

where they do most of them pretty well, are certainly deserving of every credit you can extend to them.

We sometimes are limited in what can be done, in the pay scale—pay is not everything; it is just 90 percent of it, I guess—but certainly the giving of awards and recognition publicly and within the agency is a highly commendable and deserving thing. I think many of these people—and this includes you, and it includes me—are going to stay. We don't want to quit. We like the business and we are going to stay and do the best we can. Many of your better people could get jobs elsewhere, but they don't want to go elsewhere. They are going to stay.

So I am hopeful that you will continue within that agency with the awards programs which let them know that this Nation and the agency and the Government in general appreciate exceptional work, because many of them are very competent people within their fields and make significant improvements and savings. Very often you can't give them a pay raise. They may be at the top of their grade or not eligible for a raise right then. But other things can be done, and I think every method that is appropriate to show genuine appreciation for what you and many of your associates do for the Government is certainly desirable.

What do you think, Mr. Randall?

Mr. RANDALL. I was just wondering—you say many times they are at the top of their grade. What can you do then? Do you give them a plaque or a certificate, or what do you do?

I would suggest this, Mr. Chairman: Recalling one of the other departments—and this hasn't been too many years ago—we were fortunate to have some constituents in the Post Office Department that did real well; there was some moneysaving; and they had a big shindig down on the Monument grounds. Everybody gathered and patted them on the back, and they went home determined to do a better job.

Do you do anything like that?

Mr. MOODY. Yes, Mr. Randall. We have what we think is a very good awards program. In fact, just the middle of last month, we had our annual honor awards ceremony, and I will be pleased to send to the committee and to you, sir, copies of the little brochure we put out. The Administrator has two awards that he gives himself, and these are the highest awards in the agency.

We have a Distinguished Service Award that we give out to those people whose performance has risen so far above the mass that they are entitled to be recognized in some manner other than with money. We have a Meritorious Service Award, which is the second service award. And we have a number of other awards within our program which do recognize outstanding performance.

We have a real good esprit de corps in GSA in any job. The awards are coveted by the employees. It is an honor that they like to have bestowed upon them, and they are fully appreciative, and we think this impacts their service to the Government.

I will send you a copy of this year's brochure.

Mr. RANDALL. Fine.

Mr. Chairman, you can't give them any more money, but maybe there could be some kind of a way that might cost little money to give them—some kind of a period of leave, base it on a scale of so many days for such an award.