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001a. calendar	VP calendar re: March 1996 [partial] (1 page)	03/07/1996	P3/b(3)
001b. calendar	VP calendar re: April 1996 [partial] (1 page)	03/07/1996	b(6)
001c. calendar	VP calendar re: June 1996 [partial] (1 page)	03/07/1996	b(6)
001d. calendar	VP calendar re: July 1996 [partial] (1 page)	03/07/1996	b(6)
001e. calendar	VP calendar re: August 1996 [partial] (1 page)	03/07/1996	b(6)
002a. calendar	VP calendar re: April 1996 [partial] (1 page)	04/08/1996	b(6)
002b. calendar	VP calendar re: June 1996 [partial] (1 page)	04/08/1996	b(6)
003. list	re: Contact Information, Memorials and Funeral Services [partial] (1 page)	n.d.	P3/b(3)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

Racheal Carter
2014-0046-S
rc1433

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

CHIEFS OF STAFF BREAKFAST

March 12, 1996

MATERIALS

- I. Alice Rivlin Memorandum on Continuing Resolution**
- II. Administration Review of Affirmative Action**
- III. Justice Department Memorandum on Affirmative Action**
- IV. *New York Times*, *Washington Times* and *Washington Post* articles on Affirmative Action**
- V. Memorandum from Jack Quinn on Remarks at Non-Campaign Events**
- VI. Memorandum from Kitty Higgins on Surrogate Scheduling**
- VII. President's Block Calendar**
- VIII. Vice President's Block Calendar**
- IX. Talking Points**
 - **Economy**
 - **8 Million New Jobs**
 - **Environment**
 - **Safe and Drug Free Communities and Schools**

THE WHITE HOUSE

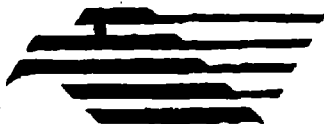
WASHINGTON

CHIEFS OF STAFF BREAKFAST

March 12, 1996

AGENDA

- | | | |
|-------------|---|---|
| I. | Introduction | Kitty Higgins |
| II. | Middle East Update | William Burns |
| III. | Affirmative Action Update | Marvin Krislov/Kumiki Gibson |
| IV. | Olympic Coins | Phillip Diehl |
| V. | Budget Issues/Legislative Update | Jack Lew/Larry Haas
Barbara Chow |

**Interagency Council on the Homeless****INTERAGENCY COUNCIL ON THE HOMELESS
FULL COUNCIL MEETING**

**ROOM 615-F (STONEHENGE ROOM)
DEPARTMENT OF HEALTH AND HUMAN SERVICES
HUBERT H. HUMPHREY BUILDING
200 INDEPENDENCE AVENUE, SW
WEDNESDAY, MARCH 13, 1996
10:00 A.M.**

AGENDA

- | | |
|--|--|
| A. WELCOME | Secretary Shalala |
| B. OPENING REMARKS | Secretary Cisneros
Secretary Jesse Brown
Mrs. Gore |
| C. DISCUSSION OF INTERAGENCY ACTIVITIES
TO ASSIST HOMELESS PERSONS WITH
MULTIPLE DIAGNOSES AND REPORT
ON THE ACCESS PROGRAM | Secretary Shalala
Secretary Cisneros |
| D. INFORMATION ITEMS AND
UPDATES FROM MEMBER AGENCIES: | |
| National Survey of Homeless
Assistance Providers and Clients | Census Bureau |
| Establishment of Task Force on
Homeless Veterans | VA |
| Oct. 26 Meeting with Public
Interest Groups and Homeless
Assistance Providers | DPC Staff |
| Results of Interactive Forums
on Rural Homelessness | USDA |
| Implementation of Base Closure/
Homeless Assistance Act | DoD |
| E. FY 1996/1997 HOMELESS ASSISTANCE
BUDGET UPDATE | OMB <i>Wb?</i> |
| F. AGENCY COMMENTS | |
| G. ADJOURNMENT | |



Interagency Council on the Homeless

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ADMINISTRATION REVIEW OF AFFIRMATIVE ACTION

March 8, 1996

- In July 1995, the President asked the Justice Department to review federal affirmative programs to ensure their constitutionality under the standards established in the Supreme Court's Adarand decision, as well as their effectiveness, and fairness.
- The Justice Department has been working hard to ensure that these programs (which include employment initiatives, procurement efforts, and grant programs) satisfy the Adarand standards -- namely, that they are narrowly tailored to meet a compelling interest.
- Articles in the New York Times and Washington Post in past days have discussed the Justice Department review of procurement programs. Needless to say, these articles did not convey an entirely accurate picture.
- After reviewing the legislative history of the procurement programs, as well as economic and statistical data, the Justice Department has determined that there still exists a compelling interest for federal procurement programs that benefit disadvantaged minority businesses.
- The remaining issue involves how to tailor these programs to ensure effectiveness and fairness.
- To that end, the Justice Department, in conjunction with an inter-agency working group, has been developing proposed reforms of affirmative action in federal procurement.
- While the proposed reforms would change the administration of those programs, they would not eliminate them.
- The proposal addresses race-based affirmative action measures in federal procurement that target assistance to minority-owned businesses through programs that aid small firms that are owned by socially and economically disadvantaged individuals ("SDB's"). The proposal is designed to ensure that such programs comport with Adarand.
- The Justice Department has reviewed the SBA's 8(a) program, which is a targeted business development program. Pursuant to that program, some federal contracts are reserved for participating disadvantaged businesses. The Department currently is defending the 8(a) program in litigation brought since Adarand. The proposed reforms do not directly address possible modifications

to the 8(a) program. However, through application of the "benchmark" limitations discussed below, the proposal would affect the ways agencies use 8(a).

PROPOSED REFORM OF AFFIRMATIVE ACTION IN FEDERAL PROCUREMENT

I. CERTIFICATION AND ELIGIBILITY

- SDB programs assist small firms owned by individuals that are disadvantaged socially (subjected to racial or cultural bias), and economically (that bias has led to decreased economic opportunities compared to others). Applicants to these programs will be required to submit a form to the procuring agency verifying their eligibility.
- Members of designated racial and national origin groups presently are presumed by statute to be socially and economically disadvantaged. The proposal does not affect those presumptions. Under the proposal, nonminority applicants may establish by a preponderance of evidence -- instead of the current clear and convincing standard -- that they are socially and economically disadvantaged. This change will open SDB participation to more women and nonminorities.
- All applicants to SDB programs will be required to submit a certification from an SBA approved organization verifying that the individuals claiming disadvantage own and control the company as defined by SBA regulations.

II. USE OF RACE-NEUTRAL MECHANISMS

- Agencies will be required to maximize the use of technical assistance, outreach, and other race neutral means to increase minority opportunity and participation in federal procurement, thereby decreasing reliance on race-based mechanisms.

III. ESTABLISHMENT OF BENCHMARK LIMITATIONS

- In order to ensure that race-conscious procurement is not used unnecessarily, benchmarks will be developed for each industry in which the government contracts. Benchmarks will seek to measure the level of minority contracting that would exist absent the effects of discrimination.
- Benchmarks will be calculated by combining the availability of minority firms in the industry (using census figures) with an adjustment for the amount that discrimination has suppressed that availability (using a regression analysis similar to that used in employment discrimination cases).

IV. APPLICATION OF BENCHMARK LIMITATIONS

- Where minority participation falls below the benchmark, a price or evaluation credit will be authorized for the evaluation of bids by SDBs and prime contractors who commit to subcontract with SDBs.
- When SDB participation exceeds the benchmark, the Office of Federal Procurement Policy will lower or suspend the use of the credit. When that occurs, the SBA concurrently will limit the use of the 8(a) program in that industry by limiting entry, speeding graduation, or limiting the number of 8(a) awards in the industry.
- As a result of the post-Adarand review of affirmative action that the President directed, last October, the Department of Defense suspended an SDB set-aside program -- known as "The Rule of Two" -- that it operated. At present, aside from use of the 8(a) program, no agency is using SDB set-asides. The proposal would establish a three-year moratorium on the use of SDB set-asides, while permitting continued use of the mechanisms available under the 8(a) program (subject to application of the benchmark limitations).



U. S. Department of Justice

Office of the Associate Attorney General

The Associate Attorney General

Washington, D.C. 20530

February 29, 1996

MEMORANDUM TO GENERAL COUNSELS

From: John R. Schmidt

TRS

Re: **Post-Adarand Guidance on Affirmative Action in Federal Employment**

I. Introduction.

In Adarand Constructors, Inc. v. Peña, 115 S. Ct. 2097 (1995), the Supreme Court held that federal affirmative action programs that use racial and ethnic criteria as a basis for decisionmaking are subject to strict judicial scrutiny. Under strict scrutiny, such programs must serve a compelling governmental interest and must be narrowly tailored to serve that interest.

On June 28, the Justice Department's Office of Legal Counsel (OLC) issued preliminary legal guidance on the implementation of Adarand. As indicated in the OLC memorandum, although Adarand was a challenge to a Department of Transportation contracting program, its holding applies to race-based decisionmaking in all areas of federal activity, including employment.

The purpose of this memorandum is to provide guidance on the use of affirmative action in federal employment. In order to assure that race is used in a manner consistent with Adarand principles, each agency will be expected to utilize this guidance, and communicate it as necessary throughout the agency.

A number of overarching points merit attention at the outset. First, the federal government is firmly committed to fair employment practices that open opportunities to all Americans. It is also committed to ensuring that its workforce draws on the full range of the nation's talent. Affirmative action efforts can advance those vital objectives. Thus, to the extent that they comport with Adarand, such efforts should be continued.

Second, the Supreme Court in Adarand did not establish a constitutional bar on the use of race-based affirmative action measures by the federal government, but rather held that such action requires strict scrutiny. Moreover, a majority of the Court rejected the proposition that "strict scrutiny" of affirmative action measures means "strict in theory, fatal in fact," and agreed that such measures may be permissible even under strict scrutiny. The Court in Adarand did not decide the constitutionality of the program at issue in the case, but

rather remanded the case to the lower courts so they could determine, in the first instance, whether the program satisfied strict scrutiny. No program was held unconstitutional in Adarand.

Third, Adarand itself does not provide specific guidance on application of the strict scrutiny standard. Some principles can be gleaned from the Supreme Court's decision in City of Richmond v. J.A. Croson Co., 488 U.S. 469 (1989), in which a majority of the Court held for the first time that race-based affirmative action by state and local governments is subject to strict scrutiny. In large measure, the standards by which federal affirmative action in employment will be judged generally will track the standards used in Croson. Post-Croson lower court cases, including some in the employment setting, also help to flesh out what strict scrutiny means in practice.

Fourth, Adarand left open the question whether, even under strict scrutiny, Congressionally authorized affirmative action measures undertaken by federal agencies are entitled to particular deference from the courts, given Congress' broad powers to remedy discrimination. In our view, that deference should remain, and so affirmative action programs directed by Congress may have more force than those created solely by agencies.

Fifth, at this time, strict scrutiny does not apply to gender-based affirmative action measures of the federal government. Under current Supreme Court authority, such action is subject to intermediate scrutiny. Therefore, the guidance set forth in this memorandum does not apply in all respects to gender-based affirmative action programs in federal employment. However, applying this guidance to gender-based programs should ensure that those programs meet applicable legal standards.

Sixth, Adarand's application of strict scrutiny is premised on the limitations equal protection principles place on governmental action. Adarand, therefore, does not apply directly to employment actions of private employers. Both public and private employers are subject to Title VII of the 1964 Civil Rights Act. The Supreme Court has held that the Title VII standards governing affirmative action in the workplace are less stringent than the constitutional standards, and so in some circumstances, measures taken by governmental entities that would satisfy Title VII might not meet the Adarand requirements. See Johnson v. Transportation Agency, 480 U.S. 616, 627 (1987).

Finally, agencies should be aware that when legal challenges to the use of affirmative action plans are made, they will arise in cases filed under Title VII. Although Adarand is premised on constitutional standards, under Brown v. GSA, 425 U.S. 820 (1976), most lawsuits alleging race discrimination in federal employment must be brought pursuant to Section 717 of Title VII, 42 U.S.C. § 2000e-16.¹ The federal government, nevertheless, is

¹ One notable exception to this rule is for claims of discrimination asserted by
(continued...)

obligated to act in accordance with the Constitution, and, therefore, use of race-based decisionmaking in federal employment must comport with the Adarand standards.

II. Scope of Adarand.

Adarand established that any governmental action that uses race or ethnicity as a basis for decisionmaking will be subject to strict scrutiny. In the employment setting, such action encompasses race-based measures that the federal government adopts on its own initiative, through legislation, regulations, internal agency procedures, or even individual employment decisions. This is to be contrasted with race-based employment decisions that agencies undertake pursuant to court-ordered remedial directives in race discrimination lawsuits against the government, or pursuant to court-approved consent decrees settling such suits. The Supreme Court has not definitively resolved the standard of review for court-ordered or court-approved affirmative action. See United States v. Paradise, 480 U.S. 149 (1987) (court order); Local 93, Int'l Ass'n of Firefighters v. City of Cleveland, 478 U.S. 501 (1986) (consent decree). It is unclear to what extent Adarand applies to such actions. Accordingly, this memorandum does not address race-based employment decisions that agencies make under court orders or consent decrees.²

The scope of race-based employment decisions that are subject to Adarand is quite broad. Adarand applies to both the final judgment as to a particular decision, as well as to the various steps leading to that judgment. Race-based decision-making includes situations where race is one of several factors as well as those in which race is the only factor.

The kinds of employment decisions covered by Adarand also are very broad. Adarand applies both to the agency's decisions creating and implementing formal and informal affirmative action programs, as well as to the decisions of individual supervisors. It applies to the use of race in decisions regarding hiring, promotion, training, and scholarships, just as it applies to race-based decisions regarding reductions in force and reassignments.

Adarand does not apply, however, to actions in which race is not used as a basis for making employment decisions about individuals. For example, action to increase minority applications for employment is not subject to Adarand. Outreach and recruitment efforts -- such as attending job fairs and minority professional association meetings, and making vacancies known at schools with substantial minority enrollment -- which merely seek to

¹(...continued)

uniformed members of the armed forces, who are excluded from the coverage of Title VII. See, e.g., Doe v. Garrett, 903 F.2d 1455, 1461 (11th Cir. 1990), cert. denied, 499 U.S. 904 (1991). Such claims may be brought directly under the Constitution.

² We are available to provide specific guidance to any agency in that situation.

expand the pool of qualified applicants generally would not be subject to strict scrutiny under Adarand. As long as non-minorities are well represented in the applicant pool, the courts of appeals have held that efforts to expand the number of qualified minorities in the applicant pool do not involve race-based decisionmaking and hence do not raise constitutional issues. See, e.g., Peightal v. Metropolitan Dade County, 26 F.3d 1545, 1557-1558 (11th Cir. 1994) (presentations at job fairs and career days designed specifically to apprise minorities of career opportunities deemed to be race-neutral); Billish v. City of Chicago, 962 F.2d 1269, 1290 (7th Cir. 1992), vacated on other grounds, 989 F.2d 890 (7th Cir.) (en banc), cert. denied, 114 S. Ct. 290 (1993); Coral Constr. Co. v. King County, 941 F.2d 910, 923 (9th Cir. 1991), cert. denied, 502 U.S. 1033 (1992). To the extent that efforts designated as "outreach and recruitment" might also involve providing temporary or summer employment to interns, however, the use of race in deciding who will receive these internship positions is subject to Adarand.

Other race-neutral action not subject to Adarand would include reviewing qualification standards to ensure that unnecessary criteria that have a disproportionate impact on minorities are eliminated. Agencies should review their current practices to determine whether any are unnecessarily excluding minorities. Agencies may also define selection criteria in ways that give an applicant credit for overcoming social and economic disadvantage, which may include barriers posed by discrimination based on race or ethnicity. As long as race or ethnicity is not used to define social and economic disadvantage, Adarand will not apply. Indeed, agencies should regularly examine their recruitment practices to ensure that they are effective and productive. Agencies should also determine whether minority applicants have been deterred as a result of past discriminatory practices or the agency's reputation for discrimination, whether deserved or not. Adarand also does not preclude tracking minority participation in the agency's workforce through the collection and maintenance of statistics or the filing of reports with the Equal Employment Opportunity Commission.

At this time, strict scrutiny does not apply to gender-based affirmative action measures in employment. Under current Supreme Court authority, such action is subject to intermediate scrutiny.³ Nevertheless, the same sort of analysis described below, when applied to gender-based programs, should ensure that those programs meet applicable legal standards. In addition, Adarand's strict scrutiny neither applies to employment programs based on age or disability, nor to measures that use membership in a Native American tribe or residence in an Alaskan Native village as a basis for decisionmaking. Such action is subject to the more lenient "rational basis" standard of scrutiny. See Morton v. Mancari, 417 U.S. 535 (1974), in which the Supreme Court held that strict scrutiny did not apply to hiring preferences for tribal members at the federal Bureau of Indian Affairs.

³ The appropriate standard of scrutiny for gender-based programs may be considered by the Supreme Court in United States v. Commonwealth of Virginia, No. 94-1941, which addresses the male-only admission policies of the Virginia Military Institute.

Finally, the establishment of numerical goals for minority participation should not raise concerns under Adarand where race-based decisionmaking is not used to achieve the goal and the goal is commensurate with availability of minorities in the qualified and appropriate labor pool. This use of goals is consistent with Executive Order 11246, 30 Fed. Reg. 12319, (Sept. 24, 1965), as amended, under which the federal government requires federal contractors in the private sector to set goals where minorities are underutilized in the contractor's workforce. Regulations that the Department of Labor has promulgated to enforce the Executive Order, which are published at 41 C.F.R. Part 60, provide guidance as to the manner in which federal contractors may properly use such goals. See further discussion at pp. 16-17.

III. Elements of Strict Scrutiny.

Under Adarand, federal programs that use race or ethnicity as a basis for decisionmaking must be strictly scrutinized to ensure that they promote "compelling" governmental interests, and that they are "narrowly tailored" to serve those interests. The "compelling interest" prong of the strict scrutiny standard focuses on the purpose of the classification; the "narrow tailoring" prong focuses on the method by which the government seeks to meet the objective of the racial or ethnic classification.

A. Compelling Governmental Interests.

1. Remedial Predicate.

a. Historical evidence. Standing alone, the fact and history of racial discrimination in society at large is not a sufficient predicate for race-based affirmative action. Under Adarand, however, the government does have a compelling interest in acting to remedy the identified effects of its own discrimination, or of its own practices that unintentionally extend the effects of discrimination by others. See Croson, 488 U.S. at 486 (plurality opinion); Wygant v. Jackson Bd. of Educ., 476 U.S. 267, 274 (1986) (plurality opinion).⁴ Race-based remedial action may be aimed at ongoing patterns and practices of exclusion, or at the lingering effects of prior discriminatory conduct that has ceased. See Adarand, 115 S. Ct. at 2133 (Souter, J., dissenting) ("The Court has long accepted the view that constitutional authority to remedy past discrimination is not limited to the power to

⁴ In Croson, which involved affirmative action in public contracting, the Court said that the government may act on the basis of race or ethnicity to remedy the effects of discrimination committed by private contractors, where the government becomes a "passive participant" in that conduct, and thus helps to perpetuate a system of exclusion. Croson, 488 U.S. at 492 (plurality opinion); id. at 519 (Kennedy, J., concurring in part and concurring in the judgment).

forbid its continuation, but extends to eliminating those effects that would otherwise persist and skew the operation of public systems even in the absence of current intent to practice any discrimination.").

The federal government today is quite proud of its record of fair employment for persons of all races. However, its record has not always been one of fair practices. Beginning in the 1940s, a series of Executive Orders and statutes was adopted to address a long history of employment discrimination by the federal government. Although progress was made after those actions, it was insufficient; Congress in 1972 determined that discrimination against federal employees continued, and that it was necessary to provide federal employees the protection against employment discrimination that Congress previously afforded to other employees. Congress stated that extending Title VII to federal employees was necessary to "correct this entrenched discrimination in the Federal Service." H.R. Rep. No. 238, 92d Cong., 1st Sess. 84 (1971).

While discrimination in federal employment may not now be the pervasive problem it once was, instances of discrimination still persist in federal employment, as elsewhere. The President's July, 1995 Affirmative Action Review noted that one of the lingering effects of historical practices has been that minorities and women are still underrepresented at higher grade levels. Eliminating this disparity is made more difficult by the time lag necessary for new hires to reach senior ranks. In addition, according to the Equal Employment Opportunity Commission (EEOC) and the Merit Systems Protection Board, the federal sector equal employment process still produces a significant number of decisions in which agencies are found to have discriminated against minorities and women. Where agencies identify current discriminatory practices, or the lingering effects of past practices, affirmative action is an effective remedial measure.

A prior judicial, administrative, or legislative determination of discrimination by the government is not required before the government may voluntarily choose to use affirmative action efforts. Croson, 488 U.S. at 500. An agency must have a "strong basis in evidence," however, for its determination that its practices have resulted in a significant exclusion or underutilization of minorities or have perpetuated exclusion perpetrated by others and that a race-based remedial effort is appropriate. Id. (quoting Wygant, 476 U.S. at 277). See also Peightal v. Metropolitan Dade County, 26 F.3d 1545, 1553 (11th Cir. 1994); Concrete Works v. City and County of Denver, 36 F.3d 1513, 1521 (10th Cir. 1994), cert. denied, 115 S. Ct. 1315 (1995); Donaghy v. City of Omaha, 933 F.2d 1448, 1458 (8th Cir.), cert. denied, 502 U.S. 1059 (1991), O'Donnell Constr. Co. v. District of Columbia, 963 F.2d 420, 424 (D.C. Cir. 1992); Stuart v. Roache, 951 F.2d 446, 450 (1st Cir. 1991) (Breyer, J.); Cone Corp. v. Hillsborough County, 908 F.2d 908, 915 (11th Cir.), cert. denied, 498 U.S. 983 (1990).

This does not mean that an agency must admit that it has discriminated, either intentionally or inadvertently, before adopting affirmative action measures. See Johnson v. Transportation Agency, 480 U.S. at 652-653 (O'Connor, J., concurring); Wygant, 476 U.S.

at 290 (O'Connor, J., concurring). Furthermore, the fact that an agency has adopted some affirmative action measures does not imply that the agency has discriminated against minorities. In certain circumstances, agencies may voluntarily use race in employment actions if there is a "gross statistical disparit[y]" between the level of minority participation in a particular job category and the percentage of qualified minorities in the applicable labor pool for the relevant geographic market. Croson, 488 U.S. at 501, 509. While the Supreme Court has never established a bright line test by which to judge the significance of a statistical disparity, the Court has stressed that statistical disparities must be substantial enough to suggest that minorities are being excluded from consideration because of factors related to race. Watson v. Fort Worth Bank & Trust, 487 U.S. 977, 995 (1988).

b. Statistical evidence. Establishing the prerequisite for affirmative action does not have to be complicated. Statistics alone may form a sufficient predicate for race-conscious measures. Cf. International Bhd. of Teamsters v. United States, 431 U.S. 324 (1977). In Hazelwood v. United States, 433 U.S. 299 (1977), the Supreme Court stated that the "standard deviation analysis" can be used to demonstrate that a significant underrepresentation of minorities in a particular job category could be the result of a factor in the selection process that was eliminating minority candidates. The Court stated that "a fluctuation of more than two or three standard deviations would undercut the presumption that decisions were being made randomly with regard to race." Hazelwood, 433 U.S. at 311 n.17. See also Casteneda v. Partida, 430 U.S. 482, 496-497 n.17 (1977), for a further discussion of "standard statistical deviations" and an explanation of how they are calculated.

Standard deviation analysis is less probative with respect to smaller sample sizes. In those situations, other means of statistical analysis may be necessary to determine whether the disparity between the percentage of qualified minorities in the available labor pool and the jobs at issue is sufficiently large to permit the adoption of race-conscious efforts. There are statistical analyses available for small sample sizes,⁵ but it is preferable to use the largest justifiable sample size.

Anecdotal and documentary evidence is always relevant. In determining whether race-based remedial measures are warranted, an agency may use other types of evidence to supplement the statistical comparisons between current minority availability and current minority representation. For example, anecdotal or documentary evidence showing historical underrepresentation (or the virtual absence) of minorities at an agency over a long period of time may put a gloss on an existing statistical disparity, and thus provide further support for race-based remedial action.

⁵ See, e.g., Fisher's Exact Test, discussed at Jurgens v. Thomas, 29 FEP Cases 1561, 1568 n.15 (N.D. Tex. 1982); Sims v. Montgomery County Comm'rs, 766 F. Supp. 1052, 1100-1101 & n.136 (M.D. Ala. 1990).

Indeed, there may be some occasions where the number of jobs at issue is so small that no reliable statistical analysis is possible. In those circumstances, agencies may rely on anecdotal evidence that there has been discrimination, or that there has simply been no, or exceedingly few, minority personnel despite the fact that hiring has occurred over a sustained period. This sort of evidence could indicate that the absence of minority hiring is unlikely to be due solely to lack of qualified candidates, justifying race-conscious remedial action.

Whenever an agency establishes an affirmative action plan, based on statistical comparisons or anecdotal information, it is important that agencies carefully match the job qualifications in the jobs at issue with those in the relevant applicant pool as closely as possible. It would not be sufficient for an agency to have only a general sense that its EEO profile indicated minority underrepresentation. The agency must go through the process of comparing minority representation in the job category at issue to the relevant pool in the civilian labor force to determine whether there is a sufficiently substantial disparity and, therefore, a predicate for affirmative action.

Depending on the circumstances, the relevant labor pool is measured either by applicant flow data or the civilian labor force. An underrepresentation of minorities when compared to the general population or the general civilian labor force, however, would not be a sufficient predicate for the use of racial criteria in employment decisions when special skills or qualifications are required to perform the job. Croson, 488 U.S. at 501 (internal quotations omitted). See also Johnson v. Transportation Agency, 480 U.S. at 632; Hazelwood Sch. Dist. v. United States, 433 U.S. at 308. There are many entry-level jobs, however, for which comparisons to the general labor market are appropriate.

For example, if an agency or office sought to determine whether it had an underrepresentation of African-American engineers, it would not compare the percentage of African-American engineers that it employed with the percentage of African-Americans in the civilian labor force generally, or with the percentage of African-Americans in a "professionals" category of which engineers may be only a part. Since engineers possess unique qualifications not shared by the population or professionals at large, the comparison should be between the percentage of African-American engineers employed by the agency or office and the percentage of African-American engineers in the civilian labor force. Where the fit cannot be so precise, the agency should use the qualified labor force that most closely matches the agency's qualifications for the jobs at issue.⁶ If an agency were going to fill

⁶ The 1990 Civilian Labor Force (CLF) census data would provide a source for these comparisons. It reflects the racial and ethnic distribution of the civilian labor force by major occupations. The Office of Personnel Management also maintains a Central Personnel Data File that provides work force information by occupational code. EEOC uses a Cross Classification Table that can assist agencies in matching OPM and CLF classifications. EEOC can make this table available to agencies. Finally, OPM and the Census Bureau have

(continued...)

SES positions and wanted to know if it had an underrepresentation of Hispanics in its SES ranks, the agency would compare the number of its Hispanic GS-15s, and others of similar qualifications eligible for placement into an SES positions, to the number of Hispanic SESers it employs.

This analysis should be performed at whatever level within the agency that the employment decisions are made. The fact that there are sufficient disparities to justify race-based action by one component of an agency does not mean that other components may take such action, when employment decision are made by individual components.

Similarly, evidence that particular employment practices at the agency have dissuaded minorities from applying for jobs or accepting offers can serve to buttress statistical disparities on which the use of racial criteria in employment decisions is predicated. By contrast, if it is clear that minority underrepresentation stems from the agency's inability to compete for minority candidates with other agencies and private corporations that simply can make more attractive job offers, the statistical disparity alone may not justify the use of race-based remedial measures (although, in such circumstances, the agency still may be able to show that it has a non-remedial operational need to increase minority representation, a concept that is discussed below).

It is important that the statistical evidence on which the decision to use racial and ethnic criteria is made be thorough and accurate. The use of sound statistics will enable an agency to establish a justification for the use of race if challenged. The use of race in the affirmative action context will be upheld where there is a sound basis for its use; absent such sound support, a non-minority disadvantaged by the use of race could successfully challenge the use of an affirmative action plan.

2. Operational Needs Of The Agency.

While both Adarand and Croson make clear that remedial interests can be sufficiently compelling to justify race-based measures, they did not explore the full range of interests that might be found compelling. Efforts to advance an agency's operational objectives may also supply a predicate sufficient to permit race-conscious employment actions, apart from any remedial objective the agency may have. There has never been a majority opinion for the Supreme Court that addresses the question whether and in what circumstances such objectives can constitute a compelling interest. Some members of the Court and several lower courts, however, have suggested that, under appropriate circumstances, an agency's operational need for a diverse workforce could justify the use of racial considerations. This operational need

⁶(...continued)

agreed to conduct preliminary statistical studies to help agencies match job requirements and appropriate applicant pools.

may reflect an agency's interest in seeking internal diversity in order to bring a wider variety of perspectives to bear on the range of issues with which the agency deals. It also may reflect an interest in promoting community trust and confidence in the agency.

The courts will require a convincing basis for the conclusion that the use of race and ethnicity are necessary to promote an operational need. The Supreme Court requires that the articulated need be based on a "legitimate factual predicate." Wygant v. Jackson Bd. of Educ., 476 U.S. 267, 278 n.5 (1986). Thus, even prior to Adarand, public employers could not rely solely on broad assertions of operational need to justify the use of race and ethnicity as criteria in decisionmaking. See, e.g., Hayes v. North State Law Enforcement Officers Ass'n, 10 F.3d 207 (4th Cir. 1993) (opinion of police chief that effective law enforcement required racial diversity was insufficient alone to create a compelling state interest; city was required to support its contention with objective evidence as well). Thus, any agency relying upon non-remedial justifications for race-based action should have a well-reasoned basis -- be it statistical, anecdotal, expert opinion, or other -- for concluding that there is a compelling operational need for increased minority representation in its workforce.

In the controlling opinion in Regents of the Univ. of California v. Bakke, 438 U.S. 265 (1978), Justice Powell stated that a university could take the race of applicants into account in its admission process to foster the diversity of its student body. This greater diversity, he reasoned, would bring a wider range of perspectives to the university and would contribute to a more robust exchange of ideas, which is the central mission of higher education. In short, Justice Powell recognized that diversity among the student body serves the operational needs of a university. Along the same lines, in a concurring opinion in Wygant v. Jackson Bd. of Educ., 476 U.S. 267, 286, 288 (1986), Justice O'Connor also suggested that fostering racial and ethnic diversity among faculty in public schools may be a compelling interest. See also discussion in O'Donnell Constr. Co. v. District of Columbia, 963 F.2d 420, 429 (D.C. Cir. 1992), in which now-Justice Ginsburg, in a concurring opinion, stated her agreement with Justice Stevens' position "that remedy for past wrong is not the exclusive basis upon which racial classifications may be justified."

Individual federal agencies may have operational objectives that can be served by a diverse workforce that brings an array of backgrounds and perspectives to the issues that these agencies confront and the choices that they must make. The same robust exchange of ideas that was deemed essential by Justice Powell in Bakke to further the educational objectives of a university may also be vital to sound decisionmaking at certain agencies. For example, under Justice Powell's reasoning regarding the value of diversity at college campuses, federal agencies that have educational missions may themselves have a legitimate interest in fostering diversity in their own workforces. Similarly, a racially diverse range of views and perspectives among its workers may substantially enhance the performance of an agency that is charged with handling matters that particularly affect minorities and minority communities (e.g., public housing and urban policy; economic dislocation in minority communities; immigration; health care in underserved, predominantly minority communities; conditions in tribal reservations or villages).

It would, therefore, not necessarily be inconsistent with Adarand for race and ethnicity to be taken into account in employment decisions in order to assure that decisionmakers will be exposed to the greatest possible diversity of perspectives. However, the goal of affirmative action in the federal workplace cannot be diversity for diversity's sake. It must be rooted in an identifiable and articulated operational need for diversity of opinion in the agency's workforce. The agency, moreover, cannot rely on racial or ethnic stereotypes to obtain a diversity of opinion. Rather, the agency must have some basis to believe that, in the aggregate, diversification of its workforce will make a difference in the array of perspectives communicated at the agency, and that this greater diversity will significantly enhance the performance of the agency's functions. Furthermore, if an agency's articulated reason for the use of affirmative action is the need for diversity of opinion, the use of racial and ethnic criteria should not be the only means by which the agency obtains a diversity of opinion. In addition, other factors that bear on diversity -- such as geography, education, work and life experience -- should also be considered.

There are also areas of governmental activity where, in order to be effective and have the cooperation and confidence of the community, an agency must be representative of the community. This form of operational need has been recognized in the law enforcement context by members of the Supreme Court, and by lower courts, and focuses on an agency's ability effectively to address the needs of the communities it serves. See Wygant, 476 U.S. at 314 (Stevens, J. dissenting) ("[I]n law enforcement * * * in a city with a recent history of racial unrest, the superintendent of police might reasonably conclude that an integrated police force could develop a better relationship with the community and thereby do a more effective job of maintaining law and order than a force composed only of whites."); United States v. Paradise, 480 U.S. 149, 167 n.18 (1987) (plurality opinion) (noting, but not reaching, argument that race-conscious hiring can "restore[] community trust in fairness of law enforcement and facilitate[] effective police service by encouraging citizen cooperation"); Detroit Police Officers' Assoc. v. Young, 608 F.2d 671, 696 (4th Cir. 1979) (argument "is not simply that blacks communicate better with blacks or that a police department should cater to the public's desires. Rather it is that effective crime prevention and solution depend heavily on the public support and cooperation which result only from public respect and confidence in the police"); Talbert v. City of Richmond, 648 F.2d 925 (4th Cir. 1981).

In the federal employment context, the Federal Bureau of Investigation, the Drug Enforcement Administration, the Bureau of Alcohol, Tobacco, and Firearms and other federal law enforcement organizations are dependent on this kind of community support to function effectively. Law enforcement organizations also may have particular diversity needs quite apart from their need for community support. For example, undercover operations are likely to require the availability of agents of diverse racial and ethnic backgrounds.

The military is another segment of the government that clearly has a compelling and widely-recognized need for diversity. In order to maintain combat readiness, the armed forces have an unusually strong need to maintain morale and cohesiveness. Its cohesiveness could be threatened if personnel did not have visible evidence that advancement within the

military is possible for members of all racial and ethnic groups. Federal policies with regard to military affairs have traditionally received significant deference from the judiciary, see, e.g., Weiss v. United States, 114 S. Ct. 752, 769 (1994), and we do not anticipate Adarand affecting that deference.

Other examples of organizations that might have a compelling interest in using race-based employment measures to help ensure trust would include EEO offices that must gain the confidence of current or former employees who already feel that they have been subject to discrimination, and community relations offices that are called upon to quiet racial tensions in troubled neighborhoods. This list is by no means exhaustive. Depending on its mission, an agency may have a compelling interest in fostering community trust, unique to the agency, or to an office within the agency, that would justify the consideration of racial and ethnic factors.

B. Narrow Tailoring Inquiry.

Once an agency identifies a compelling interest for using race or ethnicity in its decisionmaking, the inquiry shifts to whether the manner in which these criteria are used is narrowly tailored to achieve that interest. The narrow tailoring analysis ensures that the use of the racial or ethnic criteria is the result of careful deliberation and is the least intrusive means to obtain the desired result.

In determining whether race-based employment action is narrowly tailored to serve a compelling interest, the courts have usually considered the following factors: 1) whether the government considered race-neutral alternatives before using the racial or ethnic criteria, 2) the manner in which race or ethnicity is used in making decisions – e.g., is it one of many factors to be considered, or is it the sole or dominant factor, 3) the comparison of any numerical target to the number of qualified minorities in the labor pool, 4) the scope of the program, 5) the duration of the program, and 6) the impact of the program on nonminorities. United States v. Paradise, 480 U.S. 149, 171 (1987); Hayes, 10 F.3d at 216.⁷

All of these factors will not be relevant in every case. However, examining an agency's use of race and ethnicity in light of these factors will ensure that any race-based employment activity is narrowly tailored to meet the agency's legitimate objective.

⁷ Some of the factors that make up the narrow tailoring requirement have essentially been applied in challenges to affirmative action plans filed under Title VII. See Johnson, 480 U.S. at 637-638 and Steelworkers v. Weber, 443 U.S. 191, 197, 208 (1979), in which the Court stated that affirmative action measures must not "unnecessarily trammel" the interests of nonminorities.

1. Race-Neutral Alternatives.

In Croson, the Supreme Court held that a Richmond, Virginia ordinance that required prime contractors who received city contracts to subcontract at least 30 percent of the dollar amount of those contracts to minority businesses was not "narrowly tailored," in part, because the city had not considered race-neutral means to increase minority participation in municipal contracting. While the Court made clear that race-neutral measures had to be considered, it did not specify the extent to which such measures had to be considered -- or actually used -- before the government may resort to race-conscious action.

The most common race-neutral method of increasing minority participation in federal employment is recruiting and outreach.⁸ Other race-neutral methods would include training programs open to all employees, diversity seminars, and eliminating unnecessary selection criteria that have a disproportionate impact on minorities. In some instances, race-neutral measures might be sufficient to serve the agency's objectives. In other cases, they may not. If an agency documents a compelling interest in remedying discrimination, it will not have to rely solely on race-neutral action to meet its objective. Cases suggest that although an agency will be required to give the race-neutral options serious consideration and use them to the extent feasible, use of race-neutral action need not be exhausted before race may be used more directly in decisionmaking. As the Ninth Circuit said in Coral Constr. Co. v. King County, 941 F.2d at 923, "while strict scrutiny requires serious, good faith consideration of race-neutral alternatives, strict scrutiny does not require exhaustion of every such possible alternative." See also Peightal, 26 F.3d at 1557. This approach gives the agency a measure of discretion in responding to its articulated need and allows the agency to draw on its prior experience as to the efficacy of race-neutral options.

It is also essential that agencies review both existing and contemplated selection practices and devices to ensure that they are job-related and minimize disparate impact to the extent practicable.⁹ Traditional standardized tests can result in severe disparate impact, and often can be shown to be only marginally job related at best. These examinations are very

⁸ As indicated above, (at pages 3-4), such action is considered race-neutral because it does not involve the use of racial criteria in employment decisionmaking.

⁹ Title VII prohibits the use of an employment practice or devices, such as a written examination, physical agility test or minimum height/weight requirement, that is neutral on its face but causes a disparate impact on the basis of race, color, religion, sex or national origin, unless the employer can demonstrate that such practice or device is job related for the position for which it is used and is consistent with business necessity. Title VII also prohibits the use of an employment practice or device that causes a disparate impact but is job related, if there exists an alternative selection practice or device that will cause less of a disparate impact and will equally serve the employer's legitimate business needs.

susceptible to challenge under Title VII and should be carefully scrutinized and reformed as part of any serious effort in affirmative action.¹⁰

2. The Manner In Which Race And Ethnicity Is Used.

Of critical importance in the narrow tailoring analysis is the manner in which race and ethnicity are used in decisionmaking. Once a compelling interest has been identified and documented, and race-neutral options considered, race can be used along with other factors when evaluating the qualifications and breadth of experience that an applicant brings to a job. However, race should not become the sole or dominant factor.

In Bakke, Justice Powell rejected a system in which the university reserved a set number of places for minority applicants. He contrasted that program, which based decisions solely on race and ethnicity, with other programs in which race or ethnic background is simply one factor among many in the admissions decision. Justice Powell noted that in the latter type of program "race or ethnic background may be deemed a 'plus'" but does not "insulate the individual from comparison with all other candidates * * *." 438 U.S. at 317. Such programs, he suggested, would be deemed sufficiently flexible to meet the narrow tailoring requirement.

Similarly, in Johnson, the Supreme Court upheld an affirmative action plan under which a state agency considered the gender of applicants in making promotion decisions. The Court noted that the plan did not set aside positions for women but only established goals for their representation "which were not 'construed' by the agency as 'quotas.'" The Court stressed that in the promotion decisions at issue "sex * * * was but one of numerous factors [that were] taken into account." 480 U.S. at 638.

As these cases suggest, there are two kinds of race-based employment actions that, because of their rigidity, would be particularly vulnerable to constitutional challenge under strict scrutiny. The first is the use of quotas. Unlike goals, which establish only a numerical objective to be attained through an agency's best efforts, quotas require the selection of specified numbers of minorities without regard to relative qualifications, availability, or application rates. The second is a program in which race or ethnicity is the sole or dominant requirement for eligibility for a particular employment opportunity. Under the standard established by the Court, race can be an appropriate consideration in employment decisions only as long as it is not the exclusive or dominant factor. Flexibility is the key.

¹⁰ In fact, over the past several years, an increasing number of employers have begun to use testing mechanisms that have less of a disparate impact than traditional cognitive-only examinations. Agencies that need information about such tests should contact the Employment Litigation Section of the Civil Rights Division of the Department of Justice.

In his July 19, 1995, Directive to the Executive Departments and Agencies, the President stated that any program that creates a quota must be reformed or eliminated. Consistent with this guidance, agencies should ensure that the use of numerical goals are not converted into rigid requirements.

In sum, where an agency uses race in employment decisions, race should be only one factor of the many that go into both the assessment of a candidate's accomplishments and potential as well as the assessment of what the candidate may bring to the agency. Under Adarand, such measures must be flexible and fair -- race can be used as one of a number of factors in evaluating an applicant's credentials, but it cannot be the sole factor, or so outweigh all other considerations that it effectively defines who will receive consideration.

3. Comparison Of Numerical Target To Relevant Labor Market.

Any numerical objectives for minority representation must be reasonable. In those cases where an affirmative action program is justified on remedial grounds, any numerical goal must have a reasonable relation to the extent of the demonstrated disparity, the number of vacancies, and the availability of candidates. Both the disparity and the availability of candidates will be judged in relation to the relevant labor market. Where a targeted position requires special skills or training, the comparison must be to the qualified labor market; that is, the real market of persons with qualifications that match those of the agency. Broad comparisons to general population statistics will not suffice where agency qualifications require specific educational qualifications or levels of specific experience. See Croson, 488 U.S. at 507 (30% minority subcontracting requirement not narrowly tailored because it was tied to the minority population of Richmond and not the pool of qualified subcontractors); Edwards v. City of Houston, 37 F.3d 1097, 1114 (5th Cir. 1994) (race-based promotion goals narrowly tailored because tied to number of minorities with required skills).

As stated before (see, infra page 5), when taking race-based remedial action, an agency may establish as its ultimate goal the achievement of minority representation in a particular type of job similar to the percentage of minorities in the available, qualified applicant pool. The selection of that goal is based on the legitimate assumption that fair employment practices, over time, would result in a selection rate for minorities that essentially tracks the availability of minorities in the qualified labor market. It also establishes a benchmark by which the employer can measure whether its practices are somehow foreclosing opportunities for minorities. The use of this goal also helps to demonstrate that opportunities for non-minorities will not be unfairly diminished.

An agency may, under certain circumstances, use short-term goals that are somewhat higher than that percentage in order to eliminate significant underrepresentation of minorities. However, the use of such higher short-term goals should probably be limited to circumstances of extraordinarily severe underrepresentation that may justify a more concerted effort to remedy that level of underutilization. See, e.g., United States v. Paradise, 480 U.S. 149 (1987). Use of higher short-term goals may be appropriate, for example, where an

agency has engaged in actions that have discouraged minorities from seeking employment with the agency. Agencies contemplating the use of such goals should consult with the Justice Department.

While the use of goals for minority participation that match the level of minority representation in the relevant labor pool is required when an agency is pursuing a remedial effort, that is not necessarily the case when an agency sets a goal for non-remedial operational interests. In those circumstances, the goal may be tied to a level of minority representation that the agency considers necessary to achieve those interests.

4. Burden On Nonminorities.

Affirmative action efforts will necessarily affect nonminority employees and applicants who were not themselves responsible for the problem that those efforts seek to address. The Supreme Court has indicated that while some degree of impact on these individuals is constitutionally permissible, that burden cannot be too onerous. See Wygant, 476 U.S. at 280-81. The nature and extent of the burden is an integral part of the narrow tailoring analysis.

Racial or ethnic classifications that "unsettle * * * legitimate, firmly rooted expectation[s]," Johnson, 480 U.S. at 638, are likely to be viewed as more burdensome than those that do not. For example, in Wygant, the Court recognized that race-based layoffs may impose a more substantial burden than race-based hiring, because "denial of a future employment opportunity is not as intrusive as loss of an existing job," and because where affirmative action is achieved through hiring, "the burden to be borne by innocent individuals is diffused to a considerable extent among society generally." 476 U.S. at 282-283.¹¹

Agencies therefore should give careful consideration to the way in which non-minorities are affected by employment practices when determining whether specific practices are constitutional. As affirmative action advances beyond hiring, the effect on third parties may shift onto those specific individuals competing for a limited promotion. The same kind of consideration of race might satisfy constitutional standards when used in the hiring context but be somewhat more vulnerable when used for promotions.

¹¹ Wygant addressed race-based layoffs by a local public school system that resulted in the displacement of more senior and more qualified nonminority teachers in favor of junior, less qualified minorities. It is our understanding that federal agencies historically have not used race in making layoff decisions. Any agency contemplating a change from the current practice should discuss the circumstances specifically with the Justice Department.

The time within which an agency will be able to eliminate a significant underrepresentation of minorities in its workforce will depend not only on the rate at which minorities are selected, but also on the overall number of hires or promotions an agency makes each year. As the number of hires decreases, as is likely during this era of government downsizing, the speed at which underutilization can be eliminated may be reduced. When using race-based affirmative action to remedy underrepresentation of minorities, agencies must be careful to do so at a rate that does not unfairly trammel the interests of non-minority applicants.

5. The Scope Of The Program.

In Croson, the Supreme Court criticized the Richmond minority subcontracting program on the ground that it extended the benefit of a racial classification to minority groups as to whom there was no evidence of discrimination. The Court concluded that the plan was not narrowly tailored because although the program was intended to remedy discrimination against African-American contractors, it included among its beneficiaries Hispanics, Asian-Americans, Native-Americans, Eskimos and Aleuts -- groups for which Richmond had proffered "absolutely no evidence of discrimination." 488 U.S. at 506. Apart from operational needs, if an agency's statistics were to reveal underutilization only in its hiring and promotion of African-Americans, the agency would be justified in focusing remedial action on African-Americans, but not on Hispanic-Americans, Native-Americans, or Asian-Americans. Treating "minorities" as a single group raises concerns; remedial action in federal employment usually can be targeted only at specific groups determined to have a need for a special focus. Similarly, where an agency can only demonstrate an operational need for diversity in some offices, racial and ethnic criteria cannot be considered in employment decisions throughout the agency; narrow tailoring will require limiting the use of such criteria to the offices and positions determined to have an operational need for diversity.

Croson also imposed a geographic limitation on the scope of remedial action. Although the program at issue in that case was intended to remedy discrimination against African-American subcontractors in Richmond, it was also open to minorities elsewhere in the country. The Court held that it was not narrowly tailored because it conferred the benefit on persons from outside the relevant geographic market. This geographic limitation does not apply to affirmative action in employment by the federal government with respect to jobs for which agencies advertise or hire nationally.

6. Duration Of The Program.

A race-based measure should last only as long as it is needed. See Fullilove, 448 U.S. 448, 513 (1980) (Powell, J. concurring). The use of race should either be of limited duration or subject to periodic review. See Hayes, 10 F.3d at 11. In employment, this periodic review would normally be performed when the agency submits its yearly affirmative action reports to the Equal Employment Opportunity Commission. At that time, it can be

determined whether the objectives of race-based actions have been met. If race-based measures that were justified when adopted are no longer needed, they should be discontinued.

In addition, there may be instances in which agencies are continuing to use non-job-related selection criteria, such as a test, that have a disparate impact on minorities while developing new selection criteria that do not have such a disparate impact. In those situations, an agency can continue to use race-conscious selection methods to overcome the effects of the exclusionary criteria until new selection procedures are in place that no longer exclude disparate numbers of minorities or that are job-related.

Racial and ethnic criteria cannot be used after remedial objectives have been satisfied merely to maintain a statistical balance. See Johnson v. Transportation Agency, 480 U.S. at 640; Sheet Metal Workers v. EEOC, 478 U.S. at 477-478; Hayes v. North State Law Enforcement Officers Ass'n, 10 F.3d 207 (4th Cir. 1993). But that does not necessarily mean that the use of such criteria must be abandoned the moment that minority representation in a particular job category at an agency equals minority representation in the qualified labor market. The agency may be able to use the criteria for a reasonable period thereafter to ensure that its remedial objectives have been fully satisfied. And if the use of the criteria is suspended for some period of time because disparities appear to have been corrected, an agency may re-institute them if it subsequently finds that its policies, or its unrepaired selection devices, are again leading to a significant disparity.

IV. Conclusion.

As the President emphasized in his July 19, 1995, statement, the Administration is committed to the vigorous enforcement of the laws prohibiting discrimination as well as to the elimination of barriers to opportunity. The Administration thus supports affirmative action measures that promote employment opportunities for Americans subject to discrimination or its continuing effects. Nothing in Adarand requires a retreat from this effort. Moreover, because federal agencies have long been subject to Title VII standards in their employment practices, the application of strict scrutiny should not require major modifications in the way federal agencies have been properly implementing affirmative action policies.

In sum, what Adarand requires is that in order for race or ethnicity to be used as a basis for decisionmaking, an agency must have a demonstrable factual predicate for its actions. That predicate could be the agency's interest in remedying the effects of its past discriminatory practices or the effects of employment practices that unintentionally have excluded minorities, or it could be based on the agency's operational needs. Once this predicate is identified, the agency should consider all reasonable means of increasing minority participation in its workforce without specific reliance on racial criteria. However, if such methods are inadequate to meet the agency's legitimate objectives, consideration can be given to racial and ethnic factors. Under Adarand, such measures must be flexible and

fair -- race can be used as one of a number of factors in evaluating an applicant's credentials, but it cannot be the sole factor, or so outweigh all other considerations that it effectively defines who will receive consideration. The use of race-conscious measures also must be limited in duration, lasting no longer than necessary to accomplish the agency's objectives. If the use of the classification is intended to be remedial, it can be targeted only at those groups against whom discrimination has been shown. Finally, consideration must be given to the kind of employment decision that is at issue and the impact the use of the criteria will have on nonminorities to assure that the burden will not fall too heavily on innocent parties.

Out-Year Discretionary Spending in the 1997 Budget

March 8, 1996

- The President's 1997 budget saves \$297 billion by cutting discretionary programs steadily from 1998 through 2002, helping to reach balance in 2002 under CBO economic assumptions.
- Overall, to reach the \$297 billion, the budget calls for a freeze in non-defense discretionary spending from 1997 through 2000.
- The President has consistently supported a set of investments in education and training, children's programs, the environment, technology and research, and law enforcement.
 - This budget projects that most of the programs in these areas will grow by inflation from 1998 through 2002.
- Protecting these investments and still achieving \$297 billion in savings requires across-the-board cuts in remaining programs that reach 22 percent in 2000, which implies real changes in the role of government.
 - We recognize, however, that it is not realistic to make program-by-program decisions now for the year 2000.
 - Annual budgets will require us to make these detailed policy decisions on the basis of a current assessment of national needs.
- These cuts are most severe in 2000 -- after which our trigger mechanism allows more discretionary spending in 2001 and 2002 if our economic assumptions turn out to be right and we have made significant progress in reducing the deficit.
- We will need to give the same annual scrutiny to protected programs as to those that the budget cuts over the seven-year window.
 - The 1997 budget and appropriations process will only lock in funding for 1997; placing programs in the protected category does not set their funding levels six years in advance.
 - We will still need to make tough decisions every year about which programs are important and effective enough to protect while other activities are cut back.



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

DEPUTY DIRECTOR
FOR MANAGEMENT

M-96-17

March 5, 1996

MEMORANDUM FOR DESIGNATED HEADS OF EXECUTIVE
DEPARTMENTS AND AGENCIES

FROM: Alice M. Rivlin
Director *Alice*

SUBJECT: Planning for Agency Operations

The present continuing resolution expires on March 15th. The Congress is preparing to mark up legislation to provide for the remaining FY 1996 appropriations which we hope will be available by March 15. Nonetheless, we must continue to plan for the contingency that final passage may not be completed in a timely manner.

As in the past, OMB is responsible for ensuring that agency shutdown plans have been updated, especially in light of the full year funding provided for several programs in the continuing resolutions enacted in January. Therefore, please submit any changes in your plans to your OMB program examiner by Monday, March 11th.

We appreciate your ongoing cooperation.

White House to Suspend a Program for Minorities

By STEVEN A. HOLMES

Continued From Page A1

WASHINGTON, March 7 — After a long review of affirmative action, the Clinton Administration has decided to suspend, for at least three years, all Federal programs that reserve some contracts exclusively for minority and women-owned companies, officials said today.

The officials added that the three-year moratorium on set-aside programs, which have proved to be the most hotly debated type of affirmative action, would include such stringent conditions for reintroducing the programs that it was doubtful they would ever return.

"As a practical matter, set-asides are gone," a senior Administration official said, speaking only after being promised anonymity.

At the same time, the Administration has decided to allow Federal agencies, if they can justify it, to use other kinds of preferences, like giving price breaks and extra points in evaluating contract bids by minority and woman-headed companies.

Officials said it was not clear how great a practical effect the moratorium would have, because the number of set-aside programs had been dwindling already. But in political and legal terms, the new guidelines represent the Administration's attempt to steer a middle course on an issue Republicans seized on after their landslide victory in 1994.

The Administration's decision to maintain some preferences puts it on a collision course with some Republicans, including Senator Bob Dole — the front-runner in the Republican race to become Mr. Clinton's opponent in November — who are moving legislation through Congress that would ban such practices. The bill sponsored by Mr. Dole in the Senate and Charles T. Canady of Florida in the House was approved today by the Constitution Subcommittee of the House Judiciary Committee by a vote of 8 to 5.

In addition to the debate in Washington, a proposal on California's ballot in November to halt virtually all affirmative action programs in that politically crucial state means that the question of race-based con-

tracting, employment and educational programs will likely be a major issue in the fall election.

In jettisoning set-asides, the Administration ends the type of affirmative action programs that officials say are most difficult to defend and most resemble quotas, which Mr. Clinton has said he opposes.

Meanwhile, the Administration is preserving some preference programs, though setting tougher criteria for their use and requiring Federal agencies to first try race-neutral means such as increased recruitment, to increase the number of minority contractors.

"If what you want is not to have the Federal Government take any steps at all to integrate Federal procurement processes then this won't satisfy you," an Administration official said. "If what you want is to have the Federal Government try to integrate its procurement processes, and involve qualified minority contractors in as restrained and lawful a way as possible, this does it."

The alteration of procurement regulations is the latest in a series of changes to the Government's affirmative action programs that stemmed from President Clinton's promise last July to "mend, not end" race- and sex-based remedial efforts. The President ordered the review to determine whether Federal affirmative action programs are effective and if they comply with last June's Supreme Court decision in *Adarand Constructors v. Peña*, which set strict limits on when and how Federal agencies may grant preferences to minority and female contractors.

The Administration's alterations of Federal affirmative action programs will be contained in a set of policy guidelines that will be issued in the coming weeks, officials said.

Administration officials say the Federal Government has only one set-aside program, the so-called rule of two program that was run by the Pentagon until last October when it was suspended. Under the program, if at least two qualified small, disadvantaged businesses bid on a Defense Department contract, the Pentagon can limit the bidding to such companies. Under Federal regulations, it is difficult for any companies, other than minority-owned ones, to qualify as "disadvantaged."

It is unclear, however, whether Administration officials consider the Small Business Administration's 8(a) program to be set-aside. That program allows Federal agencies to place some contracts into a special pool where only "disadvantaged" businesses may bid on them. Last year, minority companies received \$4.5 billion in contracts under the 8(a) program.

Administration officials said today that the Justice Department will review the 8(a) program to see if it is legal under the *Adarand* ruling.

Officials said today the guidelines are an effort to reach a goal of having five percent of the Federal Government contracts be awarded to minorities. That goal was unanimously approved by both houses of Congress in 1994 prior to the elections that year. Its passage without a dissenting vote is evidence of how quickly attitudes on affirmative action shifted among many Republicans. While the party was an architect of many affirmative action programs in the late 1960's and early 1970's, a number of prominent Republicans, like California Gov. Pete Wilson and Mr. Dole last year pushed sweeping proposals to abolish them.

Under the guidelines Federal agencies are first required to use racially neutral means, such as enhanced recruiting, stepped up advertising on minority radio stations and in minority periodicals to try to reach the five percent goal.

Federal agencies now have the discretion whether or not to use these types of methods first or not. "Prior, it wasn't required," an Administration official said. "It was a thing that depended almost entirely on the energy of the procurement officers."

The guidelines also require that agencies commission so-called "disparity studies" to determine what is the available pool of minority or female contractors who could provide a good or service in a given area. These studies also have to determine how large that applicant pool would be if not for provable discrimination in that particular industry.

Using these figures, agencies then determine a benchmark for the percentage of minority or female contractors it ought to have. That benchmark will determine what kind of affirmative action steps the agency may take. The further away from the benchmark an agency finds itself, the more blatantly preference means in contracting it may employ.

"It has to be a pretty egregious, persistent situation for set-asides to be used," a Justice Department official said today.

Representatives for civil rights groups and organizations that object to affirmative action declined to comment today, saying they had not yet seen the Administration's plans.

Continued on Page A18, Column 4

THE NEW YORK TIMES,

FRIDAY, MARCH 8, 1996

Administration Memo Outlines Limited Affirmative Action Contracting

By Ann Derrico
Washington Post Staff Writer

The Clinton administration is preparing new rules for all federal departments that would impose limits on race-based government contracting and require proof of discrimination before such contracts can be awarded. The rules, which the White House expects to finalize within days, were outlined in a draft memorandum to general counsels throughout government.

Designed to begin implementing President Clinton's pledge to "reach not cast" affirmative action programs, they would disallow all strict set-aside rules that designate specific numbers of minority contractors. For programs throughout government that give minorities explicit preferences, such as extra points for minority ownership in contract bidding standards, a broad new set of limits would be imposed.

Under the limits, such "race-conscious" procurement would be allowed only after a "disparity study" finds credible evidence of discrimination, including the percentage of minority participation in a specific industry, within a specific region, that might have been expected absent that discrimination.

That percentage, under the proposal, would then become a "ceiling" for that region and industry, and race-conscious government procurement decisions would be allowed until the ceiling was reached. As one official explained the process, if the government determined, for example, that absent discrimination 30 percent of all computer installations in a region would likely be done by minority firms, such firms could be given preferences until they had received 30 percent of the industry's government business. Then the government would rule the preferences must end.

In addition, the government would establish for the first time a certification process to ensure that businesses seeking government contracts as minority-owned firms actually are minority-owned and qualified for the business.

Currently, most government departments and agencies require only self-certification, with a signed form asserting minority ownership.

The guidance, in effect, lays out a procedure that government departments and agencies must use to meet the standard of "strict scrutiny" laid out for federal race-based programs by the Supreme Court last year. Under that standard, contracts awarded on the basis of race must serve a "compelling government interest" and must be narrowly constructed to redress identifiable past discrimination.

After that decision, Clinton ordered a review of all affirmative actions programs. He said that ongoing discrimination meant such programs still were necessary, but pledged to overhaul them to meet the new legal standard. Clinton's pledge defused, at least temporarily, loud Republican cries that government set-aside and "quota" programs were reverse discrimination and unfair to whites. Although the Republicans pledged to address the issue legislatively, such measures are not scheduled to come up in Congress this year.

It also defused equally loud cries from Democrats and civil rights activists to retain the programs.

On March 1, the Justice Department issued new guidelines on the related issue of affirmative action and federal employment that are considered likely to produce less change than the procurement guidelines. "Procurement is a much bigger deal," said one government lawyer involved in drafting the new guidelines. "Government affirmative action procurement raised far more questions as to legality than government employment practices did" under the court ruling, he said.

Officials said the Justice Department has
See AFFIRMATIVE ACTION, A9, C-1

AFFIRMATIVE ACTION, From A9

spent weeks working with key procurement agencies, such as Defense, Transportation, NASA, Energy, the General Services Administration and others, on the practical implementation of the guidelines. The federal government awarded \$10 billion in contracts to minority firms in 1994 and \$11.2 billion in fiscal 1995, although some of that was in open, competitive bidding.

Associate Attorney General John Schmidt, who directed the drafting of the new guidelines, said it was "an effort to come up with a structure for affirmative action in federal procurement that starts with the premise there is a need for affirmative action in procurement."

Some critics of the administration's stance, including one government lawyer briefed on the guidelines, dismissed the effort as one aimed not at "undoing" affirmative action programs, but at maintaining them under the guise of a new industry, producing statistical analysis on demand that will prove discrimination in a way that it appeases federal courts, whether it's true or not.

Donald Sutherland, a legal scholar at the conservative Center for Equal Opportunity, made much the same case in a position paper on the original Clinton's directive and Justice Department analysis of the Supreme Court decision. Sutherland wrote that states and local governments had turned to "disparity studies" to prove discrimination after lower court rulings against their affirmative action programs. The studies, he charged, often had preordained results and statistics manipulated by economists to support their desire to continue the programs.

Sutherland said courts have been persuaded by "these superficially sophisticated reports" and the Clinton administration's reliance on them and other devices means it is exercising "a considerable energy to preserve all current racial preference programs."

White House senior adviser George Stephanopoulos said it is true that "we want to do everything we can to promote minority contracting." But, he said, "We need to do it within the law. This proposal strikes that balance."

THE WASHINGTON POST

THURSDAY, MARCH 7, 1996

Bill reversing affirmative action advances

By Ruth Larson
THE WASHINGTON TIMES

Legislation aimed at rolling back 30 years of affirmative-action programs yesterday cleared its first hurdle as a House Judiciary subcommittee passed a measure to bar race- or sex-based preferences in federal programs.

After three hours of sometimes contentious debate, members voted 8-5 along party lines to send the Equal Opportunity Act of 1996 to the full Judiciary Committee.

The Equal Opportunity Act of 1996 would bar race and sex preferences in federal hiring, awarding of federal contracts, and administering federal programs.

During yesterday's session, the definition of "preference" was modified to include "an advantage of any kind," including quotas, set-asides, numerical goals, timetables, or other numerical objectives.

The explosive issue seemed a high priority just after the 1994 elections that swept Republicans into power, but

Panel Democrats rip GOP measure

it has all but dropped off the national agenda in recent months.

The California presidential primary on March 26 could rekindle the debate, in part because of the state's controversial civil rights initiative.

"I don't see how it can be avoided," Rep. Charles T. Canady, the bill's chief sponsor, told *The Washington Times*. "It's an issue on the ballot of the largest state in the country. People will be talking about it."

The Florida Republican argues that affirmative-action policies adopted with the best of intentions in the early 1960s have grown into a discriminatory system of preferences that threatens to Balkanize America.

"We now have a sprawling regime of hundreds of federal programs that treat citizens differently based on skin color and sex. All it takes to qualify is to possess the right skin color or gender," Mr. Canady said.

"This is a system which is based on

the belief that in order to overcome discrimination, we must practice discrimination," he told the panel.

Democrats on the panel disagreed vociferously. Rep. Patricia Schroeder, Colorado Democrat, said, "This bill is an attempt to say to the 'angry white males' of the 1994 election, 'You won! We're going back to the 1950s.'"

"This is just a cheap way of getting support by turning one group of people against another," charged Rep. Jose E. Serrano, New York Democrat.

Rep. John Conyers Jr., Michigan Democrat, said the bill appealed to "fear and misunderstanding." "The shadow of [Pat] Buchanan hangs very heavy over this committee today."

Rep. Henry J. Hyde, Illinois Republican and Judiciary Committee chairman, has not yet set a firm date for considering the measure, although it is unlikely to come up before the Easter recess at the end of March, said spokesman Sam Stratman.

Six months ago, House Majority Leader Dick Armey, Texas Republican, said in a memo that the House leadership was committed to bringing the bill to the House floor by spring. Mr. Armey's office now says it expects floor consideration sometime later in the year.

The companion Senate bill, introduced in July, is pending in the Labor and Human Resources Committee.

Rep. Barney Frank, Massachusetts Democrat, contended the bill goes far beyond simply codifying last summer's Supreme Court ruling that federal affirmative-action programs must meet narrowly defined criteria.

For example, he complained that the bill outlaws any use of numerical standards to measure progress.

"This is one of the few examples in human life where you're not allowed to count," he said. "If I need to lose weight, I can't say 'I need to lose 20 pounds,' because that'd be a violation of this law. I can only say, 'I better lose some pounds.'"

The Washington Times

FRIDAY, MARCH 8, 1996

THE WHITE HOUSE
WASHINGTON

March 7, 1996

MEMORANDUM FOR AGENCY HEADS

FROM: JACK QUINN *JK*
COUNSEL TO THE PRESIDENT

SUBJECT: Remarks at Non-Campaign Events

It is important that you, and other appointees in your agency, appreciate the distinction between official and political events so that you not make any remarks that may be inappropriately politically-oriented at official events. This memorandum provides practical guidance concerning remarks that you may make at non-campaign events. The term "campaign" in this memorandum refers to the President's authorized re-election campaign committee, Clinton/Gore '96, not to other candidate campaign committees or national or state party committees.

Non-Campaign Events

The prepared remarks of an appointee may advocate Administration policies, programs and goals -- BUT the remarks should NOT contain any statements advocating the re-election of the President or the defeat of other presidential candidates.

The prepared remarks of an appointee may criticize specific congressional proposals or well-known proposals that are not specifically identified with a candidate -- BUT the remarks should NOT contain statements criticizing the proposals of other named presidential candidates.

An appointee may respond to questions from the press concerning the campaign -- BUT MAY NOT use such questions as an opportunity to make campaign speeches. Any response should be limited in scope and steered toward the non-campaign purpose of the event. See Attachment.

An appointee may use the agency's press and media offices to respond to press inquiries -- BUT campaign officials may NOT participate in responding to inquiries.

An appointee may be introduced by a prominent official of the state or locality -- BUT he or she should NOT be introduced by a state or local campaign chairperson or any other Clinton/Gore '96 official.

The person introducing an appointee may speak general words of praise for the appointee or the Administration and its achievements and goals -- BUT this person should AVOID any express statements in support of the re-election effort or any statements concerning other presidential candidates.

The sponsor of any non-campaign-related event should be advised that the event is not a Clinton/Gore '96 event; accordingly, there should be no Clinton/Gore '96 posters, placards or banners present, nor should any campaign material be distributed.

At a non-campaign party-building (e.g., DNC) event, the prepared remarks of an appointee may criticize Republican policies and goals or Republican candidates for office other than the office of President or Vice President -- BUT the remarks should NOT, contain any statements criticizing Republican Presidential candidates.

I hope this information is helpful in ensuring that you and the appointees at your agency comply with the applicable laws and regulations. Please remember that a seemingly incidental, but nevertheless inappropriate, remark at an official or party event may convert that event to a campaign event requiring that the President's authorized campaign committee -- and not the government or the party -- pay all the associated costs. To assist you, we have attached sample questions and answers to illustrate the foregoing advice. As always, please consult your general counsel for advice about specific events and, if he or she has any questions, please have him or her contact Cheryl Mills or Dawn Chirwa in my office at (202)456-7900.

cc: Agency General Counsels

Attachment
March 7, 1996 Memorandum to the Cabinet
Remarks at Non-Campaign Events

Below are sample campaign-related questions that you may be asked at non-campaign events and appropriate responses. If you have questions about specific situations, please consult your agency general counsel.

Questions and Sample Answers

What can I do to help re-elect the President? Is there a local Campaign office?

You can spread the word about the accomplishments of the Administration. While I am not here to talk specifically about the Campaign, the President would love to have your help. If you call the Campaign Headquarters in Washington, D.C., at (202)331-1996, someone there will be able to put your talents to use.

Why should I vote for the President? What has the President done to deserve a second term?

The President is running on his record and the many accomplishments of his Administration over the past four years. [Elaborate on Administration successes]. There is unfinished work to be done, and the President wants to complete what he has set out to do. [Elaborate on additional Administration goals].

Can you give us a report on the Campaign? How is it progressing so far?

While I am not here to talk about the campaign, I can tell you that the President is proud of the accomplishments of his Administration and his record. We believe that the American people recognize these accomplishments and that is reflected in the broad support for the President. If you would like further information, the Campaign Headquarters in Washington, D.C., can give you a detailed update.

Can I give you a check for the Campaign?

I cannot take your check. I can give you the number for the Campaign Headquarters and the folks there can explain how you can contribute and give you details about the campaign.

What are the President's campaign plans?

While I am not here to talk about the Campaign, what I can tell you about is the Administration's accomplishments, especially those in the area of [Elaborate]. The President

is going to run on this record of accomplishment and his vision for the future. Clearly, there is much work still to be done. [Elaborate on future Administration plans in this area].

Do you think the President will be re-elected?

Yes. Absolutely. Next question.

What do you think about the Republicans who are running for President? Can the President defeat them?

Well, I am not here to talk about specific individuals, but I can tell you that I believe that the President's record is unsurpassed. Let me tell you why. [Elaborate on Administration accomplishments].

Do you think that there will be a third party or independent candidate? Will that hurt the President's chances?

I am not here to talk about the Campaign, but I believe that the record of this Administration's accomplishments is so strong that it will be the deciding factor in the race. [Elaborate on Administration's accomplishments].

Do you think that the Democrats can take a majority in Congress? What can I do to help make that happen?

Certainly. You can contact the Democratic National Committee in Washington, D.C. for more specific information; they can put you in touch with the right folks to help make it a Democratic sweep.

THE WHITE HOUSE

WASHINGTON

March 8, 1996

MEMORANDUM FOR DISTRIBUTION

FROM: KITTY HIGGINS

SUBJECT: Surrogate Scheduling

The Cabinet Affairs surrogate scheduling office is now in operation. Anne McGuire is serving as director. She is assisted by two full time volunteers - John Dinneen, a retired Labor Department executive who is designing and managing the data and information base, and Rosemary O'Shea who is working with the sub-Cabinet on priority events.

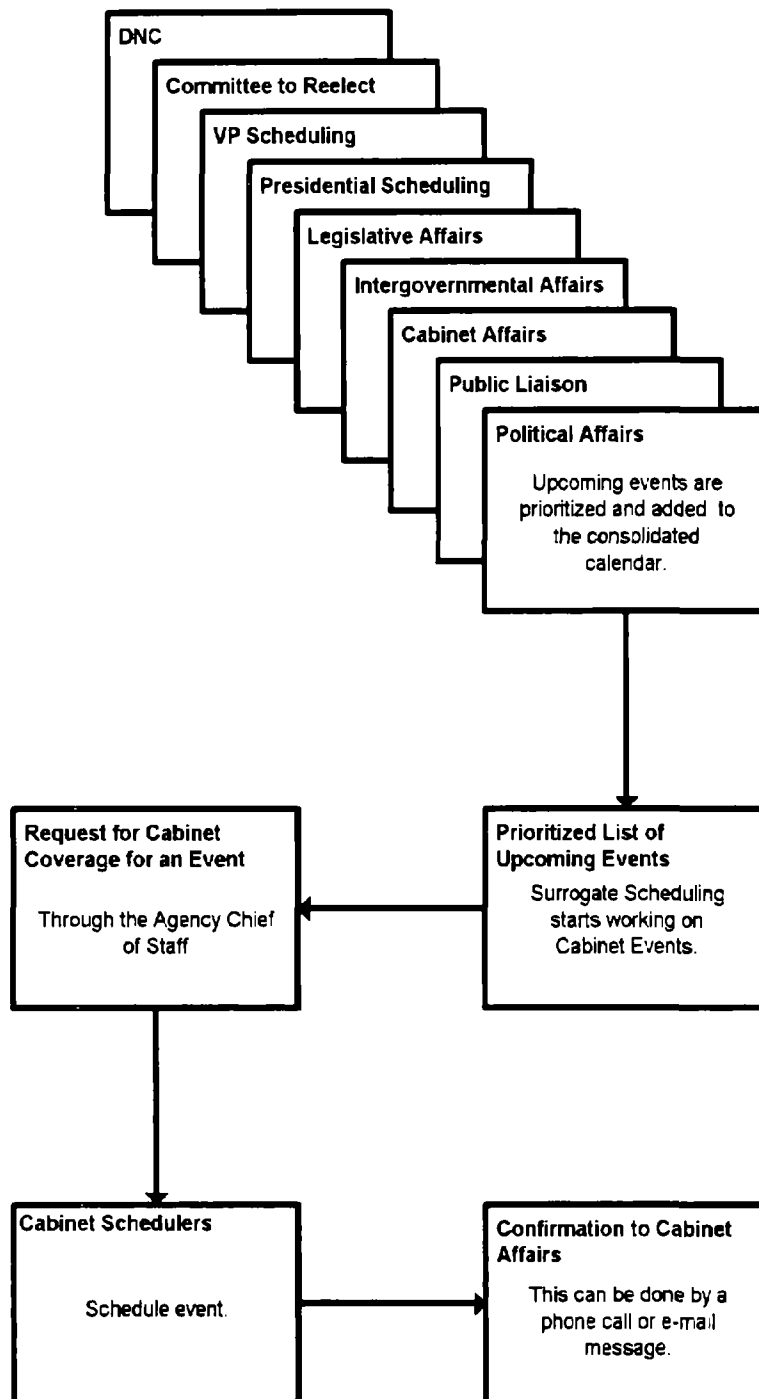
- The attached **diagrams** detail how the process is going to work:

Cabinet - All requests both from within and outside the White House for the Cabinet to serve as surrogates are screened by Political Affairs and given a priority. Only the most important events (Number 1's) are assigned to the master surrogate calendar and referred to the Cabinet for action by Anne McGuire.

Sub-Cabinet - Requests that aren't assigned to the surrogate calendar for the Cabinet are prioritized by surrogate scheduling and reviewed by Political Affairs for referral to the sub-Cabinet. Rosemary O'Shea is working with the White House Liaisons in each department to schedule these requests.

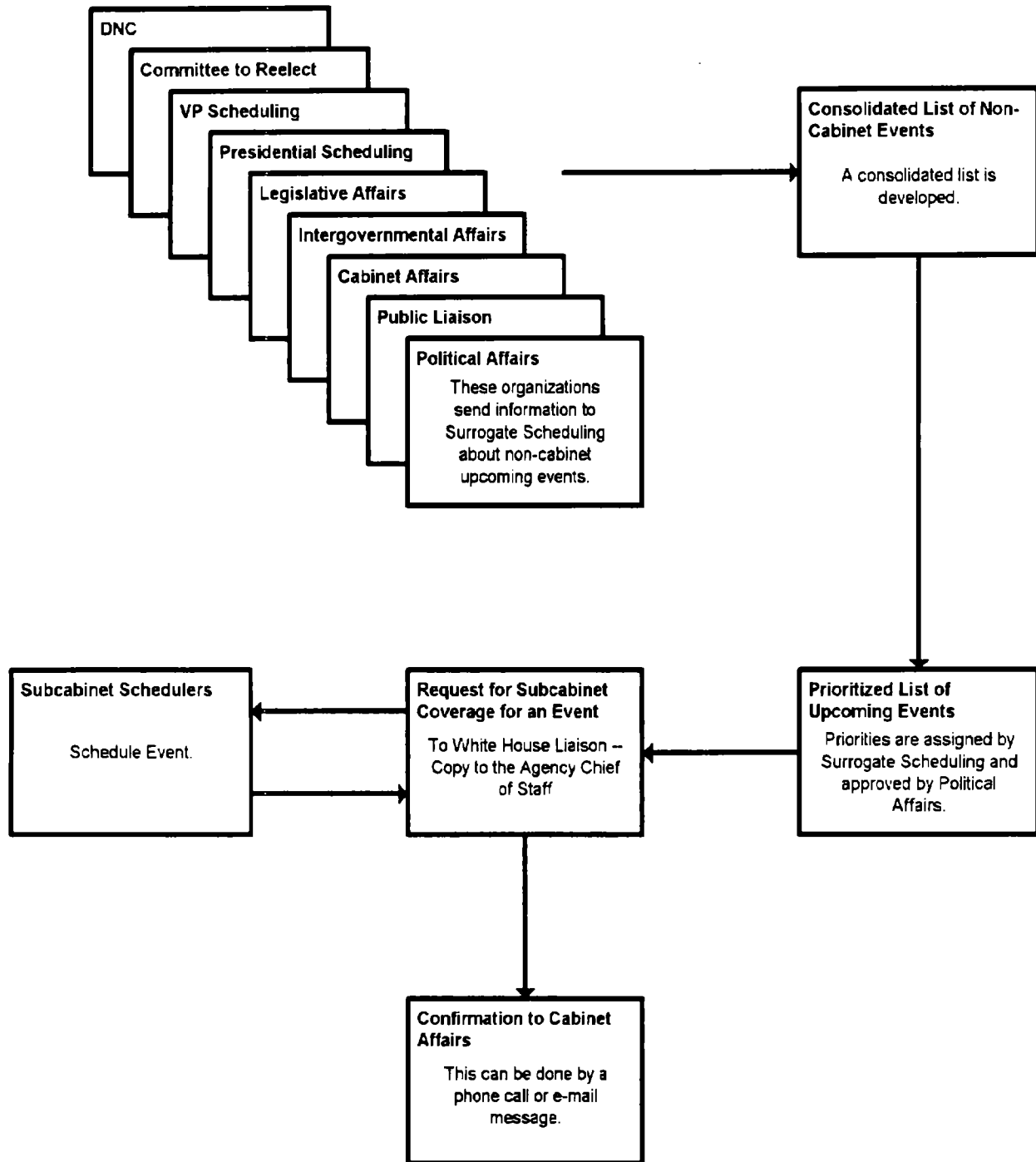
- The attached **event list** tracks all of the requests we are currently managing and is updated regularly as new requests are assigned.

- The **composite travel schedule** is also attached - a weekly travel meeting will be held with the appropriate outreach offices to go over this schedule.



Cabinet Surrogate Scheduling Process

March 1996



Subcabinet Surrogate Scheduling Process

March 1996

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
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001a. calendar	VP calendar re: March 1996 [partial] (1 page)	03/07/1996	P3/b(3)
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COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

rc1433

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

Freedom of Information Act - [5 U.S.C. 552(b)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
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b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

March 1996

VP BLOCK: FOR DISTRIBUTION

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 AZ/CO calls CFO REGO Bfast Lunch w/ JQ @ noon Prep for REGO speech Scheduling Meeting	2 CO enviro event Owens / DNC Romer trip - CO JJ AZ / CO
3	4 30 min REGO prep Dr. Gibbons time 15 m Greg/Elaine Staff time REGO budget speech 12:30 TV Violence Meeting UFCW Mt. w/ TN reps 15m	5 CO,CT,GA,MA,MD,ME, RI,VT Primaries DNC Coffee ID,MN,RI,SC,WA,AmSam Purim TN200 7:00 pm	6 KC Crime event (T) Springfield-B/KC-L- DNC / CG MO Hold Evening (ss)	7 Council Jewish Fed drop by Fr to Fr mtg drop by Hold 90 min RK Lunch with POTUS MOcaucus/NYprimary PCSD Break 8:30am WHConf Youth Violence	8 Concord RON / POTUS Hispanic Pac Dinner Los Angeles	9 Ds Abroad, AK, AZCaucus Net Event- Contra Costa CA
10 NV Caucus	11 Nat'l League of Cities 8:30 Superfund tour / remarks TN - RON New Jersey Day GOTV TN - Memphis	12 Climate recept NAVOBS Enviro meeting WH pm FL, LA, TN, TX Primary OK, MS, HI Primary POTUS off TN VOTE	13 Clean Car Conf & Recep Climate roundtable Lunch with POTUS Primary phone calls 30m Work mtg. Child/fam Hold Evening (ss)	14 Climate Bfast WH GOP ABC Debate U of Ill ND Caucus Ends Owens 6:15/Levin 7:15 DC Press time 45 m Texas phone calls	15	16 MI Caucus
17 St. Patrick's Day	18 REGO Houston L/Dallas D DNC/...	19 DNC Lunch Globe meeting Joint Center Dinner (T) OH, WI, IL Primary PA State Day Press time 45 min	20 DNC Enviro Coffee Lunch with POTUS OR Primary POTUS Cab Mtg & Recep Primary phone calls 30m Hold Evening (ss)	21 Meeting re: Olympics sched Work visit w/ Pres of Haiti (T)	22 DNC Lunch Scheduling meeting	23 WY Caucus
24 Sparks Dinner @ NAVOBS (T)	25 AFL-CIO (T) Reinvent lab Bethesda - AM UT Caucus Wisconsin phone calls	26 15 m greet 20 m rec line 60 m dinner Milwaukee DNC dinner Wisconsin CA Primary	27 Alliance - Redesign Dinner CIA visit - AM Hold 60 min (RK) Olympic Plan mtg (T) Primary phone calls 30m	28 N. Dakota press 30m N.Dakota calls Hold Evening (ss)	29 DNC Exec Council Rec. PM Lunch with POTUS Mtg w/Assn of St Dem Chairs POTUS Turkish PM Demirel	30 Gridiron Dinner ND Caucus Virgin Islands Caucus Fargo N Dakota
31 AGJ's B-Day Palm Sunday Congressional Easter Recess	February S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 April S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30					

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001b. calendar	VP calendar re: April 1996 [partial] (1 page)	03/07/1996	b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

rc1433

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April 1996

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	1 NCAA final four ends	2 DNC NYC (T) Italian state visit KS Primary VP hosts lunch	3 Passover Primary phone calls 30 m <u>Hold evening</u>	4 DNC NYC (T) Lunch w/ POTUS Passover	5 Good Friday Louisiana / Mississippi calls	6																																																																																											
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7 Daylight savings time Easter Puerto Rico Primary	8 Jackson-Dinner DNC Lunch N'Orleans DNC WH Easter Egg Roll <u>Louisiana/Mississippi</u>	9 POTUS mtg Greek PM Simitis WH recep for Relig ldrs	10 100 days until Olympics Alabama/Florida calls Hold 60 min (RK)	11 Birm-Lunch Boca Raton - DCCC Dinner POTUS off today <u>Alabama/Florida</u>	12 DNC Coffee Interagency Meeting Lunch w/ POTUS POTUS mtg w/Tony Blair British Labour Party Leader	13 VA Caucus <u>Tunis</u>																																																																																											
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14	15 House budget due IOC 100 Anni Olympic Mvmt POTUS departs evening Taxes due <u>Tunis</u>	16 AlbuqD/PhoenixL-DNC Holocaust day of remembrance NAB Las Vegas <u>LVegas,Alb,Phoenix</u>	17 Builders for Peace Din 6p (T) Speech Prep VP down until 12:00 pm <u>POTUS Japan</u>	18 EEO High Ed-Open 2:30 (T) Fam Conf Dinner	19 1st Anniversary OK City 3rd Anniversary Waco Am Soc Newspaper Eds Lunch BU video taping 4:00 pm 4 hrs Possible OK City 9:00 am (T) <u>POTUS Moscow Nuc. Summit</u> <u>Boston videotape trip</u>	20																																																																																											
21 <u>POTUS Moscow Nuc. Summit</u>	22 Earth Day Fam Conf Dinner POTUS off	23 Laborers' Inat'l rec. pm (T) PA Primary POTUS dip corps recep WH <u>Enviro Fly around(T)</u>	24 CSD 9:00 opening (T) CSD Cabinet Meeting CSD prep VP DNC NAVOBS Dinner <u>Hold evening</u>	25 AIDS meeting DNC Gala Lunch w/ POTUS POTUS Sax club	26 DNC Coffee	27 25 Anni of Kennedy Center (T) Olympic torch relay begins-LA																																																																																											
28	29 SanJ,LA-DNC (T) <u>California</u>	30 CSD 9:00 opening (T) POTUS bk tie FDR Din WH	March <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> May <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table>				S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
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May 1996

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5 Guam Caucus	6 In Performance @ WH (T) POTUS Lunch APA NYC MEG	7 IN, NC, DC Primary	8 Geneva speech prep (T) Lunch w/ POTUS Hold Evening	9 Geneva speech prep (T) Greek State Visit	10 WH Photo Dinner (T)	11																																																																																											
12 Mother's Day	13 Geneva	14 NE, WV Primary	15 Hold Evening	16 Lunch w/ POTUS POTUS Cong As Cauc Din (T)	17 Note: Canoe Kayak Team Trials Ocoee	18 Armed Forces Day																																																																																											
19 Gore's Anniversary Note: Canoe Kayak Team ...	20 Pacific Basin Ec Council	21 OT, AR Primary Wiesenhal Dinner NYC	22 POTUS USCG Address (T)	23 Hold for mtg w/ Kohl 3 hr Hold Evening	24 Lunch w/ POTUS Memorial Day Recess	25																																																																																											
26 Olympic torch in Memphis	27 Memorial Day	28 KY Primary	29 Hold Evening	30 50 days until Olympics	31																																																																																												
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001c. calendar	VP calendar re: June 1996 [partial] (1 page)	03/07/1996	b(6)
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Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

rc1433

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2 <u>Memorial Day Recess</u>	3 Gore/Mubarak 1 day this wk (T)	4 MT, NJ, AL Primary NM Primary POTUS Princeton (T)	5 Fulbright Dinner @ WH [001C]	6 Harvard Commencement <u>Hold Evening</u>	7 <u>Note: 7 - 17 Baseball Olympic Team Selection Camp - Milli...</u>	8																																																																																				
9	10 G/M Cong. Mtg (T) Gore/Mbeke Prep (T) Gore/Mbeke Press (T)	11 <u>Gore/Mbeke DC 1 1/2 days (T)</u>	12 <u>Hold Evening</u>	13 Ireland State Visit (T)	14 Flag Day	15 Race for the Cure																																																																																				
<u>Note: 7 - 17 Baseball Olympic Team Selection Camp - Millington, TN</u>																																																																																										
16 Father's Day	17	18 Congressional Picnic (T) Pres. Clerides Cyprus visit (T)	19 Congressional Picnic (T) <u>Hold Evening</u>	20 Olympic torch in DC	21	22																																																																																				
<u>Note: 7 - 17 Baseball Olympic Team Selection Camp - Milli...</u>																																																																																										
23 Family Conference V	24 Family Conference V	25 <u>Hold Evening</u>	26 Olympic torch in Carthage	27 <u>DLC Western Conf. Cal (T)</u>	28 <u>G-7 Lyon, France (T) Economic Summit</u>	29 <u>Independence Day Recess</u>																																																																																				
30 <u>Independence Day Recess</u>	May <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> July <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>						S	M	T	W	T	F	S			1	2	3	4		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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REALITY CHECK

On The Economy

Under President Clinton

False Claims

&

The Facts

March 8, 1996

March 8, 1996

AN ECONOMIC VISION THAT ADDRESSES AMERICA'S CHALLENGES. President Clinton has governed with an economic growth strategy to turn the economy around and address the long-term issues that have left too many Americans working harder without getting the raises they need and deserve. Unlike Republicans who have recently discovered this economic challenge -- only as a political issue -- the President has governed with a comprehensive, consistent economic growth strategy.

PRESIDENT CLINTON'S ECONOMIC STRATEGY IS BASED ON BASIC CHALLENGES:

- **Balance the Budget.** Balance the budget in a way that protects America's values.
- **Open Markets.** Open markets to create high-wage jobs for American workers.
- **Educational Opportunity.** Increase educational opportunity and lifelong learning.
- **Reward Work.** Reward work by protecting the EITC and increasing the minimum wage.
- **Economic Security.** Worker training; safeguard and simplify pensions; health care portability.

A STRONGER ECONOMY -- TURNING THE CORNER ON 20 YEARS OF STAGNANT WAGES.

- **The Deficit Is Down** -- cut nearly in half in three years, after quadrupling in the previous 12 years.
- **Job Growth At Historic Highs.** The economy has added more than 8 million new jobs -- more per year than under President Bush or Reagan or any Republican Administration since the 1920s.
- **Lowest Combined Unemployment, Inflation and Mortgage Rates in 27 years.**
- **Strong Economic Growth.** Private sector GDP is at 3.2%, higher than the 2 previous Administrations.
- **Wages Are On The Way Back Up.** Real median family incomes and hourly earnings are up.
- **Exports Are Up.** Exports are up \$149 billion -- creating hundreds of thousands of high-wage jobs.

PRESIDENT CLINTON IS MEETING THE CHALLENGES OF TODAY AND TOMORROW WITH NEW EFFORTS TO:

- **Help Lower-Income Workers Get Ahead.** Raise the minimum wage and protect the EITC.
- **Help Workers Get 21st Century Skills.** GI Bill of Rights for workers to get needed training.
- **Continue Major College Access Emphasis.** \$10,000 Tuition Tax Deduction, 1 million work study opportunities, merit scholarships, protect Direct Student Loans.
- **Safeguard Workers' Pensions and Health Care.** Simplify pensions and protect health insurance for people who change or lose their jobs.
- **Help Every Child Become Technologically Literate.** America's Technology Literacy Challenge.

PRESIDENT CLINTON IS STANDING UP TO REPUBLICAN POLICIES THAT WOULD SQUEEZE WORKING FAMILIES AND DENY THEM AND THEIR CHILDREN OPPORTUNITIES.

- **They Oppose Increasing the Minimum Wage** even though it would give 10 million workers a raise.
- **They Passed Tax Increases on Working Families.** They passed a \$32 billion EITC tax increase.
- **They Proposed Cuts In College Opportunity.** Cut Pell Grant scholarships, student loans, and Direct Student Loans.
- **They Proposed \$30 Billion In Education Cuts,** including cuts in Head Start, basic skills, and Safe & Drug Free Schools, Goals 2000, and AmerCorps National Service.
- **They Passed Medicare Premium Increases.** Passed Medicare premiums increases on 37 million beneficiaries.
- **They Supported Corporate Raids On Workers' Pensions.**

SETTING THE RECORD STRAIGHT ON THE ECONOMY

March 8, 1996

I. THE CLINTON ECONOMY.

FALSE CLAIM: The Clinton Economic Plan has led to a weaker economy and is steering us towards a recession. The recent quarter shows economic growth is weak.

THE FACTS: The Clinton economic record is the best in a generation -- far better than past Republican Administrations. While many Americans are still not getting raises, the economy has certainly turned around. And experts say that it is on track for sustained growth.

CLINTON ECONOMY IS STRONGER THAN PREVIOUS REPUBLICAN ADMINISTRATIONS

- ★ **Stronger Overall Economic Growth.** Over the last 3 years, the economy has grown faster than any major economy in the world -- twice as fast as during the previous Administration.
- ★ **Stronger Private Sector Economic Growth.** Since President Clinton took office, the private sector has grown 3.2% annually -- far stronger than either of the previous two Administrations.
- ★ **Stronger Business Investment Growth.** Productive Investment has grown at double-digit rates for 3 years in a row for the first time in 30 years.
- ★ **Stronger Exports.** Exports of American goods have grown by one-third -- up \$149 billion -- a better record than either of the previous two Administrations.
- ★ **Stronger Overall Job Growth.** More than 8 million new jobs added in 3 years -- a faster annual rate of job growth than any Republican Administration since the 1920s.
- ★ **Stronger Stock Market.** The stock market has increased more rapidly under President Clinton than under any other president since World War II.
- ★ **Lower Combined Unemployment, Inflation, and Mortgage Rates.** The combined unemployment, inflation, and mortgage rate is at its lowest level in 27 years.
- ★ **Higher Homeownership.** Homeownership is now at its highest level in 15 years.

WHO DO YOU TRUST ON THE ECONOMY?

Haley Barbour, Chairman of the Republican National Committee, Speech to the Conservative Political Action Conference, 2/23/96: *"There is a looming Clinton recession."*

[or]

Alan Greenspan, Testimony to the House Banking Committee, 2/20/96: *"A number of fundamentals point to an economy that is basically on track for sustained growth...the most likely outcome for 1996, as a whole, is further moderate growth. The unemployment rate is expected to remain around current levels."*

Blue Chip Forecasters, a consensus view of 49 economists, *Forecasts of Economic Growth In 1996 and 1997 Fall*, 2/10/96: *"...the economy has not, nor is on the verge of falling into recession."*

II. WAGES.

FALSE CLAIM: Family incomes have been lower every year of the Clinton Administration than they were when he took office. No wonder wages are stagnant: the government got your pay raise.

THE FACTS: Clinton's policies are helping turn the corner on 20 years of wage stagnation. The problem of wage stagnation has been around for 20 years -- and it won't be solved overnight. But President Clinton has implemented a long-term economic strategy that is starting to turn it around. And his pro-growth economic agenda for the future will help lift workers' wages.

CLINTON'S POLICIES ARE HELPING TURN THE CORNER ON 20 YEARS OF WAGE STAGNATION

- ★ **Increase In Average Hourly Earnings.** During the last three years, real average hourly earnings increased, after dropping 79 cents during the previous two Administrations. [Source: Bureau of Labor Statistics (adjusted to December 1995 dollars using the CPI-U).]
- ★ **Increase In Real Median Family Income.** After falling 4 percent in the previous Administration, real median family income is up since President Clinton took office. Indeed, it increased 2.3 percent in 1994. [Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994.*]
- ★ **America Is Growing Together.** In 1994 -- the most recent year data are available -- every family income group, from the richest to the poorest, experienced a real increase in their incomes, for the first time since 1989. [Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994.*]
- ★ **The Poverty Rate Is Down, After Increasing During The Previous Administration.** The poverty rate has declined from 14.8 percent in 1992 to 14.5 percent in 1994. In 1994 -- the year after President Clinton's Economic Plan -- the number of people in poverty declined by 1.2 million. [Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994.*]

PRESIDENT CLINTON'S PRO-GROWTH ECONOMIC AGENDA WILL HELP LIFT WORKERS' WAGES

- **Balance The Budget.** The President's balanced budget would further lower real interest rates, even further increasing private sector investment, while also maintaining critical public investments in our future.
- **Increase Educational Opportunity And Lifelong Learning.** An all-out emphasis on college access for higher wages through: Direct Student Loans; new \$10,000 tuition tax deduction; increase in Pell Grants; new merit scholarships for the top students in every high school; and expand work study to more than 1 million students. Provide skill grants for workers to get the skills they need in the new economy.
- **Reward Work.** Increase the minimum wage to provide a living wage to 10 million workers. Protect the Earned Income Tax Credit.
- **Increase Workers' Economic Security.** Protect workers' pensions. Make health care portable, eliminate pre-existing conditions exclusions, and help the unemployed purchase health insurance.
- **Open Trade.** The President will continue a trade policy designed to open markets. New trade policies have helped create hundreds of thousands of high-paying American jobs -- jobs that, on average, pay 13 percent more than other jobs.

HOW CAN REPUBLICANS SAY THEY WILL STAND UP FOR WORKING PEOPLE WHEN THEY FOUGHT FOR POLICIES THAT WOULD HAVE SQUEEZED WORKING FAMILIES AND DENIED THEM AND THEIR CHILDREN NEEDED OPPORTUNITIES?

Republicans Fought For Policies That Would Have Squeezed Working Families.

- **They Refuse To Raise The Minimum Wage.** Republicans refuse to act on the President's proposal to raise the minimum wage and give 10 million workers a living wage.
- **They Passed Higher Taxes For Working Families.** Their budget would have raised taxes on some 7.7 million of our most hard-pressed families by an average of \$318 in 1996 alone.
- **They Passed A Medicare Premium Increase On 37 Million Beneficiaries.** Their budget would have raised premiums by \$264 for an elderly couple in 1996 alone.
- **They Passed A Corporate Raid On Workers' Pensions.** Their budget would have allowed corporations to raid pension funds, risking pensions for millions of workers.
- **They Passed A Repeal Of The Medicaid Guarantee Of Nursing Home Coverage.** Their budget would have put more and more working families at financial risk.

Republicans Fought For Policies That Would Deny Education & Training Opportunities.

- **155,000 Dislocated Workers Denied Assistance.** The Republican budget would have denied assistance to 155,000 workers who lost their jobs due to corporate downsizing or changes in the economy in 1996 alone.
- **2.5 Million Students Cut Off Direct Student Loans.** Their budget would have cut off Direct Student Loan opportunities for 2.5 million students in 1,350 colleges and universities.
- **380,000 Students Denied Pell Grants.** Their budget would make devastating cuts to the Pell grant program, denying Pell grants to 380,000 deserving students in 1996 alone.
- **180,000 Children Denied Head Start.** Their budget would have denied 180,000 children comprehensive Head Start education, health, and social services by the year 2002.
- **1 Million Children Denied Basic And Advanced Skill Training.** Their budget would cut Title I by more than \$1 billion -- cutting 1 million students from the program.

THE EVIDENCE SAYS THAT EDUCATION IS KEY TO INCREASING EARNINGS

- ★ **College Graduates Earn 74 Percent More.** Today, college graduates earn *74 percent more* than workers with only a high school degree or less. [Source: Bureau of Labor Statistics, Current Population Survey]
- ★ **Every Year Of Education Has Been Found To Increase Earnings By 6 To 12 Percent.** [Council of Economic Advisers and U.S. Department of Labor, *Educating America: An Investment For Our Future*, September, 1995]
- ★ **High-Wage Jobs Require More Education.** High-skilled jobs are growing fastest. Over the last 10 years, jobs in high-skilled occupations have grown 32%, while low-skilled occupations have grown just 7%. [Source: U.S. Department of Labor, Office of the Chief Economist.]

III. 1993 ECONOMIC PLAN.

FALSE CLAIM: President Clinton does not deserve credit for bringing down the deficit, lowering interest rates, or strengthening the economy. These things would have happened without Clinton's plan.

THE FACTS: President Clinton's Economic Plan is widely accepted by experts from all sides as bringing down the deficit, lowering interest rates, and strengthening the economy.

The Deficit Was On The Rise When President Clinton Took Office.

- CBO reported in January 1993 that "the federal budget deficit is stuck near \$300 billion for the next few years and will move even higher in the second half of the 1990s." CBO projected the deficit would soar to \$455 billion in 2000 and to \$579 billion in 2002.

President Clinton Brought Down The Deficit.

- President Clinton's economic policies have nearly cut the deficit in half in 3 years, from \$290 billion in fiscal year 1992 to \$164 billion in fiscal year 1995.
- The actual 1995 deficit under President Clinton was \$120 billion lower than CBO projected it would be when President Clinton took office.
- According to CBO, even without President Clinton's much-needed balanced budget plan, deficits will be \$1.5 trillion lower over the next 7 years than CBO projected when President Clinton took office.

THE EXPERTS GIVE PRESIDENT CLINTON THE CREDIT FOR BRINGING DOWN THE DEFICIT AND GROWING THE ECONOMY

- ★ **Paul Volcker**, Federal Reserve Board Chairman (1979-1987), in *Audacity*, Fall 1994: "*The deficit has come down, and I give the Clinton Administration and President Clinton himself a lot of credit for that. ...What's important is that he acknowledged that it was a big problem and did something about it, fast. And I think we are seeing some benefits.*"
- ★ **Alan Greenspan**, Federal Reserve Board Chairman, 2/20/96: The deficit reduction in President Clinton's 1993 Economic Plan was "*an unquestioned factor in contributing to the improvement in economic activity that occurred thereafter.*"
- ★ **Fortune Magazine**, 10/3/94: Clinton's "*economic plan helped bring interest rates down, spurring the recovery.*"
- ★ **Washington Post**, 2/14/94: "*Next year the CBO calculates, the budget deficit will be smaller in proportion to the size of the economy than in any year since 1979. As a result of those two things, interest rates are low, and businesses investment is rising powerfully.*"

IV. CLINTON TAXES.

FALSE CLAIM: The Clinton tax increase in 1993 was the largest tax increase in history and now taxes are at an all-time high.

THE FACTS: That is just not true. The 1982 tax increase was larger, and the average federal tax rate for the typical 4-person family is *lower* today than when President Clinton took office.

THEY'RE NOT TELLING THE TRUTH: PRESIDENT REAGAN'S 1982 TAX INCREASE WAS LARGER

- ★ **Wall Street Journal**, 10/26/94: "Contrary to Republican claims, the 1993 package...is not 'the largest tax increase in history.' The 1982 deficit reduction package of President Reagan and Sen. Robert Dole in a GOP-controlled Senate was a bigger tax bill, both in 1993-adjusted dollars and as a percentage of the overall economy."
- ★ **Washington Post**, 2/1/95: "The biggest tax increase in history did not occur in the Omnibus Budget Reconciliation Act of 1993. The biggest tax increase in post-World War II history occurred in 1982 under President Ronald Reagan."

WHAT THE REPUBLICANS DON'T TELL YOU ABOUT TAXES UNDER CLINTON:

- **The Average Federal Tax Rate for the Typical 4-Person Family Is Lower Today Than When Clinton Took Office, And Is Lower Than in 7 of the 8 Years When Ronald Reagan Was President.** The average federal tax rate for the typical four-person family will be lower in 1995 than in 1992, or in 7 of the 8 years when Ronald Reagan was President. [Source: Treasury Department Office of Tax Analysis, based on Census Bureau data, 4/18/95]
- **Taxes Take Less Of Income Today Than At The End Of The 1980s.** The percent of personal income going to pay taxes was lower in 1994 -- following President Clinton's 1993 Economic Plan -- than in 1989.

1993 ECONOMIC PLAN ONLY INCREASED TAX RATES ON TOP 1.2%-- WHILE CUTTING TAXES FOR 15 MILLION WORKING FAMILIES

- ★ **H&R Block Confirms.** Income tax rates were only raised on the "top 1.2% of all taxpayers." There was "no income tax increase for middle-income taxpayers...income tax rates are unchanged on middle incomes -- 82.2% of all tax payers." There is a tax cut for the other "16.6% of all taxpayers [who] benefit from Earned Income Tax Credit Expansion." [H&R Block Analysis of Income Tax Consequences of the Revenue Reconciliation Bill of 1993, pp. 21-24.]
- ★ **Washington Post.** CBO found "only a sliver of tax filers -- 1.2% will face a higher income tax bill on April 15 because of the Clinton Administration's economic program." ["GOP Tax Issue May Fade Away: Only 1.2% of Filers Will Face Increase, CBO Study Finds," *Washington Post*, 1/13/94, p. A8.]

V. TRADE POLICIES.

FALSE CLAIM: President Clinton's trade policies and weak enforcement have led to the highest trade deficit in history.

THE FACTS: President Clinton's trade policies have increased exports, helped grow the economy, and created high wage jobs.

EXPORTS ARE SURGING -- CREATING HIGH-WAGE JOBS.

- **Stronger Exports Than Previous Administrations.** Under President Clinton, exports of American goods have grown by one-third -- up \$149 billion -- that's a better record than under President Bush or President Reagan.
- **Trade Policies Are Creating High-Wage Jobs.** President Clinton has concluded over 200 trade agreements, helping create hundreds of thousands of high-paying American jobs -- jobs that, on average, pay 13 percent more than other jobs.
- **The World's Most Competitive Economy.** The United States has now been ranked Number One on competitiveness for two years in a row -- for the first time in 10 years -- and up from Number Five in 1992.
- **The World's Automobile Leader Once Again.** The United States is the world's Number One producer of automobiles for the first time since the 1970's -- overtaking Japan.
- **The World's Semiconductor Leader Once Again.** The United States has regained its position as the world's Number One producer of semiconductors -- surpassing Japan.

PRESIDENT CLINTON STOOD UP FOR AMERICAN WORKERS AND COMPANIES AGAINST UNFAIR COMPETITION

- ★ **Stood Up To The Japanese To Open New Markets To American Goods.** The Clinton Administration stood up to the Japanese government and opened 15 market sectors in Japan, ranging from medical equipment to autos to rice. Since 1993, U.S. exports to those sectors have grown 80 percent.
- ★ **Stood Up To The Japanese To Increase U.S. Auto Sales.** As a result of the 1995 U.S.-Japan Auto Agreement, Big Three exports of vehicles to Japan increased significantly in 1995 -- almost 50 percent.
- ★ **President Clinton Fought For NAFTA -- Opening Markets, Cutting Tariffs, Increasing Exports, and Creating High-Wage Jobs for American Workers.** Exports to Mexico and Canada grew by 16 percent in NAFTA's first year alone and U.S. market share in Mexico is up to 74 percent -- creating hundreds of thousands of high paying jobs.

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CLAIM:

President Clinton inherited a healthy economy growing at a rate of 3.7 percent (fourth quarter of 1991 to the fourth quarter of 1992) and turned it into an economy that grew at only 1.4 percent (fourth quarter of 1994 to the fourth quarter of 1995).

THE FACTS:

1. **President Clinton inherited an economy with high unemployment and anemic job growth. He put the fiscal house in order and helped turned the economy around.** President Clinton inherited what experts called a "jobless recovery" with unemployment topping 7 percent. President Clinton's Economic Plan helped turn the economy around and laid the foundation for the lowest combined unemployment, inflation, and mortgage rate in 27 years, and more than 8 million new jobs -- a faster annual rate of job growth than any Republican Administration since the 1920s.
2. **The unemployment rate was over 7 percent during every month in 1992 -- now it has fallen and has been between 5.4 percent to 5.8 percent for 18 months in a row.** [Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov.]
3. **Since President Clinton took office, the private sector of the economy has grown 3.2 percent annually -- a stronger record of private sector growth than either the Bush or Reagan Administrations.** [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]
4. **The 1992 growth number is exaggerated because much of the good news was generated by the election of President Clinton.** Growth for the entire year was 2.7 percent -- not 3.7 percent -- and was boosted significantly by a strong fourth quarter that benefited from a fall in interest rates and rise in consumer confidence brought on by the election of President Clinton. [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]
 - *New York Times* [11/25/92]: "The post-election rebound in consumer spirits entirely reversed a string of monthly declines in the measure [consumer confidence] since June... analysts attributed most of the jump in consumer confidence to Governor Bill Clinton's victory in the Presidential election."
5. **Interest rates fell from 7.76% at the beginning of November of 1992 to 7.26% by inauguration because of confidence in the incoming Clinton Administration:**
 - *New York Times* [12/7/92]: "The sharp rally in the bond market...seems to show a surprising comfort among market players with President-elect Bill Clinton, a Democrat who will govern with a Democratic-controlled Congress."

CLAIM: *A Wall Street Journal survey of economic forecasters predicts the overall growth rate for 1996 will be below 2%. That rate, together with the 1995 growth rate, will mark the slowest two-year period of growth (short of past recessions) since 1956-57.*

THE FACTS: 1. **This is a bogus comparison.**

The fact is the private sector of the economy has grown 3.2 percent annually since President Clinton took office -- that's stronger than either the Bush or Reagan Administrations. [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]

2. **If you look at the past two years, the growth rate in the private sector is even higher -- 3.4 percent -- again higher than the Bush or Reagan years.** [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]

3. **Indeed, even if the pessimistic assumption for 1996 came true, private-sector growth during President Clinton's first term would be stronger than the growth during the Reagan-Bush years.** [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]

4. **Even using this pessimistic assumption for 1996, overall economic growth during the 1995 and 1996 would be stronger than the average rate during the previous Administration.** [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]

PRESIDENT CLINTON'S ECONOMIC RECORD IS FAR BETTER THAN EITHER OF THE PREVIOUS TWO ADMINISTRATIONS:

- **Better Job Growth.** More than 8 million new jobs added under President Clinton -- that's faster job growth than during any Republican Administration since the 1920s, including Ronald Reagan's term in office. [Source: Bureau of Labor Statistics, *Employment Situation: January 1996*, February 2, 1996, Table B1; and Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00000001, February 20, 1996.]
- **Better Private-Sector Job Growth.** Nearly 8 million new private-sector jobs created under President Clinton -- that's faster private-sector job growth than during any Republican Administration since the 1920s, including Ronald Reagan's term in office. [Source: Bureau of Labor Statistics, *Employment Situation: January 1996*, February 2, 1996, Table B1; and Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00000001, February 20, 1996.]
- **Turning The Corner on Jobs in High-Wage Industries.** After losing 268,000 jobs in high-wage industries during the previous Administration, the economy has added well more than 3 million since President Clinton took office. [Source: Update to Department of Labor, *The Nature of Recent Employment Growth*, February, 1996.]

CLAIM: *The current expansion has been fairly poor compared to earlier expansions.*

THE FACTS: **THEY'RE BLAMING THE WRONG FOLKS! THE PERFORMANCE OF THE ECONOMY DURING THE CURRENT EXPANSION HAS NOT BEEN AS STRONG AS IT COULD BE -- BUT ONLY BECAUSE OF THE POOR ECONOMIC PERFORMANCE DURING THE PREVIOUS ADMINISTRATION.**

1. From the start of the current expansion to the end of the previous Administration, the unemployment rate increased from 6.8 percent to over 7 percent. Since President Clinton took office, the unemployment rate has fallen from over 7 percent to 5.5 percent and has been below 6 percent for 18 straight months. [Source: Bureau of Labor Statistics, BLS Interest site, www.bls.gov.]
2. Nearly 5 times as many jobs per month have been added to the economy during President Clinton's part of the economic expansion than during President Bush's part of the expansion.
 - Since President Clinton took office, the economy has created 227,000 per month. This compares to the 46,000 per month added from the end of the recession to the end of the previous Administration. [Source: Bureau of Labor Statistics, BLS Interest site, www.bls.gov.]
3. Over 5 1/2 times as many private-sector jobs per month have been created during the President's part of the expansion than during the previous Administration's part.
 - Since President Clinton took office, the private sector of the economy has added 211,000 per month. This compares to the 37,000 per month added from the end of the recession to the end of the previous Administration. [Source: Bureau of Labor Statistics, BLS Interest site, www.bls.gov.]
4. After losing 221,000 construction jobs during President Bush's part of the current expansion, the economy has added more than 900,000 new construction jobs under President Clinton. [Source: Bureau of Labor Statistics, BLS Interest site, www.bls.gov.]
5. During President Clinton's part of the economic expansion, the economy has created 172,000 new manufacturing jobs. This compares to the 387,000 manufacturing jobs lost during the previous Administration's part of the current economic expansion. [Source: Bureau of Labor Statistics, BLS Interest site, www.bls.gov.]
6. The overall economy has grown faster during the Clinton Administration than during the "Bush economic expansion". [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]
7. The private sector of the economy has expanded far faster since President Clinton took office than it did from the bottom of the 1990-91 recession to the end of the previous Administration. [Source: Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts.]

CLAIM:

More jobs were added in the last six months of the Bush Administration than were created in the last six months of the Clinton Administration.

THE FACTS:

IF THEY WANT TO TALK ABOUT JOB GROWTH, LET'S TALK. PRESIDENT CLINTON'S JOBS RECORD IS BETTER THAN THAT OF ANY REPUBLICAN PRESIDENT SINCE THE 1920s.

1. **President Clinton Has A Better Jobs Record Than Any Republican Administration Since the 1920s.** Since President Clinton took office, the economy has added more than 8 million new jobs -- that's a faster annual rate of job growth than any Republican Administration since the 1920s. [Source: Bureau of Labor Statistics, *Employment Situation: January 1996*, February 2, 1996, Table B1; and Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00000001, February 20, 1996.]
2. **President Clinton Has A Better Private-Sector Jobs Record Than Any Republican Administration Since the 1920s.** Nearly 8 million new private-sector jobs have been created -- that's a faster annual rate of private-sector job growth than any Republican Administration since Harding was President in the 1920s. [Source: Bureau of Labor Statistics, *Employment Situation: January 1996*, February 2, 1996, Table B1; and Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500001, February 20, 1996.]
3. **Nearly 8 Times More Private-Sector Jobs Per Month Than Bush.** Since the President was inaugurated, the private sector has created 211,000 jobs per month, 7.8 times as many jobs per month as were created under the Bush Administration (26,900). [Source: Bureau of Labor Statistics, *Employment Situation: January 1996*, February 2, 1996, Table B1; and Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500001, February 20, 1996.]
4. **Turning The Corner on Jobs in High-Wage Industries.** After losing 268,000 jobs in high-wage industries during the Bush Administration, the economy has added well more than 3 million since President Clinton took office. [Source: Update of Department of Labor. *The Nature of Recent Employment Growth*, October 7, 1994.]

CLAIM: *From February 1995 to February 1996, the economy lost 265,000 high-paying manufacturing jobs.*

THE FACTS: **Manufacturing jobs are UP under President Clinton -- after falling dramatically during the previous two Administrations.**

- **Since President Clinton took office -- even counting recent losses -- the economy has added 172,000 new manufacturing jobs, after losing 2.2 million during the previous two Administrations.** [Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES30000001, February 20, 1996.]
- **President Clinton has a better record of manufacturing job growth than any Republican Administration since before the Great Depression.** [Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES30000001, February 20, 1996.]
- **Under President Reagan alone, the economy lost 752,000 manufacturing jobs.** [Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES30000001, February 20, 1996.]

CLAIM:

While 7.5 million non-farm payroll jobs have been created since Clinton took office...many of these are part-time jobs. On the basis of the number of hours worked, the economy has created only 758,000 full-time jobs annually since 1992.

THE FACTS:

1. **This is nonsense. How is it possible that an unusual amount of the new jobs are part-time, if part-time employment is down under President Clinton?**
 - **While the economy is creating millions of jobs, part-time employment is down!** According to the Bureau of Labor Statistics, in the last two years, the number of people working part-time has dropped by half a million workers. [Source: BLS Current Population Survey.]
2. **If an unusual amount of the new jobs were part-time jobs, average hours should fall. Since President Clinton took office, average hours have ticked up.**
 - **Average hours are up slightly.** According to the Bureau of Labor Statistics, average weekly hours have increased slightly during the Clinton Administration; from 1992 to 1995, they have increased from 34.4 to 34.5 hours per week. [Source: BLS Current Employment Statistics survey.]
3. **Simply put: Their analysis is flawed.** As Sylvia Nasar wrote in the *New York Times* in April 1993:

"As it turns out, there was no way for anyone to know what proportion of the payroll jobs were part-time, since the Labor Department simply does not ask businesses whether their payroll jobs are full-time or part-time when it surveys them each month."

CLAIM: *Average hourly earnings are 5 percent lower than a decade ago.*

THE FACTS: **THEY'RE BLAMING THE WRONG FOLKS.** All of the drop occurred on the watch of Presidents Reagan and Bush. Wages have improved slightly under President Clinton.

- While average hourly earnings declined 4.5 percent in the last decade, they declined 4.6 percent under Presidents Reagan and Bush. Since President Clinton took office, hourly wages are on the rise again. (Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars using CPI-U, February 20, 1996.)
- In today's dollars, this means that under Presidents Reagan and Bush, real average hourly earnings fell 79 cents, from \$12.34 in January 1981 to \$11.55 in January 1993. (Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars using CPI-U, February 20, 1996.)
- Since President Clinton took office, real average hourly earnings have increased slightly.

Since President Clinton took office, average hourly earnings have increased slightly from \$11.55 in January 1993 to \$11.62 in December 1995. (Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

CLAIM:

In each and every year of the Clinton presidency, the typical American family had less real income than when President Clinton took office. Last year alone, the typical family earned \$790 less than in 1992.

THE FACTS:

THIS IS SIMPLY UNTRUE. Family incomes fell under the previous Administration. They have increased since President Clinton took office.

1. **Median family income is higher now than in 1992.** Median family income in 1994 was higher than the year before President Clinton took office. In 1994, median family income was \$38,782, up from \$38,632 in 1992. (Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*, Series P-60-189, Supplemental Tables: Families, By Total Money Income.)
2. **Median family income increased in 1994.** According to the Bureau of the Census, real median family income increased 2.3 percent in 1994 -- the first year following President Clinton's Economic Plan -- for the first time since 1989. (1994 is the most recent data available) (Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*, Series P-60-189, Supplemental Tables: Families, By Total Money Income.)
3. **It's impossible to make a three-year estimate.** It is impossible to even make a three-year estimate since the Bureau of the Census hasn't even collected the data for the third year!
4. **Family incomes declined under the previous Administration.** It was during the previous Administration when family incomes slipped. From 1988 to 1992, median family income declined 4 percent. (Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*, Series P-60-189, Supplemental Tables: Families, By Total Money Income.)

CLAIM:

Real wages for the median worker have fallen 4.6 percent since 1979. It's no wonder that more than half of the wage decline since 1979 occurred under Clinton's watch.

THE FACTS:

THE FACT IS THAT REAL AVERAGE HOURLY WAGES FELL DURING THE PREVIOUS TWO ADMINISTRATIONS AND HAVE INCREASED SLIGHTLY UNDER PRESIDENT CLINTON.

1. LOOK WHAT HAPPENED TO HOURLY WAGES UNDER REAGAN AND BUSH:

- Under Presidents Reagan and Bush, real average hourly earnings fell 79 cents, from \$12.34 in January 1981 to \$11.55 in January 1993.

(Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

2. WHILE WAGES ARE BEGINNING TO REBOUND UNDER PRESIDENT CLINTON.

- Since President Clinton took office, average hourly earnings have increased slightly from \$11.55 in January 1993 to \$11.62 in December 1995.

(Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

CLAIM: *"But wages and incomes rebounded during the Reagan years."*

THE FACTS:

1. WAGES FELL UNDER REAGAN:

- Under President Reagan, real average hourly earnings fell 29 cents, from \$12.34 in January 1981 to \$12.05 in January 1989.

(Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

2. WAGES FELL EVEN MORE UNDER REAGAN AND BUSH:

- Under Presidents Reagan and Bush, real average hourly earnings fell 79 cents, from \$12.34 in January 1981 to \$11.55 in January 1993.

(Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

3. WHILE WAGES ARE BEGINNING TO REBOUND UNDER PRESIDENT CLINTON.

- Since President Clinton took office, average hourly earnings have increased slightly from \$11.55 in January 1993 to \$11.62 in December 1995.

(Source: Bureau of Labor Statistics, BLS Internet site: www.bls.gov, series EES00500049, Adjusted to December 1995 dollars, using CPI-U, February 20, 1996.)

CLAIM:

The poverty rate is higher now -- the 14.5 percent poverty rate recorded in 1994 remains well above the 12.8 percent level at the end of the Reagan economic expansion period.

THE FACTS:

Poverty is up since President Reagan only because it went up so much under the Bush Administration. It has come down under President Clinton.

- **Poverty Up During Previous Administration.** The poverty rate increased during the Bush Administration. From 1988 to 1992, the poverty rate increased from 13.0 to 14.8 percent. The child poverty rate increased from 19.5 percent in 1988 to 22.3 percent in 1992.
(Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*, Series P-60-189, Supplemental Tables: Families, By Total Money Income.)
- **Poverty Down Under Clinton.** The poverty rate has declined from 14.8 percent in 1992 to 14.5 percent in 1994. In 1994 -- the year after President Clinton's Economic Plan -- the number of people in poverty declined by 1.2 million. Under President Clinton, the child poverty rate has declined from 22.3 percent to 21.8 percent. (Source: Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*, Series P-60-189, Supplemental Tables: Families, By Total Money Income.)

CLAIM: *From 1979 to 1994, the inflation-adjusted hourly wage of men with a high school education fell from \$13.84 to \$11.57, a 16.4 percent drop... Any American whose income has fallen 16 percent has good reason to be angry.*

THE FACTS: **THE ENTIRE DECLINE HAPPENED BEFORE PRESIDENT CLINTON TOOK OFFICE.**

SINCE THE PRESIDENT TOOK OFFICE, THE DOWNWARD SLIDE IN HOURLY WAGES FOR MEN WITH A HIGH SCHOOL DEGREE HAS STOPPED:

- While hourly wages of men with a high school education fell 16.4 percent between 1979 and 1994, 100 percent of the decline occurred between 1979 and 1992 -- before President Clinton took office.
[Source: Economic Policy Institute.]
- In other words, while real average hourly earnings of men with a high school education fell from \$13.84 in 1979 to \$11.57 in 1992 -- a 16.4 percent drop. Since President Clinton took office, the decline has stopped, remaining steady at \$11.57 in 1994. [Source: Economic Policy Institute.]

AVERAGE HOURLY EARNINGS OF MEN WITH ONLY A HIGH SCHOOL DEGREE WENT DOWN UNDER REAGAN, DOWN UNDER BUSH, AND REMAINED STEADY UNDER CLINTON.

Average Hourly Earnings Of Men With High School Education			
Reagan			
1980	\$13.38		
1988	\$12.41	<i>Down</i>	<i>\$0.97</i>
Bush			
1988	\$12.41		
1992	\$11.57	<i>Down</i>	<i>\$0.84</i>
Clinton			
1992	\$11.57		
1994	\$11.57	<i>Holding</i>	<i>Steady</i>
[SOURCE: Economic Policy Institute. Adjusted to 1994 dollars.]			

CLAIM:

In 1995, wages and benefits advanced 2.9 percent -- their smallest increase in 14 years.

THE FACTS:

THIS IS JUST NOT TRUE.

1. **In real dollars, wages and benefits have grown twice as fast under President Clinton than they did during the previous Administration.** (Source: Based on data from the Bureau of Labor Statistics, Employment Cost Index, adjusted to December 1995 dollars using the CPI-U.)
2. **In 1995 alone, the inflation-adjusted increase in wages and benefit -- while not as strong as the Administration would have liked -- was faster than the average growth during the previous Administration and better than a couple of years during the Reagan expansion period.** (Source: Bureau of Labor Statistics, Employment Cost Index, adjusted to December 1995 dollars using the CPI-U.)

CLAIM: *The President's 1993 Economic Plan did not bring interest rates down; they were already coming down.*

THE FACTS: **TOP FINANCIAL EXPERTS ALL AGREE THAT THE ELECTION OF PRESIDENT CLINTON AND THE PRESENTATION OF HIS ECONOMIC PLAN IN MID-FEBRUARY 1993 WERE RESPONSIBLE FOR BRINGING DOWN INTEREST RATES. INDEED, MORTGAGE RATES HAVE BEEN LOWER UNDER PRESIDENT CLINTON THAN UNDER ANY ADMINISTRATION SINCE THE 1960s.**

1. Interest rates fell from 7.76% at the beginning of November 1992 to 7.26% by inauguration because of confidence in the incoming Clinton Administration:

New York Times, 12/7/92: "The sharp rally in the bond market....seems to show a surprising comfort among market players with President-elect Bill Clinton, a Democrat who will govern with a Democratic-controlled Congress."

	<u>11/6/92</u>	<u>1/26/93</u>	<u>2/19/93</u>	<u>4/23/93</u>
30 YR. BOND	7.76%	7.26%	7.13%	6.79%

2. Experts recognize interest rates fell further after the presentation of the President's deficit reduction plan by Secretary Bentsen:

Wall Street Journal, 2/24/93: "The spectacular bond market rally accelerated yesterday, with long-term Treasury bond yields plunging to another record low as investors rushed to embrace President Clinton's economic package."

Financial Times (London), 1/26/93: "The market opened markedly higher as investors and dealers got their first chance to react to Sunday's comments by Mr. Lloyd Bentsen, the new Treasury Secretary, which suggested the White House views cutting the deficit as a top priority."

3. After passage of the President's 1993 Economic Plan, experts recognized its further positive impact on interest rates and economic growth:

Fortune, 10/3/94: "[President Clinton's] economic plan helped bring interest rates down, spurring the recovery."

Lehman Brothers, 1/10/94: "Lower deficits, lower long-term rates and higher real growth was the overall promise. With the data now rolling in for December 1993, it seems clear that President Clinton delivered on all three counts over the second half of the year."

Alan Greenspan, Federal Reserve Board Chairman, in 1994 and 1996: "The actions taken last year to reduce the federal budget deficit have been instrumental in creating the basis for declining inflation expectations and easing pressures on long-term interest rates." 1/31/94

"The deficit reduction [from 1993]...was an unquestioned factor in contributing to the improvement in economic activity that occurred thereafter." 2/20/96

CLAIM:

The Clinton deficit reduction plan does not deserve credit for bringing down the deficit: it was the result of technical or unrelated economic factors.

THE FACTS:

1. **Deficits were rising when President Clinton took office.** As President Clinton took office in January 1993, CBO reported that "the federal budget deficit is stuck near \$300 billion for the next few years and will move even higher in the second half of the 1990s." CBO projected the deficit would soar to \$455 billion in FY2000 and to \$589 billion in FY2002.

2. **The deficit is lower with President Clinton's Economic Plan:**
 - **The actual FY1995 deficit was \$164 billion -- \$120 billion lower than CBO projected** at the start of the Administration -- and nearly half the size it was when President Clinton took office (\$290 billion).
 - **Deficits are \$1.5 trillion lower than projected over the next 7 years:** Even without the much-needed passage of the President's balanced budget plan, CBO projects the deficit will be \$1.5 trillion lower over the next seven years than projected when President Clinton took office.

3. **Ask the experts: they acknowledge that the President's Economic Plan reduced the deficit, lowered interest rates, and spurred economic growth.**
 - **Paul Volcker**, Federal Reserve Board Chairman (1979-1987), quoted in *Audacity*, Fall 1994: "The deficit has come down, and I give the Clinton Administration and President Clinton himself a lot of credit for that....and I think we're seeing some benefits."
 - **Congressional Budget Office**, *Economic and Budget Outlook*, January 1994, p. xiii: "The dramatic improvement [in the deficit] since last January is largely the result of the enactment in August of...the Omnibus Budget Reconciliation Act of 1993."

CLAIM: *The deficit would be lower without the tax increases contained in the 1993 Economic Plan.*

- THE FACTS:**
1. **The Clinton Economic Plan has reduced the deficit more than the Administration projected.** Actual deficits in fiscal years 1993 to 1995 were *\$123 billion lower* than the Administration projected right after enactment of the 1993 Economic Plan. [Source: Based on OMB *Midsession Review* of the 1994 Budget; and actual budget deficits FY93-95, as reported by the Department of Treasury]
 2. **According to their logic, the top 1.2% of American taxpayers -- the only taxpayers who saw their tax rates go up -- would work dramatically less because of the tax increase, driving revenues down.**
 - **The Clinton plan only raised income tax rates on the top 1.2% of all taxpayers -- but, the top U.S. income tax rate is *still lower* than any of the major economies in the world.** According to Ernst & Young, the United States had a lower top federal income tax rate in 1994 than any other major economy, including Japan, Germany, and Canada. [Source: Ernst & Young, *Worldwide Personal Tax Guide*, based on 1994 tax rates.]
 - **Do they really want to claim that America's top earners wouldn't work as hard as their foreign competitors, even when our top tax rate is lower and capital gains taxes were left unchanged?**
 3. **The Feldstein/Feenberg study that concluded that the tax increase on the top 1.2 percent raised much less than predicted is seriously flawed.** The study's methodology ignores that taxpayers shifted at least \$20 billion in income from early 1993 to late 1992 in anticipation of higher rates in 1993. Income shifting explains most of the study's findings. [Source: Eric Toder, Deputy Assistant Secretary for Tax Analysis, written comments on "The Effect of Increased Tax Rates on Taxable Income and Economic Efficiency: A Preliminary Analysis of the 1993 Tax Rate Increase" by Martin Feldstein and Daniel Feenberg, National Bureau of Economic Research conference, 11/7/95.]

CLAIM: *The 1993 Economic Plan contained the biggest tax increases in history.*

THE FACTS: 1. THAT IS JUST NOT TRUE.

- *Wall Street Journal*, 10/26/94: "Contrary to Republican claims, the 1993 package ... is not 'the largest tax increase in history.' The 1982 deficit reduction package of President Reagan and Sen. Robert Dole in a GOP-controlled Senate was a bigger tax bill, both in 1993-adjusted dollars and as a percentage of the overall economy."
- *Washington Post*, 2/1/95: "The biggest tax increase in history did not occur in the Omnibus Budget Reconciliation Act of 1993. The biggest tax increase in post-World War II history occurred in 1982 under President Ronald Reagan."

2. Tax increases targeted at the wealthiest Americans -- and tax cuts for many Americans.

- **H&R Block** confirms that the 1993 Economic Plan only increased income tax rates for the top 1.2 percent, while cutting taxes for "16.6% of all taxpayers [who] benefit from the Earned Income Tax Credit Expansion." [Source: "H&R Block Analysis of the Income Tax Consequences of the Revenue Reconciliation Bill of 1993," August 1993.]
- **CBO** found that "only a sliver of tax filers -- about 1.2 percent -- will face a higher income tax bill on April 15 because of the Clinton administration's economic program." ["GOP Tax Issue May Fade Away: Only 1.2% of Filers Will Face Increase, CBO Study Finds," *Washington Post*, 1/13/94.]

3. The average federal income tax rate for the typical four-person family is lower today than when President Clinton took office, and is lower than a decade ago under Ronald Reagan. The average federal income tax rate for the typical four-person family will be lower in 1995 than in 1992 or 1985 under Ronald Reagan. [Source: Treasury Department Office of Tax Analysis, based on Census Bureau data, 4/18/95.]

CLAIM: *The typical family now devotes 24.5 percent of its income to federal taxes -- a greater share of income than at any time in America's peacetime history.*

THE FACTS: THIS IS SIMPLY WRONG.

- 1) The typical family's tax rate is not the highest in peacetime history -- indeed it is lower than when President Clinton took office in 1992. [Source: Treasury Department Office of Tax Analysis, based on Census Bureau data, 4/18/95]
- 2) In their claim, they are not just counting people's federal income taxes, they have also thrown in employee *and* employer payroll taxes. Even using this calculation, the average tax rate in 1995 is still lower than it was in 1992, the year before President Clinton took office.
 - In 1995, the average combined federal income and employee *plus* employer Social Security and Medicare tax rate for the typical four-person family will be 24.46 percent. [Source: Treasury Department Office of Tax Analysis, based on Census Bureau data, 4/18/95]
- 3) When you do not count the employer's portion of payroll taxes, the typical family's tax rate is 16.81 percent -- lower than when President Clinton took office, and the same or lower than 7 of the 8 years when Ronald Reagan was President. [Source: Treasury Department Office of Tax Analysis, based on Census Bureau data, 4/18/95]

CLAIM: *Clinton says he only raised taxes on the wealthy, but according to recently released IRS data from 1993, nearly 87 percent of the returns showing \$200,000 or more in income were filed by small businesses and family businesses.*

THE FACTS: **PRESIDENT CLINTON'S ECONOMIC PLAN *HELPED* SMALL BUSINESS. OVER 90% OF SMALL BUSINESSES ARE ELIGIBLE FOR TAX REDUCTIONS THROUGH THE INCREASED SMALL BUSINESS EXPENSING LIMIT AND THE CAPITAL GAINS TAX CUT TARGETED TO SMALL BUSINESS.**

1. Only 4% of Small Businesses Affected by Individual Rate Increase.

Wall Street Journal: "Only 4% of those taxpayers who report some business income on their tax returns -- and that includes partners in law firms and investment bankers as well as owners of small manufacturing companies -- make sufficient money to be hit the by the higher rates." ["Foes of Clinton's Tax Boost Proposals Mislead Public and Firms on the Small Business Aspects," *Wall Street Journal*, July 20, 1993.]

- 2. 100% of Small Businesses That File *Corporate* Returns Not Affected Corporate Rate Increase.** The increased corporate rate for businesses that file as corporations does not apply to small businesses -- it only affects corporations with taxable income in excess of \$10 million a year!
- 3. President Clinton's Economic Plan Helped Small Business.** It contained targeted pro-business investment incentives to promote small businesses:
- **Small Business Expensing.** Increased the small business expensing limit by 75% -- from \$10,000 to \$17,500;
 - **Capital Gains.** Provided a targeted capital gains tax cut to promote the expansion and creation of small businesses. Investors who invest for more than 5 years in small businesses can get a 50% cut in their capital gains rate.
 - **Empowerment Zones.** Created empowerment zones that give businesses incentives to invest and create jobs in distressed economic communities.
- 4. President Clinton's Balanced Budget Would Provide Additional Assistance to Small Business.** The President's FY97 budget, which balances the budget in 7 years based on CBO numbers, provides additional assistance to small businesses:
- **Small Business Expensing.** Gradually *further* increases the small business expensing limit to \$25,000.
 - **Estate Tax Relief.** Provides estate tax relief by allowing more small businesses and farmers to pay the estate tax in installments at favorable interest rates.
 - **Self-Employed Health Tax Deduction.** Gradually increases the self-employed tax deduction from 30 percent to 50 percent.
 - **Pension Simplification.** Significantly simplifies tax rules for employer-provided pensions to make it easier for businesses, especially small business, to provide pension coverage to their workers.

CLAIM: *President Clinton vetoed the first balanced budget to reach a President's desk in 27 years.*

THE FACTS:

1. **President Clinton did not veto the Republican Budget because it balanced the budget -- he strongly supports a balanced budget and has presented his own balanced budget plan based on CBO numbers. *The President's FY1997 budget is the first official budget presented by a President that balances based on CBO numbers in 19 years.***
2. **President Clinton vetoed the extreme Republican Budget because it included extreme cuts in Medicare, Medicaid, Education, the Environment as well as a large tax increase on the hardest pressed working families. President Clinton vetoed their budget because their policies would squeeze working families and deny them and their children needed opportunities.**
 - **Higher Taxes For Working Families.** Their budget would have raised taxes on some 7.7 million of our most hard-pressed families by an average of \$318 in 1996 alone.
 - **Medicare Premium Increase On 37 Million Beneficiaries.** Their budget would have raised premiums for an elderly couple by \$264 in 1996 alone, and by hundreds more over 7 years.
 - **Corporate Raid On Workers' Pensions.** Their budget would have allowed corporations to raid pension funds, risking pensions for millions of workers.
 - **Repeal Of The Medicaid Guarantee Of Nursing Home Coverage.** Their budget would have put more and more working families at financial risk.
 - **2.5 Million Students Cut Off Direct Student Loans.** Their budget would have cut off Direct Student Loan opportunities for 2.5 million students in 1,350 colleges and universities.
 - **380,000 Students Denied Pell Grants.** The Republican budget would make devastating cuts to the Pell grant program, denying Pell grants to 380,000 deserving students in 1996 alone.
 - **180,000 Children Denied Head Start.** Their budget would have denied 180,000 children comprehensive Head Start education, health, and social services by the year 2002.
 - **1 Million Children Denied Basic And Advanced Skill Training.** Their budget would cut Title I by more than \$1 billion -- denying assistance to 1 million students in 1996 alone.
3. **President Clinton has continually called for passing the common savings in both plans so that we can have a balanced budget and modest tax cut *without* the harmful Medicare, Medicaid, Education and Environmental cuts. After more than 50 hours of negotiations, both sides now have some \$700 billion of savings in common -- more than enough to balance the budget in 7 years while providing tax relief for middle-class families. President Clinton's door remains open. He urges the Republicans to come back to the table and work with him to get the job done.**

CLAIM:

The deficit has not been balanced in 26 years and Bill Clinton was content to run deficits for another 26 years.

THE FACTS:

1. **THE RECORD SHOWS THAT BILL CLINTON IS THE PRESIDENT WHO HAS BEEN COMMITTED TO LIVING WITHIN OUR MEANS AND BALANCING THE BUDGET.**
 - **Because of President Clinton's 1993 Economic Plan, the FY1995 budget would have had a \$14 billion *surplus* but for the interest on the debt accumulated during the Reagan and Bush Administrations.**
 - **The deficit exploded between 1981 and 1986 under a Republican-controlled White House and Senate.** The main dramatic increase in the deficit occurred under a Republican-controlled White House and Senate -- the deficit nearly *tripled* in just three years, from \$74 billion in FY1980 to \$208 billion in FY1983.
 - **In just 3 years, President Clinton has cut the deficit nearly in half.** President Clinton's economic policies have cut the deficit from \$290 billion in FY1992 to \$164 billion in FY1995.
 - **CBO today projects that deficits will be \$1.5 trillion lower** over the next 7 years than CBO projected as President Clinton took office in January 1993.
 - **President Clinton asks the Republicans to come back to the table and get the job done.** President Clinton is the one who is currently asking Congress to come back to work and pass the common ground savings that would allow us to balance the budget and provide a targeted tax cut.

CLAIM: *President Clinton placed excessive and unproductive regulatory burdens on the American people -- totaling \$600-700 billion per year.*

THE FACTS:

1. **THIS IS SIMPLY THE SAME OLD HOSTILE VIEW TO ENVIRONMENTAL PROTECTION AND PUBLIC SAFETY: EXAGGERATED COSTS AND NO CALCULATION OF BENEFITS.**

2. **THE ADMINISTRATION'S COMMON SENSE REGULATIONS WORK: ELIMINATING NEEDLESS AND BURDENSOME REGULATIONS WHILE PROTECTING THE ENVIRONMENT, GROWING THE ECONOMY, AND CREATING JOBS.**

- President Clinton is strongly committed to reforming our regulatory system so that it is more flexible, costs less, and imposes fewer rigid rules on the American economy. *The Administration is eliminating 16,000 pages of needless regulations, and is streamlining another 31,000.*
- **Significant steps include:**
 - Shrinking a SBA loan application form from an inch thick to one page.
 - Rewarding results, not red tape, by changing performance measurement systems to focus on ultimate goals (e.g., cleaner air and safer workplaces.)
 - Enacting interstate banking deregulation and intrastate trucking deregulation.
 - Dramatically simplifying bank regulations issued by the Comptroller of the Currency, and radically reducing the regulatory burden placed on exporters.
- **A Stronger Economy.** Over the last 3 years, the economy has grown faster than any major economy in the world -- twice as fast as during the previous Administration.
- **Stronger Job Growth.** Nearly 7.7 million new jobs added in 3 years -- a better record than either of the previous two Administrations.

3 **THIS COMPLAINT IS FROM THE SAME FOLKS WHO TRIED TO PUSH THROUGH EXTREME ENVIRONMENTAL CUTS AND POLICIES THIS YEAR, INCLUDING:**

- Halting new standards for meat inspections.
- Cutting EPA's enforcement budget by 50 percent.
- Eliminating all clean drinking water state loan funds.
- Halting EPA action or enforcement to keep storm water pollution out of the nation's waterways.
- Prohibiting EPA enforcement to keep raw sewage off beaches and out of waterways.
- Eliminating EPA's ability to set standards to prevent industrial water pollution.
- Curtailing protection of toxic air pollutants from all oil refineries.

CLAIM:

More than 90 percent of all reductions [in the federal work force] come from the closing of Resolution Trust Corp. and the firing of tens of thousands of civilian military employees -- on orders from the base-closing commission.

THE FACTS:**THIS IS FLAT WRONG.**

- **More than 40 percent of the reductions are non-Defense.** More than 40 percent of the reductions in the federal workforce come from departments and agencies other than defense. Virtually every department and agency has reduced their number of employees. [Source: Office of Management and Budget data, as presented in the National Performance Review Report: President Clinton's Record In Reducing The Federal Workforce, February 8, 1996.]
- **Defense had a buy-out program earlier than other agencies.** The civilian Defense Department made up slightly less than half of the federal workforce (44%) and has contributed somewhat more than half of the workforce reductions (59%). This modest additional contribution to workforce reduction from the Defense Department is not surprising given that the Defense Department began downsizing and had a buy-out program earlier than other agencies. [Source: Office of Management and Budget data, as presented in the National Performance Review Report: President Clinton's Record In Reducing The Federal Workforce, February 8, 1996.]
- **RTC closing has done little to reduce workforce.** The closing of the RTC has done little to reduce the federal workforce. Thousands of the former RTC workers have moved to the FDIC, having little effect on the level of federal employment. [Source: National Performance Review, 1996.]

CLAIM:

President Clinton is for big government; he fights every effort to cut spending.

THE FACTS:

1. **Government spending is lower today than under the Reagan or Bush Administrations as a share of the economy:** Federal government spending as a share of the economy was lower in fiscal year 1995 than in any year under the Reagan and Bush Administrations -- the lowest of any year since 1979. [Based on *actual* fiscal year 1995 outlays and GDP from the Treasury and Commerce Departments, respectively; historical data from the CBO, *Economic and Budget Outlook*, January 1995.]

2. **Because of President Clinton, the Era of Big Government is over:**
 - Reduced the federal workforce by 205,000 workers -- the smallest in three decades.
 - Proposed terminating more than 400 federal government programs, and consolidating many others. [Source: OMB and Third Report of the National Performance Review.]
 - Closing more than 2,000 unnecessary government field offices.
 - Eliminating 16,000 pages of unneeded rules and regulations.

3. **President Clinton's 1993 Economic Plan cut spending by \$255 billion, and his balanced budget plan would cut spending by over \$600 billion more.** The President's balanced budget upholds America's values, protects Medicare, Medicaid, Education and the Environment, and provides targeted tax relief while it cuts discretionary spending by \$297 billion and cuts entitlement spending by more than \$270 billion.

4. **President Clinton has nearly cut the deficit in half in three years.**
 - **Deficits \$1.5 trillion lower than projected over the next 7 years:** Even without the President's much-needed balanced budget plan, CBO projects the deficit will be \$1.5 trillion lower over the next seven years than projected when President Clinton took office.
 - **Because of President Clinton's 1993 Economic Plan, the FY1995 budget would have had a \$14 billion surplus but for the interest on the debt accumulated during the Reagan and Bush Administrations.**

CLAIM: *President Clinton's spending policies are reducing the size of the economy by 38 cents for every additional federal dollar spent.*

THE FACTS: THIS IS PATENTLY FALSE.

1. After federal deficit spending exploded during the previous two Administrations, President Clinton has cut spending -- and cut the deficit nearly in half -- reducing the Federal workforce to its smallest size in three decades and cutting 16,000 pages of regulations.
 - Federal spending as a share of the economy is lower today than at any time in 16 years.
 - CBO today projects that deficits will be *\$1.5 trillion lower* over the next 7 years than CBO projected when President Clinton took office in January 1993.
2. The study used to support this claim fails to account for the important fact that government investments -- such as education, the environment, Medicare, and Medicaid -- help the economy grow. The study -- conducted by Lowell Gallaway and Richard Vedder for Reps. Armev and Saxton -- treats these investments the same as wasteful spending. The distinction between investment and wasteful spending is crucial to evaluating the effects of government spending on the economy.
 - General Accounting Office, "public investment plays a key role in economic growth, directly and by creating an environment conducive to private sector investment. Accordingly, in addition to the overall level of deficit or surplus, the proportion of the budget devoted to investment spending will also affect long-term growth. [GAO. *The Deficit and the Economy*. April 1995, pp. 11-12]
3. The study is based on a fundamentally flawed methodology. The study use inappropriate techniques to examine the impact of government spending on output. The study fails to account for the fact that the amount the government spends affects the economy and vice-versa. Thus, the simple statistical techniques adopted produce misleading results and underestimate the benefits of government spending. This study even makes the absurd claim that their simple theory can account for 99.9 percent of the movements in the economy over the past five decades.

CLAIM:

Today, federal spending approaches 22 percent of the economy.

THE FACTS:

It is true that spending is between 21% and 22% of the economy, but this is lower than any year under the Reagan and Bush Administrations - the lowest in 16 years.

- Federal spending in fiscal year 1995 was 21.1 percent of the economy -- the lowest of any year since 1979. This is based on the actual fiscal year 1995 figures, not estimates.

[Based on actual fiscal year 1995 outlays and GDP. Historical data in CBO, *Economic and Budget Outlook*, January 1995; actual fiscal year 1995 outlays from Treasury Department, September Monthly Treasury Statement of Receipts and Outlays of the U.S. Government, October 27, 1995; actual fiscal year 1995 GDP from Department of Commerce, Bureau of Economic Analysis, National Income and Product Accounts, February 23, 1996.]

- Ironically, the study that Rep. Armey cites to make this claim shows that spending as a share of the economy was *lower in fiscal year 1995 than in 1980 or 1990*. The study says that fiscal year 1995 spending as a share of the economy was 21.6% based on *estimates as opposed to actual* GDP, but even at 21.6% federal spending as a share of the economy would *still be lower than any year since 1979* - lower than every year under the Reagan and Bush Administrations.

CLAIM: *The President even wants to add new obstacles like a minimum wage hike -- putting the bottom rung of the economic ladder of success out of reach for millions of unskilled workers*

THE FACTS: AND THEY CLAIM TO BE FOR RAISING WORKERS' WAGES?

1. **Between 10 million and 13 million workers would benefit from the President's proposal to increase the minimum wage:** An estimated 10 million hourly workers earn between \$4.25 and \$5.14 and would directly benefit from the President's proposal. Research indicates that an increase in the minimum wage to \$5.15 could have a "ripple" effect on the more than 3 million workers who earn within 60 cents of the new minimum wage.
2. **Within a year, if the minimum wage is not increased, it will fall to its lowest real level in 40 years.** Indeed, the value of the minimum wage is now 27 percent lower than it was in 1979, and has fallen 45 cents in real value since its last increase in April of 1991. The first half of the President's 90-cent proposal simply restores the minimum wage to its value from the last increase.
3. **Raising the minimum wage primarily helps adult workers -- most of whom rely on their minimum wage jobs to support their families:** Nearly two-thirds of minimum wage workers are adults (63%); almost two-fifths of all minimum wage workers (39%) are the sole breadwinners in their families; the average minimum wage worker brought home half of his or her family's earnings. Thus, a 90-cent rise in the minimum wage means an extra \$1,800 to a full-time minimum wage worker -- *that's enough for the average family to pay for over 7 months of groceries.*
4. **Empirical evidence shows the President's proposal can increase wages without costing jobs:** Over a dozen empirical studies -- a majority of those published in peer-reviewed journals in the last five years -- have found that moderate increases in the minimum wage would not cost jobs. These studies include state-specific research that shows that higher state increases in the minimum wage did not result in significant job impacts. As Nobel Laureate Robert Solow stated: "[T]he evidence of job loss is weak. And the fact that the evidence is weak suggests that the impact on jobs is small."
5. **The last minimum wage -- also 90 cents -- garnered strong bipartisan support.** In 1989, the minimum wage was passed by votes of 382 to 37 (135 Republicans) in the House, and 89 to 8 in the Senate (36 Republicans) and was supported by Senator Dole and Rep. Gingrich.

CLAIM: *He wants...the government to choose "winners" and "losers" by redirecting pension funds into "social investment."*

- THE FACTS:
1. **President Clinton Kept Ronald Reagan's Policies!** The Clinton Administration has done absolutely nothing new in this area. The Interpretive Bulletin the Labor Department put out last summer (No. 94-1) merely brings together 20 years of Labor Department opinions on the subject:
 - **Robert Monks, who was responsible for ERISA in the Reagan Administration,** confirmed that, in Monks' words. "Interpretive Bulletin 94-1 sets forth a policy that is consistent with the policies announced by DOL during the years that I had principal responsibility for the ERISA program." (Letters attached.)
 - The ETI Clearinghouse that the Saxton bill proposes to defund was the outgrowth of the November 1992 Report of the Work Group on Pension Investments, appointed by the Bush Labor Department, that found that *"economically targeted investments (ETIs) exist which constitute prudent investments under traditional financial criteria, but which also create collateral economic benefits."*
 2. **This Is The Same Group That Passed A Corporate Raid On Workers' Pensions.** Their budget would have allowed corporations to raid pension funds, risking pensions for millions of workers.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

March 8, 1996

STATEMENT BY THE PRESIDENT:
ECONOMY CREATES 8 MILLION NEW JOBS

Four years ago, I said if America met its economic challenge by bringing down the deficit, investing in education and training, rewarding work and opening markets, we could spur a strong recovery that could help this economy create 8 million jobs in four years. It is a tribute to the hard work, ingenuity, and strength of the American people, that our economy has created 8.4 million jobs in just three years instead of four.

Even as we celebrate the creation of 8.4 million jobs, we must remember that much more must be done to ensure that our economy is working for all of our working families. This is no time to rest or move backwards. To keep America's job machine humming and our economy growing, we must get back to work on balancing the budget in a way that puts our people first.

-30-30-30-

WHAT A DIFFERENCE 4 YEARS MAKES

I. DEFICIT.

Four years ago: The deficit was \$290 billion -- the highest dollar level in history.

Today. The deficit is \$164 billion - nearly cut in half and the lowest as a share of the economy of any major economy in the world.

II. UNEMPLOYMENT

Four years ago: The unemployment rate was above 7% during every month in 1992.

Today. The unemployment is at 5.5% -- and has been below 6% for 18 consecutive months.

III. JOBS

Four years ago: One of the worst periods of private-sector job growth in history -- only 26,900 per month.

Today. 8.4 million new jobs -- and 211,000 private sector jobs per month, 7 1/2 times more private-sector jobs per month than during the previous Administration.

March 8, 1996

PROMISE MADE AND KEPT: 8 MILLION NEW JOBS!

In 1992, President Clinton put forward a comprehensive economic strategy to help put "America back to work". He promised the nation that he had "a plan to create 8 million new jobs." Today, the Bureau of Labor Statistics reported that President Clinton has kept his promise: 8 million jobs have been added to the economy in the three years since he took office.

- **8 Million New Jobs In 3 Years.** During the Clinton Administration, more than 8 million jobs have been created -- nearly 8 times more in the private sector jobs per month than in the previous Administration. It took only 3 years for 8 million jobs to be created under President Clinton -- for comparison, it took nearly 5 1/2 years for 8 million jobs to be added during the Reagan Administration.
- A Better Annual Jobs Record Than Any Republican Administration Since the 1920s.
- Nearly 8 Times More Private-Sector Jobs per Month Than the Previous 4 Years.
- 93% Of The Job Growth Has Been In The Private Sector -- Best Since 1920s.
- After Losing More Than 250,000 Jobs in High-Wage Industries in the Previous Four Years, We Have Now Created Well Over Three Million.

Laying A Foundation For Growth And Turning The Economy Around.

Four years ago, the economy was experiencing exceptionally slow job growth and unemployment remained persistently high -- topping 7% every month in 1992.

President Clinton put the fiscal house in order and helped turn the economy around.

Consumer confidence rose with the President's election and the introduction of the President's Economic Plan had an immediate positive impact on lowering interest rates, increasing business confidence, spurring new investment and strong job growth.

- **Fortune, 10/3/94:** "[President Clinton's] economic plan helped bring interest rates down, spurring the recovery."
- **Lehman Brothers, 1/10/94:** "Lower deficits, lower long-term rates and higher real growth was the overall promise. With the data now rolling in for December 1993, it seems clear that President Clinton delivered on all three counts over the second half of the year."
- **Alan Greenspan, Federal Reserve Board Chairman:** "The actions taken last year to reduce the federal budget deficit have been instrumental in creating the basis for declining inflation expectations and easing pressures on long-term interest rates." 1/31/94

"The deficit reduction [from 1993]...was an unquestioned factor in contributing to the improvement in economic activity that occurred thereafter." 2/20/96

- **Paul Volcker:** Former Federal Reserve Board Chairman: "The deficit has come down and I give the Clinton Administration and President Clinton a lot of credit for that....and I think we are seeing some benefits." Audacity, Fall 1994

March 8, 1996

A STRONG RECORD OF JOB GROWTH UNDER PRESIDENT CLINTON

- **8 Million New Jobs.** The economy has added 8.4 million new jobs under President Clinton's leadership -- that's a faster annual rate of job growth than any Republican Administration since the 1920s.
- **The Combined Rate of Unemployment and Inflation Is At Its Lowest Level Since 1968.**
- **93% Of The Job Growth Has Been In The Private Sector -- The Highest Percent Since The 1920s.**
- **A Better Private-Sector Jobs Record Than Any Republican Administration Since the 1920s.** Nearly 7.8 million new private-sector jobs have been created -- that's a faster annual rate of private-sector job growth than any Republican Administration since Harding was President in the 1920s.
- **Nearly 8 Times More Private-Sector Jobs Per Month Than Were Created In The Previous Four Years.** Under President Clinton, the private sector has created 211,000 jobs per month, 7 1/2 times as many jobs per month as during the previous 4 years (26,900).
- **The Unemployment Rate Has Dropped To 5.5%.** The unemployment rate is at 5.5%, down from over 7% at the start of the Administration. There are now 2.0 million fewer people unemployed than at the start of the Administration, a 21% drop in the number of unemployed.

It Is Not Just The Quantity Of Jobs, But It Is The Quality Of Jobs.

- **Turning The Corner on Jobs in High-Wage Industries.** After losing 268,000 jobs in high-wage industries during the previous Administration, the economy has added well more than 3 million new jobs in high-wage industries since President Clinton took office.
 - More jobs were created in high-wage industries in 1994 than in the previous five years combined. In 1995, more than half of the new jobs created were in high-wage industries -- reversing a long-run trend toward low-wage industries.
- **Turning The Corner On Construction Jobs.** After losing 665,000 construction jobs during the previous Administration, the economy has created 917,000 since January 1993 -- recently hitting their highest level in more than 5 years.
- **Turning The Corner On Manufacturing Jobs.** After losing 2.2 million manufacturing jobs over the 12 years prior to the Clinton Administration, the economy has added 172,000 manufacturing jobs since President Clinton took office.
- **Turning The Corner On Auto Jobs.** After declining by 49,000 during the previous 4 years, auto employment has increased by 79,000 during the Clinton Administration -- recently hitting their highest level since 1979.

Setting The Record Straight:

Prominent Opponents Of President Clinton's
1993 Economic Plan Called It A Job-Killer.

They Were All Wrong. The Economy Has
Added 8 Million New Jobs.

Representative Newt Gingrich:

"The tax increase will kill jobs and lead to a recession, and the recession will force people off of work and onto unemployment and will actually increase the deficit." [Atlanta Journal-Constitution, 8/6/93]

Senator Pete Domenici:

"April Fool, America. This Clinton budget plan will not create jobs, will not grow the economy, and will not reduce the deficit." [Dallas Morning News, 4/2/93]

Representative John Kasich:

"...We're going to find out whether we have higher deficits, we're going to find out whether we have a slower economy, we're going to find out what's going to happen to interest rates, and it's our bet that this is a job killer..." [GOP Press Conference, 8/3/93]

"The Democrats have the job killer program." [Congressional Record, 3/18/93]

"It's like a snake bite. The venom is going to be injected into the body of this economy, in our judgement and it's going to spread throughout the body and it's going to begin to kill the jobs that Americans now have." [Congressional Record, 3/18/93]

Representative Dick Armey:

"The impact on job creation is going to be devastating." [CNN, 8/2/93]

"...will grow the Government and shrink the economy. It will mean fewer jobs for ordinary Americans." [Congressional Record, 8/5/93]

"Clearly this is a job-killer in the short run." [CNN, 8/2/93]

Senator Connie Mack:

"This bill will cost America jobs, no doubt about it." [Congressional Record, 8/6/93]

Representative Robert Dornan:

"The problem with our economy is that there is too little employment and too little growth. This plan will do nothing to improve that condition and will actually make it worse." [Congressional Record, 8/5/93]

Representative Wally Herger:

"The simple fact is the Clinton plan will not lower interest rates. It will not lower inflation. It will not create jobs. And it will not lower the deficit. The Clinton tax plan will spur inflation, lose jobs, increase the deficit and hurt our economic growth."
[Congressional Record, 8/5/93]

Representative Joel Hefley:

"...will raise our taxes, increase the deficit and kill over 1 million jobs." [Congressional Record, 8/4/93]

Senator Charles Grassley:

"I really do not think it takes a rocket scientist to know this bill will cost jobs." [Congressional Record, 8/6/93]

Representative Jim Bunning:

"It will not cut the deficit. It will not create jobs. And it will not cut spending."
[Congressional Record, 8/5/93]

Senator John Chafee:

"This bill before us this evening, regrettably, is a jobs killer." [Congressional Record, 8/6/93]

Representative Joseph Knollenberg:

"...will destroy jobs, weaken this nation's economy." [Congressional Record, 3/17/93]

Representative Jim Ramstad:

"...will stifle economic growth, destroy jobs, reduce revenues, and increase the deficit."
[Congressional Record, 3/17/93]

Representative Rod Grams:

"...the price will be the lost jobs of million of working Americans." [Congressional Record, 8/5/93]

Representative Mel Hancock:

"And I can tell you from personal experience, this tax bill will stifle investment, clobber small business and destroy jobs." [Congressional Record, 5/27/93]

Representative Ernest Istook:

"I simply would like to state my opposition to this massive job-killing tax bill and the associated charade. Voting against HR 2264 is one of the proudest votes of my life."
[Congressional Record, 3/18/93]

Senator Bob Packwood:

"So I will make you this bet. I am willing to risk the mortgage on it, Mr. President. One year from now...the deficit will be bigger than we are now predicting...[T]he deficit will be up, unemployment will be up; in my judgement, inflation will be up." [Congressional Record, 8/6/93]

Representative Rick Santorum:

"I rise in opposition to this bill because it is bad for America, it does not create jobs."
[Congressional Record, 8/5/93]

Representative Curt Weldon:

"I take no pleasure in seeing this House pass a plan that will kill jobs, drive up inflation, hurt businesses and squeeze the middle class." [Congressional Record, 5/28/93]

Representative Henry Bonilla:

"This plan is a job killer. It's going to take a tremendous amount of money out of the hands of the working people and the small businesses in this country and put it into big government, and I don't think that's what we need right now." [MacNeil/Lehrer Newshour, 5/26/93]

**MEETING AMERICA'S CHALLENGES: LEAVING OUR
ENVIRONMENT SAFE AND CLEAN FOR THE NEXT GENERATION**

March 11, 1996

New incentives and team solutions. President Clinton travels to New Jersey today to announce a bold new environmental effort to revitalize our communities: A \$2 billion Brownfields tax incentive for those who clean up and redevelop contaminated, abandoned properties. He also visits a Superfund site near an elementary school in Wallington, N.J., where cleanup has stopped as a result of the budget impasse, and which may never be cleaned entirely as a result of Republican efforts in Congress to cut Superfund monies.

Brownfields: A solution of teamwork. President Clinton's Brownfields Initiative encourages businesses and communities to turn old, polluted industrial sites into homes for safe, sustainable businesses. Today's Brownfields tax incentive announcement reflects the best of what we can do together to protect our environment and revitalize our cities: Individuals, businesses, communities, and government at all levels working together to meet our shared challenges.

Progress on the environment. After three years of the Clinton Administration, we have accomplished a great deal. For example, President Clinton has:

- * **Expanded community right to know laws.** This new legislation requires industries to tell our citizens exactly what substances are being released into the air and water.
- * **Worked to cut toxic air pollution** from chemical plants by 90 percent.
- * **Helped 50 million Americans breathe cleaner air**, in 55 cities across this land.

Realizing that new problems require new, flexible solutions, the President is also:

- * **Cutting paperwork at the E.P.A. by 25 percent.**
- * **Encouraging new solutions**, with programs like Project XL, which helps stimulate responsible businesses to find inexpensive, efficient ways to meet our tough pollution standards, and his Common Sense initiative for small businesses which emphasizes results, not punishment.

Presidential leadership. The Brownfields Initiative is yet another example of how President Clinton has combined leadership, appeals to corporate citizenship and to all Americans to work together to meet America's challenges.

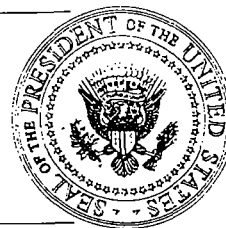
President Clinton has shown we can balance the budget in seven years while upholding our values and protecting the environment. One of our great challenges is to provide a clean and healthy environment for today and tomorrow. Now is not the time to turn our back on 25 years of bipartisan progress on protecting our environment.

Republicans are threatening to shut down the government for a third time if the President does not accept deep cuts in the environment that are not necessary to balance the budget. The President will stand against those efforts, and stand up for our values.

Republican cuts have taken the environmental cop off the beat and are delaying the cleanup of many toxic waste sites:

- * The EPA has already been forced to miss 40% of its inspections -- putting families and children at risk and allowing polluters to get away with breaking the law.
- * Continuing the current Republican cuts will slow the cleanup of many of the more than 400 sites where cleanups are already underway, including the site the President visits today. These clean-up efforts are vital to the health of the more than 10 million children under the age of 12 who live within 4 miles of a toxic waste site.
- * The Republican environmental cuts are jeopardizing our ability to protect clean drinking water -- and are standing in the way of our fight against dangerous pollutants like cryptosporidium, the microbial contaminant that killed 100 people in Milwaukee in 1993.

March 7, 1996



"We've got a lot of challenges to meet. . . but in the end . . . we cannot succeed in any of these challenges unless first we deal with the problems of crime and violence and gangs and drugs. For, in the absence of safety, people are not free. . . If you are imprisoned from within by drugs, or from without by a fear that you can't even walk down the street without looking over your shoulder, this is not a free country and you

White House Leadership Conference on Youth, Drug Use and Violence. President Clinton made a personal plea to students today to help him end the scourge of drug abuse and violence in America. Accompanied by the newly sworn-in National Drug Policy Director and member of his cabinet Gen. Barry McCaffrey, the President announced a major campaign with pharmaceutical companies to fight substance abuse.

are not a free person."

--President Clinton, Conference Remarks, March 7, 1996

A valuable partnership. Today, the President announced that in conjunction with the White House National Drug Policy Office, fifteen major pharmaceutical companies will launch a \$33 million campaign to distribute drug abuse education and prevention material to 400,000 doctors' offices across America.

Presidential leadership and corporate responsibility. Today's announcement provides another example of strong Presidential leadership working with responsible corporations to help meet America's challenges. As with other Presidential initiatives on issues such as television violence, school uniforms policies and educating our children for the 21st century, this cooperative effort will help ensure that our nation's children can reach their highest potential.

A strong record. Over the past three years, the Clinton Administration has made tremendous progress in bringing crime and drug abuse under control.

- * **Less crime.** The violent crime and murder rates across the country are falling.
- * **Fewer guns for criminals.** President Clinton fought for and signed the **Brady Bill**, which has prevented over 60,000 convicted felons and other prohibited purchasers from buying a handgun. The President's Crime Bill banned **19 of the deadliest assault weapons** and their copies, but specifically protects over 650 legitimate sporting weapons.
- * **More police on the street.** President Clinton's Crime Bill also created the COPS program, which is putting **100,000 new community police officers** in cities, towns, and rural areas. In just over one year, funding for over 31,000 new police officers was provided.
- * President Clinton has made the **National Drug Policy Director** a full Cabinet-level position.
- * The Clinton Administration has **provided states and localities resources** to make treatment and prevention available with expanded **drug courts, boot camps, and treatment in our criminal justice system.**
- * The Administration is fighting gang activity and youth violence through HHS' **Youth Gang Initiative Program** and the **Community Schools Program.**
- * Initiated a **National Drug Media Literacy Campaign** for parents, youth and communities.

CHIEFS OF STAFF BREAKFAST

April 9, 1996

Materials Provided

- I. Remarks by the President at Dover Air Force Base, 4/6/96
- II. Memorials and Funeral Services Contact Information
- III. Olympics/Paralympics Meeting, 4/12/96
- IV. Presidential Proclamation on National Day of Remembrance of Oklahoma City Bombing, 4/19/96
- V. The President's Block Calendar
- VI. The Vice President's Block Calendar

THE WHITE HOUSE
WASHINGTON

CHIEFS OF STAFF BREAKFAST
April 9, 1996

AGENDA

- | | | |
|------|----------------------------------|----------------|
| I. | Introduction | Kitty Higgins |
| II. | Earth Day | Lisa Guide |
| III. | Legislative Update | Barbara Chow |
| IV. | Presidential Foreign Travel | William Burns |
| V. | Federal Building Security Issues | Martha Johnson |

- 5:00 Thursday communications call -

22/- 5630

- Barbara (hon)

Senate / House

6 wk work period

5 wk

3 wk

Re. budget -

only little work at staff level - most of issues are
member-level issue

4/15 Immigration Reform
Kennedy Kassebaum
Terrorism conf. report

4/22 term limits
campaign finance reform
Nuclear waste bill.

Tax 2/3 Const. amend.
Tax ranger bill of rights
off budget trust funds

Housekeeping

3:00 conf. call on
arrangement for tomorrow. 4/590

POBUS wants Oklahoma City follow-up

- Adequate psychiatric counseling for kids

- remaining

9:02 AM - National moment of silence April 19th

Security follow-up...

Federal buildings are graded based on vulnerability

GSA has spent \$32 million in upgrades.

4000 Federal Protection Service

- 7 by ~~200~~ contracting officers.

On April 19th - Fed Protection Officers will be on heightened alert.

①

S. Korea

② Tokyo Summit

Public event - POTUS address to Japanese diet.

③ Russia

- Comprehensive nuclear test ban treaty

Returns on 21st -

THE WHITE HOUSE
Office of the Press Secretary

For Immediate Release

April 5, 1996

NATIONAL DAY OF REMEMBRANCE
OF THE OKLAHOMA CITY BOMBING

- - - - -

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

On the morning of April 19, 1995, America was devastated by news of an explosion at the Alfred P. Murrah Federal Building in Oklahoma City. As rescuers rushed to the scene, citizens across the country waited by their televisions and radios for information, and we prayed for the children, Federal workers, and many others caught by the bomb's deadly blast. Despite heroic efforts of emergency personnel and countless samaritans, 168 people lost their lives as a result of the brutal attack.

For a year we have mourned the dead, aided the residents of Oklahoma City in their struggle to rebuild, and strengthened our resolve to fight terrorism. And though it has been a sad and challenging time, the outpouring of love and support for those affected by the tragedy has helped our Nation to come together in common purpose. As we mark the first anniversary of the bombing, we remember the victims and honor their memory with a moment of silence. In prayer and quiet reflection, let us move forward together to foster peace in our land.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim Friday, April 19, 1996, as a National Day of Remembrance of the Oklahoma City Bombing. I ask all the people of the United States to observe a moment of silence on that day at 9:02 a.m., Central Daylight Time, gathering with family, friends, neighbors, and colleagues at home, at work, and in places of worship to commemorate this solemn occasion.

IN WITNESS WHEREOF, I have hereunto set my hand this fifth day of April, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

WILLIAM J. CLINTON

April 1996

Presidential Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 April Fool's Day DNC COFFEE Opening Day: Baltimore Orioles Hold Evening	2 Italian State Visit Hold 1 Hour (HI)	3 MORNING COFFEE PPD & Military Departure Photos Evening Off	4 Passover Hold 1 Hour (SS) Line Item Veto Bill Signing VP Lunch Meeting w/ German Opposition Leader Oskar Lafontaine (10 min) DNC DINNER, OFF COMPLEX	5 Good Friday Official Travel to Oklahoma City Tape Radio Address Evening Off	6 Arrival Ceremony, Dover, DE Hold For Family Time
		Kansas Primary				
7 Easter Sunday Day & Evening Off	8 White House Easter Egg Roll Meeting w/ General McCaffrey NYT Interview (Purdum) DNC DINNER, OFF COMPLEX DNC DINNER, OFF COMPLEX	9 MORNING COFFEE Phone Call to Yeltsin Meeting w/ Greek Prime Minister Costas Simitis (45 min) WH Meeting & Reception w/ Religious Leaders Evening Off	10 DNC FUNDRAISING RECEPTION & DINNER, BALTIMORE	11 Pension Event (T) Briefing For Foreign Trip NYT Interview (Friedman) DNC Dinner @ WH	12 MORNING COFFEE Trade Event VP Lunch Mtg w/ British Labour Party Leader, Tony Blair (20 min) Tape Radio Address Evening Off	13 Day & Evening Off
						Virginia Caucus (D)
14 Day & Evening Off	15 Depart For Japan (p.m.)	16 Japan	17 Japan	18 Japan	19 Nuclear Safety Summit, Moscow 1st Anniversary of OK City Bombing 3rd Anniversary of Waco	20 Nuclear Safety Summit, Moscow
	Taxes Due					
21 Nuclear Safety Summit, Moscow	22 Day & Evening Off	23 DNC COFFEE VP Lunch Diplomatic Corps Reception @ WH	24 MORNING COFFEE CG Lunch, Off Complex SEIU Satellite Hold 30 min (LP) Hold Evening	25 Day & Evening Off	26 Hold For Travel Senate Democratic Retreat, DE DNC DINNER, PHILADELPHIA	27 Live Radio Address WH Reception For 25th Anniv. of Kennedy Center
	Earth Day	Pennsylvania Primary				FYI: Olympic Flame Arrives in LA
28 Day Off AIPAC Dinner	29 Hold For DNC Travel, Miami (T)	30 Ph. & Off. (9:00 am - 1:00 pm) Lunch w/ Peres & Hussein, Blair House Office Photo-Ops Videos FDR Memorial Dinner @ WH				

March

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May

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May 1996

Presidential Calendar

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April <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </table> June <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>			S	M	T	W	T	F	S	1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30							1 DNC Coffee Meeting w/ DC Community Leaders WH Reception For 25th Anniv. of Wolf Trap IV Olympic Dinner, Off Complex	2 Hold 1 Hour (SS) Morning Coffee Meeting w/ Sec. Perry & CINCS VP Lunch Hold Evening	3 Hold Day (SS) Evening Off	4 Taping Live Radio Address WH Correspondent's Dinner Guam Caucus (1)
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5 Cinco de Mayo Day & Evening Off	6 Evening Coffee In Performance @ the White House	7 NJ W JERSEY TRAVEL DNC TORRINETT DINNER NJ DC IN & NC Primaries	8 Ph. & Off. (9.00 am - 1.00 pm) VP Lunch AFTERNOON COFFEE DNC GALA Saxophone Club	9 Greek State Visit	10 Day & Evening Off WH Photographer's Dinner (T)	11 Live Radio Address Evening Off																																																																																											
12 Mother's Day Day & Evening Off	13 DNC Coffee 2 DNC DINNERS. OFF COMPLEX (T)	14 MORNING COFFEE DNC LUNCH, OFF COMPLEX (T) Evening Off NE, WV Primaries	15 Day Off Hold Evening	16 Morning Coffee VP Lunch SW Voter Dinner, Off Complex Hold For Cong. Asian Pacific Caucus Dinner (T)	17 Tape Radio Address Gephardt Dinner, MO.	18 Armed Forces Day Hold For Possible Travel, California Live Radio Address Evening Off																																																																																											
19 Day & Evening Off	20 Morning Coffee Remarks to Pacific Basin Economic Council, DC VP Lunch Gov. Dean Fundraiser, DC DNC Jewish Dinner, DC (T)	21 Hold 30 Min (LP) DNC LUNCH @ WH Office Photo-Ops DNC Coffee Evening Off Arkansas Primary	22 Commencement Address @ US Coast Guard Academy, New London, CT (T) Hold For DNC Fundraiser, CT RON TBD	23 Working Meeting w/ Kohl, Wisconsin (3hrs) Hold Evening	24 Day & Evening Off	25 Live Radio Address Evening Off																																																																																											
26 Day & Evening Off	27 Memorial Day Observed Veteran's Events, Arlington, VA Evening Off	28 Evening Off Id (R) & Ky Primaries	29 Hold Evening	30 Evening Off	31 Evening Off																																																																																												
HOLD (SS & AW)																																																																																																	

June 1996

Presidential Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Live Radio Address HOLD (SS & AW)
2	3	4 Princeton Univ. 250th Anniv. Commencement (T)	5 TBD Meeting w/ Mubarak (1 hour) Fulbright Dinner @ WH	6 Morning Coffee VP Lunch Hold Evening	7 Day & Evening Off	8 Live Radio Address
HOLD (SS & AW)		AL MIT (D), NJ & NM Primaries				
9	10 DNC Travel to Los Angeles	11 Evening Off	12 Morning Coffee Hold Evening	13 Hold For Irish State Visit (T)	14 Flag Day VP Lunch Tape Radio Address	15
16 Father's Day	17 Day Off Gov. Carnahan Fundraiser, DC	18 President Clerides of Cyprus (30 min) (T) Hold For Congressional Picnic (T)	19 Morning Coffee Hold 30 min (LP) Hold For Congressional Picnic (T) Hold Evening	20 Hold For Press Picnic (T) Olympic Torch Passes DC/Balt	21 Office Photo-Ops Hold For Press Picnic (T) Evening Off	22 Live Radio Address
23	24 Family Conference, TN (T)	25 Day Off Hold Evening	26 VP Lunch	27	28	29
30	G-7 Economic Summit, Lyon, France					

May						
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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
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002a. calendar	VP calendar re: April 1996 [partial] (1 page)	04/08/1996	b(6)
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COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

rc1433

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

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RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

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b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

April 1996

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	1 McCaffrey mtg NCAA final four ends Hold evening	2 Italian state visit KS Primary State Dinner VP hosts lunch 2 hours	3 DPM of Hungary GS staff time Passover Scheduling meeting	4 EK Staff time Ickes mtg Lunch w/ POTUS Passover	5 Good Friday	6																																																																																				
Congressional Easter Recess																																																																																										
7 Daylight savings time Easter Puerto Rico Primary	8 MIT prep meeting NC re-elect trip NYC DNC WH Easter Egg Roll	9 15 min Gill Enviro Meeting POTUS mtg Greek PM Simitis WH recep for Relig ldrs	10 100 days until Olympics 45 min Olympic briefing Louisiana/Florida calls REGO Meeting Rego press time	11 Boca Raton - DCCC Dinner Lunch N'Orleans DNC POTUS off today Public event in LA Louisiana/Florida	12 DNC Coffee Interagency Olympics Meeting Lunch w/ POTUS McLarty meeting Olympic Security briefing Photos POTUS-Tony Blair BrLabPty Press time: olympics	13 VA Caucus																																																																																				
Congressional Easter Recess																																																																																										
14 C&O Canal event (T)	15 House budget due Note: IOC 100 Anni Olympic Mvmt NC POTUS Japan	16 AlbuqD/PhoenixL-DNC Holocaust day of remembrance NAB Las Vegas LVegas,Phoenix,Aib	17 Builders for Peace Din 6p CSD prep DNC lunch Meet UC chancellors (T) MIT prep meeting Parks event (T) [002a]	18 Am Soc Newspaper Eds Lunch Am Soc.Newspaper Eds Recep Enviro Bfast - LCV / PEW NAFAEO High Ed-Open 3:00 POTUS Japan	19 1st Anniversary OK City 3rd Anniversary Waco BU video taping OK City 9:00 am OK/MA POTUS Moscow Nuc. Summit Boston videotape trip	20 MIT meetings Return to DC																																																																																				
21 POTUS Moscow Nuc. Sum...	22 Earth Day Enviro press time Fam Conf Dinner Hold 60 min (RK) McLarty meeting POTUS off	23 Com Tech Break Enviro event (T) Laborers' Inat'l rec. 5pm (T) Lunch w/ POTUS PA Primary POTUS dip corps recep WH Press time - environmental	24 CSD opening 9:00 - 10:30 am Novak Lunch REGO Meeting Hold evening	25 AIDS meeting College Press Roundtable (T) Matheson 10m TN 200 speech prep 20min Video Time	26 DNC Coffee FP plan / travel meeting Olymp Sub-Task Frc Mtg (T)	27 25 An of Ken Ctr - WH Recep Olympic torch relay begins-LA																																																																																				
28	29 LA lunch San Jose dinner California	30 MIT speech review Peace Corps Conf DC POTUS bk tie FDR Din WH POTUS down until 1:00	March <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> May <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table>				S	M	T	W	T	F	S	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							S	M	T	W	T	F	S			1	2	3	4		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
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5 Guam Caucus	6 In Performance @ WH (T) Lunch w/ POTUS APA NYC MEG	7 Council of Americas Recep Geneva speech prep IN, NC, DC Primary VP DNC Dinner NAVOBS	8 1 hour press time DNC finance lunch DNC GALA Geneva speech prep Primary calls Hold Evening	9 Greek State Visit	10 FP press time McLarty meeting Olymp SubTask Frc Mtg (T) WH Photo Dinner (T)	11																																																																																				
12 Evening departure for Geneva Mother's Day	13 Geneva / Tunis RON Tunis Geneva/Tunis/Madrid	14 NE, WV Primary Tunis/Madrid	15 Primary calls Return from Madrid AM Hold Evening	16 DNC Coffee Lunch w/ POTUS POTUS Cong As Cauc Din (T)	17 Olympic press time	18 Armed Forces Day Early AM departure Ocoee trials Opening of Olymp stadium IN GA olympic trip																																																																																				
19 Gore's Anniversary	20 Lunch w/ POTUS McLarty meeting MIT speech prep Pacific Basin Ec Council	21 OT, AR Primary Wiesenthal Dinner NYC NYC	22 Cleveland dinner Minneapolis lunch POTUS USCG Address Primary calls MN DNC / Ohio	23 Lexington POTUS travel mtg w/ Kohl KY Day trip C/G Hold Evening	24 Memorial Day Recess	25																																																																																				
26 Memphis in May closing Olympic torch in Memphis Memphis TN	27 Memorial Day	28 Family Conf Dinner (T) KY Primary	29 NYC DNC lunch Primary calls New York Hold Evening	30 50 days until Olympics McLarty meeting	31																																																																																					
Memorial Day Recess																																																																																										

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002b. calendar	VP calendar re:June 1996 [partial] (1 page)	04/08/1996	b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

rc1433

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

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2 Nashville, Tennessee	3 MIT prep block afternoon	4 MT, NJ, AL Primary Mubarak Dinner (T) NM Primary POTUS Princeton (T) Wyeth Reception (T)	5 Fulbright Dinner @ WH GoreMubarak (T) 0026]	6 Lunch w/ POTUS Note: Harvard Commencement Olympic Task force mtg (T) Wyeth Reception (T) Hold Evening	7 MIT Commencement 10:00 Boston Note: 7-17 Baseball Olympic Team Selection Camp - Mill...	8 																																																																																				
9 	10 McLarty meeting	11 	12 Fatherhood Roundtable (T) Olymp SubTask Frc Mtg (T) Hold Evening	13 Ireland State Visit (T)	14 Flag Day Lunch w/ POTUS Race for Cure reception	15 Race for the Cure																																																																																				
Note: 7-17 Baseball Olympic Team Selection Camp - Millington, TN (MEG-1)																																																																																										
16 Father's Day Note: 7-17 Baseball Olympic Team Selection Camp - Mill...	17 	18 Congressional Picnic (T) Pres. Clerides Cyprus visit (T)	19 Congressional Picnic (T) Fam. Conf. Press (T) Olymp SubTask Frc Mtg (T) Hold Evening	20 McLarty meeting POTUS press picnic (T)	21 Olympic torch in DC POTUS press picnic (T) WH Relay (T)	22 																																																																																				
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23 Family Conference V Nashville, Tennessee	24 Family Conference V Return to DC evening	25 Hold Evening	26 Lunch w/ POTUS	27 Olympic torch in Carthage Carthage, Tennessee DLC Western Conf. Cal (T) POTUS G-7 Lyon, France Economic Summit	28 	29 Independence Day Recess																																																																																				
30 Independence Day Recess	May <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> July <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>						S	M	T	W	T	F	S			1	2	3	4		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		S	M	T	W	T	F	S	1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
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GSA News RELEASE

GSA #9312
April 3, 1996
Contact: Hap Connors
(hap.connors@gsa.gov)
(202) 501-1231

The following statement by David J. Barram, Acting Administrator of the U.S. General Services Administration, was released today at a news briefing on the progress of security countermeasures for federal facilities under GSA control following the Oklahoma City bombing on April 19, 1995, and the completion of an interagency security review:

"As we approach the commemorative anniversary date of the tragic bombing Murrah Federal Building in Oklahoma City on April 19, 1995, I would like to update you on the progress we have made in following-up on President Clinton's directive to thoroughly review security measures in Federal facilities under the control of the General Services Administration. The review was intense and often demanding, but GSA's Federal Protective Service officials throughout the country performed their duties with a professional determination to see that the President's directive was carried out.

"Immediately after the bombing in Oklahoma City last year, GSA joined FEMA and state and local governments in rescue, response and recovery activity that helped victims and their families in their time of need, and GSA real estate, telecommunications and procurement specialists reestablished Federal operations within 48 hours.

"On that tragic day last year, GSA also initiated heightened security measures nationwide. We increased Federal Protective shifts and duties, hired an additional 800 contract officers and installed extra security equipment where it was most needed. Those efforts continue today.

"In addition, we are now implementing some 8,500 countermeasures that came out of the interagency review last year. The building-by-building reviews were conducted by over 7,000 building security committees made up of tenant agencies, employees and union representatives.

"Countermeasures include hiring more Federal Protective Officers and contract security officers; restricting access to entry points in facilities; restricting parking where appropriate and necessary; installing closed-circuit television cameras and monitors; installing x-ray machines and magnetometers, and closer scrutiny of employee and visitor identification.

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"So far, GSA has spent \$32.4 million on extra measures and is currently spending an additional \$77.5 million to install more equipment. To carry out all the countermeasures, we estimate spending an additional \$174 million over the next 20 months on operating and capital costs.

"Because of jurisdictional and other issues, GSA's security program is closely coordinated with other federal, state and local law enforcement agencies. This coordination rests on three elements essential to security -- people, technology and intelligence -- and we are determined to ensure that all three elements are integrated effectively to carry out our security responsibilities.

"I want to thank the directors of other Federal departments and agencies for their cooperation during the past year. I would like to also thank the employees and union officials for their participation and support. From the beginning, this entire effort has been conducted with a spirit of cooperation and inclusion.

"We came together that day in Oklahoma City to help our fellow workers and their families, and we stayed together through this security review, because we all know that the real focus of our security program is to protect people, not buildings. And we know that it must be done 365 days of the year.

"The continued interagency and intergovernmental cooperation and support with the steps GSA has taken thus far, and for the countermeasures we will be implementing far into the future, and the increased awareness among federal employees and all Americans -- all of these factors make GSA's facilities more secure places for employees and visitors today than ever before."

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Oklahoma City: One Year Later

GSA Security Countermeasures

BACKGROUND

On April 19, 1995, the Alfred P. Murrah Federal Building was the target of a domestic terrorist bombing act that resulted in the death of 168 federal employees and visitors; significant injuries to hundreds of other federal employees, visitors and bystanders, and total destruction of the facility. This act of mass destruction introduced a new level of threat to the American people, and it prompted action by the U.S. General Services Administration's Federal Protective Service (FPS) to respond at the disaster and crime scene in Oklahoma City and to protect tenants and visitors in GSA-controlled facilities nationwide by issuing a heightened security policy.

In particular, the tragedy in Oklahoma City prompted a nationwide interagency review of security within the Federal government to assess the need for immediate and future security enhancements. That review, led by the Department of Justice, resulted in 8,500 countermeasures which GSA is currently implementing. With interagency cooperation, greater security awareness among all Federal employees and the new countermeasures of more people, technology and intelligence, GSA's facilities are more secure today than ever before.

IMMEDIATE RESPONSE

Immediately after the bombing, GSA established a command center in Oklahoma City to coordinate response and recovery activities with local rescue teams and the Federal Emergency Management Agency (FEMA). GSA real estate, telecommunications and procurement specialists rallied from the Southwest Region and other regional offices across the country to help their fellow Federal workers in their time of need and, in less than 48 hours, Federal operations in the area resumed.

In conjunction with its rescue and recovery operations, GSA issued a nationwide heightened security alert. GSA's FPS personnel instituted a broad heightened level of security awareness that included the inspection of packages, briefcases and vehicles and tighter control of visitors and others within and around GSA-controlled facilities. At a number of key locations, GSA limited public access and escorted visitors. GSA also focused special attention on parking lots and garages and street level parking adjacent to the buildings.

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Security at child care centers co-located in GSA-controlled facilities was reassessed and heightened where necessary. Customer agencies were notified of the security actions GSA was taking; they were advised immediately to review and update Occupant Emergency Plans. Furthermore, with GSA encouragement and support, agencies that were the major or sole tenants of facilities initiated independent security countermeasures. For instance, the US Marshals Service, which provides interior security in Federal courthouses, installed additional security equipment.

GSA mobilized its total force of over 4,000 Federal Protective Service personnel and contract security guards to coordinate with other Federal, State and local law enforcement officials to augment the heightened security efforts. Federal Protective Police Officers (FPPOs) were placed on 12-hour shifts to provide increased uniformed presence and visibility; and additional FPS security specialists, investigators and other support staff increased their hours and duties. Ultimately, 800 additional contract security guards were hired, bringing the total number of security guards to over 3,000. Additionally, GSA reached out to other Federal, State and local authorities to coordinate operational efforts and maintain critical intelligence and information sharing activities.

DEPARTMENT OF JUSTICE VULNERABILITY ASSESSMENT OF FEDERAL BUILDINGS AND FACILITIES

The day after the bombing, the President directed the Department of Justice (DOJ) to assess the vulnerability of existing federal office buildings in the United States, particularly to acts of terrorism and other forms of violence. The vulnerability assessment of Federal facilities study was led by the US Marshals Service (USMS) which coordinated an interagency working group comprised of security professionals from the DOJ, USMS, GSA, Federal Bureau of Investigation, Department of Defense, Social Security Administration, State Department and the US Secret Service. The DOJ issued the report entitled, "Vulnerability Assessment of Federal Facilities," on June 28, 1995.

The major recommendation of the DOJ report was that, where feasible, each federal facility should be enhanced with a minimum set of security standards based on its specific security needs and requirements.

The report further recommended that security upgrades first be addressed by building-level security committees with the resultant building-by-building evaluations to be reviewed and assessed by GSA.

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Using DOJ criteria of tenant population, volume of public contact, size, and agency sensitivity, the facilities were categorized along the following levels:

- **Level IV:** 450 or more Federal employees; high volume public contact; more than 150,000 square feet; and tenant agencies that may include high-risk law enforcement and intelligence agencies, courts, judicial offices, and highly sensitive government records.
- **Level III:** 151 to 450 federal employees; 80,000 to 50,000 square feet; a moderate/high volume of public contact; and tenant agencies that may include law enforcement agencies, court/related agencies and functions, and government records and archives.
- **Level II:** 11 to 150 federal employees; 2,500 to 80,000 square feet; moderate volume of public contact; and federal activities that are routine in nature, similar to commercial activities.
- **Level I:** 10 or fewer federal employees; 2,500 or less square feet of office space; and a low volume of public contact or contact with only a small segment of the population. A typical Level I facility is a small "store front" type operation such as military recruiting office.

In conjunction with the release of the DOJ report, a Presidential Memorandum to all Executive Departments and Agencies directed immediate implementation of the DOJ report's recommendations. Furthermore, the Office of Management and Budget issued a follow-on report to the President on July 28, 1995, supporting all recommendations.

THE BUILDING SECURITY COMMITTEES

In accordance with the ambitious schedule established by the President, GSA first established Level IV Building Security Committees (BSC), on a facility-by-facility basis. Subsequently, GSA established BSCs for Levels I-III facilities. The BSCs were composed of federal employees, FPS officials and union representatives, and were charged with reviewing and assessing existing security measures and making recommendations to meet the minimum standards outlined in the DOJ report. FPS reviewed and analyzed the BSC recommendations and made final submissions for appropriate funding.

Overall, the BSCs for the more than 650 Level IV buildings submitted over 4,400 recommendations to upgrade facilities to the DOJ minimum standards. Subsequent review and analysis by GSA FPS resulted in final figures of some 3,600 recommendations representing approximately \$174 million in capital and operating costs for this Level IV review process.

BSCs at the more than 6,000 Level I-III GSA-controlled facilities submitted approximately 6,200 recommendations of which over 4,600 were approved.

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The BSC recommendations include substantial capital improvements, equipment purchases and operating costs to implement upgrades in each of four critical security areas:

SUMMARY OF SECURITY ENHANCEMENTS LEVEL I-IV

Security Standards/Countermeasures	Number	Operating Cost	Capital Cost
Perimeter Security – includes closed-circuit televisions, physical barriers, security lighting, fences, gates, etc.	3,019	\$70,807,053	\$71,125,884
Entry Security – includes access control systems, X-ray/magnetometers, security guards, intrusion detection systems, security locks, etc.	1,706	\$44,073,010	\$39,877,640
Interior Security – includes employee/visitor ID, emergency power backup, public address systems, etc.	1,379	\$744,283	\$8,330,652
Other Security requirements – Security Planning, Construction/Renovation, etc.	2,230	\$3,483,261	\$12,560,506
Grand Total	8,334*	\$119,107,602	\$131,894,682

FUNDING FOR SECURITY UPGRADES

Since the Oklahoma tragedy, GSA has spent \$32.4 million to strengthen the security of Federal facilities under GSA control. Additionally, after a review of the recommendations from the initial Level IV BSCs and preliminary estimates for the Level I-III buildings, in November, 1995, GSA submitted a request to the Office of Management and Budget for supplemental funds. However, pending the appropriation of additional funds, to move forward with the security upgrades, GSA reprogrammed funds from other accounts for capital requirements in GSA-controlled space. GSA has instituted some security measures such as placement of bollards to prohibit the close proximity of vehicles to higher risk buildings. Also, GSA is purchasing additional magnetometers and x-ray machines as well as CCTVs for higher risk facilities that were recommended by the BSCs. In addition to GSA's heightened security posture, many agencies initiated their own security enhancements.

***These countermeasures have associated costs. The balance of countermeasures do not.**

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THE INTERAGENCY SECURITY COMMITTEE

To improve governmentwide coordination of security initiatives, the President signed Executive Order 12977, dated October 19, 1995, creating the Interagency Security Committee (ISC). Chaired by the Administrator of GSA, the ISC is a permanent body that includes Department representatives; agencies in non-GSA space (i.e., the Departments of Defense and Veteran's Affairs), and members of the President's Management Council (PMC). The ISC established a number of key working groups to address specific security issues:

- Establishing governmentwide policies for building security, including those recommended in the DOJ report
- Implementing appropriate security measures in federal buildings
- Encouraging agencies with security responsibilities to share security-related intelligence in a timely and cooperative manner
- Assessing expansion of technology and information systems as a means of providing cost-effective and efficient enhancements to building security
- Developing a centralized government security data base
- Ensuring security standards for child care centers in federal facilities

PERSONNEL RESOURCES TO MEET NEW THREATS

The DOJ Report directed the FPS to review its program requirements and identify additional resources needed to enhance and expedite security counter measures. In response, GSA developed a Resource Allocation Model to determine new workload requirements for the FPS. These requirements were based on patrol hours, hours required to conduct security surveys, number of buildings, access control points, intelligence capabilities, and several other factors.

The Resource Allocation Model recommended adding 587 FPS staff, including 347 police officers, 26 criminal investigators, 26 physical security specialists, 15 security systems personnel, 47 control center operators, 47 staff support positions and an additional 79 positions identified separately due to attrition. All new staffing will be at the regional level in direct support of enhanced employee and building safety and security. The additional personnel will substantially increase the ability of the FPS to carry out its critical and new protection security responsibilities.

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Moreover, the police officer responsibilities were expanded to include conducting long-term investigations that would require the application of a wide variety of police techniques. These additional duties resulted in salary upgrades for FPPOs, which will assist GSA in recruiting and retaining a professional security force. During FY 96, 150 additional police officers at a cost of \$4.1 million will be hired, and in FY 97, GSA will begin hiring an additional 197 police officers, at an annual cost of \$5.4 million.

SECURITY POLICY ISSUES

As a result of the DOJ report and GSA's own parallel review, several issues were identified that require additional or new security policy guidelines. These include the following major items:

- Co-location of agencies with sensitive or critical mission responsibilities with other agencies accomplishing routine government activities
- Design, construction and renovation standards
- Enhanced risk assistance methodology to address new levels of threats

On February 29, 1996 GSA amended the Public Building Service (PBS) community planning process to implement the DOJ report recommendation regarding security co-location policy. GSA has adopted a co-location policy to integrate agencies with similar security needs and to avoid co-locating high risk agencies in the same facility as low risk agencies.

Currently GSA construction standards are being revised to address the new risks and incorporate the security standards that are identified in the DOJ report. GSA's revised standards will be issued in the second quarter of 1996.

In the future, GSA will continue to use the BSCs as part of the risk assessment process. An inclusive policy has been formalized through these committees to ensure tenant and union participation to provide additional security assessments and recommendations for their facilities.

Contact: Hap Connors, GSA Office of Public Affairs, (202) 501-1231

April 3, 1996

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WHITE HOUSE TASK FORCE ON THE OLYMPIC AND PARALYMPIC GAMES
APRIL 12, 1996 MEETING

DRAFT AGENDA

- | | | |
|------|---|--|
| I. | Welcome and Introduction | Mack McLarty
Counselor to the President and
Vice Chair of the Task Force |
| II. | Review of the Administration's Efforts
in Partnership with Atlanta | Vice President Al Gore
Chair of the Task Force |
| III. | Reports from Members of the Task Force | |
| | International Entry
and Dignitaries | Peter Tarnoff
Undersecretary of State |
| | Security | Jamie Gorelick
Deputy Attorney General |
| | Paralympics | |
| | Consequence Management | James Lee Witt
Director, FEMA |
| IV. | Remarks from the Host State and City | Governor Zell Miller
Mayor Bill Campbell |
| V. | Remarks from the Private Organizing Committees | Billy Payne, CEO of ACOG
Andy Fleming, CEO of APOC |
| VI. | Closing Remarks | Vice President Al Gore |

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

April 6, 1996

REMARKS BY THE PRESIDENT
AND BRIGADIER GENERAL WILLIAM J. DEDINGER,
DEPUTY CHIEF OF CHAPLAINS,
AT CEREMONY HONORING THE AMERICANS
WHO ACCOMPANIED SECRETARY OF COMMERCE RON BROWN
TO CROATIA

Dover Air Force Base
Dover, Delaware

6:15 P.M. EST

BRIGADIER GENERAL DEDINGER: Let us pray. Almighty God, source of all comfort and consolation, we ask your blessing as we receive the victims of this tragic accident. Though we walk through the valley of death and grief, we fear no evil, for you are with us with your comfort and consolation. You always prepare a table of refreshment for us, and surely your goodness and mercy will uphold us in our grief and sorrow in these days.

Help us always to remember these public servants, ever mindful of their willingness to share their talents and wisdom, not only with their own nation, but also with people seeking to recover from the ravages of war. May their example renew our personal vision of public service. Lord, give us this day a new hope, as we feel despair; new light, as we sense darkness; deeper compassion, as we experience loss. May this hope, this light, this compassion heal the brokenness of our hearts and minds.

This we ask in your holy name. Amen.

THE PRESIDENT: My fellow Americans, today we come to a place that has seen too many sad, silent homecomings. For this is where we in America bring home our own -- those who have given their lives in the service of their country.

The 33 fine Americans we meet today, on their last journey home, ended their lives on a hard mountain a long way from home. But in a way they never left America. On their mission of peace and hope, they carried with them America's spirit, what our greatest martyr, Abraham Lincoln, called "the last, best hope of earth."

MORE

Our loved ones and friends loved their country and they loved serving their country. They believed that America, through their efforts, could help to restore a broken land, help to heal a people of their hatreds, help to bring a better tomorrow through honest work and shared enterprise. They knew what their country had given them and they gave it back with a force, an energy, an optimism that every one of us can be proud of.

They were outstanding business leaders who gave their employees and their customers their very best. They were brave members of our military, dedicated to preserving our freedom and advancing America's cause.

There was a brilliant correspondent, committed to helping Americans better understand this complicated new world we live in. And there were public servants, some of them still in the fresh springtime of their years, who gave nothing less than everything they had, because they believed in the nobility of public service.

And there was a noble Secretary of Commerce who never saw a mountain he couldn't climb or a river he couldn't build a bridge across.

All of them were so full of possibility. Even as we grieve for what their lives might have been, let us celebrate what their lives were, for their public achievements and their private victories of love and kindness and devotion are things that no one -- no one -- could do anything but treasure.

These 33 lives show us the best of America. They are a stern rebuke to the cynicism that is all too familiar today. For as family after family after family told the Vice President and Hillary and me today, their loved ones were proud of what they were doing, they believed in what they were doing, they believed in this country, they believed we could make a difference. How silly they make cynicism seem. And, more important, they were a glowing testimonial to the power of individuals who improved their own lives and elevate the lives of others and make a better future for others. These 33 people loved America enough to use what is best about it in their own lives, to try to help solve a problem a long, long way from home.

At the first of this interminable week, Ron Brown came to the White House to visit with me and the Vice President and a few others. And at the end of the visit he was bubbling with enthusiasm about this mission. And he went through all the people from the Commerce Department who were going. And then he went through every single business leader that was going. And he said, you know, I've taken so many of these missions to advance America's economic

MORE

interest and to generate jobs for Americans; these business people are going on this mission because they want to use the power of the American economy to save the peace in the Balkans.

That is a noble thing. Nearly 5,000 miles from home, they went to help people build their own homes and roads, to turn on the lights in cities darkened by war, to restore the everyday interchange of people working and living together with something to look forward to and a dream to raise their own children by. You know, we can say a lot of things, because these people were many things to those who loved them. But I say to all of you, to every American, they were all patriots, whether soldiers or civil servants or committed citizens, they were patriots.

In their memory and in their honor, let us rededicate our lives to our country and to our fellow citizens; in their memory and in their honor, let us resolve to continue their mission of peace and healing and progress. We must not let their mission fail. And we will not let their mission fail.

The sun is going down on this day. The next time it rises it will be Easter morning, a day that marks the passage from loss and despair to hope and redemption, a day that more than any other reminds us that life is more than what we know, life is more than what we can understand, life is more than, sometimes, even we can bear. But life is also eternal. For each of these 33 of our fellow Americans and the two fine Croatians that fell with them, their day on Earth was too short, but for our country men and women we must remember that what they did while the sun was out will last with us forever.

If I may now, I would like to read the names of all of them, in honor of their lives, their service and their families:

Staff Sergeant Gerald Aldrich
Ronald Brown
Duane Christian
Barry Conrad
Paul Cushman III
Adam Darling
Captain Ashley James Davis
Gail Dobert
Robert Donovan
Claudio Elia
Staff Sergeant Robert Farrington, Jr.
David Ford
Carol Hamilton
Kathryn Hoffman
Lee Jackson
Stephen Kaminski

MORE

Katherine Kellogg
Technical Sergeant Shelly Kelly
James Lewek
Frank Maier
Charles Meissner
William Morton
Walter Murphy
Lawrence Payne
Nathaniel Nash
Leonard Pieroni
Captain Timothy Schafer
John Scoville
I. Donald Turner
P. Stuart Tholan
Technical Sergeant Cheryl Ann Turnage
Naomi Warbasse
Robert Al Whittaker

Today we bring their bodies back home to America, but their souls are surely at home with God. We welcome them home. We miss them. We ask God to be with them and their families.

God bless you all, and God bless our beloved nation.

Amen.

END

6:28 P.M. EST

CONTACT INFORMATION, MEMORIALS AND FUNERAL SERVICES

BUSINESS LEADER FAMILIES

Contact: Janet Whiteside, State, 647-6568

Barry L. Conrad

April 15, 10:00 am Memorial
St. Thomas Episcopal Church
5690 SW 88 St
Miami, FL 33156

Claudio Elia

April 10, 2:30pm Memorial
Christ Episcopal Church
254 E. Putnam Ave
Greenwich, CT
Family Contact: Bob Volland: 908-685-4496 or 212-534-0230
Don Deieso, 908-685-4191 (Shali, Reno, Albright)

Robert Whittaker

April 13, 10:00 am Funeral
Clinton Presbyterian Church
91 Center Street
Clinton, NJ

MILITARY CREW FAMILIES

Contact: Mortuary Affairs, Mr. Jim Halverson
Contact: Lt. Col. Handy, 703-695-1790

Capt. Ashley James Davis

Remains Transported to: Hammond, LA

Capt. Timothy W. Shafer

Remains Transported to: Sacramento, CA

Staff Sgt. Gerald Von Aldrich

Remains Transported to: Germany

Sgt. Robert Farrington, Jr.

Remains Transported to: Montevallo, AL

Tech. Sgt. Cheryl Ann Turnage

Remains Transported to: Arlington (no home state)

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. list	re: Contact Infomration, Memorials and Funeral Services [partial] (1 page)	n.d.	P3/b(3)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elizabeth Drye
OA/Box Number: 10456

FOLDER TITLE:

Chiefs of Staff Breakfasts, Briefings [4]

2014-0046-S

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RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

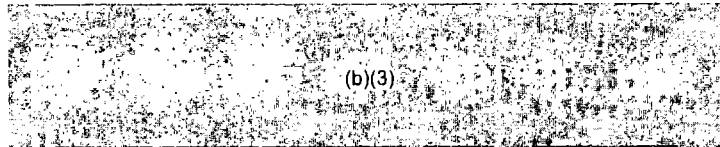
RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Tech. Sgt. Shelly A. Kelly
Remains Transported to: Orlando FL

[003]



Jim Lewek
Funeral/Memorial will be in Norfolk area

TREASURY FAMILY

Contact: Kendall Montgomery, State, 647-1076

Lee Jackson
April 13, 12:00pm Funeral
White Plains, New York

COMMERCE FAMILIES

Contact: David Weinfurter, Commerce Task Force, 482-4625, or cell: 445-9019

Ron Brown, Arrival Ceremony at Commerce (TBA)
April 9, Viewing: 12:00pm - until 11:00am April 10

Ron Brown
April 9, 6:30pm Memorial Service
Metropolitan Baptist Church
1225 R Street NW
(Family and friends)

April 10, 12:15pm Funeral
Washington National Cathedral
Massachusetts and Wisconsin Avenues
(Private Burial Ceremony at Arlington Cemetery immediately following)

*Donations May Be Sent Care of:
Ron Brown Family Foundation*

2550 M Street NW
Washington, DC 20037

Adam Darling

April 12, 10:30am Funeral
First United Methodist Church
250 California Street
Santa Cruz CA

April 13, Saturday, 11am Memorial Service

Foundry Methodist Church
1500 16th St. NW

(The Darling family requests that letters be sent directly to the family home care of
Darrel W. Darling (father) 314 West Cliff Drive, Santa Cruz, CA 95060)

Bill Morton

April 13, 1:00pm Funeral
Huntington, WV

Kathryn Hoffman

April 12, 11:00 am Memorial Mass
St. Augustine's Catholic Church
15th & V Sts NW
Washington DC

Steve Kaminski

Baltimore, MD

Duane Christian

April 12, 9:00-11:00am Viewing, 11:00am Mass
St. Columbia Catholic Church
7800 Livingston Road
Oxon Hill, MD 20745

Gail Dobert

West Sayville, NY

Lawrence Payne

April 12, 1:00pm Memorial Service and Funeral
Levine Chapel
470 Harvard St.
Brookline, MA 02146

Naomi Warbasse

Demaine Funeral Chapel
Springfield, VA

Carol Hamilton

April 26, New Rochelle, NY

Kathy Kellogg

April 9, 2:00pm Memorial
Falls Church Episcopal Church
115 E. Fairfax Street
Falls Church, VA

April 13, 2:30pm Funeral
First Covenant Church
2526 J Street
Eureka CA 95501

Charles Meissner

St. Albans Chapel
(Bethesda mortuary)