

**AMENDMENT TO H.R. 5136, AS REPORTED
OFFERED BY MR. WALZ OF MINNESOTA**

Strike subtitle F of title VI and insert the following
new subtitle:

1 **Subtitle F—Alternative Career**
2 **Track Pilot Program**

3 **SEC. 661. PILOT PROGRAM TO EVALUATE ALTERNATIVE**
4 **CAREER TRACK FOR COMMISSIONED OFFI-**
5 **CERS TO FACILITATE AN INCREASED COM-**
6 **MITMENT TO ACADEMIC AND PROFESSIONAL**
7 **EDUCATION AND CAREER-BROADENING AS-**
8 **SIGNMENTS.**

9 (a) PROGRAM AUTHORIZED.—Chapter 39 of title 10,
10 United States Code, is amended by inserting after section
11 672 the following new section:

12 **“§ 673. Alternative career track for commissioned of-**
13 **ficers pilot program**

14 “(a) PROGRAM AUTHORIZED.—(1) Under regulations
15 prescribed pursuant to subsection (g) and approved by the
16 Secretary of Defense, the Secretary of a military depart-
17 ment may establish a pilot program for an armed force
18 under the jurisdiction of the Secretary under which an eli-
19 gible commissioned officer, while on active duty—

1 “(A) participates in a separate career track
2 characterized by expanded career opportunities ex-
3 tending over a longer career;

4 “(B) agrees to an additional active duty service
5 obligation of at least five years to be served concur-
6 rently with other active duty service obligations; and

7 “(C) would be required to accept further active
8 duty service obligations, as determined by the Sec-
9 retary, to be served concurrently with other active
10 duty service obligations, including the active duty
11 service obligation accepted under subparagraph (B),
12 in connection with the officer’s entry into education
13 programs, selection for career broadening assign-
14 ments, acceptance of additional special and incentive
15 pays, or selection for promotion.

16 “(2) The Secretary of the military department con-
17 cerned may waive an active duty service obligation accept-
18 ed under subparagraph (B) or (C) of paragraph (1) to
19 facilitate the separation or retirement of a participant in
20 the program.

21 “(3) The program shall be known as the ‘Alternative
22 Career Track Pilot Program’ (in this section referred to
23 as the ‘program’).

1 “(b) ELIGIBLE OFFICERS.—Commissioned officers
2 with between 13 and 18 years of service are eligible to
3 volunteer to participate in the program.

4 “(c) NUMBER OF PARTICIPANTS.—No more than 50
5 officers of each armed force may be selected per year to
6 participate in the program.

7 “(d) ALTERNATIVE CAREER ELEMENTS OF PRO-
8 GRAM.—(1) The Secretaries of the military departments
9 may establish separate basic pay and special and incentive
10 pay and promotion systems unique to the officers partici-
11 pating in the program, without regard to the requirements
12 of this title, title 37, or administrative year group cohort
13 designation..

14 “(2) The Secretaries of the military departments may
15 establish separation and retirement policies for officers
16 participating in the program without regard to grade and
17 years of service requirements established under this title.

18 “(3) Participants serving in a grade below brigadier
19 general or rear admiral (lower half) may serve in the grade
20 without regard to the limits on the number of officers in
21 the grade established under this title.

22 “(e) TREATMENT OF GENERAL AND FLAG OFFICER
23 PARTICIPANTS.—(1) A participant serving in a grade
24 above colonel, or captain in the Navy, but below lieutenant
25 general or vice admiral, shall be—

1 “(A) counted for purposes of general officer
2 and flag officer limits on grade and the total number
3 serving as general officers and flag officers, if the
4 participant is serving in a position requiring the as-
5 signment of a military officer; but

6 “(B) excluded from limits on grade and the
7 total number serving as general officers and flag of-
8 ficers, if the participant is serving in a position not
9 typically occupied by a military officer.

10 “(2) A participant serving in the grade of lieutenant
11 general, vice admiral, general, or admiral shall be counted
12 for purposes of general officer and flag officer limits on
13 grade and the total number serving as general officers and
14 flag officers.

15 “(f) RETURN TO STANDARD CAREER PATH; EF-
16 FECT.—(1) The Secretaries of the military departments
17 retain the authority to involuntarily return an officer to
18 the standard career path.

19 “(2) The Secretary of the military department con-
20 cerned may return an officer to the standard career path
21 at the request of the officer.

22 “(3) If the program is terminated pursuant to para-
23 graph (4) or (5) of subsection (i), officers participating
24 in the program at the time of the termination shall be
25 returned to the standard career path with appropriate ad-

1 justments to their administrative record to ensure they are
2 not penalized for participating in the pilot program.

3 “(4) An officer returned to the standard career path
4 under paragraph (1), (2), or (3) shall retain the grade,
5 date-of-rank, and basic pay level earned while a partici-
6 pant in the program but shall revert to the special and
7 incentive pay authorities established in title 37 upon the
8 expiration of the agreement between the Secretary and the
9 officer providing any special and incentive pays under the
10 program. Subsequent increases in the officer’s rate of
11 monthly basic pay shall conform to the annual percentage
12 increases in basic pay rates provided in the basic pay
13 table.

14 “(5) Services will adjust the participating officer’s co-
15 hort year group to the appropriate year to ensure the offi-
16 cer remains competitive for all promotions and command
17 opportunities in their standard career path.

18 “(g) ANNUAL REPORT.—(1) The Secretaries of the
19 military departments, in cooperation with the Secretary of
20 Defense, shall submit to the Committees on Armed Serv-
21 ices of the Senate and House of Representatives an annual
22 report containing the findings and recommendations of the
23 Secretary of Defense and the Secretaries of the military
24 departments concerning the progress of the program for
25 each armed force.

1 “(2) The Secretary of a military department, with the
2 consent of the Secretary of Defense, may include in the
3 report for a year a recommendation that the program be
4 made permanent for an armed force under the jurisdiction
5 of that Secretary.

6 “(h) REGULATIONS.—The Secretary of each military
7 department shall prescribe regulations to carry out the
8 program. The regulations shall be subject to the approval
9 of the Secretary of Defense.

10 “(i) COMMENCEMENT; DURATION.—(1) Before au-
11 thorizing the commencement of the program for an armed
12 force, the Secretary of the military department concerned,
13 with the consent of the Secretary of Defense, shall submit
14 to the Committees on Armed Services of the Senate and
15 House of Representatives a report containing the detailed
16 program structure of the alternative career track, associ-
17 ated personnel and compensation policies, implementing
18 instructions and regulations, and a summary of the spe-
19 cific provisions of this title and title 37 to be waived under
20 the program. The authority to conduct the program for
21 that armed force commences 120 days after the date of
22 the submission of the report.

23 “(2) The Secretary of the military department con-
24 cerned, with the consent of the Secretary of Defense, may
25 authorize revision of the program structure, associated

1 personnel and compensation policies, implementing in-
2 structions and regulations, or laws waived, as submitted
3 by the Secretary under paragraph (1). The Secretary of
4 the military department concerned, with the consent of the
5 Secretary of Defense, shall submit the proposed revisions
6 to the Committees on Armed Services of the Senate and
7 House of Representatives. The revisions shall take effect
8 120 days after the date of their submission.

9 “(3) If the program for an armed force has not com-
10 menced before December 31, 2015, as provided in para-
11 graph (1), the authority to commence the program for
12 that armed force terminates.

13 “(4) No officer may be accepted to participate in the
14 program after December 31, 2026.

15 “(5) The Secretary of the military department con-
16 cerned, with the consent of the Secretary of Defense, may
17 terminate the pilot program for an armed force before the
18 date specified in paragraph (4). Not later than 90 days
19 after terminating the pilot program, the Secretary of the
20 military department concerned, in cooperation with the
21 Secretary of Defense, shall submit to the Committees on
22 Armed Services of the Senate and House of Representa-
23 tives a report containing the reasons for the termination.”.

24 (b) CLERICAL AMENDMENT.—The table of sections
25 at the beginning of such chapter is amended by inserting

1 after the item relating to section 672 the following new

2 item:

“673. Alternative career track for commissioned officers pilot program.”.

