

S 221

DEI Pay Cap Act of 2023

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Armed Forces and National Security

Introduced: Feb 1, 2023

Current Status: Read twice and referred to the Committee on Armed Services.

Latest Action: Read twice and referred to the Committee on Armed Services. (Feb 1, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/221>

Sponsor

Name: Sen. Cotton, Tom [R-AR]

Party: Republican • **State:** AR • **Chamber:** Senate

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Armed Services Committee	Senate	Referred To	Feb 1, 2023

Subjects & Policy Tags

Policy Area:

Armed Forces and National Security

Related Bills

Bill	Relationship	Last Action
118 HR 2670	Related bill	Dec 22, 2023: Became Public Law No: 118-31.
118 HR 701	Identical bill	Feb 1, 2023: Referred to the Committee on Armed Services, and in addition to the Committee on Oversight and Accountability, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.

DEI Pay Cap Act of 2023

This bill prohibits the Department of Defense (DOD) from appointing or employing a military or civilian employee with a rank or grade in excess of E-5 base pay or GS-5 (not adjusted for locality) for any position with specified diversity, equity, and inclusion components.

Specifically, DOD may not appoint such individuals to positions with duties that include (1) developing and implementing diversity, equity and inclusion policy; (2) leading working groups and councils to develop diversity, equity, and inclusion goals and objectives to measure performance and outcomes; and (3) creating and implementing diversity, equity, and inclusion education, training, and workshops for military and civilian personnel.

Any military or civilian employee who has been appointed to such a position and holds a rank or grade in excess of E-5 or GS-5 must be reassigned to another position not later than 180 days after the enactment of this bill.

Actions Timeline

- **Feb 1, 2023:** Introduced in Senate
- **Feb 1, 2023:** Read twice and referred to the Committee on Armed Services.