

119TH CONGRESS  
1ST SESSION

# H. R. 6584

To amend title 10, United States Code, to strengthen and enhance the Department of Defense cyber workforce, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 10, 2025

Mr. NEGUSE introduced the following bill; which was referred to the Committee on Armed Services

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## A BILL

To amend title 10, United States Code, to strengthen and enhance the Department of Defense cyber workforce, and for other purposes.

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 “Cyber Talent Develop-  
5       ment and Recruitment Act”.

6       **SEC. 2. CYBER WORKFORCE RECRUITMENT AND RETEN-**  
7       **TION.**

8       Section 1599f of title 10, United States Code, is  
9       amended—

10       (1) in subsection (a)(1)(A)—

1 (A) in clause (ii), by striking “and” at the  
2 end; and

3 (B) by inserting after clause (iii) the fol-  
4 lowing:

5 “(iv) positions held in combatant com-  
6 mands, defense agencies, and field activi-  
7 ties supporting the United States Cyber  
8 Command; and

9 “(v) up to 500 positions not otherwise  
10 described in clauses (i) through (iv) that  
11 the Secretary determines are hard-to-fill,  
12 highly skilled positions critical to cyber-  
13 space planning and operations in defense  
14 of, and which advance, U.S. national inter-  
15 ests in collaboration with domestic and  
16 international partners.”;

17 (2) by amending subsection (b) to read as fol-  
18 lows:

19 “(b) RATES OF PAY.—The Secretary—

20 “(1) consistent with paragraph (2), shall fix the  
21 rates of basic pay for employees appointed under  
22 subsection (a)(1)(B)—

23 “(A) with a rate of pay provided for em-  
24 ployees in comparable positions in the Federal  
25 Government; and

1 “(B) subject to the same limitations on  
2 maximum rates of pay established for such em-  
3 ployees by statute or regulation; and

4 “(2) may prescribe a rate of basic pay for such  
5 an employee so appointed at a rate not to exceed a  
6 rate equal to 150 percent of the maximum rate of  
7 basic pay authorized for positions at level I of the  
8 Executive Schedule under section 5312 of title 5.”;  
9 and

10 (3) in subsection (h)—

11 (A) in paragraph (1), by striking “five  
12 years after the date of the enactment of this  
13 section” and inserting “three years after the  
14 date of the enactment of the Cyber Talent De-  
15 velopment and Recruitment Act”; and

16 (B) in paragraph (2)(D), by adding at the  
17 end the following:

18 “(vii) The total number of positions,  
19 the title, duties, and responsibilities of  
20 each position, and the location of each po-  
21 sition, including the assigned department,  
22 agency, command, and cost of establishing,  
23 appointing, and paying the salary of such  
24 positions.

25 “(viii) A description of—

1                   “(I) how the Department has  
2                   used the pay authorities in subsection  
3                   (b); and

4                   “(II) the effect of such authori-  
5                   ties on recruitment and retention in  
6                   the Cyber Excepted Service.”.

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