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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

To require the Secretary of Defense to update guidance for the Junior Reserve Officers' Training Corps (JROTC) program to evaluate the effects of the JROTC instructor pay scale on recruitment and retention.

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IN THE HOUSE OF REPRESENTATIVES

Ms. ESCOBAR introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To require the Secretary of Defense to update guidance for the Junior Reserve Officers' Training Corps (JROTC) program to evaluate the effects of the JROTC instructor pay scale on recruitment and retention.

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 “Junior Reserve Offi-  
5 cers’ Training Corps Pay Oversight for Workforce Evalua-  
6 tion and Retention Act” or the “JROTC POWER Act”.

1 **SEC. 2. UPDATE OF GUIDANCE AND EVALUATION OF JUN-**  
2 **IOR RESERVE OFFICERS' TRAINING CORPS**  
3 **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.

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

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

22 (2) retention rates and length of service;

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

1           (4) comparisons between outcomes under the  
2           legacy pay system and the JSIPS;

3           (5) the identification of recruiting efforts used  
4           to attract instructor applicants, including data on  
5           how applicants learned about available instructor po-  
6           sitions;

7           (6) the number of applicants who begin, com-  
8           plete, or withdraw from the instructor hiring proc-  
9           ess, including the interview and background inves-  
10          tigation stages;

11          (7) the number of applicants who accept or de-  
12          cline instructor position offers, including to the ex-  
13          tent practicable, information on the reasons offers  
14          were declined; and

15          (8) any other matters the Secretary determines  
16          appropriate.

17          (c) REPORT TO CONGRESS.—Not later than one year  
18          after the issuance of the updated guidance under sub-  
19          section (a), and annually thereafter for two years, the Sec-  
20          retary of Defense shall submit to the Committee on Armed  
21          Services of the Senate and the Committee on Armed Serv-  
22          ices of the House of Representatives a report that in-  
23          cludes—

24                 (1) a description of the updated guidance and  
25                 implementation status;

- 1           (2) baseline data and metrics collected using
- 2           the metrics developed under subsection (a);
- 3           (3) an assessment of the effects of the pay scale
- 4           on recruitment and retention; and
- 5           (4) any recommendations for legislative or ad-
- 6           ministrative action.