

such as productivity or costs, rather than on the company's profits. Thus employees directly benefit from improvements that they help to produce by increasing their overall compensation.

Unfortunately, employers who choose to implement such programs for their hourly employees can be burdened with unpredictable and complex requirements by the FLSA, which clearly did not envision these types of "pay based on performance" plans.

For example, if a bonus is based on production, performance, or other factors, the payment must be divided by the number of hours worked by the non-exempt employee during the time period that the bonus is meant to cover, and added to the employee's regular hourly pay rate. This adjusted hourly rate must then be used to recalculate the employee's overtime rate of pay. The employer is then responsible to pay the difference between the old overtime pay rate and the new recalculated overtime pay rate. For other types of employees, such as executive, administrative, or professional employees who are exempt from minimum wage and overtime, an employer can easily give financial rewards without having to recalculate rates of pay.

Simply put, this legislation would amend the FLSA to allow employers to give non-exempt hourly employees gainsharing or performance bonuses without making employers go through the cost of recalculating hourly and overtime pay. This would give hourly non-exempt employees the same access to bonuses and gainsharing programs that exempt employees receive.

Performance bonuses and gainsharing programs are a way for employees to share in the success of the company they work for. Whether exempt or non-exempt, all employees should have the same opportunity to receive bonuses for their hard work.

HONORING HAROLD ELAM

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. McINNIS. Mr. Speaker, I would like to take this time to honor a pillar of the Grand Junction community. Harold Elam is one of the leading citizens of Western Colorado. Throughout his life, Harold has made the Western Colorado a better place to live. For that, I would like this body to pay tribute to him.

Harold currently owns Elam Construction, which has been a business staple in Western Colorado for a very long time. Under Harold's leadership, the company has been very civic minded, both on a local and state level. Elam Construction has helped out numerous citizens and organizations in Grand Junction and throughout the State of Colorado. "Harold is so generous that he has made the local area and the state a better place to live," said Caroline Suplizio, a friend of Harold's and a leader in the community herself.

Harold gives generously to a number of important organizations, like Mesa County School District 51, Mesa State College, Can-

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yon View Park and the Grand Junction Symphony. He sponsors wonderful events such as the Elam Symphony Classic as well as the Elam Tennis Classic.

Harold has been the recipient of many awards, including the 1999 National Award for Community Involvement, and the "Quality in Construction Award" given by NAPA. He has also been named the honorary Conductor of the year for his outstanding philanthropic contribution to the community symphony and the State of Colorado. This year, the Grand Junction Symphony is honoring Harold as the "Philanthropist of the Year". A fitting tribute to an outstanding man.

Mr. Speaker, Harold Elam has been an incredibly generous member of our community. His generosity has been a tremendous boon and for that I would like to recognize him and thank him with this Congressional Tribute.

Harold, your community, state and nation are proud of you, and we're all grateful for generosity, service and positive leadership.

RECOGNIZING THE WEST SIDE MAGNET SCHOOL, TROUP COUNTY, GEORGIA

HON. BOB BARR

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BARR of Georgia. Mr. Speaker, although the magnet school concept is not new to the public school system, West Side Magnet School of the Troup County School System in the Seventh District of Georgia has accomplished a goal that most would find challenging. The school was ranked first (with an 87.3 score) of 35 schools in the nation, given exemplary status, and received national recognition from the Getty Trust and National Arts Education Consortium. It was one of only six southern schools chosen to be tested for a period of five years the goal: see what new curriculum combinations result when arts are combined with school reform.

Principal Nancy Stevens says the school's accomplishments are a direct result of support from the school system and the arts community, which includes arts support from the Chattahoochee Valley Art Museum, LaGrange College, the opera guild, and The LaGrange Symphony.

The study found the top scoring schools shared the following characteristics: "strong", and supportive leadership either from the principal or key staff, an openness for learning," and support for arts "both in the school and the community." The study and its findings will be published in 2002.

I hope all Members of the United States Congress will join me in recognizing the hard work of everyone who has contributed to making the West Side Magnet School a success.

TRIBUTE TO LOWELL SELVIN

HON. NANCY PELOSI

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Ms. PELOSI. Mr. Speaker, I rise today to pay tribute to a unique individual who is a champion for social justice, a leader in his community, and a trailblazer in the business world.

Lowell Selvin proves time and again, through his words and deeds, that one person can truly make a difference. On May 5, 2001, Congregation Kol Ami of Los Angeles will honor Lowell with its Shomer Tzedek (Guardian of Justice) Award for his untiring commitment to progressive social empowerment and to causes greater than himself.

While the many endeavors Lowell Selvin is involved in are far too numerous to mention, a few highlights help illustrate the vision, energy, and compassion of this remarkable man.

In business, after successfully merging and integrating PlanetOut and Gay.com, Lowell became Chief Executive Officer of PlanetOut Partners, the largest gay and lesbian online services company in the world. In this capacity, Lowell uses his two decades of business acumen, honed by advising some of America's leading corporations, to provide the LGBT community with a platform to network, grow, and conduct commerce with business partners around the world.

In his community, Lowell is on the board of the Los Angeles Gay and Lesbian Center and guided this groundbreaking agency's strategic planning process in its formative years. With his help, this organization is now the largest agency of its kind in the world.

Lowell is on the National Advisory Board of Wendy's Hope, a group devoted to supporting lesbians with cancer. Working in collaboration with Feed the Children, Lowell also founded Arbonne Children's Trust. In addition, he helped found Congregation Kol Ami.

It is my honor to recognize the achievements of my constituent, Lowell Selvin, and to join with Congregation Kol Ami in acknowledging his contributions and on-going commitment to social justice and the betterment of his community.

COLONEL THOMAS M. ("MITCH") DOCKENS

HON. SOLOMON P. ORTIZ

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. ORTIZ. Mr. Speaker, I rise to commend a soldier, patriot and exceptional leader, Colonel Thomas M. ("Mitch") Dockens, the Commander of the Corpus Christi Army Depot (CCAD), who will receive the prestigious 13th annual John W. Macy, Jr. Award co-sponsored by the Secretary of the Army and the Army Civilian Personnel Alumni Association.

This award recognizes excellence in the leadership of civilians and accomplishment of mission through the civilian work force. Col. Dockens' exceptional leadership of the CCAD