

She said the Internet "is like a classified ad. The person selling and the person purchasing have to abide by all the laws that are in place."•

#### RETENTION OF MILITARY SERVICE MEMBERS

• Mr. WARNER. Mr. President, I rise today to offer excerpts from three very insightful, thought provoking articles recently published in the U.S. Naval Institute magazine PROCEEDINGS. These articles were written by enlisted service members on the very important subject of retention of enlisted personnel in our Armed Forces. This is one of the most critical issues facing our military services today and I am encouraged by the solutions our senior enlisted personnel have offered as it shows their deep concern for their people, their service and their country. Allow me to share with you some of these perceptive views on this complex problem:

Senior Chief Navy Counselor Paul T. Pierce, USN writes, ". . . what is the number-one reason that sailors—talented sailors, the ones we want to keep—cite as their greatest dissatisfier? It is not pay or even family separation. Those issues always are near the top, but the number one reason sailors give for separating from the service is lack of advancement opportunity." He further states, "The evidence is intuitive and irrefutable that we cannot build a force of professionals if we afford them virtually zero advancement opportunity. It is really that simple. . . . The fact remains that today's sailors are smart enough to grasp that promises of better opportunity made through almost ten years of draw down simply are not likely to materialize in any meaningful way in a "steady-state" Navy. This generation of young sailors and junior officers believes it has stupendous opportunities outside the Navy. Real or imagined, that siren's call is beckoning to them—imploing them to leave us. At the same time, many of them, particularly our mid-grade, second-term enlisted technicians, have qualities that make them highly marketable on the outside. . . . If we want to make real headway retaining sailors, then we must make the restoration of advancement opportunity a readiness imperative."

Master Chief Machinist's Mate James P. Russell, USN writes, "Recognizing what sailors need is not an easy task. Sailors will always tell you they want more money. If we continue to chase the sailor's paycheck as the retention tool of choice, we will reach a point where we no longer can afford the price. It is unreasonable to expect that the Navy will be able to meet the perks and extras from our competition. It is the intangibles that will make the sailor stay for a career. We have things to offer that no company on earth can

match: the opportunity to make a difference; structured guidance and support throughout a career; responsibility at a level unmatched anywhere; a retirement plan that is guaranteed to be there at the end of a career; respect recognized throughout the world; the chance to grow and develop in an environment that is tolerant of mistakes; camaraderie that cannot be matched by any corporation; and an opportunity to experience all this in a global environment.

The person who needs to be able to transmit the knowledge of those perks to the sailor, and to make sure they are available, is that sailor's chief. Sailors are happiest when: they have a clearly defined mission; have ownership of their work environment; are held to fair, consistent and sensible standards; their families live in a clean, safe, and relatively comfortable location; and they receive recognition and pay that reflect the importance of what they do for their country. As the Navy leadership focuses on the first and the last, the responsibility of fighting for the rest lies squarely on the shoulders of the chief. The bottom line? Keep sailors happy and they will stick around."

And finally, Master Sergeant Michael M. Green, USAF writes, "Our military and political leadership express serious concern for the ever-growing retention and recruiting problems facing the enlisted force, and have initiated moderate pay improvements to help resolve these problems. Much more can and must be done, however, to address the real financial needs and expectations of our enlisted warriors. The chief shortfalls of the current pay structure are in basic pay, the basic allowance for subsistence (BAS) and education incentives." He concludes, "There are innumerable reasons why patriots choose and continue to serve in our nations military. There are significantly fewer reasons why they opt to leave. Financial compensation is the chief concern to both young recruits and old wardogs. Fashioning a more equitable pay and allowance structure will greatly entice tomorrow's warriors into service as well as to keep today's enlisted force serving proudly. . . . Our enlisted force is not composed of second-class citizens. It is a collection of the guardians of our nation and our national interests. It is time they are compensated that way."

These veterans have poignantly put forward their thoughts on a most difficult issue in an honest and sincere fashion. Mr. President, I thank you for the opportunity to share their views with you and the Nation they serve.●

#### IN HONOR OF JIMMY DON HUDSON

• Mr. BREAUX, Mr. President, on behalf of Senator LANDRIEU, I rise with great sorrow on the passing of Jimmy

Don Hudson of Monroe, Louisiana. He was a friend to me, Senator LANDRIEU and all those who knew him.

It has been said that Jimmy Don had a gift that made everyone think they were his best friend. A dedicated husband and father, Jimmy Don worked hard every day for the people of Monroe and the state of Louisiana.

A tireless public servant, Jimmy Don served on numerous boards and commissions. He was president of the Tensas Basin Levee District. He also held leadership roles on, to name a few, the Monroe Chamber of Commerce, the Governor's Commission on Higher Education, the Monroe Downtown Economic Development District, the West Monroe Boys and Girls Club, the United Way of Northeast Louisiana and the Ouachita Council on Aging.

Jimmy Don also served his country in the Vietnam War. As a helicopter pilot, he logged more than 1,000 hours of flight time while making sure both wounded and able-bodied American soldiers were out of harm's way. After his tour of duty, Jimmy Don continued his military service in the Army National Guard until 1996, logging an additional 2,800 hours of seat time.

Mr. President, some say the best people die at an early age. This is certainly true in Jimmy Don's case. Although he only spent 52 years with us on this earth, his legacy will live forever. Senator LANDRIEU and I extend our condolences to his wife Pam, and sons Brandon and Gabe. Jimmy Don will be sorely missed.

I have attached an editorial written by Keith Prince of the Monroe (La.) News-Star that describes Jimmy Don well, and request it be included following my statement.

[From the Monroe (La.) News-Star]

(By Keith Prince)

#### HUDSON WAS ABLE TO MAKE EVERYONE FEEL LIKE HIS BEST FRIEND

It's never easy to say goodbye.

It is even more difficult when it is someone in the prime of life, at the very pinnacle of his professional and personal life.

Jimmy Don Hudson fits that description perfectly.

Why his heart failed last Saturday night while in Washington, D.C., attending Mardi Gras festivities is unknown. An avid pilot, Hudson had passed a flight physical exam just two weeks ago.

All we do know today is that countless friends feel a very real loss and have his wife, Pam, and sons, Brandon and Gabe, in their thoughts and prayers.

There's a lot of great qualities that we will all remember about Jimmy Don, but the list should start with the tremendous dedication he had for his family. He spent a lot of time with his sons and it shows, said longtime friend George Luffey.

The uniqueness of this man is his rare ability to easily handle the boundary of business associate-friend that some people never figure out.

Jimmy Don was capable of being both a very effective and successful ambassador for BellSouth and at the same time make everyone he knew feel special.