

118TH CONGRESS
1ST SESSION

S. _____

To restrict the appointment of certain military personnel to diversity, equity,
and inclusion positions.

IN THE SENATE OF THE UNITED STATES

Mr. COTTON introduced the following bill; which was read twice and referred
to the Committee on _____

A BILL

To restrict the appointment of certain military personnel
to diversity, equity, and inclusion positions.

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 “DEI Pay Cap Act of
5 2023”.

6 **SEC. 2. DIVERSITY, EQUITY, AND INCLUSION PERSONNEL**

7 **GRADE CAP.**

8 (a) IN GENERAL.—The Secretary of Defense may not
9 appoint to, or otherwise employ in, any position with du-
10 ties as described in subsection (b) a military or civilian

1 employee with a rank or grade in excess of E–5 base pay
2 or GS–5 not adjusted for locality.

3 (b) COVERED DUTIES.—The duties referred to in
4 subsection (a) are as follows:

5 (1) Developing, refining, and implementing di-
6 versity, equity, and inclusion policy.

7 (2) Leading working groups and councils to de-
8 velop diversity, equity, and inclusion goals and objec-
9 tives to measure performance and outcomes.

10 (3) Creating and implementing diversity, equity,
11 and inclusion education, training courses, and work-
12 shops for military and civilian personnel.

13 (c) APPLICABILITY TO CURRENT EMPLOYEES.—Any
14 military or civilian employee appointed to a position with
15 duties described in subsection (b) who holds a rank or
16 grade in excess of that allowed under subsection (a) shall
17 be reassigned to another position not later than 180 days
18 after the date of the enactment of this Act.