

have spend tax dollars training recruits in critical skills such as aviation maintenance, nuclear engineering, and medicine only to have these skills transferred to civilian companies. We need to stop the hemorrhaging and address the problems that underlie this issue.

First, we need to raise the pay of service personnel to keep salaries competitive with civilian equivalents. This bill raises base pay by 4.8% in 2000, with additional pay raises tied to the Employment Cost Index. Second, we need to provide incentives for active duty personnel to keep longer service commitments. To do this, we need to repair the damage done in 1986 to the military retirement system. This bill re-establishes the pre-1986 retirement system for military personnel who commit to serving their country for 15 years or more. Finally, we need to provide service members with the opportunity to save for their retirement. This bill would allow service members to contribute up to 5% of their base pay, before taxes, into the Thrift Savings Plan. This is the same plan available to all government civilian employees and has already encouraged thousands of government employees to take an active step in their retirement planning. By extending this benefit to the military, we encourage them to think ahead and to save for their retirements.

The quality of our uniformed service is second to none in the world. We owe it to the people standing on the front lines to ensure that their commitment to our country does not include a commitment to debt and poverty. This bill is an overdue first step in improving the quality of life for all of the men and women who serve in uniform. We owe it to them; we owe it to their families. I strongly encourage my colleagues to support its passage.●

CLARK CLIFFORD

● Mr. MOYNIHAN. Mr. President, at a time when we risk the ever coarsening of our public affairs, we would do well to remember a man whose service to this country was distinguished as no other for civility and elegance. I ask that this tribute to Clark M. Clifford by Sander Vanocur be printed in the RECORD.

The tribute follows

TRIBUTE TO CLARK CLIFFORD

(By Sander Vanocur at the Washington National Cathedral, November 19, 1998)

The following anonymous poem was sent to Clark Clifford's daughters, Joyce and Ran-

dall, by their sister, Faith, who could not be here today:

Think of stepping on shore
and finding it Heaven,
Of taking hold of a hand
and finding it God's,
Of breathing new air,
and finding its celestial air,
Of feeling invigorated
and finding it immortality,
Of passing from storm and tempest
to an unbroken calm,
Of waking up,
and finding it Home.

In the secular sense, Clark Clifford found that home in Washington more than fifty years ago. And having found that home, let it be said that while he was here, he graced this place.

It was a much different place when he and Marny came here, smaller in size but larger in imagination, made larger in imagination by World War II. It may have been, then and for a good time after, as John F. Kennedy once noted, a city of Southern efficiency and Northern charm. But it was also at least then, a place where dreams could be fashioned into reality. Being an intensely political city, dreams, as always, had to be fashioned by reality. And it was in this art of political compromise where Clark Clifford flourished. He was known as the consummate Washington insider. Quite often the term was used in the pejorative sense. It should not have been. If you believe as he did in what George Orwell meant when he wrote that in the end everything is political, it should be a cause for celebration rather than lamentation that he played the role, for if he had not played this role who else of his generation could have played it quite so well, especially when the time came to tell a President of the United States, who was also a very old friend, that the national interests of this nation could no longer be served by our continuing involvement in Vietnam?

We know of his public triumphs. Some of use also know of his personal kindnesses. Many years ago, at a very bleak period in both my personal and professional life—you know in this city it is bleak when your phone calls are not returned by people you have known for years—there were two individuals in this city who faithfully returned my calls. One was Ben Bradlee. The other was Clark Clifford. When Clark first invited me to his office during this bleak period to offer encouragement and guidance, he closed the door, took no phone calls, sat behind his desk, his hands forming the legendary steeple and listened and advised. On that first visit to his office I looked down on his desk where there appeared to be at least fifty messages, topped by what seemed to be inaugural medallions. I thought to myself on that first visit that Clark Clifford had put the world on hold just to listen to me. But the third time I came to his office, it occurred to me that it was just possible those messages had been there for twenty years.

Clark Clifford's final years were not what he would have wished for himself nor what his friends would have wished for him and for his family. They seemed to echo the first

lines in Chapter Nine of Henry Adam's novel "Democracy," perhaps the best novel ever written about this city. The lines are: "Whenever a man reaches to the top of the political ladder, his enemies unite to pull him down. His friends become critical and exacting." On this occasion, I cannot speak of this enemies, but I can say that his friends will not be critical or exacting. We will think, instead, of Othello's words just before he dies:

"Soft you; a word or two before you go.
'I have done the state some service, and they know it—
'No more of that. I pray you, in your letters,
'When you shall these unlucky deeds relate.
'Speak of me as I am; nothing extenuate.
'Nor set down aught in malice."

We who loved Clark Clifford will do that and more. We will say now and henceforth: Clark Clifford did the state some service and we know it.●

NOMINATIONS

Executive nominations received by the Secretary of the Senate January 26, 1999, under authority of the order of the Senate of January 6, 1999:

THE JUDICIARY

MARSHA L. BERZON, OF CALIFORNIA, TO BE UNITED STATES CIRCUIT JUDGE FOR THE NINTH CIRCUIT, VICE JOHN T. NOONAN, JR., RETIRED.

LEGROME D. DAVIS, OF PENNSYLVANIA, TO BE UNITED STATES DISTRICT JUDGE FOR THE EASTERN DISTRICT OF PENNSYLVANIA, VICE EDMUND V. LUDWIG, RETIRED.

BARBARA DURHAM, OF WASHINGTON, TO BE UNITED STATES CIRCUIT JUDGE FOR THE NINTH CIRCUIT, VICE BETTY BINNS FLETCHER, RETIRED.

TIMOTHY B. DYK, OF THE DISTRICT OF COLUMBIA, TO BE UNITED STATES CIRCUIT JUDGE FOR THE FEDERAL CIRCUIT, VICE GLENN L. ARCHER, JR., RETIRED.

KEITH P. ELLISON, OF TEXAS, TO BE UNITED STATES DISTRICT JUDGE FOR THE SOUTHERN DISTRICT OF TEXAS, VICE NORMAN W. BLACK, RETIRED.

GARY ALLEN FEESS, OF CALIFORNIA, TO BE UNITED STATES DISTRICT JUDGE FOR THE CENTRAL DISTRICT OF CALIFORNIA, VICE JAMES M. IDEMAN, RETIRED.

BARRY P. GOODE, OF CALIFORNIA, TO BE UNITED STATES CIRCUIT JUDGE FOR THE NINTH CIRCUIT, VICE CHARLES E. WIGGINS, RETIRED.

RONALD M. GOULD, OF WASHINGTON, TO BE UNITED STATES CIRCUIT JUDGE FOR THE NINTH CIRCUIT, VICE ROBERT R. BEEZER, RETIRED.

WILLIAM J. HIBBLER, OF ILLINOIS, TO BE UNITED STATES DISTRICT JUDGE FOR THE NORTHERN DISTRICT OF ILLINOIS, VICE JAMES H. ALESIA, RETIRED.

MATTHEW F. KENNELLY, OF ILLINOIS, TO BE UNITED STATES DISTRICT JUDGE FOR THE NORTHERN DISTRICT OF ILLINOIS, VICE PAUL E. PLUNKETT, RETIRED.

LYNETTE NORTON, OF PENNSYLVANIA, TO BE UNITED STATES DISTRICT JUDGE FOR THE WESTERN DISTRICT OF PENNSYLVANIA, VICE MAURICE B. COHILL, JR., RETIRED.

RICHARD A. PAEZ, OF CALIFORNIA, TO BE UNITED STATES CIRCUIT JUDGE FOR THE NINTH CIRCUIT, VICE CECIL F. POOLE, RESIGNED.

VIRGINIA A. PHILLIPS, OF CALIFORNIA, TO BE UNITED STATES DISTRICT JUDGE FOR THE CENTRAL DISTRICT OF CALIFORNIA, VICE WILLIAM M. BYRNE, JR., RETIRED.

STEFAN R. UNDERHILL, OF CONNECTICUT, TO BE UNITED STATES DISTRICT JUDGE FOR THE DISTRICT OF CONNECTICUT, VICE PETER C. DORSEY, RETIRED.

T. JOHN WARD, OF TEXAS, TO BE UNITED STATES DISTRICT FOR THE EASTERN DISTRICT OF TEXAS, VICE WILLIAM WAYNE JUSTICE, RETIRED.

HELENE N. WHITE, OF MICHIGAN, TO BE UNITED STATES CIRCUIT JUDGE FOR THE SIXTH CIRCUIT, VICE DAMON J. KEITH, RETIRED.

RONNIE L. WHITE, OF MISSOURI, TO BE UNITED STATES DISTRICT JUDGE FOR THE EASTERN DISTRICT OF MISSOURI, VICE GEORGE F. GUNN, JR., RETIRED.