

“(A) to remain on active duty for at least two years and through the tenth year of active commissioned service; and

“(B) to complete tours of duty to which the officer may be ordered during the period covered by subparagraph (A) as a department head afloat.

“(b) COVERED OFFICERS.—A surface warfare officer referred to in subsection (a) is an officer of the Regular Navy or Naval Reserve on full-time active duty who—

“(1) is designated and serving as a surface warfare officer;

“(2) is in pay grade O-3 at the time the officer applies for an agreement under this section;

“(3) has been selected for assignment as a department head on a surface ship;

“(4) has completed at least four but not more than eight years of active commissioned service; and

“(5) has completed any service commitment incurred through the officer's original commissioning program.

“(c) AMOUNT OF BONUS.—The amount of a retention bonus paid under this section may not be more than \$15,000 for each year covered by the written agreement.

“(d) PRORATION.—The term of an agreement under subsection (a) and the amount of the bonus payable under subsection (c) may be prorated as long as such agreement does not extend beyond the date on which the officer making such agreement would complete 10 years of active commissioned service.

“(e) PAYMENT.—Upon acceptance of a written agreement under subsection (a) by the Secretary of the Navy, the total amount payable pursuant to the agreement becomes fixed and may be paid—

“(1) in a lump sum equal to the amount of half the total amount payable under the agreement at the time the agreement is accepted by the Secretary of the Navy followed by payments of equal annual installments on the anniversary of the acceptance of the agreement until the payment in full of the balance of the amount that remains payable under the agreement after the payment of the lump sum amount under this paragraph; or

“(2) in equal annual payments with the first payment payable at the time the agreement is accepted by that Secretary and subsequent payments on the anniversary of the acceptance of the agreement.

“(f) ADDITIONAL PAY.—A retention bonus paid under this section is in addition to any other pay and allowances to which an officer is entitled.

“(g) REPAYMENT.—(1) If an officer who has entered into a written agreement under subsection (a) and has received all or part of a retention bonus under this section fails to complete the total period of active duty specified in the agreement, the Secretary of the Navy may require the officer to repay the United States, on a pro rata basis and to the extent that that Secretary determines conditions and circumstances warrant, all sums paid under this section.

“(2) An obligation to repay the United States imposed under paragraph (1) is for all purposes a debt owned to the United States.

“(3) A discharge in bankruptcy under title 11 that is entered less than five years after the termination of a written agreement entered into under subsection (a) does not discharge the officer signing the agreement from a debt arising under such agreement or under paragraph (1).

“(h) REGULATIONS.—The Secretary of the Navy shall prescribe regulations to carry out this section.”

(2) The table of sections at the beginning of chapter 5 of title 37, United States Code, is amended by inserting after the item relating

to section 301g, as added by section 110(a) of this Act, the following new item:

“301h. Special pay: surface warfare officers extending period of active duty.”.

(b) EFFECTIVE DATE.—The amendments made by subsection (a) shall take effect on October 1, 1999.

• Mr. ROBB. Mr. President, the men and women of the Armed Forces are being asked to do more and more with less and less, to the point where it is becoming difficult to recruit and retain the best and brightest. Looking at just two salient examples, last year the Navy's recruiting efforts fell short by over 7,000 sailors, and last year Air Force first-term aircrew reenlistment was only 61 percent.

To help meet these and other personnel challenges, the Armed Services Committee recently approved S. 4, the Soldiers', Sailors', Airmens' and Marines' Bill of Rights Act of 1999. S. 4 authorizes significant pay raises, improves retirement pay, and enhances GI Bill benefits. This legislation will be brought up soon for consideration by the full Senate. It is an important step—one of several—that the Congress must take this year to help the military pull out of what the Chairman of the Joint Chiefs described as a “nose-dive that might cause irreparable damage to this great force.”

But I believe S. 4 missed some excellent opportunities to directly improve recruiting and retention—opportunities recognized by the Administration in their FY 2000 defense budget submission. In particular, certain categories of military service present our most difficult retention challenges because they involve recruiting highly skilled personnel, providing costly training, and retaining these individuals in the face of uniquely difficult and dangerous missions coupled with powerful financial incentives to leave the military for the civilian sector. Examples include aircrews, Navy SEALs, and Navy Surface Warfare Officers.

Only 25 percent of Surface Warfare Officers remain on active duty to their Department Head tour. In the Navy SEAL community, attrition has increased over 15 percent in the past three years. FY 1998 Navy diver manning was below 85 percent. That same year, only about 60 percent of military career linguists met or exceeded the minimum requirements in listening or reading proficiency. A host of retention problems exist for Nuclear-Qualified Officers.

This amendment which I am filing today along with Senator KENNEDY and Senator CLELAND does several things. It provides bonuses for Surface Warfare Officers and Navy SEALs to encourage them to remain in the service. It provides added pay for enlisted aircrews. Several existing bonuses are increased, including those for divers, Nuclear Qualified Officers, linguists and other critical specialties. Finally, the Enlistment Bonus Ceiling is increased. These are critical remedies for critical spe-

cialties. The nation simply can't afford to pay so much to recruit and train these talented individuals only to see them leave the service out of frustration over the inadequacies of their pay and benefits.

Mr. President, I look forward to offering this amendment to S. 4 when it is taken up by the Senate. I also want to thank Senators CLELAND and KENNEDY for their help in developing this provision and for their unequivocal commitment to the uniformed personnel who serve our nation so ably. •

NOTICE OF HEARING

COMMITTEE ON SMALL BUSINESS

Mr. BOND. Mr. President, I wish to announce that the Committee on Small Business will hold its Organizational Meeting for the 106th Congress on Friday, February 5, 1999, which will begin at 9 a.m. in room 428A of the Russell Senate Office Building.

Immediately following the organizational meeting, we will turn to official committee business including: (1) marking up and reporting out S. 314, Small Business Year 2000 Readiness Act; (2) marking up and reporting out of the Small Business Investment Company Technical Corrections Act of 1999; and (3) taking up the nomination of Phyllis Fong to be inspector general of the Small Business Administration.

For further information, please contact Emilia DiSanto or Paul Cooksey at 224-5175.

ADDITIONAL STATEMENTS

PATIENTS' BILL OF RIGHTS

• Mr. SARBANES. Mr. President, today I rise to express my support for S. 6, the Patients' Bill of Rights Act, a bill to guarantee all Americans with private health insurance, and particularly those in HMOs or other managed care plans, certain fundamental rights regarding their health care coverage.

Over the past decade, our health care system has changed dramatically. Today, approximately 161 million Americans receive medical coverage through some type of managed care organization. Regrettably, the change has had some unfortunate consequences. Many in managed care plans experience increasing restrictions on their choice of doctors, growing limitations on their access to necessary treatment, and an overriding emphasis on cost cutting at the expense of quality.

This shift to managed care, largely a response to rapidly increasing medical costs, has resulted in a health care system overly driven by the need to secure healthy profit margins. The impact these market forces have on the health care Americans receive must be moderated. Access to quality health care is an essential human need, and in a democratic society, it must be recognized as a fundamental right.