

AMENDMENT TO RULES COMMITTEE PRINT 119-

33

OFFERED BY MR. MAST OF FLORIDA

At the end of subtitle F of title VI, add the following
new section:

1 **SEC. 6___.** **INDEPENDENT STUDY ON MILITARY PER-**
2 **SONNEL TEMPO, WORKLOAD, AND COM-**
3 **PENSATION IN COMPARISON TO CIVILIANS**
4 **WITH SIMILAR DUTIES.**

5 (a) INDEPENDENT STUDY.—Not later than 90 days
6 after the date of the enactment of this Act, the Secretary
7 of Defense shall seek to enter into an agreement with a
8 federally funded research and development center with ex-
9 pertise in matters relating to military and civilian per-
10 sonnel responsibilities and compensation to conduct a
11 study on military personnel tempo, workload demands,
12 and compensation in comparison to civilian counterparts
13 in comparable professions.

14 (b) ELEMENTS.—The study required under sub-
15 section (a) shall include the following:

16 (1) An assessment of average weekly and an-
17 nual work hours performed by members of the
18 Armed Forces, and civilians if available, in all mili-

1 tary career fields, including those with operational,
2 administrative, training, and deployment-related du-
3 ties.

4 (2) A comparative analysis of work hours, per-
5 sonnel tempo, and workload demands, if available,
6 between military personnel and civilians in com-
7 parable professions, including professions relating to
8 aviation, explosive ordnance disposal, medical, div-
9 ing, cyber, nuclear, law enforcement, special oper-
10 ations forces communities, and technical specialties.

11 (3) An assessment of the effects of deployment
12 cycles, training rotations, field exercises, shipboard
13 operations, alert requirements, shift work, and other
14 operational demands on total military workload.

15 (4) An assessment of the cumulative time bur-
16 den associated with military accession training, pro-
17 fessional military education, qualification require-
18 ments, readiness training, and advanced specialty
19 training pipelines.

20 (5) An assessment of workload and personnel
21 tempo within specialized military communities, in-
22 cluding aviation, explosive ordnance disposal, med-
23 ical, diving, cyber, nuclear, law enforcement, special
24 operations forces communities, and technical special-
25 ties.

1 (6) An assessment of the impact of military-
2 specific obligations on members of the Armed Forces
3 and military families, including permanent change of
4 station requirements, family separation, deployment
5 frequency, irregular work schedules, and fitness and
6 training requirements.

7 (7) A comparative analysis of military com-
8 pensation relative to civilian compensation when ac-
9 counting for cumulative workload demands and mili-
10 tary-specific service obligations.

11 (8) Identification of any limitations associated
12 with direct comparisons between military and civil-
13 ian professions, including recommendations for ap-
14 propriate methodologies, assumptions, and future
15 data collection efforts.

16 (9) Recommendations, if any, for improving the
17 measurement and tracking of personnel tempo,
18 workload, and workforce use by the Department of
19 Defense.

20 (c) REPORTS.—

21 (1) SUBMISSION TO SECRETARY OF DE-
22 FENSE.—The agreement entered into in accordance
23 with subsection (a) shall include a requirement
24 that—

1 (A) not later than 2 years after the date
2 of the enactment of this Act, the federally fund-
3 ed research and development center that is
4 party to the agreement shall submit to the Sec-
5 retary of Defense a report containing the re-
6 sults study conducted under subsection (a); and

7 (B) not less than every 180 days until the
8 final report required by subparagraph (A) is
9 submitted, such federally funded research and
10 development center shall provide to the Sec-
11 retary of Defense and the congressional defense
12 committees an interim report on the progress
13 and results of such study.

14 (2) SUBMISSION OF FINAL REPORT TO CON-
15 GRESS.—Not later than 30 days after the date on
16 which the Secretary of Defense receives the report
17 required under paragraph (1)(A), the Secretary shall
18 submit to the congressional defense committees a
19 copy of the report and any comments of the Sec-
20 retary with respect to the report.

21 (d) FORM.—The reports required under subsection
22 (c) shall be submitted in unclassified form.

23 (e) PERSONNEL TEMPO DEFINED.—In this Act, the
24 term “personnel tempo” means the amount of time a
25 member of the Armed Forces is engaged in official duties

- 1 at a location or under circumstances that make it infeasible for such member to spend off-duty time in the housing
- 2
- 3 in which the member resides.

