

Finally, the law requires that I include in this report an assessment of the impact of my decision on the Government's ability to recruit and retain well-qualified employees. I do not believe this decision will materially affect our ability to continue to attract and retain a quality Federal workforce. Inflation, as measured by the Consumer Price Index, is at 2.1 percent, well below the 3.1 percent across-the-board pay increase already mandated by current law, and Federal quit rates are at an all-time low of 2.1 percent per year, well below the overall average quit rate in private enterprise. Should the need arise, the Government has many compensation tools, such as recruitment bonuses, retention allowances, and special salary rates, to maintain the high-quality workforce that serves our Nation so very well.

Sincerely,

George W. Bush

NOTE: Identical letters were sent to J. Dennis Hastert, Speaker of the House of Representatives, and Richard B. Cheney, President of the Senate. This letter was released by the Office of the Press Secretary on November 29. This item was not received in time for publication in the appropriate issue.

The President's Radio Address

November 30, 2002

Good morning. This week, all across America, we gather with the people we love to give thanks for the blessings in our lives. Each family has its own traditions, yet we are united as a nation in setting aside a day of gratitude. We are grateful for the freedoms we enjoy, grateful for the loved ones who give meaning to our lives, and grateful for the many gifts of this prosperous land. On Thanksgiving we acknowledge that all of these things, and life itself, come not from the hand of man, but from Almighty God.

The blessings we have received take on special meaning in this time of challenge for our country. Over the last year, millions of Americans have found renewed appreciation for our liberty and for the men and women who serve in its defense. We have held our family and our friends closer, spending more

time together, and letting them know we love them.

Taking time to count our own blessings reminds us that many people struggle every day—men, women, and children facing hunger, homelessness, illness, addiction, or despair. These are not strangers. They are fellow Americans needing comfort, love, and compassion. I ask all Americans to consider how you can give someone in need a reason to be thankful in this holiday season and throughout the year.

It's easy to get started and to have an immediate impact. Volunteering your time at a soup kitchen, teaching a child to read, visiting a patient in the hospital, or taking a meal to an elderly neighbor or a shut-in are all simple acts of compassion that can brighten someone's life. Every act of love and generosity, however small it may seem, is significant. Every time you reach out to a neighbor in need, you touch a life, you improve your community, and you strengthen our nation.

Earlier this year, I created the USA Freedom Corps office in the White House to harness the power of millions of acts of charity, compassion, and love to make America a better place. I hope you'll consider joining the armies of compassion and dedicating time and energy and service to others. I'm so proud of the millions of Americans who have answered the call to service, enriching the lives of others with acts of kindness. It is a testament to the good heart and the giving spirit of the American people.

There's no better time than this season of Thanksgiving to renew our commitment to helping those in need. The USA Freedom Corps Web site—usafreedomcorps.gov—is a wonderful place to get started. This resource offers valuable information about service opportunities in your hometown, across America, and around the world. You can also get information by calling 1-877-USA-CORPS.

Take the time to find out how you can help your fellow Americans and make this holiday season a season of service.

Happy Thanksgiving, and thank you for listening.

NOTE: The address was recorded at 3:15 p.m. on November 26 in the Cabinet Room at the White House for broadcast at 10:06 a.m. on November

30. The transcript was made available by the Office of the Press Secretary on November 29 but was embargoed for release until the broadcast. The Office of the Press Secretary also released a Spanish language transcript of this address.

Memorandum on Designation of Officers of the Federal Emergency Management Agency To Act as Director of the Federal Emergency Management Agency

November 26, 2002

Memorandum for the Director of the Federal Emergency Management Agency

Subject: Designation of Officers of the Federal Emergency Management Agency to Act as Director of the Federal Emergency Management Agency

By the authority vested in me as President under the Constitution and laws of the United States of America and pursuant to the Federal Vacancies Reform Act of 1998, 5 U.S.C. 3345 *et seq.*, I hereby order that:

Section 1. Order of Succession.

During any period when both the Director of the Federal Emergency Management Agency (Director) and the Deputy Director of the Federal Emergency Management Agency (Deputy Director) have died, resigned, or otherwise become unable to perform the functions and duties of the office of Director, the following officers of the Federal Emergency Management Agency, in the order listed, shall perform the functions and duties of the office of Director, if they are eligible to act as Director under the provisions of the Federal Vacancies Reform Act of 1998, until such time as the Director or Deputy Director is able to perform the functions and duties of the office of Director:

Administrator of the United States Fire Administration;
Administrator of the Federal Insurance and Mitigation Administration;
Assistant Director, Administration and Resource Planning Directorate; and
Regional Director, Region IV.

Section 2. Exceptions.

(a) No individual who is serving in an office listed in section 1 in an acting capacity, by virtue of so serving, shall

act as Director pursuant to this memorandum.

(b) Notwithstanding the provisions of this memorandum, the President retains discretion, to the extent permitted by the Federal Vacancies Reform Act of 1998, 5 U.S.C. 3345–3349d, to depart from this order in designating an acting Director.

Section 3. Termination.

This memorandum shall terminate immediately upon the transfer of the authorities, functions, personnel, and assets of the Federal Emergency Management Agency to the Department of Homeland Security.

Section 4. Publication.

The Director is authorized and directed to publish this memorandum in the *Federal Register*.

George W. Bush

NOTE: This memorandum was released by the Office of the Press Secretary on December 2.

Memorandum on Imposition and Waiver of Sanctions Under Section 604 of the Foreign Relations Authorization Act, Fiscal Year 2003

November 29, 2002

Presidential Determination No. 2003–04

Memorandum for the Secretary of State

Subject: Imposition and Waiver of Sanctions Under Section 604 of the Foreign Relations Authorization Act, Fiscal Year 2003

Pursuant to the authority contained in section 604 of the Foreign Relations Authorization Act, Fiscal Year 2003 (“the Act”) (Public Law 107–228), and pursuant to section 603 of that Act, regarding noncompliance by the PLO and the Palestinian Authority with certain commitments, I hereby impose the sanction set out in section 604(a)(2), “Downgrade in Status of the PLO Office in the United States.” This sanction is imposed for a period of 180 days from the date hereof or until such time as the next report required by section 603 of the Act is transmitted to the Congress, whichever is later. You are authorized and directed to transmit to the appropriate