

Some of the people mentioned played an important role in America's past wars. Many African-Americans I encounter today, however, are the unsung heroes of a different kind of war. They battle for the hearts and minds of our inner city youth. For example in Philadelphia, The Reverend Herb Lusk, and "People for People," are providing welfare to work training, after school tutoring for grade school children, as well as GED and computer training for the poor and disadvantaged. The Reverend Dr. Ben Smith's Deliverance Church, which owns and operates a shopping mall and sixty-five outreach ministries, has long served the greater community. C. Delores Tucker currently organizes the largest Martin Luther King Center for Non-violence in the nation. One of the many things she does for the community is to arrange for many to gather and celebrate our great Civil Rights leader on his birthday at an annual luncheon.

It is fitting that all Americans salute the invaluable services and contributions of African-Americans and the role that they have played and continue to play in American History.●

SOLDIERS', SAILORS', AIRMEN'S AND MARINES' BILL OF RIGHTS

● Mr. DURBIN. Mr. President, I support giving our troops a pay raise, and I support improving the retirement package of career military personnel. However, the bill the Senate has considered, S. 4, the Soldiers', Sailors', Airmen's and Marines' Bill of Rights, is not only too expensive, it was also brought to the floor too hastily, without holding hearings on its provisions, and before we considered how the bill might affect the rest of the budget. Even though I want to see a pay raise and retirement reform, I had to vote against this excessively costly bill.

When S. 4 was reported out of committee, it already cost \$12 billion more than the President requested over the next five years. The bill as passed by the Senate is estimated to cost \$17 billion more than the President asked for. That is just for the next five years. Using Congressional Budget Office (CBO) figures, S. 4 would consume one-quarter of the projected non-Social Security surplus in the next fiscal year. Once personnel start to retire under its provisions, costs will skyrocket. CBO estimates that the retirement changes in S. 4 will eventually raise the costs of military pensions by a whopping 18 percent. These increased costs will come due at the same time the baby boom generation retires, with the attendant strain on Social Security and Medicare.

It is impossible to justify these steep increases in costs, particularly since not one hearing was held on S. 4. We all agree there are problems with recruitment and retention in the military, but

we did not get the benefit of expert testimony—or any testimony at all—as to why, nor did we get input on how best to address these problems before passing this very expensive solution. Last year Congress asked the General Accounting Office (GAO) to do a detailed study of recruitment and retention problems. GAO has been conducting surveys and interviewing troops in the field to find out why they may plan to leave the service. GAO's preliminary findings show that "money has been overstated as a retention factor." GAO's report is due in just a few months. Similar studies by CBO and the Pentagon are due out shortly. Some experts have said that dissatisfaction over military health care and the operations tempo were more important issues for those leaving the military.

I find it most troubling that this bill was brought to the floor before we passed a budget resolution, and outside of the normal Defense Authorization bill. With no budget caps, and no other defense priorities to consider, the bill brought us into a never, never land of wishful thinking. The bill sets out the most generous package of benefits, but does not consider what might happen to the rest of the defense budget if these cost increases go into effect. Will we have to cut readiness, operations and maintenance, or procurement accounts? Will we be able to fund steps that could reduce the operations tempo or make it more predictable? Will we be able to fund improvements in military health care?

The so-called firewalls between defense and domestic discretionary spending are down. That means that, rather than cutting other parts of the defense budget to pay for these increases, we may have to cut domestic programs instead, like education, the environment, or transportation. According to the Concord Coalition, 57 percent of the budget was devoted to entitlements in 1998, but we are now on track to devote 73 percent of the budget to entitlements by 2009. This bill will worsen the entitlement picture, and mean that more and more discretionary spending will have to be cut to cover growing entitlements.

This was a very sad first bill for the Senate to consider after we finally turned the corner on deficits. We cannot go back to pre-1974 Budget Act spending patterns. We must not abandon fiscal discipline and spend the surplus before we even see a penny of it. I hope and expect that fiscal sanity will be restored and that, when the bill returns from conference or as part of a larger measure, I will be able to vote for a well-deserved pay raise for our military personnel and a reasonable retirement package, but a package that fits within the budget framework and discipline we have all embraced.●

FUTURE LEADERS OF THE BIG SKY STATE

● Mr. BAUCUS. Mr. President, in my view, public service is the most noble human endeavor. Today, more than ever, we must look to the younger generation as leaders for tomorrow. For their commitment to community service, I am pleased to recognize two of Montana's young leaders.

Their community work demonstrates an ability to make a difference in the lives of others. The work of these two young Montanans sets an impressive standard for their peers.

I would like to congratulate and honor two young Montana students who have achieved national recognition for exemplary volunteer service in their communities. Mindi Kimp of Corvallis, Montana, and Jill Lombardi of Helena, Montana, have been named State Honorees in The 1999 Prudential Spirit of Community Awards program, an annual honor conferred on only one high school and one middle school student in each state, the District of Columbia and Puerto Rico.

Ms. Kimp is being recognized for her work in coordinating a "senior citizen prom" for seniors living in Missoula and Ravalli counties. Mindi, a 4-H member and junior class president, enjoys a close relationship with her grandparents. In helping to plan her own Hamilton High School prom, she conceived the idea of a senior citizen prom. She believed that this would be a great way to honor grandparents and help restore faith in today's younger generation. Mindi worked closely with the Council on Aging in planning the event. She solicited donations to make the event free to all seniors. She also used it to provide prizes, decorations, and a rose for every lady. The event was so successful that she will speak at the State Student Council Convention on how to plan a senior citizen prom. The event will now be held annually at Hamilton High School.

Ms. Lombardi, a member of the Helena Youth Advisory Council, is being recognized for her leadership role in two projects: a skateboard park and "Martin Luther King Volunteer Day." Jill served on and established the first-ever Helena Youth Advisory Council. As a member, Jill recruited interested skateboarders to advise the council on the design of the park. She also helped to obtain a \$50,000 grant from the Turner Foundation for the park's construction. In planning the volunteer day, Jill worked with the council to organize activities such as community clean-up and youth reading programs. She recruited volunteers, analyzed community needs, arranged volunteer projects, and coordinated celebration activities. The event's success has inspired the council to host the event again next year.

Young volunteers like Ms. Kimp and Ms. Lombardi are inspiring examples