other pay increases, such as locality pay and
within-grade increases. Thus, we have every rea-
son to believe that these pay increases, coupled
with appropriate use of pay flexibilities such as
recruitment bonuses and retention allowances,
will allow the Federal Government to continue
to be competitive in attracting and retaining
quality employees.

Sincerely,

WILLIAM J. CLINTON

NOTE: Identical letters were sent to Thomas S.
Foley, Speaker of the House of Representatives,
and Albert Gore, Jr., President of the Senate.

Statement on Withdrawal of Russian Forces From Eastern Europe
August 31, 1994

Today marks the completion of the withdrawal
of Russian military forces from the Republic
of Estonia and the Latvian Republic, under
terms of bilateral agreements concluded be-
tween Russia and each of these sovereign states.
Russian military forces are also completing their
withdrawal today from the Federal Republic of
Germany, in accordance with the agreements
reached between Germany and the Soviet Union
in October 1990. These withdrawals constitute
the final departure of Russian troops that have
been present in Eastern Europe since 1945.

This effectively brings to an end a chapter
in post-World War II European history, opening
the door to a new era of regional stability and
cooperation. I congratulate the people of Esto-
nia, Germany, Latvia, and Russia on this historic
occasion and salute their leaders for the vision
and statesmanship they have demonstrated on
behalf of European integration. The United
States will continue its active support for this
process with the goal of a brighter and more
peaceful future for all of our people in the next
century.

Statement on the Northern Ireland Peace Process
August 31, 1994

I welcome today's watershed announcement
by the IRA that it has decided to end the 25-
year campaign of violence and pursue the path
of peace. While much work remains to be done,
the IRA's decision to join the political process
can mark the beginning of a new era that holds
the promise of peace for all the people of
Northern Ireland.

I have just spoken with Prime Minister Albert
Reynolds of Ireland and Prime Minister John
Major of the United Kingdom to congratulate
them for their persistent efforts to bring this
day about. Their joint resolve to end the vio-
lence and pursue a negotiated settlement has
been crucial to the progress made to date. Their
historic joint declaration last December, to-
gether with the Anglo-Irish agreement of 1985,
have built the foundation for the new hope we
have today. I am pleased that the United States
has been able to contribute to this process of
reconciliation.

We join with the Governments of Ireland and
the United Kingdom in the hope and expecta-
tion that today's step will help bring a lasting
and just peace to Northern Ireland. I urge the
IRA and all who have supported it to fulfill
the promise of today's announcement to end
the use and support of violence, just as we con-
tinue to call on all parties who have sought
to achieve political goals through violence to
cease to do so. There must be a permanent
end to the violence.

The United States continues to stand ready
to assist in advancing the process of peace in
Northern Ireland. We hope that both traditions,
unionist and nationalist, will support the only
real avenue to peace, that of a negotiated settle-
ment to the conflict.