

**AMENDMENT TO RULES COMMITTEE PRINT 119-**

**33**

**OFFERED BY MS. ESCOBAR OF TEXAS**

At the end of subtitle C of title V, add the following new section:

1 **SEC. 5\_\_ . UPDATE OF GUIDANCE AND EVALUATION OF**  
2 **JUNIOR RESERVE OFFICERS' TRAINING**  
3 **CORPS INSTRUCTOR PAY SCALE.**

4 (a) UPDATE OF GUIDANCE.—Not later than 270  
5 days after the date of the enactment of this Act, the Sec-  
6 retary of Defense, in coordination with the Secretaries  
7 concerned (as that term is defined in section 101(a)(9)  
8 of title 10, United States Code), shall update Department  
9 of Defense guidance governing the Junior Reserve Offi-  
10 cers' Training Corps (JROTC) program to include—

11 (1) an evaluation plan to assess the effects of  
12 the JROTC Standardized Instructor Pay Scale  
13 (JSIPS), or any successor pay system, on recruit-  
14 ment and retention of JROTC instructors; and

15 (2) standardized metrics for measuring JROTC  
16 instructor recruiting outcomes and retention rates  
17 across the military services.

1 (b) REQUIRED METRICS.—The evaluation plan re-  
2 quired under subsection (a) shall include, at a minimum,  
3 metrics relating to—

4 (1) instructor vacancy rates and time-to-hire;

5 (2) retention rates and length of service;

6 (3) geographic variation in recruiting and reten-  
7 tion outcomes, including high-cost-of-living areas,  
8 rural, urban, and geographically isolated locations;

9 (4) comparisons between outcomes under the  
10 legacy pay system and the JSIPS;

11 (5) the identification of recruiting efforts used  
12 to attract instructor applicants, including data on  
13 how applicants learned about available instructor po-  
14 sitions;

15 (6) the number of applicants who begin, com-  
16 plete, or withdraw from the instructor hiring proc-  
17 ess, including the interview and background inves-  
18 tigation stages;

19 (7) the number of applicants who accept or de-  
20 cline instructor position offers, including to the ex-  
21 tent practicable, information on the reasons offers  
22 were declined; and

23 (8) any other matters the Secretary determines  
24 appropriate.

1           (c) REPORT TO CONGRESS.—Not later than one year  
2 after the issuance of the updated guidance under sub-  
3 section (a), and annually thereafter for two years, the Sec-  
4 retary of Defense shall submit to the Committee on Armed  
5 Services of the Senate and the Committee on Armed Serv-  
6 ices of the House of Representatives a report that in-  
7 cludes—

8           (1) a description of the updated guidance and  
9           implementation status;

10           (2) baseline data and metrics collected using  
11           the metrics developed under subsection (a);

12           (3) an assessment of the effects of the pay scale  
13           on recruitment and retention; and

14           (4) any recommendations for legislative or ad-  
15           ministrative action.

