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# Congress of the United States

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August 18, 2003

The Honorable Kay Coles James  
Director  
Office of Personnel Management  
1900 E Street, NW, #5H09  
Washington, DC 20415

Dear Director James: *Kay*

I am writing to bring to your attention a new method for assigning agency employees to projects that should help promote both transparency and equal opportunity in the federal workforce. This system, created by an EPA employee, has been implemented at both EPA and NASA. I am informing you of this initiative in the event OPM may choose to publicize this system in other federal departments and agencies.

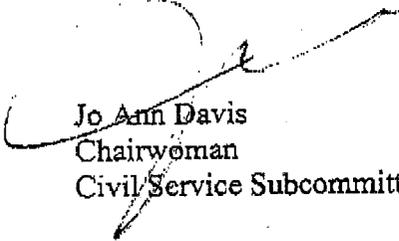
The initiative is entitled "Project Announcement Visibility Effort" (PAVE), and was originally developed by Mr. Tyrone Aiken, an EPA Project Manager. PAVE consists of ongoing postings of short and long-term work project announcements that every eligible employee may access and review for possible application. New project opportunities are thus posted in the same manner as a job vacancy, increasing career-enhancement prospects for a greater number of employees. According to the attached information from the NASA Career Management Office regarding its implementation of PAVE, the initiative also promotes a diversity of ideas, as well as opportunities for individuals to assume more responsibility and have more prospects for promotion.

If you would like more information about this initiative, I encourage your staff to contact Mr. Aiken at 703-308-5480. I hope this information will be of assistance to you in your efforts.

The Honorable Kay Coles James  
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August 18, 2003

With kind regards, I remain

Sincerely,



Jo Ann Davis  
Chairwoman  
Civil Service Subcommittee

JAD:vmx

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INDEPENDENT

August 18, 2003

The Honorable Joshua B. Bolten  
Director  
The Office of Management and Budget  
725 17<sup>th</sup> Street, NW  
Washington, DC 20503

Dear Director Bolten:

I am writing to bring to your attention a new method for assigning agency employees to projects that should help promote both transparency and equal opportunity in the federal workforce. This system, created by an EPA employee, has been implemented at both EPA and NASA. I am informing you of this initiative in the event OMB may choose to publicize this system in other federal departments and agencies.

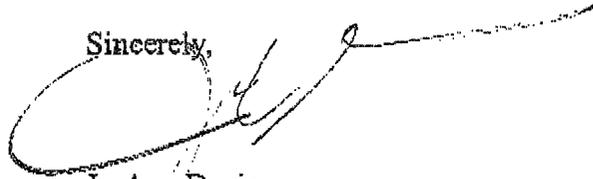
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The Honorable Joshua B. Bolten  
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With kind regards, I remain

Sincerely,

A handwritten signature in black ink, appearing to read 'Jo Ann Davis', with a long horizontal flourish extending to the right.

Jo Ann Davis  
Chairwoman  
Civil Service Subcommittee

JAD:vmx