues of the Georgia municipal and county magazines. We will forward copies once they are printed.

Sincerely,

Lynn Thornton
Director

LT/bkc
Enc.

A NATIONAL DEMONSTRATION PROJECT – COMMISSION ON NATIONAL AND COMMUNITY SERVICE

The Georgia Peach Corps: The Future of National Service?

The Georgia Peach Corps, which operates in two counties in Georgia, may be the wave of the future in national service. President Bill Clinton made establishing a program of national service one of the major goals for his administration when, in his inaugural address, he challenged young Americans to give "a season of service" to their nation and community.

The most effective way to develop national service, according to a report just issued by the federal Commission on National and Community Service, is to build on existing state and local networks and avoid creating a massive federal bureaucracy. The Commission is an independent, bipartisan federal agency established by Congress in 1990 to support and enhance national and community service.

The Georgia Peach Corps is one of the programs which received funding from the Commission and is an example of local initiatives upon which a national community service network could be built. McDuffie and Toombs counties were selected as demonstration sites because both excelled in the Governor's All-Star Program, a community betterment program in which residents work together to make their cities and counties better places to live. Local governments also pledged financial and material support to the program as a necessity for the corps locating in their counties.

Each corps has 60 participants: 50 young adults between the ages of 17 and 25, and 10 senior citizens. These corpsmembers spend four days a week on community service projects selected through the All-Star process. The Peach Corps-All Star Steering Committee, a group of both the All-Star chairpersons and other residents of the community-at-large, further refine projects for the corps. Typical projects being undertaken are: renovating an abandoned school for corps headquarters and to provide additional classroom space for the board of education; assisting with Meals on Wheels and doing chores for the home-bound elderly; running an after-school program for latch-key children; and mentoring with at-risk middle school students.

Corpsmembers also spend one day a week on educational and training endeavors, working on getting their GED or studying for the the SAT, and doing life skills and career planning activities.

In exchange for their services, corpsmembers receive a minimum wage and, upon completion of one year of service, young adults also receive a \$5,000 voucher for use in pursuing post-secondary education.

The report of the Commission on National and Community Service, entitled **What You Can Do For Your Country**, concludes that any new federally-funded program should strengthen and expand, not replace, the existing state and local service corps programs. The federal role, according to the report, should be to set program standards and provide seed money. The Commission's recommendations are designed with the goal of fostering a national network of community service that will make service -- voluntary, direct, personal

involvement with the country's most pressing social needs and challenges -- part of the fabric of every American's life.

Among the major recommendations of the Commission are:

- **National service need not and should not create a massive federal bureaucracy. The federal role should be to support, not to control.** "A network of diverse, locally-based programs would respond to America's great variety of needs and circumstances and to the variety of capabilities and interests of prospective volunteers better than a single federal program ever could," says the report.

A major component of the Georgia Peach Corps is its use of a local committee to ensure that projects are selected locally, by residents, so that local needs are identified and met. The state Department of Community Affairs acts in a supportive capacity, administering payroll, budget, and federal grant requirements, but has no role in selecting projects to be undertaken.

- **National service is much more than a device for paying for college. While national service is linked to student aid and could help some afford higher education, it should also provide opportunities for a range of participants.**

Georgia's Peach Corps accomplishes this goal by providing service opportunities for senior citizens and non-participant volunteers, and through linkages with the Serve America and Cities in Schools programs in local schools.

- **Participants should provide needed services not otherwise provided, so they would not displace currently employed workers.** Most participants would work in the areas of education, human services, public safety and the environment. "Numerous studies suggest that there are enough useful service assignments in these areas to busy more than 3 million full-time servers," says the report.

The Georgia Peach Corps undertakes service projects in three areas: public works, education, and human services. While having been in operation only since February 1, 1993, all indications are that there will be more than enough useful service assignments to keep participants busy for quite some time!

- **The federal government should fund only a portion of each program.** "Requiring that some funds come from local communities would ensure that they would become stakeholders," says the report.

In Georgia, the Department of Community Affairs is making a significant in-kind contribution to the program by handling all administrative aspects. One criteria for participation on the part of counties and cities was their willingness to provide financial, in-kind, and transportation support for the Peach Corps. Both businesses and individuals at each site are contributing goods and money to the program. A major goal of the Corps is to reach a level of self-sustainability.

- **Participation in national service should be voluntary rather than mandatory. Requiring young people to participate in national service would be counterproductive.** "Participants are likely to be most committed and effective when they have made a positive decision to volunteer," says the report. "If they don't want to do it, their involvement will be wasteful and rebellious."

And in fact, competition has been keen to get a slot in the Georgia Peach Corps: both sites received applications from twice as many people as they could handle in the program.

The Commission believes that it may be feasible to expand the number of full-time national service opportunities to approximately 100,000 in a few years. A nationwide network of 100,000 full time participants might entail an annual federal cost of less than \$2 billion. The annual federal cost in these areas is already \$300 million.

The National and Community Service Act, sponsored by Georgia Senator Sam Nunn, also funds the Serve America program in grades K through 12, through which 15 Georgia school and associated programs have been funded; a higher education service program which has funded Clark Atlanta's service program; and demonstration programs in seven other states across the nation.

For more information, call Lynn Thornton, State Director, Georgia Peach Corps, Georgia Department of Community Affairs, 404-656-3836.

Education Life

BLACKBOARD

New Georgia Peach: A Volunteer Corps

ONE of the first government-financed projects to combine community service with educational rewards was launched in Georgia in February. Called the Peach Corps, it employs 100 youths ages 17 to 25 who are working at minimum wage with 20 older men and women on selected public works and human-service projects in two rural counties.

The younger corps members who complete a year of service will earn \$5,000 in credit toward tuition costs at any higher education institution nationwide. Half the credits will be paid by the Federal Government, the other half by the state. The older participants will benefit from an existing state program that enables them to attend any state school free of charge.

The three-year pilot program, created by the Georgia Department of Community Affairs, is financed with a grant of \$2.3 million by the National and Community Service Act. The program is to be expanded and replicated in other rural areas nationally if it works, said the corps' director, Lynn Thornton.

Ms. Thornton said the key was local participation. Corps members and crew leaders are recruited from the communities they serve; every project has been identified by community leaders as a pressing need. For example, citizens in Thomson, Ga., population 6,900, asked

the corps to help landscape deteriorated parks and cemeteries, institute a 911 emergency system, mentor troubled youths and tutor inmates at the McDuffie County Jail.

"I want to give the good part of me that can help pull this community out of the hole," said Donald Neal, a 24-year-old volunteer who was training to be a mortician before joining the Peach Corps. Mr. Neal, who is black and describes himself as upper-middle-class, says tutoring and mentoring poor black children from a local middle school has prompted him to consider social work or a "healing profession."

Anna Surowitz, a 76-year-old corps member, spent most of her life as a sewing-machine operator in a bra and girdle factory and says she joined the program primarily for the money. Recently, however, she admitted: "My days used to drag. Now time just flies, and I'm starting to have some hope for the young people."

Ms. Thornton says the program differs from other service projects by emphasizing intergenerational cooperation and socioeconomic diversity. "We're trying to revive an old idea that goes back to Thomas Jefferson and F.D.R.," she said, "that you can't just be a taker, that everyone owes something back to their community."

Jill Jordan Sieder



Alan S. Wexler for The New York Times

Peach Corps workers landscaping a cemetery in Thomson, Ga.

SPORTS FINAL

MASTERS GOLF

Proud papa wins again



AMY SANCETTA / Associated Press

Bernhard Langer clasps his 9-month-old daughter, Christina, on Sunday at Augusta National Golf Club after winning the prestigious Masters golf tournament for the second time. Full coverage in **Sports, Section C.**

Serbs ridicule NATO air shield

Flights over Bosnia start today

ASSOCIATED PRESS

Sarajevo, Bosnia-Herzegovina — Hours before NATO planes were to begin patrolling Bosnian skies, the defiant commander of rebel Serbs said Sunday that the Western alliance has "no chance" of stopping his forces.

Gen. Ratko Mladic, his troops poised to grab more Muslim territory, branded NATO's plan to enforce a U.N.-imposed no-fly zone over Bosnia a prelude for the use of Western air power against the Serbs.

But he and a top Croatian general agreed that the enforcement of the flight ban, to begin today, would have little immediate military effect. Most of the Serb military campaign has been fought by ground troops.

Nearly 60 Dutch, French and U.S. warplanes at an Italian base and on aircraft carriers in the Adriatic Sea are to start enforcing the flight ban today at 2 p.m. (8 a.m. EDT).

The operation is the first time the North Atlantic Treaty Organization has projected military might outside alliance territory since its founding in 1949.

Bells rang in Sarajevo's Roman Catholic cathedrals, and candles of hope were lit, but Easter Sunday brought little respite in the war. Of Bosnia's people, only the primarily Catholic Croats celebrate a Western-style Easter. The Serbs are preparing for their Orthodox Easter celebration Sunday.

Pope John Paul II, in his Easter message, called the Bosnian war "an atrocious drama."

Angered by the planned NATO patrols and last week's discovery of ammunition hidden aboard a U.N. aid convoy, the Serbs have shown increasing disdain for international peace efforts.

President Clinton's envoy to Yugoslavia, Reginald Bartholomew, was due late Sunday in neighboring Croatia.

He was to fly today to Sarajevo, where the U.N. humanitarian airlift to besieged residents remained suspended after Serb fighters moved anti-aircraft artillery near the airport.

As tensions continued to rise, U.N. officials canceled an aid convoy scheduled for today to Muslims in Srebrenica, an eastern Bosnian town ringed by General Mladic's troops.

Eight people were killed and 24 wounded across Bosnia during a 24-hour period ending at midday, officials said Sunday.

Citing the continuing clashes, a Bosnian government statement said military commander Gen. Sefer Halilovic would not attend talks today at Sarajevo airport with General Mladic, as the Serb general had requested.



WALTER STRICKLIN / Staff

Tara Parks of the Georgia Peach Corps works on a building in Lyons.

Georgia corps sets pace for U.S. plan

Youth service program offers hope to students

By **Don O'Briant**
STAFF WRITER

Lyons, Ga. — When Tara Parks joined the fledgling Georgia Peach Corps two months ago as a way of financing her education, she had no idea that she would be digging ditches — and liking it.

"I don't mind the work at all," said Ms. Parks, 22, standing knee-deep in a trench, shoveling broken pieces of pipe. "At least I'm getting money to continue my education and helping others too."

Corps: Students are drawn by sense of service, job training and tuition

She and 99 other young people are part of a new Georgia program that is a model for President Clinton's National Youth Service plan. Backed by Democratic Sen. Sam Nunn and funded by a \$2.3 million grant from the Commission on National and Community Service, the state program is one of eight being tested nationally. It is offered only in Toombs County in southeast Georgia and McDuffie County near Augusta.

Mr. Clinton's plan, subject to congressional approval, would begin with a 1,000-student pilot project this summer and expand to 100,000 by 1997. College students would pay off tuition debts as teachers or police officers, or by working with the homeless.

The Georgia Peach Corps operates similarly, but its ranks include more than college students.

"We have every background," said Toombs County education coordinator Hope Manuel. "Our only goal is to match the demographics of the community, not just age and race and gender, but economic background too."

Members are paid \$4.25 an hour, and at the end of a year those qualified will be given \$5,000 in educational benefits for college, trade school or apprenticeship. In addition to the 100 young people ranging in age from 17 to 25, the Peach Corps offers positions for 20 adults over age 60. Senior members get no scholarships, but most say they welcome the job as an antidote to boredom.

"I just decided I wanted to do something else," said Reuben Gamble, 64, a retired microbiologist who has been working with first-graders at

Please see CORPS, A6 ▶

▶ Continued from A1

Dickerson Elementary School. "The first day, I thought some of them were in it just for the money. But their whole attitude has changed. They're taking it very seriously."

The corps is divided into groups that work roughly four months in rotations ranging from construction to assisting nursing home patients. One day a week is spent on academic training, such as preparation for the Scholastic Assessment Test for college and the General Equivalency Diploma (GED) test for high school dropouts. Other classes cover topics from balancing a checkbook to practicing safe sex.

The most important lesson may be that there is still hope.

Before joining the Peach Corps, Tim Beck, 20, had been in trouble with the law and was unemployed. "Maybe this will help me straighten out my life," he said.

Corps members provide services such as renovating an abandoned school building, helping disabled citizens and building a hiking trail. In McDuffie County, members are working on a cemetery expansion, park landscaping, fire station repairs and a theater renovation.

Public works statewide

Site coordinator Lynn Spring said each project is selected after approval by a local citizens' advisory committee.

"In all of our projects we make sure we are not displacing workers," she said. "Right now, we do not charge a fee for service, but eventually we hope to do so in order to become self-sustaining."

The Peach Corps is unusual because it offers an educational stipend, but two other youth service groups in Georgia provide job training and a sense of citi-



WALTER STRICKLIN / Staff

Gwenice Copeland (left) and Toni Corbin, helping renovate a building in Lyons, Ga., are part of a program that serves as a model for President Clinton's National Youth Service plan.

zenship through public works programs.

On the coast, members of the Chatham-Savannah Youth Futures Authority rehabilitate historic inner-city houses, plant trees, improve playgrounds and parks, and work as volunteers at day-care centers and nursing homes.

The Greater Atlanta Conservation Corps, launched seven years ago, operates as a kind of urban Peace Corps. Based on the notion that young adults have a responsibility to serve their country in some way, the corps trains high school dropouts and unemployed youths to perform needed community work.

Atlanta Conservation Corps Director Karan Wood, who is

Peach Corps
Two Georgia counties picked for unusual community service project



helping the Peach Corps get off the ground, said there is no doubt that such programs work.

100,000 students may work for aid

WASHINGTON BUREAU

Washington — President Clinton plans to submit a national service program to Congress this spring. Many of the details have yet to be worked out, but as it now stands, the plan will:

- ▶ Provide financial support for education or training of young people who serve a year or two in low-paying public service jobs.
- ▶ Cost \$7.5 billion over four years.
- ▶ Involve 100,000 people over four years.
- ▶ Simplify and lower the \$4 billion annual cost of other student aid programs.

Cost \$7.5 billion over four years.

Involve 100,000 people over four years.

Simplify and lower the \$4 billion annual cost of other student aid programs.

CCC hired millions

President Clinton's plan for a cadre of youth in service to America is rooted in President Franklin D. Roosevelt's Civilian Conservation Corps. From 1933 to 1942, almost 3 million young men worked to build state and national parks, earn a decent wage and learn new skills. Sixty years later, they will be coming from all over the South for a regional reunion May 7-9 in Chattanooga, Tenn. For information, call (706) 866-8065.

didn't want to play bingo and checkers at first, but after we started giving prizes, now they beat us getting to the game room."

Participants are paid \$4.25 an hour, and at the end of a year those who qualify will be given \$5,000 in educational benefits for college, trade school or apprenticeship. Youths range in age from 17 to 25.

Not everyone is sold on the value of such programs because of the expense, and those who support them caution against unrealistic expectations.

"Before investing heavily in a new program that could cost billions and enroll up to a million young people, it is important to examine what is expected," said Suzanne Goldsmith, director of the American Alliance for Rights and Responsibilities in Washington, D.C.

"Proponents have found their most compelling argument is the idea that service can have a transformative effect on youth," said Ms. Goldsmith. "But the dream of a quick fix for social pathologies and problems that begin in early childhood is wishful thinking. National service is a good idea with many positive benefits. But if we decide that its primary goal is saving souls, we are setting the program up for failure."

Peach Corps members meet President Clinton

By Melissa Wells
Editor in Chief

Two Georgia Peach Corps members from Thomson had the opportunity to meet President Bill Clinton Friday.

The two were told by coordinator David Moore that they were to travel to Atlanta to meet some dignitaries, but Anna Surowitz and Andre' Neal had no idea they would be meeting the president. Well, almost no idea. Neal said he suspected something was up and had heard on the news the night before that the president would be in Atlanta to tour a child care facility. When they left headquarters in Thomson that morning Moore gave them both an envelop with instructions to open it at 9 a.m., about halfway to Atlanta. "We were thrilled and we were honored," said Mrs. Surowitz.

Mrs. Surowitz and Neal joined two others from the Vidallia Peach Corps at the Department of

Community Affairs office in downtown Atlanta. They were on the 14th floor and had a bird's eye view of the presidential entourage and security measures as Clinton arrived to visit the neighboring child care center. Mrs. Surowitz said she was impressed that Clinton got out to talk to a group of demonstrators protesting the construction of an incinerator in Ohio.

Neal and another Peach Corps member from Vidallia were selected to present President Clinton with a t-shirt, sweat shirt and ball cap. The group met the president in the hallway of the office building.

"He told us to go for it and congratulated us and shook our hands," said Mrs. Surowitz. He is a charming man, full of personality."

In presenting the Peach Corps items, Neal told the president that he would like to see him wearing it on one of his morning jogs. President Clinton told Neal that



ANNA SUROWITZ

he would like to come to McDuffie County to observe the local Peach Corps in action.

"He told me to keep up the good work and to succeed at what I wanted to accomplish in life," Neal said. Neal wants to be a state patrol officer.

The Peach Corps members also



ANDRE' NEAL

had the opportunity to meet other dignitaries including U.S. Rep. Don Johnson, Atlanta Mayor Maynard Jackson and Gov. Zell Miller.

Mrs. Surowitz said meeting our president was one of the most memorable events of her life. "I'm an old jaded woman, but still I was thrilled," she said.

Peach Corps members take oath at capitol

By Melissa Wells
Editor in Chief

McDuffie County's 55 Peach Corps members were sworn in on the steps of the State Capitol Monday in a ceremony conducted by Gov. Zell Miller, United States Sen. Sam Nunn and other dignitaries.

The Valdosta Peach Corps joined local corps members in

See related stories pages 2-3A

making the public commitment to one year of service. As the governor came out, the Valdosta and McDuffie corps shouted their military-style countdown and chant.

After the governor addressed the group on the interior steps of the state capitol, he introduced

Continued on page 2A



THE MCDUFFIE COUNTY PEACH CORPS DEBUTS

PHOTO BY TOM CHEESTER

Peach Corps member from McDuffie County and Valdosta joined Monday to take their oath on the interior steps of the state capitol. (l-r) Sen. Paul Coverdell, Sen. Sam Nunn and Gov. Zell Miller were among the dignitaries present for the ceremony.

February 10, 1993
Page 1

Corps takes oath

Continued from page 1A

Sen. Sam Nunn who was instrumental in developing this national service program. Also speaking at the ceremony was newly elected Sen. Paul Coverdell, a former director of the Peace Corps, and John Sibley, director of the state advisory board for community service. He read a letter from President Bill Clinton to the governor and Peach Corps members. Then the governor conducted the swearing in ceremony for all of the Peach Corps members.

The Valdosta Peach Corps presented dignitaries with a Peach Corps t-shirt and the McDuffie Corps presented them with a ball cap. All of the officials signed the Peach Corps commitment board which will be brought back to Thomson to hang at the Depot during the year.

Local site coordinator David Moore said the event was well covered by Atlanta media, including CNN. Corps members were interviewed after the ceremony and there was a time for them to meet and shake hands with the dignitaries.

"It was a very successful day," Moore said. "We got to meet the senator and governor and to shake a lot of hands. Everyone enjoyed talking to them."

Afterwards, the group took a tour of the state capitol, went to the Martin Luther King Jr. Center and took a drive-by tour of some homes built by Habitat for Humanity.

Local Peach Corps to go national

by Jennifer Whitaker
Staff Reporter

Thomson-McDuffie County has made national news. That's right, Thomson's own Peach Corps was filmed in action Thursday, Feb. 11, by national news network CNN based in Atlanta.

Peach Corps site coordinator David Moore said that CNN was one of the many television crews that were present on Monday, Feb. 8, for the corps swearing-in ceremony at the state capital in Atlanta.

He said that from there, someone from CNN asked if more footage could be taped and a story be put together about the Peach Corps for CNN and Head-

line News, a specialty of CNN. Moore said that CNN arrived in Thomson Thursday at approximately 10 a.m. and had a full schedule of stops to film the various Peach Corps volunteers in action.

"We have a very tight schedule with lots of stops so they can get enough film footage. I told them we may not even have time to eat lunch," Moore said.

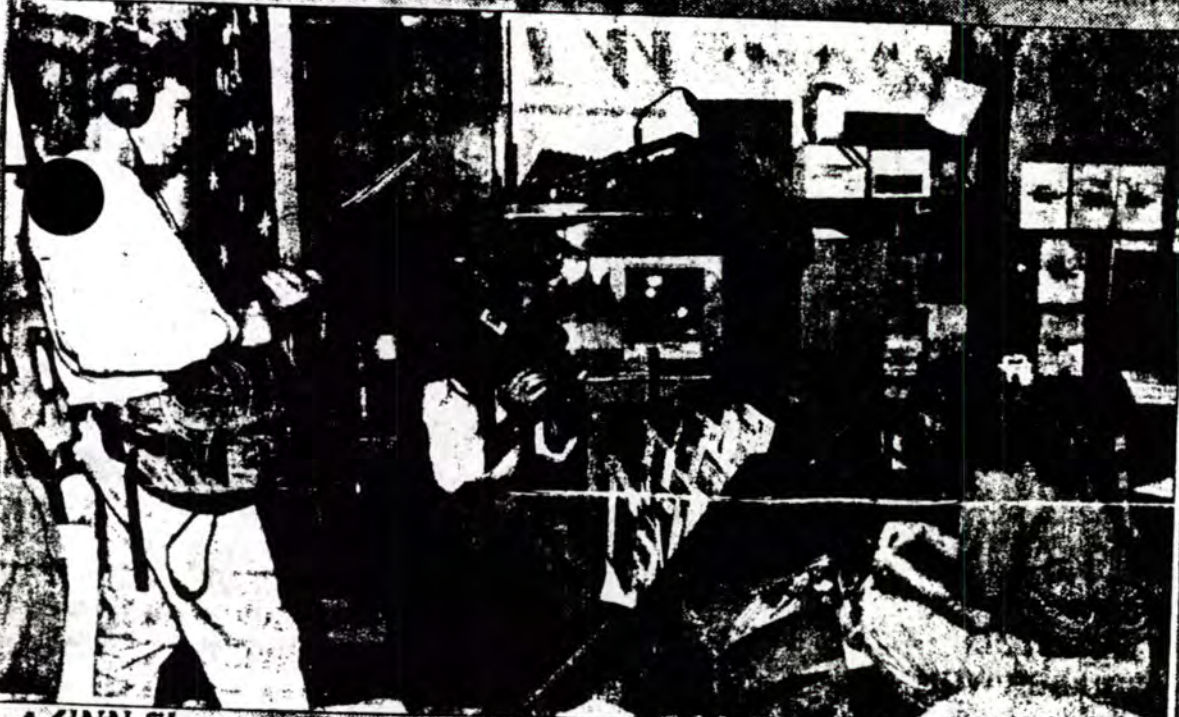
The first stop of the day was at an elderly woman's residence, where corps members will regularly come to check on her and see if they can help in any way.

Some of the things members may help the elderly with are household duties, such as taking out the trash and work, reading books or newspapers to them or just providing them with some companionship.

Other stops included Peach Corps members at work in several of the area schools, including Thomson Elementary School, Fourth Middle School and Deane Elementary School, working in playgrounds at Westview Community and helping with an adult day care program.

Moore said he was very excited that so much attention was being given to the corps and Thomson. He also said that the CNN film crew had told him that someone from the White House had already called CNN to find out when they were to be aired.

Someone from the White House had even called to find out



A CNN film crew with Christie Small

CNN...

(Continued from Page 1)

when it will air. President Clinton is very big on this kind of thing. It's exciting to know that he's interested in Georgia's Peach Corps," Moore said.

Because news changes from minute to minute and day to day, an exact time that the story will air on CNN is not certain, but Moore said it is tentatively scheduled for late afternoon or Monday evening.

He also said that the corps will be featured again on CNN with a follow-up story probably in two or three months.



Hard at Work

Peach Corps worker Bo Carson is hard at work at the Westview Cemetery clearing an area for the city that will be a part of the cemetery's expansion. The public works crew of the corps spent approximately four days last week hard at work.

Progress Photo by Jennifer Whitaker

LEVEL 1 - 4 OF 4 STORIES

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The Atlanta Journal and Constitution

February 9, 1993

SECTION: LOCAL NEWS; Section A; Page 1

LENGTH: 311 words

HEADLINE: Job service plan tried in Georgia Helpers sign up in two counties

BYLINE: By Julie K. Miller STAFF WRITER

KEYWORD: georgia; employment; counties

BODY:

A groundbreaking job service program - part of a national test project - has been launched in two rural Georgia counties with a pledge to tackle economic and social problems facing the country.

About 120 residents of Toombs and McDuffie counties met at the Capitol Monday and took an oath to serve in the Georgia Peach Corps - a task U.S. Sen. Sam Nunn said will help address the "unmet social needs in our country."

Jane Degrado, a mother of two and a high school dropout, thinks the federal money flowing into her rural community will help change lives.

"If I can keep one teenager from getting pregnant and make sure that one girl gets an education, then I will have done my part," said the 23-year-old Thomson woman.

The Peach Corps is part of a new national job service program pushed by Mr. Nunn. It will address such issues as adult literacy, housing rehabilitation and health care. The project is also being tested in Oklahoma, Maryland, New Jersey, Boston, Pennsylvania, the Seneca Indian Nation in New York and in the Delta Corps - Louisiana, Arkansas and Mississippi.

In Georgia, it is composed of 100 people between the ages of 17 and 25 plus another 20 over the age of 60 and is funded by a \$ 2.3 million federal grant from the Commission on National and Community Service.

Participants will be paid a subsistence salary roughly equivalent to minimum wage for four days of service work and one day of study each week. When the year is over, younger members will get \$ 5,000 to help further their education.

"That's the grabber," said David Cato, 21, of Thomson, who will take a year off from classes at Augusta College to work with the disabled, renovate an elementary school and tutor latchkey kids.

NOT Map: Georgia with McDuffie and Toombs counties highlighted as location of Peach Corps unusual community service projects.

STAFF

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Divider Title: _____

**UNCF Speech - Atlanta, GA
Stouffer Concourse 12 p.m.**

October 5, 1993

Meeting with United Negro College Fund presidents

DATE: October 7, 1993
TIME: 12:30 - 1:45
LOCATION: Stouffer Concourse Hotel
From: Susan Stroud

I. PURPOSE

To meet with the presidents of the United Negro College Fund at their semi-annual meeting to discuss the national service legislation.

Format: 12:30-1:00 lunch buffet line
1:00 Bill Gray introduces Johnnetta Cole; Johnnetta Cole introduces Eli
1:05-1:15 video
1:15-1:30 Eli's comments
1:30-1:45 Q&A facilitated by Johnnetta Cole

Sec. Riley will address the UNCF presidents and a larger audience at the King Chapel at Morehouse College at 11:00. I will have a copy of his remarks. Terry Peterson and I agreed that each of you should reference the other's remarks. The Secretary will include service in his remarks; you should reference education as one priority and the Secretary's support.

II. BACKGROUND

UNCF presidents were not supportive of the legislation, believing that funding for national service directly competes with funding for financial aid. You met with Bill Gray several months ago; Jack met with Bill Gray at an earlier point; Susan met with the lobbyist and government affairs person at UNCF.

You have met with several UNCF presidents: Johnnetta Cole, Norman Francis, and Delores Cross.

III. PARTICIPANTS

Bill Gray, President, UNCF
UNCF staff
UNCF presidents (see attached list)
ONS staff

IV. REMARKS

This is an important meeting because the lack of support or resistance to national service would continue to be a political embarrassment. If they can be persuaded that national service funding does not compete with financial aid, then the common ground to build a relationship on is very firm. Black colleges and universities have strong traditions of serving their communities and talented and needy Black students.



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF POSTSECONDARY EDUCATION

MEMORANDUM

October 5, 1993

TO: Eli Segal
Susan Stroud

FR: Paul Jamieson *Paul Jamieson*

RE: Briefing material for meeting with UNCF

FY 1994 BUDGET

As you may be aware, Congress is considering the appropriation for the Department's FY 1994 budget. Both the full House and Senate have passed their respective Committee's versions of the bill, and conference negotiations are occurring this afternoon (Tuesday). We will be sure to let you know the outcomes as soon as they are available.

The 1995 budget is still being developed, so we cannot give out any but the most general information regarding the President's commitment to expanding educational opportunity.

SPECIFIC ISSUES

At a meeting with Secretary Riley toward the end of the summer, UNCF raised the following issues as important agenda items for historically black colleges and universities (HBCUs):

Pell Grants As you know, UNCF's position on national service has been fed by the perception of a conflict between funding for Pell grants and national service. As you have said in the past, I think you ought to say that the Administration's 93 Supplemental and 94 budget request demonstrated our commitment to the financial integrity of the Pell grant program and keeping the maximum award at \$2300, even with increased numbers of students. Now and in the future, Pell grants will remain the cornerstone of financial aid for low income students.

Campus Based Aid The Department's FY 94 budget does include a \$200 million overall cut in the campus based programs (Supplemental Education Opportunity Grants, Work Study and Perkins loans). The campus-based aid is likely to be less of an issue because the House and Senate Committee versions restored most of what the Administration proposed cutting. Without making any promises, you can also emphasize that national service can mean great things for the HBCUs, many of whom have been operating successful model community service programs on their campuses for decades.

State Postsecondary Review Entity (SPRE) In an attempt to get a handle on unscrupulous and financially unsound schools with high default rates, poor job placement records, and sloppy management, the Department is proposing giving the state review boards (authorized in the 1992

Amendments) increased funding and authority to sanction schools in their state. HBCUs are vehemently opposed to this proposal for two reasons. First, they often have high default rates and low job placement statistics, even for their graduates. Since one criterion used is the percentage of people in default (instead of the gross dollar amount), HBCUs feel that such a policy discriminates against black colleges, whose purpose it is to serve low income students "at risk" of defaulting on their loans. Second, many HBCUs (particularly in the South) have traditionally had an adversarial relationship with state governments and have been able to appeal to the federal government for help. Under this proposal, HBCUs could not easily bypass these state review boards. One positive thing you can point out is the Department would support a continuation of the current waiver from penalties for high defaults for HBCUs through 1997 (when the Higher Education Act is reauthorized).

HBCU Capital Financing The capital financing proposal would use federal funds to insure a percentage of bonds issued by institutions to raise money for physical improvements on campus. The President of UNCF serves on the advisory board of the capital financing program. The Department's 94 request includes fund to cover \$375 million in bonds (\$125 million for public institutions which also receive state funding, and \$250 million for insurance for private institutions). HBCUs are very excited about this proposal.

Institute for International Public Policy Another new program, this initiative would fund an institute to conduct a program to significantly increase the numbers of African Americans and other minorities in international service. HBCU students are specifically cited as eligible recipients for the award. The Administration budget includes \$4 million for FY 1993.

Minority Teacher Recruitment The Department is requesting a slight increase for this initiative, although the House and Senate versions have kept the figure at \$2.4 million.

Direct lending The Administration's direct lending initiative will help low-income students by expanding access to postsecondary education through lower interest rates and more flexible repayment schedules. Approximately 20 HBCUs have applied to be direct lending schools.

OTHER GENERAL ISSUES

Lack of an Executive Order Traditionally incoming Presidents sign an executive order recognizing the needs of and pledging to work with HBCUs. The President has not yet signed this executive order, though we suspect it is only a procedural, not a substantive, delay.

Training and Technical Assistance You might also mention the effort to provide training and technical assistance in applying for federal grants. HBCUs feel unfairly penalized because they lack the training necessary to write a grant proposal for federal funds (from a variety of sources) You can explain that providing training and technical assistance will be a major focus of the Corporation and State Commissions.

Attached is a table of specific budgetary information regarding Education programs of interest to HBCUs.

cc: The Deputy Secretary Terry Peterson Billy Webster Hazel Mingo
Catherine LeBlanc David Longanecker

COMPARISON OF FY 93 APPROPRIATION AND FY 94 REQUEST FOR SELECT PROGRAMS IN DEPARTMENT OF EDUCATION (HIGHER EDUCATION)

The following table highlights some of the initiatives that are of concern to Historically Black Colleges and Universities (HBCUs). Figures are in thousands of dollars:

Program	FY 93 Appropriation	FY 94 Admin. Request	House Floor	Senate Floor	Notes
Pell Grants	6,188,683	6,303,566	6,303,566	6,303,566	Administration request maintains \$2300 maximum award and \$185.3 million for the shortfall
SEOG's (campus-based)	585,280	499,892	555,000	583,407	Cut will not be popular among HBCUs
Perkins Loans (campus-based)	183,520	159,037	173,000	173,000	Looks like Congress will only make a small cut.
Federal Work Study (campus-based)	616,949	526,941	586,000	616,508	Includes request that 10 percent of FWS funds be spent on community service in 94-95; technical amendment would make non federal match requirement easier for schools to meet.
State Student Incentive Grants	72,555	-----	62,800	72,429	Proposal to eliminate will not be popular with HBCUs.
HBCU Capital Financing	-----	375,000	187,500	375,000	Will be an area of dispute in conference. HBCUs pushing hard for this.
State Postsecondary Review	-----	25,000	25,000	10,000	Also likely to be discussed in detail during conference. HBCUs anxious they will be disproportionately affected.
Minority Science improvement	5,892	5,892	5,892	5,892	No change in funding.
Minority Teacher Recruitment	2,480	2,5447	2,480	2,480	Administration requesting slight increase from 93.

Program	FY 93 Appropriation	FY 94 Admin. Request	House Floor	Senate Floor	Notes
Mary McCloud Bethune Fine Arts Center	----	12,500	----	----	Despite limited budget, seen as important tribute to black leader. Senator Harkin said he liked the idea, but couldn't fit it into budget.
Federal TRIO	388,048	398,525	418,525	418,525	TRIO programs targeted toward providing supplementary education for at risk, low income students.
Howard University	194,005	192,686	192,686	192,686	Includes funds for academics, endowment, construction and research.
Urban Community Service	9,424	9,424	9,424	11,000	UCS provides grants to foster community service in low-income urban areas.
National Early Intervention	----	----	2,500	----	Modeled on Lang "I have a dream" program, this initiative would provide academic support and financial assistance to at-risk youth who stay in school.

1 Does not include \$2,023,730,000 supplemental request to eliminate the shortfall.