



Summary of the Fiscal Year 2024 National Defense Authorization Act

For the 63rd consecutive year, Congress has reached a bipartisan, bicameral agreement to pass the National Defense Authorization Act (NDAA). Each year, the NDAA authorizes funding levels and provides authorities for the U.S. military and other critical defense priorities, ensuring our troops have the training, equipment, and resources they need to carry out their missions.

This year's agreement, the National Defense Authorization Act for Fiscal Year 2024, addresses the most significant national security priorities for the United States, including strategic competition with China and Russia; disruptive technologies like hypersonic weapons, artificial intelligence, and quantum computing; modernizing America's ships, aircraft, and combat vehicles; and improving the lives of our servicemembers and their families.

FY 2024 DEFENSE FUNDING LEVELS

The 63rd annual NDAA supports a total of \$883.7 billion in fiscal year 2024 funding for national defense. Within this topline, the legislation authorizes \$841.4 billion for the Department of Defense (DOD), \$32.4 billion for national security programs within the Department of Energy (DOE), and \$438.0 million in defense-related activities.

FY24 Defense Funding Levels (in billions of dollars)	
Department of Defense	\$ 841.4
Department of Energy	\$ 32.4
Defense-related Activities	\$ 0.4
NDAA Topline	\$ 874.2
Defense-related Activities Outside NDAA Jurisdiction	\$ 9.5
National Defense Topline	\$ 883.7

*Numbers may not sum due to rounding.

The bill allows up to \$6 billion in general transfer authority for unforeseen higher-priority needs, in accordance with normal reprogramming procedures.

The bill also serves as a legislative vehicle for a number of non-NDAA-related authorizations. Outside authorizations are not detailed in this summary.



PERSONNEL & MILITARY FAMILIES

Highlights

- Provides for a 5.2 percent pay raise for both military servicemembers and the Department of Defense civilian workforce.
- Authorizes an increase of \$70.0 million in Impact Aid (\$50.0 million for supplemental Impact Aid, and \$20.0 million for Impact Aid for military children with severe disabilities).
- Modifies the calculation of basic allowance for housing (BAH) rates with respect to junior enlisted members by delinking that calculation from specific housing types and provides additional flexibility to ensure equitable housing rates can be calculated in markets with limited housing inventory.
- Authorizes the Space Force to create a novel personnel structure that allows Guardians to transition between active and reserve service without requiring them to change components.
- Authorizes training and support to Ukraine for the treatment of individuals with extremity trauma, post-traumatic stress disorder, amputations, traumatic brain injuries, and associated mental health needs.
- Authorizes reserve component members without dependents who would normally have to permanently change station for attendance at a school for a duration between 140 and 365 days to be paid basic allowance for housing at both the location of the school as well as their permanent residence if they are returning to that residence after completion of the training.
- Expands parental leave for certain members of the reserve components of the Armed Forces.
- Requires members of the reserve component to receive special and incentive pay in the same monthly amount that is paid to a member in the regular component for the purpose of maintaining a skill certification or proficiency, or for exposure to hazards or risks that are identical to those that regular component members are exposed.

End Strength

- Authorizes fiscal year 2024 active-duty end strengths for the Army, 445,000; the Navy, 337,000; the Air Force, 320,000; the Marine Corps, 172,300; and the Space Force, 9,400.
- Authorizes reserve component military end strengths in line with the President's request, with certain exceptions.
- Increases the percentage by which the Secretary of Defense and Secretaries of the Military Departments can vary certain authorized end strengths.



Military Personnel Policy

- Directs DOD to pay reserve component pilots sufficient compensation to cover all inactive-duty training periods per month necessary for the pilots to obtain or maintain an aeronautical rating or designation.
- Reduces the threshold used to determine high cost-of-living areas for the purpose of providing a cost-of-living allowance to servicemembers assigned to locations in the continental United States.
- Requires a review of military pay rates and the submission of a legislative proposal for a comprehensive military pay table reauthorization.
- Authorizes alternative promotion authority for reserve officers in designated competitive categories, similar to the alternative promotion authority for active-duty officers.
- Limits the number of recruits who score between the 10th and 31st percentile of the Armed Forces Qualification Test to fill not more than 4 percent of the total number of recruits who enlist in a fiscal year.
 - Authorizes this limitation to increase to 20 percent of the total number of new recruits upon the request of the Secretary of the military department concerned.
 - Requires the Secretary of a military department to establish a future servicemember preparatory course if, during a fiscal year within their service, the number of enlisted recruits who score lower than a 31 on the Armed Services Qualification Test exceeds 10 percent of the total number of recruits.
- Authorizes licensed mental health professionals contracted or employed by the Department of Defense to provide non-medical counseling services to qualifying populations without regard for their geographic location.
- Prohibits the adjustment of a cost-of-living allowance (COLA) for servicemembers living outside the continental United States (OCONUS) more than twice per year or in connection with a permanent change of station for such member.
- Increases the maximum number of Navy spot promotions to the grade of lieutenant commander from 325 to 425.
- Makes permanent the authority to order retired members to Active Duty on a voluntary basis for a duty assignment intended to alleviate a high-demand, low-density military capability.
- Requires the Army to implement higher minimum standards on the Army Combat Fitness Test (ACFT) for service members in combat arms occupational specialties.
- Requires oversight regarding the pay and hiring of civilian employees in diversity, equity, and inclusion (DEI) roles.



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- Requires military accessions and promotions to be based on individual merit and demonstrated performance.
- Caps the salary of DOD civilian employees whose primary responsibilities involve DEI policy at the GS-10 pay rate.
- Requires the implementation of SkillBridge programs, establishes minimum staffing levels for SkillBridge administration, and mandates the development of an annual funding plan to ensure the continued viability of SkillBridge.
- Expands the military's Troops-to-Teachers program by authorizing participants to pursue follow-on employment as JROTC instructors and administrators, and at Job Corps centers.

Military and Dependent Education

- Initiates a community college Enlisted Training Corps demonstration program for the military services to establish a pre-enlistment scholarship program at community or junior colleges for the purposes of recruiting high-quality talent into the Armed Forces.
- Requires the establishment and support of not less than 3,400, and not more than 4,000, units of the Junior Reserve Officers' Training Corps.
- Directs service academies to require the submission and consideration of standardized test scores as part of the application process.
- Increases the number of nominations available to Members of Congress and appointments by Service Secretaries for the military service academies.
- Directs a report on DOD outreach efforts in congressional districts to increase awareness of and benefits to military service academy attendance.
- Includes a bill of rights for parents of students attending Department of Defense Education Activity Schools.

Family Readiness and Community Support

- Expands servicemember eligibility to receive reimbursement for qualified spouse relicensing or business costs when the servicemember transfers from a regular component to the Selected Reserve or Ready Reserve of a uniformed service.
- Requires each Department of Defense installation that has an Indian Tribe, Native Hawaiian organization, or Tribal interests in the area surrounding the installation to have a dedicated Tribal or Native Hawaiian liaison located at the installation.
- Requires a pilot program to assess the effectiveness of increasing compensation for employees of Department of Defense Child Development Centers in improving the ability to recruit and retain providers.



- Directs an assessment of the efforts by the military services and the Department of Defense Education Activity (DODEA) to meet the requirements of DODEA students with special educational needs.
- Directs a review and report on DODEA students' access to resources and services related to mental health.
- Expands access to student loan deferment for dislocated military spouses.

Military Health Care

- Increases the maximum annual stipend from \$30,000 to \$50,000 for participants in the military departments' health professions scholarship and financial assistance programs.
- Encourages a comprehensive review of the Navy's efforts to prevent and respond to incidents of death by suicide, suicide attempts, and suicidal ideation in commands and organizations within the Navy that have not been reviewed by other studies.
- Authorizes cost-sharing requirements to be waived for the first three outpatient mental health visits each year for beneficiaries in the active-duty family member category and in the TRICARE Young Adult program.
- Authorizes military dependents to receive space available dental care at military dental treatment facilities at certain remote or isolated locations.
- Requires the Comptroller General to review military medical personnel staffing at military treatment facilities.

Defense Civilian Workforce

- Expands direct hire authority for certain positions in support of: aircraft operations; public safety, law enforcement, and first responders; and the Office of the Inspector General for Operation Atlantic Resolve.
- Combines direct hire authority for candidates with advanced degrees and candidates with bachelor's degrees seeking positions in the science and technology reinvention laboratories.
- Extends special pay authorities for civilian personnel working overseas or in combat zones.
- Expands special hiring authority for military spouses.
- Enhances eligibility and benefits for former military members under the Family Medical Leave Act.
- Extends direct hire authority for post-secondary students and recent graduates.
- Extends noncompetitive hiring authorities for military spouses to certain spouses of DOD civilian personnel.



Cyber Workforce

- Improves the readiness and effectiveness of the cyber mission force by providing for the use of standardized terms of enlistment and tour lengths, service obligations commensurate with the training provided to cyber personnel, and training and education improvements for cyber personnel.
- Authorizes the extension of the minimum period of obligated service of an unrestricted officer designated with a cyberspace occupational specialty to the period of obligated service specified in the officer's contract or agreement.
- Authorizes the Secretary of Defense to order units and members of the Selected Reserve to Active Duty to respond to a significant cyber incident.



AIRPOWER AND LAND WARFARE

Advancing Air Power

- Supports requested funding for procurement of combat aircraft and munitions.
- Eases current restrictions on retiring A-10 aircraft to allow the Air Force to retire 42 A-10 aircraft in fiscal year 2024.
- Temporarily reduces the total number of fighter aircraft the Air Force is required to maintain from 1,145 to 1,112.
- Prohibits the Air Force from divesting any RQ-4 Block 40 aircraft.
- Directs a briefing on the Air Force's plans to use equipment harvested from retiring aircraft to upgrade F-16s designated to remain in service.
- Directs briefings on the Air Force's collaborative combat aircraft (CCA) activities, including progress in acquiring and operating test aircraft, conducting analysis of CCA mission effectiveness, and assessing tradeoffs between manned and unmanned systems.
- Requires a briefing on the military services' approach to providing self-protection capability to aviation forces.
- Requires a plan for modernizing the Air Force fighter force structure.

Strengthening Land Warfare Capabilities

- Supports the Army's priority modernization efforts, to include long-range fires, future vertical lift, next-generation combat vehicles, and air and missile defense.
- Supports requested funding for procurement of enduring combat aircraft, armored fighting vehicles, munitions, long-range fires, and short-range fires.
- Requires the Army to update its Tactical Wheeled Vehicle strategy every five years in order to provide a more consistent and holistic review of this family of vehicles while also providing a requirements signal to the industrial base.
- Directs a briefing on the Army's Black Hawk modernization activities, including requested funding for Black Hawk modernization and a program acquisition strategy.

Countering Evolving Threats

- Directs a briefing on the Army's joint counter-small unmanned aerial systems (C-sUAS) efforts, including a plan for rapidly acquiring and integrating these capabilities into the joint force.
- Requires a review of Army air and missile defense modernization efforts and plans.
- Directs a briefing to assess the potential need for the expansion of threat environment training through multi-domain operations training ranges.

- Requires the Air Force to make accommodations to prioritize training the Israel Defense Forces on the KC-46.
- Supports cooperation with Israel to prevent Iran from obtaining a nuclear weapon.
- Prevents the Department of Defense and its contractors from using logistics systems owned or operated by the People's Republic of China.
- Prevents, except in certain circumstances, Executive Branch agencies from purchasing or operating unmanned aerial systems manufactured in the People's Republic of China.
- Establishes a pilot program for the use of CL-20 energetic material in certain weapons systems.

Modernizing Warfighter Technologies

- Directs an assessment of the Precision Strike Missile (PrSM) program's industrial base capacity, including options for accelerating PrSM production and a plan to reach an annual procurement of 400 PrSM munitions.
- Requires an Army night vision device acquisition strategy that assesses the appropriate mix, fielding plan, and modernization requirements of the full range of night vision capabilities.
- Directs the establishment of a unified datalink strategy to facilitate the rapid exchange of information between weapon and sensor systems.
- Directs a briefing on the Army's Command Post Computing Environment, including how the service is instilling lessons learned from subordinate command experimentation and an assessment of the scalability of commercial off-the-shelf capabilities.
- Directs a report on the Army Prepositioned Stock (APS) program to determine lessons learned from recent operations in Europe and efforts underway to improve the APS program.

Strengthening Homeland Defense

- Requires a study on the use of tactical fighter aircraft and bomber aircraft for deployments and homeland defense missions.
- Directs a review of the North American Aerospace Defense Command's (NORAD) aerospace warning and control mission and procedures.
- Extends the authorization for protection of certain facilities and assets from unmanned aircraft.

SEAPOWER

Surface and Littoral Warfare

- Supports requested funding for procurement of surface vessels, aircraft, and munitions.
- Reduces the minimum number of Navy carrier air wings required to be maintained to 9 after the Navy submits a report on potential approaches to manning, operating, and deploying a 10th aircraft carrier.
- Authorizes \$1.0 billion to incrementally fund LPD-33, a *San Antonio*-class amphibious transport dock ship.
- Authorizes funding for an additional APL-67 berthing barge.
- Directs the Navy to provide semiannual briefings on the operational status of amphibious ships.
- Requires an annual report detailing the programmatic choices made to implement Force Design 2030 capabilities, including capabilities and capacity divested to accelerate the implementation of Force Design 2030.
- Requires the submission of a 30-year shipbuilding plan that maintains 31 amphibious ships in the Navy fleet.
- Prevents the Navy from retiring three amphibious ships and one *Aegis* cruiser earlier than the expiration of their useful lives.
- Requires a report on the feasibility of conducting a joint Army and Navy effort to develop and field a family of watercraft vessels to support the implementation of the Marine Corps' concept of Expeditionary Advanced Base Operations and Army's operations in maritime environments.

Undersea Warfare

- Supports requested funding for procurement of undersea vessels and munitions.
- Authorizes the Navy to enter into one or more contracts for the multiyear procurement of the next block of up to 13 *Virginia*-class submarines.
- Authorizes increased funding to support continued development of the nuclear-armed sea-launched cruise missile.

Evolving Threats

- Authorizes increased funding for Marine Corps ground-based air defense.
- Authorizes increased funding for the Advanced Sensors Application Program and realigns management of the program from the Department of the Navy to the Under Secretary of Defense for Intelligence and Security and the Department of the Air Force.



INTERNATIONAL SECURITY

Strengthening U.S. Posture in the Indo-Pacific Region

- Authorizes \$14.7 billion for the Pacific Deterrence Initiative (PDI) and extends PDI through fiscal year 2024.
- Establishes the Indo-Pacific Campaigning Initiative in order to facilitate INDOPACOM's campaigning activities in the region, including increased frequency and scale of exercises, freedom of navigation operations, and partner engagements.
- Authorizes \$1.3 billion for campaigning activities in the Indo-Pacific, including \$508.0 million above the President's budget request.
- Establishes a comprehensive training, advising, and institutional capacity-building program for the military forces of Taiwan.
- Requires engagement with appropriate officials of Taiwan for the purpose of expanding cooperation on military cybersecurity activities.
- Directs a plan for enhancing security cooperation with Japan, including analyzing the feasibility and advisability of modifying U.S. command structures in Japan.
- Establishes the "Indo-Pacific Maritime Domain Awareness Initiative" – a defense initiative with allies and partners of the United States, including Australia, Japan, and India.
- Ensures that India is appropriately considered for security cooperation benefits consistent with the status of India as a major defense partner of the United States.
- Enables the security partnership among Australia, the United Kingdom, and the United States, known as AUKUS, including by authorizing the sale of up to 3 *Virginia*-class submarines to Australia; providing for the acceptance of Australian funds to support the U.S. submarine industrial base; facilitating the training of Australian submarine workers; and streamlining the sharing of advanced technologies under AUKUS. Extends the cyber cooperation program with Vietnam, Thailand, and Indonesia and expands the program to include foreign military partners in the Philippines and Malaysia.
- Directs a strategy for improving the posture of U.S. ground-based theater-range missile capabilities in the Indo-Pacific region.
- Directs a report and notification related to the transfer of operational control on the Korean Peninsula.

Bolstering Support for Ukraine and NATO

- Authorizes the full fiscal year 2024 budget request for the European Deterrence Initiative (EDI).



- Extends the Ukraine Security Assistance Initiative (USAI) through December 31, 2026, and authorizes \$300 million for the program in fiscal year 2024 and in fiscal year 2025.
- Prohibits the suspension, termination, or withdrawal from the North Atlantic Treaty Organization except by and with the advice and consent of the Senate or pursuant to an Act of Congress.
- Authorizes the Department of Defense to provide funding for the NATO Defence Innovation Accelerator for the North Atlantic joint research and development initiative.
- Extends the authority to provide training for Eastern European national military forces in the course of multilateral exercises and modifies the authority to include the Republic of Kosovo among the list of countries eligible to receive training.
- Extends the prohibition of any authorized funds from being obligated or expended to implement any activity that recognizes the sovereignty of the Russian Federation over the internationally recognized territory of Ukraine.
- Establishes the Special Inspector General for Operation Atlantic Resolve which includes oversight of U.S. assistance to Ukraine.
- Requires the development of an interagency strategy to enhance security and bolster development in the Black Sea region.

Middle East and South Asia

- Extends the authority to provide assistance to Iraq to counter the Islamic State of Iraq and Syria (ISIS).
- Extends the authority to provide training and equipping to vetted Syrian groups.

Guantanamo Bay

- Extends through fiscal year 2024 the existing restrictions relating to the detention facility at the United States Naval Station, Guantanamo Bay, Cuba, specifically:
 - A ban on the transfer of Guantanamo detainees to the United States;
 - A ban on the use of DOD funds to construct or modify facilities in the United States to house Guantanamo detainees; and
 - A ban on the use of DOD funds to transfer Guantanamo detainees to Libya, Somalia, Syria, Yemen, and Afghanistan.
- Extends through fiscal year 2024 the ban on the use of DOD funds to close the United States Naval Station, Guantanamo Bay, to relinquish control over that facility, or to make a material modification to the treaty between the United States and Cuba that would effectively close the Guantanamo Bay facility.
- Directs a briefing on the progress of the Department of Defense in contingency planning for addressing the anticipated medical contingencies for the aging population at the Guantanamo detention facility.



- Directs an analysis to ensure United States Naval Station Guantanamo Bay is being used in the best possible way to protect the national security interests of the United States.

Responding to Evolving Threats

- Directs an assessment of the benefits that Iran may be garnering by assisting Russia in waging war on Ukraine.
- Requires a report on the Department of Defense's roles and responsibilities in support of the National Strategy for the Arctic Region.
- Clarifies the mandate of the Department of Defense's Anomalous Health Incidents Cross-Functional Team to include efforts related to emerging directed energy capabilities.
- Requires an independent assessment of the lessons learned in the information operations space throughout the conflict in Ukraine in order to inform and improve U.S. information operations capabilities in the future.

Reinforcing International Alliances and Partnerships

- Urges the U.S. interagency to develop a plan to protect maritime boundaries and marine resources of partner nations in regions impacted by incursions of Chinese distant water fishing fleets into their exclusive economic zones.
- Authorizes DOD to provide a friendly foreign country's military personnel with persistent advanced networked training and exercise activities and to provide information technology to support those activities.
- Expands the list of countries authorized to receive support for their armed forces for border security operations to Tajikistan, Uzbekistan, and Turkmenistan.
- Extends the authority to continue cooperation with Israel to improve anti-tunneling technologies.
- Directs a briefing on the role and impact of cartels and transnational criminal organizations on the security of the United States and the broader region.
- Requires a Department of Defense strategy to address threats to U.S. national security caused or exacerbated by fentanyl trafficking.
- Requires the Department of Defense to enhance security cooperation with Mexico to counter transnational criminal organizations.
- Requires a plan to counter human trafficking operations, including human trafficking by transnational criminal organizations, in coordination with interagency and North and South American defense partners.
- Requires the Department of Defense to reutilize, transfer, or donate any border wall construction materials that the Department is currently paying to store at various sites across the Southwest.



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- Directs a strategy for improved maritime domain awareness and interdiction capabilities to counter seaborne threats in the Middle East.
- Authorizes DOD to enter into international agreements with a foreign country to provide sole-source direction for assistance under DOD's "Section 333" capacity building program.
- Authorizes greater DOD collaboration with the Armed Forces of Australia, Canada, New Zealand, and the United Kingdom to participate in interoperability programs.
- Expands the definition of a "domestic source" for the purpose of the Defense Production Act Title III program to include the United Kingdom and Australia.

DEPARTMENT OF DEFENSE OPERATIONS

DOD Foreign Military Sales Process Enhancements

Reflecting the important role of the Department of Defense in implementing Foreign Military Sales (FMS) and arms transfers, the bill includes a number of provisions to make this process more effective and responsive, including:

- Strengthens the management and implementation of the DOD Security Cooperation Workforce Development program by improving the training and education of DOD personnel responsible for planning and executing FMS and other arms transfers.
- Establishes a pilot program for each geographic combatant command to use Defense Acquisition Workforce Development Fund (DAWDF) funding to hire up to two acquisition specialists to advise on the foreign arms transfer process.
- Requires combatant commands to provide a list of weapons systems that would benefit from investment for exportability features in support of the security cooperation objectives of the command.
- Establishes mechanisms for improved DOD-industry coordination and information sharing on the FMS process, including: (1) A requirement for an annual industry day; (2) Establishing a senior-level DOD-Industry advisory group; and (3) Designating DOD points of contact for the FMS process.
- Requires the Defense Technology Security Administration to establish metrics for the Technology Security and Foreign Disclosure processes and establishes new oversight mechanisms to improve outcomes.

Improving DOD Operations

- Requires the Chairman of the Joint Chiefs of Staff to provide regular updates on the implementation of the Joint Concept for Competing.
- Provides initial authority for the Space Force to become a single-component military service, incorporating elements of personnel policy from both active and reserve components from other Armed Forces.
- Establishes the Office of Strategic Capital, which will provide investment support for the development of critical technologies in the U.S. national security interest.
- Authorizes combatant commanders, upon providing a written determination to a supporting head of contracting activity, to request emergency, rapid contracting response using special authorities.
- Enhances DOD's authority to provide certain former and retired DOD personnel with protection within the United States in instances where serious and credible threats of harm arise from duties performed while employed by the Department.

- Modifies the responsibilities of the Director of Cost Assessment and Program Evaluation to improve transparency and enhance the capabilities of the analytical workforce.

Investing in Emerging Technologies

- Authorizes increased funding for a number of initiatives, including:
 - A distributed quantum networking testbed,
 - Development of a next-generation ion trap quantum computer at the Air Force Research Laboratory,
 - Accelerated development of semiautonomous adversary air platform systems,
 - Expansion of the National Security Innovation Network's activities,
 - A polar proving ground and training program,
 - Development of fuel cell electric vehicles,
 - Research and development of the use of hydrogen as a fuel source, and
 - Research and development of intelligent autonomous systems for seabed warfare.
- Requires a report on the feasibility of establishing a quantum computing innovation center within the Department of Defense.
- Establishes a prize competition for technology that detects and watermarks use of generative artificial intelligence.
- Authorizes an artificial intelligence bug bounty program for the Department of Defense.
- Directs a study analyzing vulnerabilities to the privacy, security, accuracy, and capacity of artificial intelligence-enabled military applications, as well as research and development needs for such applications.

Developing Cutting-Edge Warfighting Capabilities

- Fully authorizes the budget request for U.S. Special Operations Command (SOCOM).
- Improves the ability of the Defense Advanced Research Projects Agency to attract and more rapidly hire new types of program managers.
- Establishes a Joint Energetics Transition Office.
- Authorizes the appointment of two Principal Deputy Assistant Secretaries to support the Assistant Secretary of Defense for Special Operations and Low Intensity Conflict.
- Expands the definition of a Confucius Institute, and extends the timeframe in which DOD can offer a waiver related to funding universities with such institutions.

DOD Policies and Strategies

- Directs a report on the legality, oversight functions, and processes related to the Department of Defense's policies for allowing servicemembers to travel to seek reproductive healthcare procedures, including abortions, otherwise unavailable locally.



- Requires an annual report on the Department of Defense's unfunded priorities for research, development, test, and evaluation activities.
- Directs a report on the Department's efforts to expand military recruitment eligibility by eliminating unnecessary disqualifying standards and modifying the recruiting standards and waiver processes.
- Provides flexibility to the Department for determining the terms of appointment for certain senior officer positions, particularly service chiefs and combatant commanders, to ensure continuity of leadership and to limit simultaneous turnover.
- Directs a briefing on DOD's assessment of the will to fight of foreign combat forces that receive U.S. security assistance.
- Authorizes basic allowance for housing (BAH) payments for enlisted servicemembers who are assigned to vessels stationed at shipyards.
- Requires a federally funded research and development center to assess the Marine Corps Force Design 2030.
- Requires a report on landmine capabilities and inventories and a briefing on efforts to develop advanced capabilities.
- Requires oversight of and limitation on the pay and hiring of a or civilian employee whose primary duties involve developing or implementing Diversity, Equity, and Inclusion (DEI) programs and policies.
- Requires all military personnel actions to be based on merit and performance.
- Prohibits DOD from requiring military and civilian employees to list their gender or pronouns on any official correspondence, but does not prevent those who wish to do so.
- Directs a plan to make Harpoon missiles in the U.S. releasable to allies and partners, as well as an updated plan for expanded Harpoon production and the potential of repurposing existing Harpoon missiles in the stocks of allies and partners.
- Places limitations on the ability to source chemical materials for munitions from certain countries.



CYBERSECURITY

Responding to the Cyber Threat Environment

- Requires the tracking of results from sharing cyber capabilities and related information with foreign operational partners.
- Requires the harmonization of efforts and requirements for matters related to operational technologies found in Department of Defense networks, weapons systems, and base infrastructure.
- Enhances U.S. Cyber Command's authority to use operation and maintenance funds for cyber operations and capability development projects.
- Authorizes the Department of Defense to support other federal agencies in countering illegal trafficking by Mexican transnational criminal organizations in cyberspace.
- Requires the development of a regional cybersecurity strategy to support the operations of each geographic combatant command.
- Requires a plan to modernize cyber red teams, establish joint service standards, and expand partnerships with the Department of Defense to increase the cyber talent workforce.

Strengthening DOD's Cybersecurity Posture

- Requires the Office of the Secretary of Defense to serve as the coordinating authority for cybersecurity issues relating to the defense industrial base.
- Requires the establishment of a cross-functional team to implement security enhancements for the nuclear command, control, and communications network.
- Requires a modernization program for network boundary and cross-domain defense against cyberattacks.
- Requires the Department of Defense to cooperate with the Ministry of Defense of Taiwan on defensive military cybersecurity activities.
- Requires the issuance of Department-wide guidance regarding methods and processes to secure laboratories of the Armed Forces.

Enhancing DOD's Information Technology and Data Management Capabilities

- Requires Defense Media Activity to establish a course of education at the Defense Information School to teach the specialists to understand digital content provenance for applicable DOD media content.
- Requires a strategy for the deployment of private networks, based on fifth generation information and communications capabilities and Open Radio Access Network architecture, to military bases and facilities.



Advancing Cyber Warfighting Capabilities and Readiness

- Authorizes the Army to carry out a pilot program for a Civilian Cybersecurity Reserve in support of United States Cyber Command.
- Requires a study on the personnel and resources required to enhance and support the occupational resiliency of the Cyber Mission Force.
- Requires the Army to submit a report on its Human Resources Command 2030 Transformation Plan.

Investing in Artificial Intelligence

- Directs the development and implementation of a process to assess the ethical and responsible use of artificial intelligence within the Department of Defense.
- Requires a study analyzing the vulnerabilities to the privacy, security, accuracy of, and capacity to assess, artificial intelligence-enabled military applications, as well as research and development needs for such applications.



READINESS AND MANAGEMENT SUPPORT

Training and Readiness

- Authorizes increased funding for a number of initiatives, including:
 - The Army and Marine Corps recruiting and advertising activities, and
 - Payroll increases for Air National Guard and Air Force Reserve military technician (dual status) civilians.

Industrial Base Operations and Acquisition Policy

- Supports the use of multiyear contracting authority as a tool to improve industrial base stability.
- Extends certain waivers for the streamlined acquisition of defense stocks related to Ukraine and authorizes additional munitions eligible for multiyear procurement contracts.
- Establishes a Department-wide pilot program to leverage innovative intellectual property strategies in acquisition programs for systems sustainment.
- Limits or prohibits Department of Defense funding for institutions or researchers that contract with Chinese or Russian institutions that engage in intellectual property theft or are linked to the Chinese or Russian military or intelligence services.
- Requires updated planning guidance for the exportability of future defense systems.
- Requires the creation of at least three new commercial solutions openings for emerging technologies and dual-use products and services each year, as well as a feasibility study and recommendations on ways to improve the acquisition of commercial products and services.
- Improves the timeliness of payments made to small business subcontractors.
- Improves the execution of the Procurement Technical Assistance Program, also known as the APEX Accelerators program.
- Supports DOD efforts to strengthen domestic production of strategic and critical materials.
- Provides additional flexibilities and authorities through the Strategic and Critical Materials Stockpiling Act, and authorizes the National Defense Stockpile to dispose of certain materials that have been determined to be excess to Stockpile requirements.
- Provides a new authority to enter into multi-year contracts and advanced procurement through the National Defense Stockpile Transaction Fund for domestically processed critical materials.



- Requires DOD to issue policies and establish procedures to identify end-of-life equipment that contains rare earth elements and other strategic materials to be recovered and reused by DOD.
- Requires an independent assessment of the Department of Defense Business Enterprise Architecture.
- Authorizes one or more prize competitions to support the business systems modernization goals of the Department of Defense.
- Directs a briefing on lessons learned from combatant command partnerships with private industry to better identify, leverage, and experiment with emerging capabilities and commercial technologies.
- Modifies the “Never Contract with the Enemy” Act to extend and revise the authority of a head of a contracting activity to terminate a contract with a person or company outside the United States engaging in certain activities that present a direct or indirect risk to United States or partner allied mission and forces.

Improving Enlisted Housing

Includes a number of provisions to improve the quality and oversight of military enlisted barracks, including:

- Authorizing the replacement of substandard enlisted barracks using various funding sources for five years.
- Requiring that enlisted housing meets the same basic standards as all other military housing, both privatized and Government-owned.
- Requiring the establishment of a DOD-wide work order system for enlisted barracks.
- Requiring the establishment of civilian oversight through the installation housing office to oversee enlisted housing.
- Requiring regulations to complete and issue a uniform facility condition index for military enlisted housing.

Strengthening Energy, Environmental, and Health Security

- Directs the development of a master plan for the State of Hawaii to modernize critical defense infrastructure including electrical grids, drinking and wastewater systems, sewage systems, and communication systems.
- Clarifies that the National Guard has access to the Defense Environmental Restoration Program for the purposes of conducting environmental cleanup.
- Establishes a 9-year pilot granting the Department of Defense permissive authority to utilize Area-Wide Contracts.
- Authorizes increased funding for:
 - The Readiness and Environmental Protection Integration program,



- Support for the Bien Hoa, Vietnam, dioxin cleanup, and
 - The Sustainable Technology Evaluation and Demonstration program.
- Extends the authorization and funding transfer for the study on human health impacts of per- and polyfluoroalkyl substances (PFAS) in drinking water to the Centers for Disease Control and Prevention.
- Directs a report on the proposed schedule and cost estimate for the completion of remediation activities associated with PFAS, and encourages the use of emergent, best available, and most effective PFAS treatment options.

Military Construction

- Supports requested funding for military construction projects.
- Authorizes U.S. Indo-Pacific Command to exercise temporary and limited military construction authorities to support allies throughout its area of responsibility.
- Extends the admission for certain nonimmigrant H-2B workers to Guam and the Commonwealth of the Northern Mariana Islands through the end of 2029.
- Extends the existing military land withdrawal for the Barry M. Goldwater Range, Arizona, for an additional 25 years.
- Clarifies the authority of DOD to conduct certain military activities at the Nevada Test and Training Range.
- Authorizes the limited use of cost-plus contracting to expedite the construction of infrastructure supporting the Sentinel intercontinental ballistic missile program.

STRATEGIC FORCES

Nuclear Modernization and Strategic Defense Activities

- Includes a number of initiatives regarding the LGM-35A Sentinel program, including:
 - Requiring the Sentinel program to refurbish and make operable no fewer than 150 silos for intercontinental ballistic missiles at each of the relevant bases,
 - Requiring a report on how to stabilize acquisition and industrial base capacity for the Sentinel Program,
 - Requiring the certification of a long-term capability to maintain and modernize the Sentinel guidance system of the missile over its full life cycle,
 - Requiring the full replacement of the entire Strategic Automated Command and Control System with the initial operational capability of the Sentinel weapon system,
 - Requiring an Integrated Master Schedule and notification of delays in the Sentinel test launch program, and
 - Authorizing a pilot program to expedite the development of advanced reentry vehicles and associated technologies.
- Requires the establishment of the nuclear-armed sea-launched cruise missile and W80-4 ALT nuclear weapons development programs, and requires both programs to reach initial operational capability by fiscal year 2035.
- Requires no fewer than 400 responsive, on-alert U.S. intercontinental ballistic missiles to be deployed, except for activities related to maintenance, sustainment, and replacement, or activities to ensure safety, security, or reliability.
- Establishes a Major Force Program budgetary requirement for Nuclear Command, Control and Communications.

Space Defense Activities

- Codifies the Department of the Air Force's role in providing space-based design and tasking of ground and air moving target indicators to the combatant commanders.
- Directs the use of middle tier acquisition authority for the rapid fielding of satellites and associated systems for Tranches 1-3 of the proliferated warfighter space architecture of the Space Development Agency.
- Directs the establishment of transparent regulations for entering into agreements and receiving cost reimbursements for the provision of goods and services to commercial entities conducting space launch activities at Space Force bases.
- Directs a report on DOD efforts to better integrate space operations with allies and partners.



- Requires a report on the initial operational capability of the Advanced Tracking and Launch Analysis System and requires the Air Force to contract with a Federally Funded Research and Development Center to conduct periodic reviews of Space Command and Control system's software acquisition.
- Requires a review of explosive safety requirements by the explosive safety board of launch test and operations.

Missile Defense

- Authorizes increased funding for a number of initiatives, including:
 - The Hypersonic Targets and Countermeasures Program, and
 - The Glide Phase Interceptor Program.
- Establishes a military deputy director position for the Missile Defense Agency.
- Authorizes the procurement of the Iron Dome short-range rocket defense system, David's Sling Weapon System, and Arrow 3 Upper Tier Interceptor Program.
- Requires an annual report on developing, acquiring, and establishing an operational integrated air and missile defense architecture for the U.S. Indo-Pacific Command area of responsibility, including Hawaii.
- Directs accelerated development and deployment of the Glide Phase Interceptor, and requires initial operational capability by 2029.
- Improves the National Missile Defense Policy to address coercive nuclear threats.
- Authorizes co-development of directed energy systems with Israel for missile defense.

Electronic Warfare

- Codifies the Electronic Warfare Executive Committee, requires the designation of a Joint Electromagnetic Spectrum Operations Center at U.S. Strategic Command, and requires periodic reporting on the implementation of integrated electronic warfare strategy, plans, and budgeting across the Department.
- Requires the Department of Defense to address deficiencies in the electronic protection of defense systems.
- Requires an assessment of Department of Defense ranges for Electromagnetic Warfare training.

Nonproliferation Efforts

- Authorizes \$351.0 million for the Cooperative Threat Reduction program.

Department of Energy

National Security Programs and Authorizations

- Authorizes \$24.0 billion for the activities of the National Nuclear Security Administration (NNSA).
- Authorizes \$7.0 billion for the Department of Energy's (DOE) defense environmental cleanup activities.
- Authorizes \$1.1 billion for DOE's other defense activities.
- Authorizes \$160.0 million for DOE's nuclear energy activities.

Nuclear Weapons Stockpile Matters

- Requires the management of the Plutonium Modernization Program to establish a comprehensive integrated master schedule for manufacturing plutonium pits and meeting pit production requirements, based upon GAO best practices.
- Extends the Department of Energy's program to remove or secure fissile materials, radiological materials, and related equipment at vulnerable sites worldwide.
- Directs an NNSA strategy to establish a uranium enrichment capability dedicated to satisfying Department of Defense requirements
- Authorizes the production of the B61-13 gravity bomb to address critical deterrence capability gaps.

Modernization Activities

- Authorizes increased funding for the W80-4 ALT-SLCM warhead development as a part of the nuclear-armed sea-launched cruise missile program.
- Requires continued construction of the Pantex High Explosives Synthesis, Formulation and Production facility and the Savannah River Site Tritium Finishing facility.
- Enacts a series of measures to streamline ancillary missions and better focus NNSA efforts on the sustainment and modernization of the U.S. nuclear weapons stockpile.

Environmental Management and Safety

- Authorizes funding for the Defense Nuclear Facilities Safety Board.