

118TH CONGRESS  
2D SESSION

# H. R. 8070

To authorize appropriations for fiscal year 2025 for military activities of the Department of Defense, for military construction, and for defense activities of the Department of Energy, to prescribe military personnel strengths for such fiscal year, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 18, 2024

Mr. ROGERS of Alabama (for himself, Mr. SMITH of Washington, Mr. BACON, Ms. HOULAHAN, Ms. MACE, Ms. ESCOBAR, Mr. LUTTRELL, Ms. JACOBS, Mrs. KIGGANS of Virginia, Ms. STRICKLAND, Mr. MOYLAN, Mr. DAVIS of North Carolina, Mr. ALFORD, Mr. KIM of New Jersey, and Mr. BANKS) introduced the following bill; which was referred to the Committee on Armed Services

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## A BILL

To authorize appropriations for fiscal year 2025 for military activities of the Department of Defense, for military construction, and for defense activities of the Department of Energy, to prescribe military personnel strengths for such fiscal year, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Servicemember Quality  
5 of Life Improvement Act”.

## 1 SEC. 2. TABLE OF CONTENTS.

- Sec. 1. Short title.
- Sec. 2. Table of contents.

### TITLE I—PAY AND COMPENSATION

- Sec. 101. Reform of rates of monthly basic pay.
- Sec. 102. Evaluation of the rates of the basic allowance for subsistence.
- Sec. 103. Basic needs allowance for members on active service in the Armed Forces: expansion of eligibility; increase of amount.
- Sec. 104. Basic allowance for housing: authorization of appropriations.
- Sec. 105. Expansion of authority of a commanding officer to authorize a basic allowance for housing for a member performing initial field or sea duty.
- Sec. 106. Report regarding the calculation of cost-of-living allowances.

### TITLE II—CHILD CARE

- Sec. 201. Competitive pay for Department of Defense child care personnel.
- Sec. 202. Parent fees at military child development centers for child care employees.
- Sec. 203. Child care services and youth program services for dependents.
- Sec. 204. Briefings on military child development centers.

### TITLE III—MILITARY HOUSING

- Sec. 301. Budget justification for certain Facilities Sustainment, Restoration, and Modernization projects.
- Sec. 302. Digital facilities management systems for military departments.
- Sec. 303. Strategy for use of existing leasing authorities to address shortages of covered military unaccompanied housing required.
- Sec. 304. Independent assessment of estimated costs of certain strategies to address shortages of covered military unaccompanied housing.

### TITLE IV—ACCESS TO HEALTH CARE

- Sec. 401. TRICARE program: waiver of referral requirement under TRICARE Prime for certain care in a military medical treatment facility.
- Sec. 402. Referral of a member of the Armed Forces to a TRICARE provider for urgent behavioral health services.
- Sec. 403. Retention of health care providers: surveys; briefing; reports.

### TITLE V—SUPPORT FOR MILITARY SPOUSES

- Sec. 501. Interstate compacts for portability of occupational licenses of military spouses: permanent authority.
- Sec. 502. Permanent Military Spouse Career Accelerator program.
- Sec. 503. Child care services and youth program services for dependents: period of services for a member with a spouse seeking employment.

1                   **TITLE I—PAY AND**  
2                   **COMPENSATION**

3 **SEC. 101. REFORM OF RATES OF MONTHLY BASIC PAY.**

4           Effective on January 1, 2025, the rates of monthly  
5 basic pay for members of the uniformed services within  
6 each pay grade and with years of service computed under  
7 section 205 of title 37, United States Code (and subject  
8 to adjustment under section 1009 of such title), are as  
9 follows:

Years of Service  
**Commissioned Officers**

Pay Grade	2 or Fewer	Over 2	Over 3	Over 4	Over 6
O-8	\$12,803.70	\$13,223.70	\$13,501.80	\$13,579.20	\$13,926.90
O-7	10,638.90	11,133.00	11,361.90	11,544.00	11,872.80
O-6	8,067.90	8,863.20	9,444.90	9,444.90	9,481.20
O-5	6,725.70	7,576.50	8,100.90	8,199.60	8,527.20
O-4	5,803.20	6,717.30	7,166.40	7,265.40	7,681.50
O-3	5,102.10	5,783.70	6,241.80	6,806.10	7,132.80
O-2	4,408.50	5,020.80	5,782.80	5,978.10	6,100.80
O-1	3,826.20	3,982.80	4,814.70	4,814.70	4,814.70
	Over 8	Over 10	Over 12	Over 14	Over 16
O-8	\$14,506.50	\$14,641.80	\$15,192.60	\$15,351.30	\$15,825.90
O-7	12,198.30	12,574.20	12,948.90	13,325.40	14,506.50
O-6	9,887.40	9,941.40	9,941.40	10,506.30	11,505.00
O-5	8,722.50	9,153.00	9,469.80	9,878.10	10,501.80
O-4	8,127.90	8,684.10	9,116.10	9,416.70	9,589.50
O-3	7,490.70	7,721.70	8,102.10	8,301.00	8,301.00
O-2	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80
O-1	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70
	Over 18	Over 20	Over 22	Over 24	Over 26
O-10	\$0.00	\$18,491.70	\$18,491.70	\$18,491.70	\$18,491.70
O-9	0.00	18,096.00	18,357.30	18,491.70	18,491.70
O-8	16,512.90	17,145.60	17,568.60	17,568.60	17,568.60
O-7	15,504.30	15,504.30	15,504.30	15,504.30	15,584.10
O-6	12,091.20	12,677.10	13,010.70	13,348.50	14,002.80
O-5	10,799.10	11,093.10	11,426.70	11,426.70	11,426.70
O-4	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10
O-3	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00
O-2	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80
O-1	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70
	Over 28	Over 30	Over 32	Over 34	Over 36
O-10	\$18,491.70	\$18,491.70	\$18,491.70	\$18,491.70	\$18,491.70
O-9	18,491.70	18,491.70	18,491.70	18,491.70	18,491.70
O-8	17,568.60	18,008.40	18,008.40	18,458.10	18,458.10
O-7	15,584.10	15,895.80	15,895.80	15,895.80	15,895.80
O-6	14,002.80	14,282.40	14,282.40	14,282.40	14,282.40
O-5	11,426.70	11,426.70	11,426.70	11,426.70	11,426.70
O-4	9,689.10	9,689.10	9,689.10	9,689.10	9,689.10
O-3	8,301.00	8,301.00	8,301.00	8,301.00	8,301.00
O-2	6,100.80	6,100.80	6,100.80	6,100.80	6,100.80
O-1	4,814.70	4,814.70	4,814.70	4,814.70	4,814.70
	Over 38	Over 40			
O-10	\$18,491.70	\$18,491.70			
O-9	18,491.70	18,491.70			
O-8	18,458.10	18,458.10			
O-7	15,895.80	15,895.80			
O-6	14,282.40	14,282.40			
O-5	11,426.70	11,426.70			
O-4	9,689.10	9,689.10			
O-3	8,301.00	8,301.00			
O-2	6,100.80	6,100.80			
O-1	4,814.70	4,814.70			

**Commissioned Officers With Over 4 Years of Active Duty Service As An Enlisted Member or  
Warrant Officer**

Pay Grade	2 or Fewer	Over 2	Over 3	Over 4	Over 6
O-3E	\$0.00	\$0.00	\$0.00	\$6,806.10	\$7,132.80
O-2E	0.00	0.00	0.00	5,978.10	6,100.80
O-1E	0.00	0.00	0.00	4,814.70	5,141.10
	Over 8	Over 10	Over 12	Over 14	Over 16
O-3E	\$7,490.70	\$7,721.70	\$8,102.10	\$8,423.40	\$8,607.90
O-2E	6,294.90	6,622.80	6,876.60	7,065.00	7,065.00
O-1E	5,331.30	5,525.70	5,716.50	5,978.10	5,978.10
	Over 18	Over 20	Over 22	Over 24	Over 26
O-3E	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00
O-2E	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00
O-1E	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10
	Over 28	Over 30	Over 32	Over 34	Over 36
O-3E	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00	\$8,859.00
O-2E	7,065.00	7,065.00	7,065.00	7,065.00	7,065.00
O-1E	5,978.10	5,978.10	5,978.10	5,978.10	5,978.10
	Over 38	Over 40			
O-3E	\$8,859.00	\$8,859.00			
O-2E	7,065.00	7,065.00			
O-1E	5,978.10	5,978.10			

## Warrant Officers

Pay Grade	2 or Fewer	Over 2	Over 3	Over 4	Over 6
W-4	\$5,273.10	\$5,671.50	\$5,834.40	\$5,994.60	\$6,270.60
W-3	4,815.60	5,015.70	5,222.10	5,289.00	5,504.40
W-2	4,260.90	4,663.80	4,787.70	4,873.20	5,149.20
W-1	3,739.80	4,143.00	4,250.70	4,479.60	4,749.90
	Over 8	Over 10	Over 12	Over 14	Over 16
W-4	\$6,543.60	\$6,820.20	\$7,235.40	\$7,599.90	\$7,946.70
W-3	5,928.90	6,370.80	6,579.00	6,819.90	7,067.40
W-2	5,578.50	5,791.80	6,001.20	6,257.40	6,457.80
W-1	5,148.30	5,334.30	5,595.30	5,850.90	6,052.20
	Over 18	Over 20	Over 22	Over 24	Over 26
W-5	\$9,375.60	\$9,375.60	\$9,851.10	\$10,205.70	\$10,597.20
W-4	8,231.10	8,508.30	8,914.50	9,248.70	9,629.70
W-3	7,513.80	7,814.70	7,994.70	8,186.10	8,447.10
W-2	6,639.00	6,856.20	6,998.70	7,111.80	7,111.80
W-1	6,237.60	6,462.90	6,462.90	6,462.90	6,462.90
	Over 28	Over 30	Over 32	Over 34	Over 36
W-5	\$10,597.20	\$11,128.20	\$11,128.20	\$11,683.50	\$11,683.50
W-4	9,629.70	9,821.70	9,821.70	9,821.70	9,821.70
W-3	8,447.10	8,447.10	8,447.10	8,447.10	8,447.10
W-2	7,111.80	7,111.80	7,111.80	7,111.80	7,111.80
W-1	6,462.90	6,462.90	6,462.90	6,462.90	6,462.90
	Over 38	Over 40			
W-5	\$12,269.10	\$12,269.10			
W-4	9,821.70	9,821.70			
W-3	8,447.10	8,447.10			
W-2	7,111.80	7,111.80			
W-1	6,462.90	6,462.90			

## Enlisted Members

Pay Grade	2 or Fewer	Over 2	Over 3	Over 4	Over 6
E-7	\$3,624.90	\$3,956.40	\$4,108.20	\$4,308.30	\$4,465.50
E-6	3,135.60	3,450.60	3,603.00	3,750.90	3,904.80
E-5	3,082.20	3,317.10	3,479.40	3,638.70	3,790.80
E-4	3,028.80	3,183.60	3,356.10	3,526.20	3,677.10
E-3	2,733.90	2,906.10	3,082.20	3,082.20	3,082.20
E-2	2,600.10	2,600.10	2,600.10	2,600.10	2,600.10
E-1	2,319.90	2,319.90	2,319.90	2,319.90	2,319.90
	Over 8	Over 10	Over 12	Over 14	Over 16
E-9	\$0.00	\$6,370.50	\$6,514.80	\$6,696.60	\$6,910.50
E-8	5,214.90	5,445.60	5,588.40	5,759.40	5,944.50
E-7	4,734.60	4,886.40	5,155.20	5,379.30	5,532.30
E-6	4,252.50	4,387.80	4,649.70	4,729.80	4,788.00
E-5	3,964.80	4,052.10	4,076.40	4,076.40	4,076.40
E-4	3,677.10	3,677.10	3,677.10	3,677.10	3,677.10
E-3	3,082.20	3,082.20	3,082.20	3,082.20	3,082.20
E-2	2,600.10	2,600.10	2,600.10	2,600.10	2,600.10
E-1	2,319.90	2,319.90	2,319.90	2,319.90	2,319.90
	Over 18	Over 20	Over 22	Over 24	Over 26
E-9	\$7,127.10	\$7,472.10	\$7,765.20	\$8,072.70	\$8,544.00
E-8	6,279.30	6,449.10	6,737.40	6,897.30	7,291.20
E-7	5,694.90	5,757.90	5,969.70	6,083.10	6,515.70
E-6	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40
E-5	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40
E-4	3,677.10	3,677.10	3,677.10	3,677.10	3,677.10
E-3	3,082.20	3,082.20	3,082.20	3,082.20	3,082.20
E-2	2,600.10	2,600.10	2,600.10	2,600.10	2,600.10
E-1	2,319.90	2,319.90	2,319.90	2,319.90	2,319.90
	Over 28	Over 30	Over 32	Over 34	Over 36
E-9	\$8,544.00	\$8,970.30	\$8,970.30	\$9,419.40	\$9,419.40
E-8	7,291.20	7,437.30	7,437.30	7,437.30	7,437.30
E-7	6,515.70	6,515.70	6,515.70	6,515.70	6,515.70
E-6	4,856.40	4,856.40	4,856.40	4,856.40	4,856.40
E-5	4,076.40	4,076.40	4,076.40	4,076.40	4,076.40
E-4	3,677.10	3,677.10	3,677.10	3,677.10	3,677.10
E-3	3,082.20	3,082.20	3,082.20	3,082.20	3,082.20
E-2	2,600.10	2,600.10	2,600.10	2,600.10	2,600.10
E-1	2,319.90	2,319.90	2,319.90	2,319.90	2,319.90
	Over 38	Over 40			
E-9	\$9,891.30	\$9,891.30			
E-8	7,437.30	7,437.30			
E-7	6,515.70	6,515.70			
E-6	4,856.40	4,856.40			
E-5	4,076.40	4,076.40			
E-4	3,677.10	3,677.10			
E-3	3,082.20	3,082.20			
E-2	2,600.10	2,600.10			
E-1	2,319.90	2,319.90			

1 **SEC. 102. EVALUATION OF THE RATES OF THE BASIC AL-**  
2 **LOWANCE FOR SUBSISTENCE.**

3 Not later than April 1, 2025, the Secretary of De-  
4 fense shall submit to the Committees on Armed Services  
5 of the Senate and House of Representatives a report con-  
6 taining the evaluation of the Secretary of the rates of the  
7 basic allowance for subsistence under section 402 of title  
8 37, United States Code. Elements of such report shall in-  
9 clude the following:

10 (1) The determination of the Secretary whether  
11 such rates are sufficient.

12 (2) Other factors that could be used to deter-  
13 mine such rates, including—

14 (A) the number of dependents a member of  
15 the uniformed services has;

16 (B) whether the member has access to  
17 fresh fruits, vegetables, dairy products, and  
18 meat;

19 (C) whether the member has access to  
20 healthy food; and

21 (D) the local costs of food, including at  
22 commissaries operated by the Secretary under  
23 chapter 147 of title 10, United States Code.

24 (3) The recommendations of the Secretary  
25 whether, and how, such rates may be improved.



1 **SEC. 103. BASIC NEEDS ALLOWANCE FOR MEMBERS ON AC-**  
2 **TIVE SERVICE IN THE ARMED FORCES: EX-**  
3 **PANSION OF ELIGIBILITY; INCREASE OF**  
4 **AMOUNT.**

5 (a) ELIGIBILITY.—Section 402b of title 37, United  
6 States Code, is amended, in subsection (b)(2)—

7 (1) in subparagraph (A)—

8 (A) by striking “(A)”;

9 (B) by striking “150 percent” and insert-  
10 ing “200 percent”; and

11 (C) by striking “; or” and inserting “;  
12 and”; and

13 (2) by striking subparagraph (B).

14 (b) AMOUNT.—Such section is further amended, in  
15 subsection (c)(1)(A), by striking “150 percent (or, in the  
16 case of a member described in subsection (b)(2)(B), 200  
17 percent)” and inserting “200 percent”.

18 **SEC. 104. BASIC ALLOWANCE FOR HOUSING: AUTHORIZA-**  
19 **TION OF APPROPRIATIONS.**

20 For fiscal year 2025, there is authorized to be appro-  
21 priated \$1,200,000,000 for the purpose of fully funding  
22 the basic allowance for housing for members of the uni-  
23 formed services under section 403 of title 37, United  
24 States Code.

1 **SEC. 105. EXPANSION OF AUTHORITY OF A COMMANDING**  
2 **OFFICER TO AUTHORIZE A BASIC ALLOW-**  
3 **ANCE FOR HOUSING FOR A MEMBER PER-**  
4 **FORMING INITIAL FIELD OR SEA DUTY.**

5 Subsection (f) of section 403 of title 37, United  
6 States Code, is amended—

7 (1) in paragraph (1)—

8 (A) by striking “certifies that the member  
9 was necessarily required to procure quarters at  
10 the member’s expense.” and inserting an em  
11 dash; and

12 (B) by adding at the end the following new  
13 subparagraphs:

14 “(A) certifies that the member was required to  
15 procure housing at the member’s expense; or

16 “(B) determines that quarters at the duty sta-  
17 tion or in the field environment are inadequate or an  
18 impediment to morale, good order, or discipline.”;  
19 and

20 (2) in paragraph (2)(B)—

21 (A) by striking “the Secretary may author-  
22 ize” and inserting “a commanding officer may  
23 authorize”;

24 (B) by striking “who is serving in pay  
25 grade E-4 or E-5” and inserting “who is serv-  
26 ing in a pay grade below E-6”; and

1 (C) by striking “members serving in pay  
2 grades E-4 and E-5” and inserting “such  
3 members. In authorizing an allowance under  
4 this subparagraph, the commanding officer  
5 shall consider the availability of quarters for the  
6 member and whether such quarters are inad-  
7 equate or an impediment to morale, good order,  
8 or discipline”.

9 **SEC. 106. REPORT REGARDING THE CALCULATION OF**  
10 **COST-OF-LIVING ALLOWANCES.**

11 (a) REPORT REQUIRED.—Not later than April 1,  
12 2025, the Secretary of Defense shall submit to the Com-  
13 mittees on Armed Services of the Senate and House of  
14 Representatives a report regarding the CONUS COLA  
15 and OCONUS COLA. Such report shall include the fol-  
16 lowing elements:

17 (1) The factors used to calculate the CONUS  
18 COLA and OCONUS COLA.

19 (2) An explanation of how the factors described  
20 in paragraph (1) are determined.

21 (3) An explanation of how the CONUS COLA  
22 and OCONUS COLA may be adjusted, including—

23 (A) timelines for such an adjustment;

24 (B) bases for such an adjustment; and

1 (C) the relationship between CONUS  
2 COLA and OCONUS COLA.

3 (4) The evaluation of the Secretary whether the  
4 surveys used to collect data from members to cal-  
5 culate the CONUS COLA and OCONUS COLA are  
6 effective.

7 (5) The evaluation of the Secretary whether the  
8 calculation of the CONUS COLA and OCONUS  
9 COLA is effective.

10 (6) The assessment of the Secretary whether  
11 the calculation of the CONUS COLA or OCONUS  
12 COLA should include additional factors, including—

13 (A) the number of dependents a member  
14 has;

15 (B) vicinity and commissary costs;

16 (C) the reimbursement of expenses (includ-  
17 ing tolls and taxes) incurred by a member based  
18 on the duty station of such member;

19 (D) remoteness;

20 (E) hardship;

21 (F) loss of spousal income;

22 (G) the unavailability of goods or services  
23 in the vicinity of a duty station; and

24 (H) any other factor that the Secretary de-  
25 termines appropriate.

1 (b) DEFINITIONS.—In this section:

2 (1) The term “CONUS COLA” means the cost-  
3 of-living allowance paid to a member of the uni-  
4 formed services under section 403b of title 37,  
5 United States Code.

6 (2) The term “OCONUS COLA” means a cost-  
7 of-living allowance paid to a member of the uni-  
8 formed services on the basis that—

9 (A) the member is assigned to a perma-  
10 nent duty station located outside the conti-  
11 nental United States; or

12 (B) the dependents of such member reside  
13 outside the continental United States but not in  
14 the vicinity of the permanent duty station of  
15 such member.

## 16 **TITLE II—CHILD CARE**

### 17 **SEC. 201. COMPETITIVE PAY FOR DEPARTMENT OF DE-** 18 **FENSE CHILD CARE PERSONNEL.**

19 (a) IN GENERAL.—Section 1792(c) of title 10,  
20 United States Code, is amended to read as follows:

21 “(c) COMPETITIVE RATES OF PAY.—(1) For the pur-  
22 pose of providing military child development centers with  
23 a qualified and stable civilian workforce, employees at a  
24 military installation who are directly involved in providing  
25 child care and who are paid from nonappropriated funds—

1           “(A) in the case of entry-level employees, shall  
2           be paid a rate of pay competitive with the rates of  
3           pay paid to other equivalent non-Federal positions  
4           within the metropolitan statistical area or non-met-  
5           ropolitan statistical area (as the case may be) in  
6           which such Department employee’s position is lo-  
7           cated; and

8           “(B) in the case of any employee not covered by  
9           subparagraph (A), shall be paid a rate of pay com-  
10          petitive with the rates of pay paid to other employ-  
11          ees with similar training, seniority, and experience  
12          within the metropolitan statistical area or non-met-  
13          ropolitan statistical area (as the case may be) in  
14          which such Department employee’s position is lo-  
15          cated.

16          “(2) Notwithstanding paragraph (1), no employee  
17          shall receive a rate of pay under this subsection that is  
18          lower than the minimum hourly rate of pay applicable to  
19          civilian employees of the Department of Defense.

20          “(3) For purposes of determining the rates of pay  
21          under paragraph (1), the Secretary shall use the metro-  
22          politan and nonmetropolitan area occupational employ-  
23          ment and wage estimates published monthly by the Bu-  
24          reau of Labor Statistics.”.

25          (b) APPLICATION.—

1           (1) IN GENERAL.—The amendment made by  
2 subsection (a) shall take effect on the first day of  
3 the first pay period beginning after the date of the  
4 enactment of this Act.

5           (2) RATES OF PAY.—

6           (A) CURRENT EMPLOYEE PAY RATE NOT  
7 REDUCED.—The rate of pay for any individual  
8 who is an employee covered by subsection (c) of  
9 section 1792 of title 10, United States Code, as  
10 amended by subsection (a) of this section, on  
11 the date of the enactment of this Act shall not  
12 be reduced by operation of such amendment.

13           (B) PAY BAND MINIMUM.—Any employee  
14 whose rate of pay is fixed under such sub-  
15 section (c), as so amended, and who is within  
16 any pay band shall receive a rate of pay not less  
17 than the minimum rate of pay applicable to  
18 such pay band.

19 **SEC. 202. PARENT FEES AT MILITARY CHILD DEVELOP-**  
20 **MENT CENTERS FOR CHILD CARE EMPLOY-**  
21 **EES.**

22           Section 1793 of title 10, United States Code, is  
23 amended by striking subsection (d) and inserting the fol-  
24 lowing new subsections:

1       “(d) CHILD CARE EMPLOYEE DISCOUNT.—In order  
2 to support recruitment and retention initiatives, the Sec-  
3 retary of Defense shall charge reduced fees for the attend-  
4 ance, at a military child development center, of the chil-  
5 dren of a child care employee as follows:

6               “(1) For the first child, no fee.

7               “(2) For each other child, a fee equal to or less  
8 than a fee discounted under subsection (c).

9       “(e) PROHIBITION OF CONCURRENT DISCOUNTS.—  
10 A family may not receive discounts under subsections (c)  
11 and (d) concurrently.”.

12 **SEC. 203. CHILD CARE SERVICES AND YOUTH PROGRAM**  
13 **SERVICES FOR DEPENDENTS.**

14       (a) IN GENERAL.—Subject to the availability of ap-  
15 propriations, the Secretary of Defense shall fully fund re-  
16 quests for financial assistance to eligible civilian providers  
17 of child care services or youth program services under sec-  
18 tion 1798 of title 10, United States Code.

19       (b) RULE OF CONSTRUCTION.—This section shall not  
20 be construed to limit the authority of the Secretary under  
21 subsection (a) of section 1798 of such title to determine  
22 whether to provide such financial assistance to an eligible  
23 provider.



1 **SEC. 204. BRIEFINGS ON MILITARY CHILD DEVELOPMENT**  
2 **CENTERS.**

3 (a) BRIEFINGS REQUIRED.—The Secretary of De-  
4 fense, in coordination with the Secretaries of the military  
5 departments, shall submit to the Committees on Armed  
6 Services of the Senate and House of Representatives brief-  
7 ings regarding child care services at military child develop-  
8 ment centers according to the following schedule:

9 (1) Once every three months beginning on  
10 March 1, 2025, and ending on March 1, 2026.

11 (2) On March 1 of each year thereafter through  
12 2030.

13 (b) ELEMENTS.—Each briefing shall include, with re-  
14 gard to the period covered by the briefing, the following  
15 elements:

16 (1) Waiting lists for such services,  
17 disaggregated by military installation.

18 (2) Shortages of child care employees at mili-  
19 tary child development centers, disaggregated by  
20 military installation.

21 (3) Insufficient capacity of military child devel-  
22 opment centers, disaggregated by military installa-  
23 tion.

24 (4) Efforts of the Secretary of Defense to miti-  
25 gate such shortages or insufficiencies in order to  
26 shorten such waiting lists.

1 (c) DEFINITIONS.—In this section, the terms “mili-  
 2 tary child development center” and “child care employee”  
 3 have the meanings given such terms in section 1800 of  
 4 title 10, United States Code.

## 5 **TITLE III—MILITARY HOUSING**

### 6 **SEC. 301. BUDGET JUSTIFICATION FOR CERTAIN FACILI-** 7 **TIES SUSTAINMENT, RESTORATION, AND** 8 **MODERNIZATION PROJECTS.**

9 Chapter 9 of title 10, United States Code, is amended  
 10 by inserting after section 226 the following new section:

11 **“§ 227. Budget justification for covered military unac-**  
 12 **companied housing Facilities**  
 13 **Sustainment, Restoration, and Mod-**  
 14 **ernization projects**

15 “(a) IN GENERAL.—Along with the budget for each  
 16 fiscal year submitted by the President pursuant to section  
 17 1105(a) of title 31, United States Code, each Secretary  
 18 of a military department shall include a consolidated budg-  
 19 et justification display that individually identifies—

20 “(1) for the fiscal year covered by the budget,  
 21 the total requested expenditure for Facilities  
 22 Sustainment, Restoration, and Modernization  
 23 projects for covered military unaccompanied housing,  
 24 disaggregated by military department; and

1           “(2) the total expenditure for Facilities  
2           Sustainment, Restoration, and Modernization  
3           projects made during the fiscal year beginning two  
4           years before the fiscal year covered by the budget,  
5           disaggregated by—

6                   “(A) military installation;

7                   “(B) the type of facility repaired or re-  
8                   stored under such projects;

9                   “(C) the number of such projects that were  
10                  for sustainment or repair of a facility; and

11                  “(D) the number of such projects that  
12                  were for restoration or modernization of a facil-  
13                  ity.

14           “(b) DEFINITIONS.—In this section:

15                   “(1) The term ‘covered military unaccompanied  
16                  housing’ has the meaning given in section 2856 of  
17                  this title.

18                   “(2) The terms ‘facility’ and ‘military installa-  
19                  tion’ have the meanings given, respectively, in sec-  
20                  tion 2801 of this title.”.

21 **SEC. 302. DIGITAL FACILITIES MANAGEMENT SYSTEMS FOR**  
22 **MILITARY DEPARTMENTS.**

23           (a) DIGITAL FACILITIES MANAGEMENT SYSTEMS  
24 FOR MILITARY DEPARTMENTS.—

1           (1) CRITERIA.—Not later than 180 days after  
2           the date of the enactment of this Act, the Assistant  
3           Secretary of Defense for Energy, Installations, and  
4           Environment, in coordination with each covered As-  
5           sistant Secretary, shall develop criteria for a new or  
6           established digital facilities management system for  
7           each military department. Each such system shall  
8           have the capability to, with respect to each military  
9           installation—

10                   (A) track conditions of individual facilities,  
11                   applying the uniform index developed under sec-  
12                   tion 2838 of the National Defense Authoriza-  
13                   tion Act for Fiscal Year 2024 (Public Law  
14                   118–31), for each military installation under  
15                   the jurisdiction of each such covered Assistant  
16                   Secretary;

17                   (B) plan for maintenance actions for each  
18                   facility; and

19                   (C) generate reports that include data  
20                   on—

21                           (i) the type and function of each facil-  
22                           ity;

23                           (ii) the overall condition of each facil-  
24                           ity;

1 (iii) planned maintenance for each fa-  
2 cility during a 5-year period following the  
3 date of submission of the criteria;

4 (iv) conditions that may lead to a fail-  
5 ure to maintain minimum physical security  
6 or configuration standards for members of  
7 the Armed Forces during the 12-month pe-  
8 riod following the date of submission of the  
9 criteria; and

10 (v) the date on which the facility will  
11 have been in use for 40 years.

12 (2) BRIEFING.—Not later than 30 days after  
13 the date on which the Assistant Secretary of De-  
14 fense for Energy, Installations, and Environment de-  
15 velops the criteria required under paragraph (1), the  
16 Assistant Secretary shall provide to Congress a  
17 briefing on such criteria.

18 (3) IMPLEMENTATION.—Not later than one  
19 year after the date on which the Assistant Secretary  
20 of Defense for Energy, Installations, and Environ-  
21 ment develops the criteria required under paragraph  
22 (1), each covered Assistant Secretary shall imple-  
23 ment a digital facilities management system for the  
24 military department under the jurisdiction of that  
25 meets the criteria described in paragraph (1).

1 (b) DEFINITIONS.—In this section:

2 (1) The term “covered Assistant Secretary”  
3 means—

4 (A) the Assistant Secretary of the Army  
5 for Installations, Energy, and Environment;

6 (B) the Assistant Secretary of the Navy  
7 for Energy, Installations, and Environment;  
8 and

9 (C) the Assistant Secretary of the Air  
10 Force for Installations, Environment, and En-  
11 ergy.

12 (2) The term “facility” has the meaning given  
13 in section 2801 of title 10, United States Code.

14 (3) The term “military department” has the  
15 meaning given in section 101 of such title.

16 (4) The term “military installation” has the  
17 meaning given in section 2801 of such title.

18 **SEC. 303. STRATEGY FOR USE OF EXISTING LEASING AU-**  
19 **THORITIES TO ADDRESS SHORTAGES OF COV-**  
20 **ERED MILITARY UNACCOMPANIED HOUSING**  
21 **REQUIRED.**

22 (a) STRATEGY REQUIRED.—

23 (1) IN GENERAL.—Each Secretary of a military  
24 department shall develop a strategy to use the au-  
25 thorities of such Secretary, in effect as of such date,

1 to lease real property to address shortages of cov-  
2 ered military unaccompanied housing.

3 (2) ELEMENTS.—Each strategy required by  
4 paragraph (1) shall include, with respect to military  
5 installations under the jurisdiction of the Secretary  
6 of the military department concerned—

7 (A) an identification of military installa-  
8 tions with the largest shortages of covered mili-  
9 tary unaccompanied housing;

10 (B) an identification of military installa-  
11 tions where existing facilities of covered military  
12 unaccompanied housing are in poor or failing  
13 condition under the uniform index for evalu-  
14 ating the condition of covered military unac-  
15 companied housing required by section 2838 of  
16 the National Defense Authorization Act for Fis-  
17 cal Year 2024 (Public Law 118–31; 10 U.S.C.  
18 note prec. 2851);

19 (C) plans of such Secretary in effect as of  
20 the date of the enactment of this Act to address  
21 shortages of covered military unaccompanied  
22 housing or the condition of facilities of covered  
23 military unaccompanied housing using—

24 (i) military construction projects; or

1 (ii) facility sustainment, restoration,  
2 or modernization funds; and

3 (D) an assessment of whether the leasing  
4 authority under section 2661 of title 10, United  
5 States Code, or intergovernmental support  
6 agreements under section 2679 of such title  
7 would be suitable for use by such Secretary to  
8 address—

9 (i) shortages of covered military unac-  
10 companied housing; or

11 (ii) the poor or failing condition of a  
12 facility of covered military unaccompanied  
13 housing.

14 (3) DEADLINE.—Each Secretary of a military  
15 department shall submit to the congressional defense  
16 committees a report that includes the strategy re-  
17 quired by subsection (a) by not later than 180 days  
18 after the date of the enactment of this Act.

19 (b) AUTHORIZATION OF APPROPRIATIONS.—The fol-  
20 lowing amounts are authorized to be appropriated to the  
21 Secretary of Defense to carry out actions that may be  
22 taken pursuant to a strategy required by subsection (a):

23 (1) \$15,000,000 for Operations and Mainte-  
24 nance, Army.



1           (2) \$9,000,000 for Operations and Mainte-  
2 nance, Navy.

3           (3) \$6,000,000 for Operations and Mainte-  
4 nance, Marine Corps.

5           (4) \$15,000,000 for Operations and Mainte-  
6 nance, Air Force.

7 (c) DEFINITIONS.—In this section:

8           (1) The term “congressional defense commit-  
9 tees” has the meaning given such term in section  
10 101(a)(16) of title 10, United States Code.

11           (2) The term “covered military unaccompanied  
12 housing” has the meaning given such term in section  
13 2856 of such title.

14           (3) The terms “facility” and “military construc-  
15 tion project” have the meanings given such terms in  
16 section 2801 of such title.

17 **SEC. 304. INDEPENDENT ASSESSMENT OF ESTIMATED**  
18 **COSTS OF CERTAIN STRATEGIES TO AD-**  
19 **DRESS SHORTAGES OF COVERED MILITARY**  
20 **UNACCOMPANIED HOUSING.**

21 (a) AGREEMENT.—Not later than 60 days after the  
22 date of the enactment of this Act, the Secretary of Defense  
23 shall seek to enter into an agreement with an FFRDC  
24 for an assessment that compares the estimated total cost

1 to the United States during the 20-year period beginning  
2 on the date of the enactment of this Act of—

3 (1) the construction and maintenance of facili-  
4 ties of covered military unaccompanied housing to  
5 address shortages in covered military unaccompanied  
6 housing; and

7 (2) the modification of policies of the Depart-  
8 ment of Defense and each military department to  
9 permit a greater number of members of the Armed  
10 Forces to reside in housing facilities other than cov-  
11 ered military unaccompanied housing (including  
12 such policies relating to the payment of basic allow-  
13 ance for housing under section 403 of title 37,  
14 United States Code).

15 (b) REPORT ON ASSESSMENT.—An FFRDC that en-  
16 ters into an agreement under subsection (a) shall submit  
17 to the Secretary of Defense a report on such assessment.  
18 Such report shall include—

19 (1) a comprehensive review of—

20 (A) the total lifecycle costs, disaggregated  
21 by each military department, of the construc-  
22 tion, sustainment, and modernization of facili-  
23 ties of covered unaccompanied housing to  
24 meet—

1 (i) the needs for housing for members  
2 of the Armed Forces as of the date of the  
3 enactment of this Act; and

4 (ii) the projected needs for such hous-  
5 ing during the 20-year period beginning on  
6 the date of the enactment of this Act, as  
7 determined by each Secretary concerned;

8 (B) the applicable policies of each military  
9 department with respect to which members of  
10 the Armed Forces are required to reside in cov-  
11 ered military unaccompanied housing; and

12 (C) for each military department, the ex-  
13 pected expenditure for basic allowance for hous-  
14 ing under section 403 of title 37, United States  
15 Code, during the 20-year period beginning on  
16 the date of the enactment of this Act compared  
17 to such total lifecycle costs;

18 (2) a summary of the research and other activi-  
19 ties carried out as part of such comprehensive re-  
20 view; and

21 (3) recommendations of the FFRDC with re-  
22 spect to requirements and policies of the Depart-  
23 ment of Defense and each military department for  
24 covered military unaccompanied housing.

25 (c) SUBMISSION TO CONGRESS.—

1           (1) IN GENERAL.—Not later than 30 days after  
2 the date on which the Secretary of Defense receives  
3 the report under subsection (b), such Secretary shall  
4 submit to the Committees on Armed Services of the  
5 House of Representatives and the Senate a report  
6 that includes—

7           (A) an unaltered copy of the report of the  
8 FFRDC submitted to the Secretary of Defense  
9 pursuant to subsection (b); and

10           (B) the written responses of the Secretary  
11 of the Defense and the Secretaries concerned  
12 with respect to the results of such report.

13           (2) FORM.—The report required by paragraph  
14 (1) shall be submitted in unclassified form, but may  
15 include a classified annex.

16           (d) DEFINITIONS.—In this section:

17           (1) The term “covered military unaccompanied  
18 housing” has the meaning given such term in section  
19 2856 of title 10, United States Code.

20           (2) The term “facility” has the meaning given  
21 such term in section 2801 of such title.

22           (3) The term “FFRDC” means a federally  
23 funded research and development center.

1     **TITLE IV—ACCESS TO HEALTH**  
2                     **CARE**

3     **SEC. 401. TRICARE PROGRAM: WAIVER OF REFERRAL RE-**  
4                     **QUIREMENT UNDER TRICARE PRIME FOR**  
5                     **CERTAIN CARE IN A MILITARY MEDICAL**  
6                     **TREATMENT FACILITY.**

7             Section 1095f(a)(2) of title 10, United States Code,  
8     is amended—

9             (1) by inserting “(A)” before “The Secretary”;

10            and

11            (2) by adding at the end the following new sub-  
12     paragraph:

13            “(B) The Secretary shall waive the referral require-  
14     ment in paragraph (1) in the case of a member of the  
15     Armed Forces serving on active duty who seeks to obtain  
16     any of the following kinds of care in a military medical  
17     treatment facility:

18            “(i) Physical therapy.

19            “(ii) Nutritional.

20            “(iii) Audiological.

21            “(iv) Optometric.

22            “(v) Podiatric.

23            “(vi) Primary and preventive health care serv-  
24     ices for women (as such term is defined in section  
25     1074d of this title).”.

1 **SEC. 402. REFERRAL OF A MEMBER OF THE ARMED**  
2 **FORCES TO A TRICARE PROVIDER FOR UR-**  
3 **GENT BEHAVIORAL HEALTH SERVICES.**

4 Section 722 of the National Defense Authorization  
5 Act for Fiscal Year 2020 (Public Law 116–92; 10 U.S.C.  
6 1071 note) is amended—

7 (1) by striking “If” and inserting “(a) IN GEN-  
8 ERAL.—Subject to subsection (b), if”; and

9 (2) by adding at the end the following new sub-  
10 section:

11 “(b) URGENT BEHAVIORAL HEALTH SERVICES.—

12 “(1) IN GENERAL.—If the Secretary of Defense  
13 is unable to provide urgent behavioral health services  
14 in a military medical treatment facility to a covered  
15 individual during the three-day period following the  
16 date on which such services are first requested by  
17 the covered individual, the Secretary shall refer the  
18 covered individual to a provider under the  
19 TRICARE program to receive such services.

20 “(2) COVERED INDIVIDUAL DEFINED.—In this  
21 subsection, the term ‘covered individual’ means—

22 “(A) a member of the Armed Forces on  
23 active duty;

24 “(B) a retired member of the Armed  
25 Forces;

1           “(C) a dependent of a member described in  
2           paragraph (1); or

3           “(D) a dependent of a former member de-  
4           scribed in paragraph (2).”.

5 **SEC. 403. RETENTION OF HEALTH CARE PROVIDERS: SUR-**  
6 **VEYS; BRIEFING; REPORTS.**

7           (a) **SURVEYS.**—The Secretary of a military depart-  
8           ment shall conduct an annual survey of health care pro-  
9           viders under the jurisdiction of such Secretary to deter-  
10          mine why such providers remain on, or separate from, ac-  
11          tive duty in such military department.

12          (b) **BRIEFING.**—Not later than 90 days after the date  
13          of the enactment of this Act, the Secretary of a military  
14          department shall provide to the Committees on Armed  
15          Services of the Senate and House of Representatives a  
16          briefing regarding the plan of such Secretary to carry out  
17          the survey under this section.

18          (c) **REPORTS.**—Not later than September 30 of each  
19          year, beginning in 2025, the Secretary of a military de-  
20          partment shall submit to the Committees on Armed Serv-  
21          ices of the Senate and House of Representatives a report  
22          regarding the most recent survey under this section.

23                 (1) **ELEMENTS.**—Each report shall include the  
24          following elements:

1 (A) Demographic data regarding the pro-  
2 viders, disaggregated under paragraph (2).

3 (B) Reasons providers gave for remaining.

4 (C) Reasons providers gave for separating.

5 (D) The determination of the Secretary  
6 whether there is a trend regarding retention or  
7 such reasons.

8 (E) Efforts of the Secretary to reverse a  
9 negative trend or encourage a positive trend.

10 (F) Legislative recommendations of the  
11 Secretary regarding how to reverse a negative  
12 trend or encourage a positive trend.

13 (2) DEMOGRAPHIC DATA.—In each report, the  
14 Secretary of a military department shall  
15 disaggregate demographic data regarding providers  
16 who participated in the most recent survey on the  
17 bases of the following categories:

18 (A) Medical specialty.

19 (B) Rank.

20 (C) Gender.

21 (D) Years of service in such military de-  
22 partment.

23 (E) Whether the provider became an offi-  
24 cer on active duty in such military depart-  
25 ment—



1 (i) pursuant to the Armed Forces  
2 Health Professions Scholarship and Finan-  
3 cial Assistance program under subchapter  
4 I of chapter 105 of title 10, United States  
5 Code;

6 (ii) after graduating from the Uni-  
7 formed Services University of the Health  
8 Sciences established under section 2112 of  
9 such title; or

10 (iii) otherwise.

11 (d) TERMINATION.—This section shall cease to have  
12 effect on September 30, 2030.

13 **TITLE V—SUPPORT FOR**  
14 **MILITARY SPOUSES**

15 **SEC. 501. INTERSTATE COMPACTS FOR PORTABILITY OF**  
16 **OCCUPATIONAL LICENSES OF MILITARY**  
17 **SPOUSES: PERMANENT AUTHORITY.**

18 (a) IN GENERAL.—Section 1784(h) of title 10,  
19 United States Code, is amended by striking paragraph (5).

20 (b) EFFECTIVE DATE.—The amendment made by  
21 subsection (a) shall take effect as if enacted immediately  
22 following the enactment of the National Defense Author-  
23 ization Act for Fiscal Year 2020 (Public Law 116–92),  
24 to which such amendment relates.

1 **SEC. 502. PERMANENT MILITARY SPOUSE CAREER ACCEL-**  
2 **ERATOR PROGRAM.**

3 (a) ESTABLISHMENT.—Section 1784 of title 10,  
4 United States Code, is amended by adding at the end the  
5 following new subsection:

6 “(i) EMPLOYMENT FELLOWSHIP OPPORTUNITIES.—  
7 The Secretary of Defense shall carry out a program to  
8 provide spouses of members of the Armed Forces with  
9 paid fellowships with employers in various industries. To  
10 carry out such program, the Secretary shall take the fol-  
11 lowing steps:

12 “(1) Enter into an agreement with an entity to  
13 conduct such program.

14 “(2) Determine the appropriate capacity for the  
15 program based on the availability of appropriations  
16 for such purpose.

17 “(3) Establish criteria to evaluate the effective-  
18 ness and cost-effectiveness of the program in sup-  
19 porting the employment of such spouses.”.

20 (b) EFFECTIVE DATE.—Subsection (i) of such sec-  
21 tion shall take effect on January 1, 2026.

22 (c) CONFORMING AMENDMENT.—The pilot program  
23 under section 564 of the National Defense Authorization  
24 Act for Fiscal Year 2022 (Public Law 117–81; 10 U.S.C.  
25 1784 note) shall terminate on January 1, 2026.

1 **SEC. 503. CHILD CARE SERVICES AND YOUTH PROGRAM**  
2 **SERVICES FOR DEPENDENTS: PERIOD OF**  
3 **SERVICES FOR A MEMBER WITH A SPOUSE**  
4 **SEEKING EMPLOYMENT.**

5 (a) PERIOD.—The Secretary of a military department  
6 may provide a covered member with covered services for  
7 a period of at least 180 days.

8 (b) RULE OF CONSTRUCTION.—Nothing in this sec-  
9 tion shall be construed to—

10 (1) entitle a covered member to covered serv-  
11 ices; or

12 (2) give priority to a covered member for pur-  
13 poses of a determination regarding who shall receive  
14 covered services.

15 (c) DEFINITIONS.—In this section:

16 (1) The term “covered member” means a mem-  
17 ber of the Armed Forces—

18 (A) who has a dependent child; and

19 (B) whose spouse is seeking employment.

20 (2) The term “covered services” means child  
21 care services or youth program services provided or  
22 paid for by the Secretary of Defense under sub-  
23 chapter II of chapter 88 of title 10, United States  
24 Code.

○