CENSUS CounterParts

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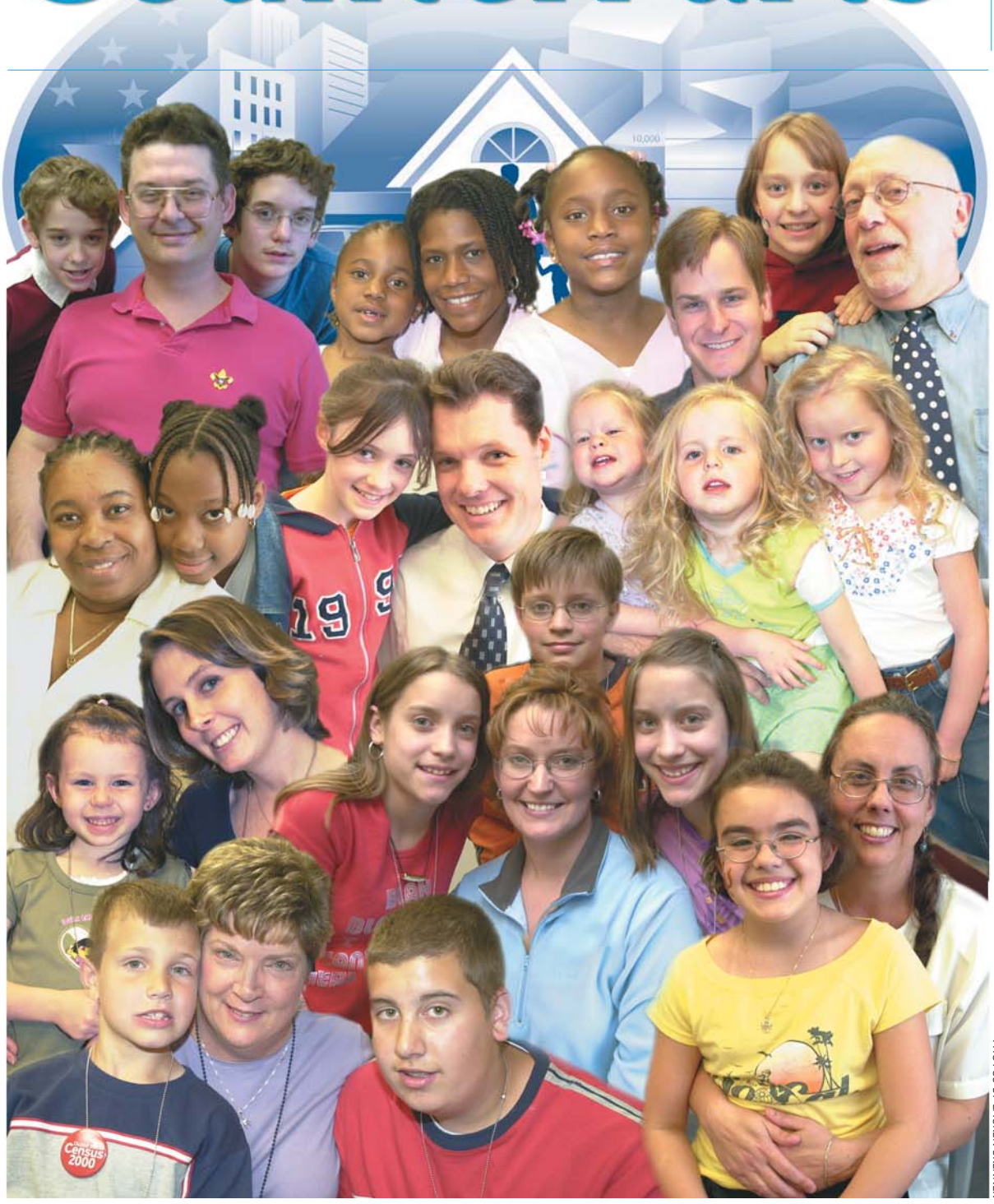


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PHOTOS BY LAUREN BRENNER

Moms and Dads and Kids, Oh My!

Bring Your Youth to Work Day — April 29, 2004

See page 2.

U S C E N S U S B U R E A U

Helping You Make Informed Decisions



$ You Want How Much? $

During "Bring Your Youth to Work Day," April 29, we took a survey (because that's what we do) to find out how much money your sons and daughters would like to make when they get their first "real" job. Here's what they said:



PHOTOS BY LAUREN BRENNER



PHOTO BY LAUREN BRENNER

Running With, Not From, the Feds

On May 5, four teams from the Census Bureau joined more than 600 runners from the three branches of the federal government and the media to compete in the 23rd annual Capital Challenge to benefit the D.C. Special Olympics.

This year's 3-mile race around the Anacostia waterfront marks the seventh time Census Bureau employees have competed and the first time a team placed among the top three in the Executive Branch. The Census Running Totals placed second out of 26 teams in the Executive Branch and seventh out of 96 teams overall.

Census Running Totals
(2 out of 26; 7 out of 96)
Richard Kersey
John Ward
Mary Peate
Jim Hartman
Doug Clift

Census Elite Joggers
(9 out of 26; 24 out of 96)
Alan Peterson
Dave Waddington
Reid Rottach
Barbara Lazirko
Tom Mesenbourg

Census "T" Totalers
(11 out of 26; 33 out of 96)
John Finamore
Shawna Orzechowski
Geoff Gee
John Trimble
Marvin Raines

Census Short Forms
(14 out of 26; 41 out of 96)
Jim Farber
Scott Williams
Sonya Curcio
Jeff Stratton
Rick Swartz



PHOTO BY LAUREN BRENNER

Front to back: Shawna Orzechowski, Dave Waddington, John Trimble, Barbara Lazirko, Jeff Stratton, Doug Clift, Richard Kersey, Alan Peterson and Reid Rottach.

Are You a COR?

June Bittinger (ACQ)

All federal agencies award contracts through an acquisition/procurement office. Employees who work with these offices to monitor and manage these contracts, are contracting officer representatives (COR).

COR is a generic term that describes any individual with delegated contract management duties. At the Census Bureau, one of these employees may be called a COTR, ACOTR, Task Manager or Point of Contact, depending on the type of appointment.

On April 1, 2004, the Department of Commerce (DOC) issued new certification requirements for CORs, placing a greater emphasis on project management to supplement technical knowledge and expertise. These new requirements will affect several hundred individuals at Census Bureau headquarters, the regional offices and the National Processing Center.

In the near future, the Acquisition Division will host an informational session to provide a forum for introducing these new requirements and an opportunity to ask questions.

The goal of the new requirements is to develop competencies to improve the overall management and performance of DOC programs.



PHOTO BY LAUREN BRENNER

Lori Donovan and June Bittinger will give you the scoop on new requirements for CORs.

Toddle on Over

Kara Haley (PIO)

Pint-sized potties, personal cubbies, and piles of Legos™ are perfect for the 3- and 4-year-olds. Tricycles, trucks and tasty treats tempt the toddlers. Infants are cuddled by staff who don't seem to want to let them go.

Sound inviting? On May 12, employees from the Census Bureau, the Office of Naval Intelligence (ONI) and the National Oceanic and Atmospheric Administration (NOAA) were able to explore the new Suitland Federal Child Development Center, where safety, security and cleanliness give parents piece of mind during the workday.

"We are proud to have this facility at Suitland Federal Center," said Census Bureau Director Louis Kincannon at the dedication ceremony. Kincannon said he considers the center "an important option for parents that offers a safe, nurturing environment nearby."

Grace Clemons (HHES) agrees. She and her husband, Eric, a NOAA employee, feel the center offers a good curriculum for their son, who has learned basic skills during his time there.

"He's happy and he looks forward to coming to school every day," said Clemons.

One more reason to love the center? The outdoor playground, where supervised kids climb, slide and swing, sits atop a safety surface that absorbs falls. Children in each classroom get the opportunity to play outside at least twice a day.

The Center accommodates children from 6 weeks old through preschool. The first priority for enrollment is given to employees of the Census Bureau, ONI and NOAA. Parents are welcome to visit the center throughout the day and may join their child for lunch.



PHOTO BY LAUREN BRENNER

Grace Clemons with son, Lance.

Kincannon hopes the center will give employees the chance to "spend more time together as families," adding, "it is an enormous asset in recruiting and retaining excellent staff."

For tuition rates and more information, visit: *http://cww/hrd/census.gov/hrd/ER/childcare/childcare.htm.*

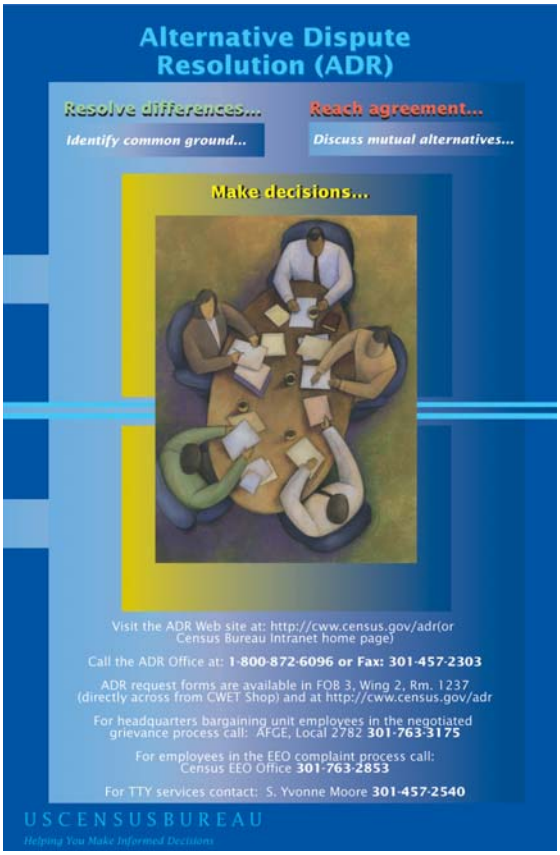


PHOTO BY LAUREN BRENNER

Managing Conflict Through Mediation

Conflict is a part of life, and that includes the workplace. Though conflict can result in positive changes, when it becomes disruptive to the work environment it may be time to get help. And that help is available right here at the Census Bureau.

The American Federation of Government Employees (AFGE) Local 2782, AFL-CIO, and the Census Bureau have introduced the Census Alternative Dispute Resolution Program (CADRP) for employees at headquarters and in the regions.



Alternative dispute resolution (ADR) is any method of resolving workplace conflicts or disputes other than the traditional EEO complaint, or grievance, processes. The method chosen by the Bureau is mediation, an interest-based, problem solving process that is voluntary and facilitated by a neutral mediator. The CADRP uses mediators from the Interagency Sharing Neutrals Program for headquarters employees and the Federal Executive Board for employees in the regions.

The CADRP offers employees a private, confidential environment where disputing parties can share feelings, clear up misunderstandings, find areas of agreement and devise mutually acceptable solutions to disputed issues. The program covers management/employee and employee/employee workplace disputes. Employees who are already in an EEO complaint, or grievance, process can request mediation when they feel it would be more beneficial in resolving their dispute.

When a request for mediation is received, a coordinator will arrange a time convenient to both parties. In contrast to EEO and grievance processes, mediations are set up within four to five days, and sessions are usually completed within one to five hours.

On Jan. 22, 2004, the CADRP was introduced with representatives from the Equal Employment Opportunities Commission, Sharing Neutrals, ADR Vantage and the Department of Commerce participating in a panel discussion. More than 200 employees attended an Introduction to Mediation workshop. The Bureau has contracted with the Federal Conciliation and Mediation Services to present additional workshops for headquarters and regional office employees this fall. Watch broadcast messages for dates and times.

Information and ADR request forms are available in the CADRP office, room 1237-3, and at *http://cww.cen.gov/adr.* Employees may call 1-800-872-6096 or fax (301) 457-2303.

For headquarters bargaining unit employees currently in the negotiated grievance process, call AFGE, Local 2782 on (301) 763-3175. For employees in the EEO complaint process, call the EEO office on (301) 763-2853.

ONE BIG HAPPY® by Rick Detorie



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Directors of the Census Bureau and Portals to Leadership

Theodore G. Clemence

(Theodore Clemence joined the Census Bureau in 1959 as a junior statistician in the Population Division. He served as chief, Office of Program and Policy Development, and as senior advisor to the deputy director. He passed away in 1988. An amateur historian, he wrote biographies of 10 Census Bureau directors, from 1899 to 1961. This is the last of the series.)



Robert Wilbur Burgess, 1953 -1961

At the end of Peel's term in February 1953, the Census Bureau had recently marked its 50th anniversary as a permanent agency. Its budget for current surveys and special projects was about $10 million, exclusive of census funds. This was about twice the level of 20 years earlier.

Employment had grown in a similar manner; and by the end of 1952, the Bureau had 3,400 employees, about 2,700 of which were full time and permanent employees, mostly at headquarters.

Some of this staff was supported in 1952 with remaining census funds, but by then most of the normal contraction of employment following a decennial census had already been completed.

> *"The adverse effects of these actions on the Bureau's staff are generally remembered as the most disruptive experience in the history of the Bureau's employment."*
>
> *— Theodore Clemence*

Dwight David Eisenhower had been elected in 1952 on a wave of personal popularity, and he ran far ahead of his party in many parts of the country. A major theme of the Republican campaign, however, was to cut government down to size. Waste and inefficiency would be eliminated and unnecessary government functions would be liquidated. Some of Eisenhower's cabinet appointees pursued this goal with grim determination.

The Cabinet, as announced by December of 1952, was heavy with business experience. One such person was Secretary of Commerce Sinclair Weeks, a Boston businessman long active in Republican politics and chairman of the 1952 Campaign Finance Committee.

Weeks promptly announced that he was going to clear out the dead wood and poison oak that had accumulated in the Department of Commerce. He also made clear that a department so recently headed by such men as Harry Hopkins and Henry Wallace must be crawling with rabid "New Dealers" or worse.

The first tool at hand for this task was the budget, or more specifically the last Truman budget. The new secretary and his staff went through this budget for Commerce and reduced it by 15 percent.

The Census Bureau's current program was reduced by 5 percent, and the request for the economic censuses of 1953 was cut from $21 million to $11 million.

A Census Bureau request for $1 million for a second UNIVAC computer was eliminated completely. The remaining budget requests were not supported vigorously by the department during congressional hearings, and the appropriations committees eliminated funds for the economic censuses completely.

This action brought about a great outcry from the business community, and an intensive review committee was established to consider the importance of the economic censuses. As a result of this committee's work, funds for the economic censuses were restored at a lower level. The census was taken a year late and Secretary Weeks found himself testifying on behalf of the revised budget requests.

The adverse effects of these actions on the Census Bureau's staff are generally remembered as the most disruptive experience in the history of the Bureau's employment. During the first eight months of 1953, the Bureau's permanent staff was reduced by over 1,000, or a 38 percent reduction from the start of the year. Some of the reduction was a continuation of attrition from the previous year, but some 500 people were terminated and about the same number were downgraded.

To this unfortunate set of events came the next census director, on Feb. 5, 1953, Robert M. Burgess, with a long distinguished career already behind him at age 65.

continued on page 7.

Women's Stress Diet

Reprinted from, *Team 24 News, the newsletter of the Detroit Regional Office.*

This is a specially formulated diet designed to help cope with the stress that builds during the day.

BREAKFAST

1 grapefruit
1 slice whole-wheat toast
1 cup skim milk

LUNCH

Small portion steamed chicken with a cup of spinach
1 cup herbal tea
1 Hershey's Kiss



SNACK

Rest of the Hershey Kisses in the bag

1 quart Hagen-Daaz with whipped cream

DINNER

4 glasses of wine (white or red)
2 loaves garlic bread
1 family size pizza
3 Snickers bars

BEDTIME SNACK

1 frozen Sara Lee cheesecake



continued from page 6.

Burgess was born in 1887 in Newport, Rhode Island. He received his first degree from Brown University in mathematics in 1908 after only three years of study.

He was elected to Phi Beta Kappa and awarded a Rhodes Scholarship to Oxford University where he received a B. A. degree in 1910 in mathematics. He then became an instructor in mathematics at Purdue University and Cornell University where he received his Ph.D. in 1914. During World War I, Burgess and his equally-talented younger brother Randolph both served as statisticians in the statistical branch of the General Staff of the U.S. Army in Washington, D.C.

After the war, Burgess was an assistant professor of mathematics at Brown University where he wrote a textbook on the mathematics of statistics. He joined the Western Electric Company in 1924 where he soon became senior statistician and chief actuary.

His career at Western Electric lasted 28 years after which he was automatically retired at age 65. He then became a consultant in business and economic statistics both to Johns Hopkins University and a New York law firm. He was nominated by Eisenhower to be Census Bureau Director on January 16, 1953.

Burgess was probably brought to the attention of White House recruiters for the census position by his brother Randolph who had been appointed as consultant and deputy to the secretary of the treasury.

Randolph Burgess was an officer of the National City Bank of New York, an authority on monetary matters, a former deputy governor of the Federal Reserve Bank of New York City, and president of the American Statistical Association in 1937.

A second influence was Ralph Robey, a prominent journalist and banking expert in New York and chief economist for the National Association of Manufacturers.

Burgess' eight-year term as Census Bureau Director coincided with Eisenhower's two terms as president. In style, Burgess was quiet and dignified. During his tenure, the Census Bureau's statistical work continued to expand and its current program budget increased from $10 million to $15 million annually. In 1960, about 45 percent of the total current budget consisted of funds received from other federal agencies for contract data collection and special tabulations. As a result of the 1960 census, the Census Bureau's budget in total topped $100 million for the first time.

When Robert Burgess retired from the Census Bureau on March 3, 1961, he was as reluctant to retire then as he had been when he left Western Electric at age 65. Like four of his nine predecessors, Burgess easily surpassed the 80-year mark and died in 1969 at age 82.

Dig This !

The much anticipated construction of the new building is finally here. The excavation and foundation work for the first parking garage began in March. Pictorial updates of the project will be a regular feature in *CounterParts*. These photos were taken in May.















PHOTOS BY MARK TOLBERT III and NEIL MACLEAN

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