

workforce planning so agencies could better meet their omissions. Agencies were given the discretion whether to designate the position as a political appointment or career civil servant. However, the act required the CHCO at DHS to be a political appointee nominated by the President. Where most agencies can select political or career positions without having to go through an external source, DHS has to go outside its walls to have the President select a person for this position.

Throughout the Federal Government, the mix of political and career CHCOs is almost equal. The important factor is that each agency has the discretion to choose whether the CHCO position best fits into the framework of the agency and its human capital strategy as a political or civilian employee. DHS by statute does not have this flexibility. As such, we believe that DHS should be treated like all other Federal agencies and have the discretion whether to make the position a political or career civil service job. Our bill would make the requirements for the CHCO position uniform for all agencies.

DHS has faced many management challenges and integration issues. The DHS CHCO office has been working diligently to address the human capital challenges within DHS and through the CHCO Council. The DHS CHCO has partnered with other agencies to discover best practices and tackle difficult issues of succession planning, administration transition planning, hiring strategies, and workforce flexibilities. CHCOs' work is critical to the support of effective government management and strategic workforce planning. Given DHS's critical mission and the fact that it continues to remain on the Government Accountability Office High-Risk List, it is important to give DHS the same flexibility as other Federal agencies in appointing its CHCO.

I urge my colleagues to support this bill.

THE MATTHEW SHEPARD ACT OF 2007

Mr. SMITH. Mr. President, I rise today to speak about the need for hate crimes legislation. Each Congress, Senator KENNEDY and I introduce hate crimes legislation that would strengthen and add new categories to current hate crimes law, sending a signal that violence of any kind is unacceptable in our society. Likewise, each Congress I have come to the floor to highlight a separate hate crime that has occurred in our country.

On the night of January 21, 2008, in Charleston, SC, Adolphus Simmons was shot to death on the steps of his apartment. According to reports, Simmons had been dressed as a woman when the attack occurred. Friends say that Simmons, an 18-year-old transgender person, often dressed in women's clothes. Sadly, the suspect charged with Simmons' murder is only 15 years old. Baf-

fled by this seemingly unprovoked attack, investigators are not ruling out that Simmons may have been targeted based on his sexual orientation.

I believe that the Government's first duty is to defend its citizens, to defend them against the harms that come out of hate. Federal laws intended to protect individuals from heinous and violent crimes motivated by hate are woefully inadequate. This legislation would better equip the Government to fulfill its most important obligation by protecting new groups of people as well as better protecting citizens already covered under deficient laws. I believe that by passing this legislation and changing current law, we can change hearts and minds as well.

COMMENDING THE PEACE CORPS

Mr. CONRAD. Mr. President, I would like to take a moment to commend the Peace Corps and its volunteers for 47 years of service to our country.

In 1960, John F. Kennedy challenged students to dedicate a portion of their lives to serving their country overseas in the cause of peace. A year later, as President, he established the Peace Corps. And now, after 47 years, the Peace Corps shines as a beacon of our commitment to the world.

Created to extend the volunteerism of the American people abroad, the Peace Corps has sent more than 190,000 citizens to nearly 140 countries as grassroots ambassadors of American goodwill. They have made lasting contributions in fields like agriculture, education, health care, and the environment.

Twenty-seven North Dakotans currently serve in the Peace Corps. I know many individuals who volunteered their service. What I have heard of their experiences is truly remarkable.

President Kennedy challenged us to ask what we can do for our country. The men and women of the Peace Corps rise to that challenge. Through their service, they demonstrate to the world that America and her people truly do care.

HONORING MARY LANGSTON TAYLOR

Mr. HATCH. Mr. President, thank you for the opportunity today to pay tribute to a wonderful woman, dedicated public servant and loyal friend—Ms. Mary Langston Taylor. Mary is retiring from my staff on May 1, 2008, after 31 years of dedicated service.

Mary has been with me from the beginning. She joined my staff on January 1, 1977, the first week I was in office. You could say we have literally grown up in this job together. I believe the very first assignment I ever gave her was to take dictation for letters I wanted to send to all of my new colleagues. She didn't miss a word then and is still one of the fastest people I know at shorthand—a vanishing talent I might add.

In the early days of my Senate career, Mary was instrumental in the beginnings of all aspects of running a U.S. Senate Office. She drafted and implemented the initial quality control procedures for all office documents, and correspondence. She managed the "conversion" of the office from typewriters to computers—hard to fathom knowing what equipment we now have at our fingertips. She also helped spearhead the first Utah Women's Conference, an annual event Elaine and I have the pleasure of hosting for women across Utah. From its beginnings with Jihan Sadat as the first keynote speaker to today, this conference has served a vital purpose to bring together women from diverse backgrounds to discuss the issues most important to their health and well-being. Her innovation and hard work, along with many others, has made this annual event the huge success that it is.

Mary has worn many hats during her years of service: personal secretary, office manager, legislative assistant, special assistant, and currently constituent services representative. In fact, she was even kind enough to wheel me to the Capitol for votes after I severed my Achilles tendon. She got pretty fast with my wheelchair.

In her current position Mary helps solve hundreds of constituent cases each year that are brought to my attention by Utahns needing help working with the Federal Government. Mary's areas of expertise include: veterans and military affairs, transportation issues, and the U.S. Postal Service. While working with constituents, Mary has always conveyed her warmth and deep caring for each person. Perhaps her work is summed up best in the words of gratitude expressed to Mary by a happy constituent: "What would we have done without you? You are our hero. I want to thank you for never giving up. . . Thank you for making all the difference in the world to my mom and us."

Even in the face of severe adversity, she always came to work each day with a smile on her face and a willingness to get the job done. I have always admired Mary for her courage and fortitude. As a single mother for many years, she raised three wonderful boys—Robby, David, and James. She has taught them well and has sacrificed many things for the happiness of her children. Mary is not only the proud mother of these three boys but the loving stepmother to five children she was fortunate to inherit when she wed Brian Taylor. They have formed a wonderful partnership and it is always a pleasure to see them together.

In addition to her Senate service, Mary has been a tireless advocate for conservative ideals, and women's issues. She has served as the president of the Professional Republican Women of Utah, is a member of the Women's State Legislative Council, and is currently finishing her term as the president of the Salt Lake Council of