

JOHN KLINE, MN
Chairman



ROBERT C. "BOBBY" SCOTT, VA
Ranking Member

MAJORITY – (202) 225-4527
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**COMMITTEE ON EDUCATION
AND THE WORKFORCE**
U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-6100

MINORITY – (202) 225-3725
FAX – (202) 226-5398

November 18, 2015

The Honorable Candice Miller, Chairman
Committee on House Administration
1309 Longworth House Office Building
Washington, D.C. 20515

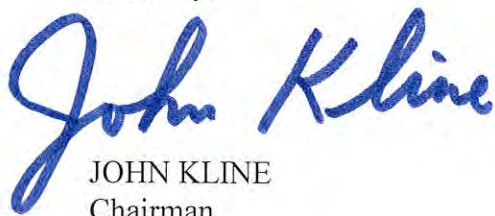
Dear Chairman Miller:

In accordance with the regulations of the Committee on House Administration, I am submitting a copy of our committee's monthly report for October 2015, including:

1. A summary of specific studies and investigations;
2. A fund balance and statement of expenses;
3. A statement of committee travel performed expenses; and
4. A list of committee employees showing their titles, and gross monthly salaries.

This letter also certifies that copies of this report are available, upon request, to each member of the Committee on Education and the Workforce.

Sincerely,

A handwritten signature in blue ink that reads "John Kline".

JOHN KLINE
Chairman

**U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON EDUCATION AND THE WORKFORCE
ACTIVITIES REPORT – OCTOBER 2015**

During the month of October, the general administrative and legislative business of the committee was conducted as usual.

Full Committee

On October 7, the committee held a hearing on “Strengthening Head Start for Current and Future Generations.”

On October 8, the committee held a hearing on “Reviewing the Juvenile Justice System and How It Serves At-Risk Youth.”

On October 28, the committee held a markup on H.R. 3459, *Protecting Local Business Opportunity Act*, which was favorably reported to the House by roll call vote of 21 yeas and 15 nays.

Subcommittee on Early Childhood, Elementary, and Secondary Education

On October 27, the subcommittee held a hearing on “Improving Career and Technical Education to Help Students Succeed in the Workforce.”

Subcommittee on Health, Employment, Labor, and Pensions

No activity.

Subcommittee on Higher Education and Workforce Training

No activity.

Subcommittee on Workforce Protections

On October 7, the subcommittee held a hearing on “Protecting America’s Workers: An Enforcement Update from the Occupational Safety and Health Administration.”

On October 21, the subcommittee held a hearing on “Protecting America’s Workers: Reviewing Mine Safety Policies with Stakeholders.”

U.S. House of Representatives
Committee on Education and the Workforce

Fund Balance Statement by Paid Date

October

Total Authorization

114-1 **\$7,022,290.00**

Less Expenses for:

January	2015	\$409,766.41
February		\$475,522.20
March		\$491,122.41
April		\$497,510.38
May		\$499,770.51
June		\$524,080.70
July		\$520,892.00
August		\$500,704.82
September		\$512,886.47
October		\$596,378.31

Total Expenses to Date: **\$5,028,634.21**

Unexpended authorization **\$1,993,655.79**

11/18/2015

**U.S. House of Representatives
Committee on Education and the Workforce**

**Monthly Statement by Paid Date
114-1 October**

Description	YTD Including		
	October	October	Cumulative Total
11-Personnel Compensation subtotal	\$524,086.85	\$4,762,240.79	\$4,762,240.79
1103-Overtime subtotal	\$1,781.60	\$7,446.84	\$7,446.84
21-Travel subtotal	\$2,746.53	\$20,830.46	\$20,830.46
23-Rent, Communications, and Utilities subtotal	\$8,330.77	\$62,245.48	\$62,245.48
24-Printing and Reproduction subtotal	\$2,722.05	\$4,655.80	\$4,655.80
25-Other Services subtotal	\$5,751.00	\$53,485.00	\$53,485.00
2540-Representational Funds subtotal	\$0.00	\$1,207.04	\$1,207.04
26-Supplies and Materials subtotal	\$47,844.26	\$86,153.69	\$86,153.69
31-Equipment subtotal	\$3,115.25	\$30,369.11	\$30,369.11
Total Expenses	\$596,378.31	\$5,028,634.21	\$5,028,634.21

U.S. House of Representatives
Committee on Education and the Workforce

Fund Balance Statement by Paid Date
October

Total Authorization

F114-1 \$5,000.00

Less Expenses for:

February	2015	\$5.18
March		\$4.66
April		\$6.21
May		\$6.03
June		\$5.48
July		\$20.85
August		\$13.64
September		\$6.54
October		\$7.09

Total Expenses to Date: **\$75.68**

Unexpended authorization **\$4,924.32**

11/18/2015

**U.S. House of Representatives
Committee on Education and the Workforce**

**Monthly Statement by Paid Date
F114-1 October**

Description	October	YTD Including October	Cumulative Total
23.52-Franked Mail subtotal	\$7.09	\$75.68	\$75.68
Total Expenses	\$7.09	\$75.68	\$75.68

REPORT OF TRAVEL PERFORMED
Committee on Education and the Workforce
114th Congress, 1st Session
OCTOBER 2015

Traveler	Dates of Travel		Order #	Purpose	Itinerary	Reimbursement Claimed			Total
	From	To				Transportation	Meals, Lodging, & Incidentals	Other	
John Martin	8/24/2015	8/27/2015	15-T-15	To prepare for and staff a field hearing on "Redefining 'Employer' and the Impact on Alabama's Workers and Small Business Owners" in Mobile, AL, on August 25, 2015, and a field hearing on "Redefining 'Employer' and the Impact on Georgia's Workers and Small Business Owners" in Savannah, GA, on August 27, 2015.	Washington, DC Mobile, AL Savannah, GA Washington, DC	\$474.38	\$618.70	\$0.00	\$1,093.08
Denise Forte	9/21/2015	9/21/2015	15-T-23	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	\$214.41	\$0.00	\$0.00	\$214.41
Brian Kennedy	9/21/2015	9/21/2015	15-T-24	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	\$205.18	\$0.00	\$0.00	\$205.18
Elizabeth Watson	9/21/2015	9/21/2015	15-T-25	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	226.48	\$0.00	\$0.00	\$226.48
Enobong Ikene	9/21/2015	9/21/2015	15-T-26	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	\$0.00	\$21.30	\$0.00	\$21.30

REPORT OF TRAVEL PERFORMED
Committee on Education and the Workforce
114th Congress, 1st Session
OCTOBER 2015

Traveler	Dates of Travel		Order #	Purpose	Itinerary	Reimbursement Claimed			Total
	From	To				Transportation	Meals, Lodging, & Incidentals	Other	
Arika Trim	9/21/2015	9/21/2015	15-T-27	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	\$0.00	\$27.00	\$0.00	\$27.00
Christine Godinez	9/21/2015	9/21/2015	15-T-28	To accompany Member and Secretary Perez at Newport News Shipyard, (Newport News, VA) to meet w/employer, workers, and local Workforce Development Board; then onto Richmond, VA to meet w/local employer and workers to discuss workforce policies; then to a Roundtable hosted by Rep. Scott and Secretary Perez in Richmond, VA	Washington, DC Newport News, VA Richmond, VA Washington, DC	\$0.00	\$11.88	\$0.00	\$11.88
TOTAL						\$1,120.45	\$678.88	\$0.00	\$1,799.33

Payroll Certification-FINMART

HI201
Date: 10/30/15
Time: 12:41:22

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page 461

Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
SPECIAL & SELECT 3(D) PERSONNEL					
GILROY, EDWIN J DIRECTOR OF WORKFORCE POLICY	172,500.00	14,375.00	10/01/15	10/31/15	
PEARCE, KRISANN A GENERAL COUNSEL	170,696.00	14,224.67	10/01/15	10/31/15	
SULLIVAN, JULIANE C STAFF DIRECTOR	172,500.00	14,375.00	10/01/15	10/31/15	
SPECIAL & SELECT COMMITTEE PERSONNEL					
ARONSON, LAUREN B PRESS SECRETARY	68,000.00	5,666.67	10/01/15	10/31/15	
BANDUCCI, ANDREW C WORKFORCE POLICY COUNSEL	142,000.00	11,833.33	10/01/15	10/31/15	
BELLAND, JANELLE A COALITIONS AND MEM SVC COORD	92,700.00	7,725.00	10/01/15	10/31/15	
BOLAND, MEGAN ELIZABETH SHARED EMPLOYEE	46,750.00	3,895.83	10/01/15	10/31/15	
DAVIS, MARTHA B STAFF ASSISTANT	35,000.00	2,916.67	10/01/15	10/31/15	
EHL, KATHLYN SHIRLEY PROFESSIONAL STAFF MEMBER	52,000.00	4,333.33	10/01/15	10/31/15	
FORESTER, JAMES D PROFESSIONAL STAFF MEMBER	76,500.00	6,375.00	10/01/15	10/31/15	
FRAME, MATTHEW H LEGISLATIVE ASSISTANT	40,000.00	2,555.56	10/01/15	10/31/15	TERMINATED 10/23/15
GOODMAN, JESSICA A LEGISLATIVE ASSISTANT	52,000.00	3,333.33	10/01/15	10/31/15	P/R CHANGE 10/16/15

Payroll Certification-FINMART

HI201
Date: 10/30/15
Time: 12:41:22

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page 462

Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
GUILLORY, EMMANUAL A PROFESSIONAL STAFF MEMBER	61,000.00	5,083.33	10/01/15	10/31/15	
HARMAN, CAROLINE A LEGISLATIVE ASSISTANT	40,000.00	3,333.33	10/01/15	10/31/15	
HERMAN, KATHRYN CHRISTINE PROFESSIONAL STAFF MBR	61,000.00	5,083.33	10/01/15	10/31/15	
HERNANDEZ, TYLER G PRESS SECRETARY	75,000.00	6,250.00	10/01/15	10/31/15	
HINZ, JEAN SPECIAL ASSISTANT TO CHAIRMAN	98,400.00	0.00	10/01/15	10/31/15	TERMINATED 09/30/15
JONES, AMY MARIE RAAF DIR OF EDU & HUMAN SERV POLICY	164,800.00	13,733.33	10/01/15	10/31/15	
LOCKE, NAZAHAT CHIEF CLERK	119,646.00	9,970.50	10/01/15	10/31/15	
MACLEAY, GEOFFREY M PROFESSIONAL STAFF MEMBER	68,000.00	4,911.11	10/01/15	10/31/15	APPOINTMENT 10/05/15
MARTIN, JOHN ROBERT PROFESSIONAL STAFF MEMBER	107,100.00	8,925.00	10/01/15	10/31/15	
MCKAY, DOMINIQUE GABRIELLE DEPUTY PRESS SECRETARY	51,000.00	4,250.00	10/01/15	10/31/15	
MULLEN, JAMES G DIR OF INFORMATION TECHNOLOGY	113,300.00	9,441.67	10/01/15	10/31/15	
NEBLETT, MICHELLE R PROFESSIONAL STAFF MEMBER	115,000.00	9,583.33	10/01/15	10/31/15	
NEWELL, BRIAN ADAM COMMUNICATIONS DIRECTOR	164,800.00	13,733.33	10/01/15	10/31/15	
PODGORSKI, ELIZABETH ANNE ADMINISTRATIVE DIRECTOR	95,000.00	7,916.67	10/01/15	10/31/15	

Payroll Certification-FINMART

HI201
Date: 10/30/15
Time: 12:41:23

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page 463

Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
PRESCOTT, JENNIFER L PROFESSIONAL STAFF MEMBER	52,000.00	4,333.33	10/01/15	10/31/15	
REDDINGTON, LAUREN DEPUTY PRESS SECRETARY	45,900.00	3,825.00	10/01/15	10/31/15	
REDSTONE, JAMES J PROFESSIONAL STAFF MEMBER	60,000.00	5,000.00	10/01/15	10/31/15	
RICCI, ALEXANDER M LEGISLATIVE ASSISTANT	40,000.00	3,333.33	10/01/15	10/31/15	
RUSKOWSKY, DIANNA J FINANCIAL ADMINISTRA OFFICER	153,100.00	12,358.34	10/01/15	10/31/15	P/R CHANGE 10/13/15
SALMI, MOLLY MCLAUGHLI DEPUTY DIR OF WORKFORCE POLICY	168,027.00	14,002.25	10/01/15	10/31/15	
SCHAUMBURG, AMANDA J EDUC DEP DIRECTOR & SR COUNSEL	159,650.00	13,304.17	10/01/15	10/31/15	
SLACK, EMILY E PROFESSIONAL STAFF MBR	61,000.00	5,083.33	10/01/15	10/31/15	
STRAWCUTTER, ALISSA A DEPUTY CLERK	63,672.00	5,306.00	10/01/15	10/31/15	
SWEATT, LOREN E SENIOR POLICY ADVISOR	133,282.00	11,106.83	10/01/15	10/31/15	
TATUM, LESLIE MARIE PROFESSIONAL STAFF MBR-EN & EC	78,000.00	6,500.00	10/01/15	10/31/15	
THOMAS, BRAD M SR EDUCATION POLICY ADVISOR	150,705.00	12,558.75	10/01/15	10/31/15	
VOSLOW, OLIVIA LOUISE STAFF ASSISTANT	35,000.00	2,916.67	10/01/15	10/31/15	
WHEELER, JAMES JOSEPH PROFESSIONAL STAFF MEMBER	119,371.00	9,947.58	10/01/15	10/31/15	

Payroll Certification-FINMART

HI201
Date: 10/30/15
Time: 12:41:25

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page 464

Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
YOUSEFI, SHEARIAH N LEGISLATIVE ASSISTANT	41,800.00	3,136.12	10/01/15	10/31/15	P/R CHANGE 10/26/15
SPECIAL & SELECT COMMITTEE LUMP ACCRUED LEAVE					
FRAME, MATTHEW H LEGISLATIVE ASSISTANT	40,000.00	555.56			
SPECIAL & SELECT COMMITTEE OVERTIME					
DAVIS, MARTHA B STAFF ASSISTANT	35,000.00	391.22			
YOUSEFI, SHEARIAH N LEGISLATIVE ASSISTANT	36,800.00	139.33			

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U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

HI201
Date: 10/30/15
Time: 12:41:25

Process Level: EE000 COMM ON EDU AND THE WORKFORCE Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Group	Expenditure	Active	Paid
SPECIAL & SELECT 3 (D) PERSONNEL	42,974.67	3	3
SPECIAL & SELECT COMMITTEE PERSONNEL	263,561.35	36	37
SPECIAL & SELECT COMMITTEE OVERTIME	530.55	2	2
SPECIAL & SELECT LUMP SUM ACCRUED LEAVE	555.56	1	1
DEPT. Total	307,622.13	39	43

I CERTIFY THAT THE LISTED EMPLOYEES HAVE PERFORMED THEIR ASSIGNED OFFICIAL DUTIES FOR THE OFFICES OF THIS COMMITTEE, AND THAT THEY HAVE CERTIFIED THAT THEY HAVE NO RELATIONSHIP TO A CURRENT MEMBER OF CONGRESS, UNLESS OTHERWISE NOTED HEREON



JOHN KLINE, Chairman

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U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

HI201
Date: 10/30/15
Time: 12:41:25

Accounting Period: 10/01/15 To: 10/31/15
Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Organization: EE000
Department: EE090 COMM ON EDU AND WORKFORCE-MIN

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
SPECIAL & SELECT 3 (D) PERSONNEL					
FORTE, DENISE M STAFF DIRECTOR	172,500.00	14,375.00	10/01/15	10/31/15	
KENNEDY, BRIAN GENERAL COUNSEL	170,696.00	14,224.67	10/01/15	10/31/15	APPOINTMENT 10/01/15
WATSON, ELIZABETH S DIRECTOR OF LABOR POLICY	170,000.00	14,166.67	10/01/15	10/31/15	APPOINTMENT 10/01/15
SPECIAL & SELECT COMMITTEE PERSONNEL					
ALLI, TYLEASE TAKISHA CLERK/ INTERN COORDINATOR	115,778.00	9,648.17	10/01/15	10/31/15	P/R CHANGE 10/01/15
BARBERA, AUSTIN M STAFF ASSISTANT	64,000.00	5,333.33	10/01/15	10/31/15	P/R CHANGE 10/01/15
BASS, JARED EDUCATION POLICY COUNSEL	105,000.00	8,750.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
BROWN, JARED L INTERN	21,599.00	1,799.92	10/01/15	10/31/15	
CHEVALIER, JACQUELINE SENIOR EDUCATION POLICY ADVISO	120,000.00	10,000.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
GODINEZ, CHRISTINE V STAFF ASSISTANT	60,000.00	5,000.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
HAINES, CHRISTIAN LAMAR EDUCATION POLICY COUNSEL	105,000.00	8,750.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
HAUGHTON, KIARA PESANTE COMMUNICATIONS DIRECTOR	112,500.00	9,375.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
HAVENNER, SHEILA KATHERINE SYSTEM ADMINISTRATOR	66,000.00	5,500.00	10/01/15	10/31/15	P/R CHANGE 10/01/15

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U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

HI201
Date: 10/30/15
Time: 12:41:26

Accounting Period: 10/01/15 To: 10/31/15
Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Organization: EE000
Department: EE090 COMM ON EDU AND WORKFORCE-MIN

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
HOLLIS, ELIZABETH J SPECIAL ASSISTANT TO STAFF DIR	140,160.00	11,680.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
HONE, MARTINA A DIR OF EDU POL/ASSOC GEN COUN	159,500.00	13,291.67	10/01/15	10/31/15	
HUGHES, CAROLYN SR LABOR POLICY ADVISOR	111,500.00	9,291.67	10/01/15	10/31/15	P/R CHANGE 10/01/15
IKENE, ENOBONG EUNICE LABOR POLICY ASSOCIATE	74,000.00	6,166.67	10/01/15	10/31/15	P/R CHANGE 10/01/15
KARRIEM, MALAIKA C INTERN	8,736.00	728.00	10/01/15	10/31/15	P/R CHANGE 10/01/15
KENNEDY, BRIAN GENERAL COUNSEL	168,000.00	0.00	10/01/15	10/31/15	TERMINATED 09/30/15
KEY, IYESHA DANYELLE STAFF ASSISTANT - PART TIME	6,912.00	576.00	10/01/15	10/31/15	
MCDERMOTT, KEVIN SR LABOR POLICY ADVISOR	130,000.00	10,833.33	10/01/15	10/31/15	P/R CHANGE 10/01/15
MILLER, RICHARD D SR LABOR POL ADV/HLTH SAFETY	146,462.00	12,205.17	10/01/15	10/31/15	P/R CHANGE 10/01/15
PAYNE, ALEX HUBERT C EDUCATION POLICY ADVISOR	73,000.00	6,083.33	10/01/15	10/31/15	P/R CHANGE 10/01/15
PEAKE, AMY LEANNE LABOR POLICY ADVISOR	104,000.00	8,666.67	10/01/15	10/31/15	P/R CHANGE 10/01/15
PLUVIOSE-FENTON, VERONIQUE CIVIL RIGHTS COUNSEL	155,000.00	12,916.67	10/01/15	10/31/15	P/R CHANGE 10/01/15
REID, RAYNA DELAVIEV LABOR POLICY COUNSEL	88,000.00	7,333.33	10/01/15	10/31/15	P/R CHANGE 10/01/15
SHARMA, SALONI PRESS ASSISTANT	41,600.00	3,466.67	10/01/15	10/31/15	

Payroll Certification-FINMART

HI201

Date: 10/30/15
Time: 12:41:26

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page 468

Process Level: EE000 COMM ON EDU AND THE WORKF Accounting Period: 10/01/15 To: 10/31/15
Department: EE090 COMM ON EDU AND WORKFORCE-MIN Accounting Organization: EE000

Employee Name Position and Job Title	Annual Salary	Gross Pay	Period From	Period To	Remarks
TRIM, ARIKA S PRESS SECRETARY	82,000.00	6,833.33	10/01/15	10/31/15	P/R CHANGE 10/01/15
WATSON, ELIZABETH S DIRECTOR OF LABOR POLICY	150,000.00	0.00	10/01/15	10/31/15	TERMINATED 09/30/15
SPECIAL & SELECT COMMITTEE OVERTIME					
BARBERA, AUSTIN M STAFF ASSISTANT	40,000.00	86.54			
GODINEZ, CHRISTINE V STAFF ASSISTANT	40,000.00	100.96			
IKENE, ENOBONG EUNICE LABOR POLICY ASSOCIATE	50,000.00	973.55			
SHARMA, SALONI PRESS ASSISTANT	41,600.00	90.00			

Payroll Certification-FINMART

HI201

Date: 10/30/15
Time: 12:41:26

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page: 469

Process Level: EE000 COMM ON EDU AND THE WORKFORCE Accounting Period: 10/01/15 To: 10/31/15
Department: EE090 COMM ON EDU AND WORKFORCE-MIN Accounting Organization: EE000

Employee Group	Expenditure	Active	Paid
SPECIAL & SELECT 3 (D) PERSONNEL	42,766.34	3	3
SPECIAL & SELECT COMMITTEE PERSONNEL	174,228.93	23	23
SPECIAL & SELECT COMMITTEE OVERTIME	1,251.05	4	4
DEPT. Total	218,246.32	26	30

I CERTIFY THAT THE LISTED EMPLOYEES HAVE PERFORMED THEIR ASSIGNED OFFICIAL DUTIES FOR THE OFFICES OF THIS COMMITTEE, AND THAT THEY HAVE CERTIFIED THAT THEY HAVE NO RELATIONSHIP TO A CURRENT MEMBER OF CONGRESS, UNLESS OTHERWISE NOTED HEREON

ROBERT C. "BOBBY" SCOTT, Ranking Member

Payroll Certification-FINMART

HI201
Date: 10/30/15
Time: 12:41:26

U. S. HOUSE OF REPRESENTATIVES
Payroll Certification

Page: 470

Process Level: EE000 COMM ON EDU AND THE WORKFORCE Accounting Period: 10/01/15 To: 10/31/15
Accounting Organization: EE000

Employee Group	Expenditure	Active	Paid
SPECIAL & SELECT 3(D) PERSONNEL	85,741.01	6	6
SPECIAL & SELECT COMMITTEE PERSONNEL	437,790.28	59	60
SPECIAL & SELECT COMMITTEE OVERTIME	1,781.60	6	6
SPECIAL & SELECT LUMP SUM ACCRUED LEAVE	555.56	1	1
Total	525,868.45	65	73

I CERTIFY THAT THE LISTED EMPLOYEES HAVE PERFORMED THEIR ASSIGNED OFFICIAL DUTIES FOR THE OFFICES OF THIS COMMITTEE, AND THAT THEY HAVE CERTIFIED THAT THEY HAVE NO RELATIONSHIP TO A CURRENT MEMBER OF CONGRESS, UNLESS OTHERWISE NOTED HEREON



JOHN KLINE, Chairman