



SUBCOMMITTEE ON PERSONNEL
SENATE ARMED SERVICES COMMITTEE

TO MARKUP THE PERSONNEL PORTION OF THE NATIONAL DEFENSE
AUTHORIZATION ACT FOR FISCAL YEAR 2027

Tuesday, June 09, 2026

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1 TO MARKUP THE PERSONNEL PORTION OF THE NATIONAL DEFENSE
2 AUTHORIZATION ACT FOR FISCAL YEAR 2027

3
4 Tuesday, June 9, 2026

5
6 U.S. Senate
7 Subcommittee on Personnel
8 Committee on Armed Services
9 Washington, D.C.

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11 The committee met, pursuant to notice, at 9:30 a.m., in
12 Room SD-G50, Dirksen Senate Office Building, Mr. Tommy
13 Tuberville, chairman of the subcommittee, presiding.

14 Committee Members Present: Senators Tuberville
15 [presiding], Warren, and Blumenthal.

1 OPENING STATEMENT OF HON. TOMMY TUBERVILLE, U.S.
2 SENATOR FROM ALABAMA

3 Senator Tuberville: The subcommittee meets today to
4 mark up an original bill, the National Defense Authorization
5 Act, for Fiscal Year 2027.

6 We will hold the subcommittee markup in open session.
7 I am confident that we can publicly conduct our business
8 without disclosing classified information or adversely
9 impacting the process. In this regard, I ask that any
10 Senator wishing to offer an amendment or raise an issue of a
11 classified nature defer that for the full committee's
12 consideration. While this subcommittee meeting is in open
13 session, the entire contents of the markup book are subject
14 to amendment throughout its consideration by the Armed
15 Services Committee, and are therefore embargoed until passed
16 by the full committee and reported to the Senate.

17 Traditionally, the subcommittee has used the chairman's
18 mark as a markup vehicle. Without objection, we will use
19 the chairman's mark as a markup vehicle to include the
20 budgetary lines as designated for the subcommittee contained
21 in the General Provision mark, subject to amendment. There
22 being no objection, it is so ordered. I remind members,
23 when calling up an amendment for consideration, please
24 identify the amendment by amendment number. This courtesy
25 will help eliminate confusion and speed up consideration of

1 all amendments, consistent with the practice and precedent
2 of both this subcommittee and the full committee.

3 The following amendments will not be in order and will
4 not be considered; amendments involving a significant matter
5 that is not within the jurisdiction of this subcommittee,
6 amendments that contain a significant matter not within the
7 jurisdiction of the full committee, amendments that involve
8 shared jurisdiction with another committee that has not
9 agreed to consideration of the amendment for inclusion in
10 this subcommittee's markup, amendments that would constitute
11 an earmark, amendments to add funding that are not
12 accompanied by an offset. If any Senator proposed an
13 amendment that would increase spending, he or she must also
14 identify an offset to pay for it. Unless the offset can be
15 made from funding under the jurisdiction of the
16 subcommittee, the amendment must be offered at the full
17 committee.

18 Now that we have all these details behind us, I want to
19 thank all of you, your staff, for working together to get
20 some important legislation done for service members and
21 their families. The Personnel Subcommittee's Fiscal Year
22 2027 NDAA mark strengthens military readiness and improves
23 quality of life for service members and their families
24 through targeted investments and force structure,
25 compensation, health care, and workforce modernization.

1 The package increases active duty and Reserve end
2 strengths across the services, enhanced base, special, and
3 incentive pays, and expands travel and PCS flexibilities to
4 support recruitment and retention. It also modernizes
5 personnel management and military justice authorities,
6 strengthens congressional oversight of promotions, and Force
7 management decisions, and advances workforce reforms for
8 both military and civilian personnel.

9 In addition, the mark expands support for military
10 families through child care, spouse employment, education,
11 and exceptional family member program improvements. It
12 enhances TRICARE access, suicide prevention efforts, medical
13 readiness, and combat health capabilities. Finally, it
14 reinforces coordination between the Department of Defense
15 and Department of Veterans Affairs to improve health care
16 delivery and long-term support for service members,
17 veterans, and their families.

18 As I've said before, maintaining the world's strongest
19 military requires ensuring that an equitable share of
20 Department of Defense resources is invested directly in the
21 service members, families, and civilian workforce who
22 underpin the Force's readiness, resilience, and long-term
23 effectiveness.

24 So, at this point, I'd like to invite Ranking Member
25 Senator Warren to make a statement.

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1 STATEMENT OF HON. ELIZABETH WARREN, U.S. SENATOR FROM
2 MASSACHUSETTS

3 Senator Warren: Thank you, Mr. Chairman, and thank you
4 for continuing the subcommittee's tradition of holding this
5 markup in open session. I think it's critical that we show
6 that Congress is continuing to work in a bipartisan manner
7 to support our service members and our military families.

8 This markup comes at a time when President Trump and
9 Secretary Hegseth are risking the life of service members in
10 an illegal war with Iran, while making life more difficult
11 for troops and their families back home. It also comes at a
12 time when the Trump administration continues to politicize
13 the military to serve their own agenda. I am particularly
14 disturbed by Secretary Hegseth taking unprecedented actions
15 to intervene in military promotions.

16 In DOD's latest list of 22 Navy promotions to become
17 one-star admirals, zero of these promotions were women, and
18 reporting indicates that the last time the Navy promoted a
19 woman to a one-star role was last June, and Secretary
20 Hegseth reportedly removed the nominations of two women and
21 two Black men from the original promotion list. It is also
22 unclear why Secretary Hegseth has also now blocked the
23 appointment of nine Air Force colonels. He has also
24 reportedly delayed the promotion of at least two dozen
25 senior Air Force officers, "while the Pentagon reviews their

1 ties to diversity, equity and inclusion policies."

2 President Trump also continues to politicize the
3 military for cheap political theater, including his most
4 recent reported stunt to recruit hundreds of troops to watch
5 his UFC cage fighting event at the White House. This
6 politicization will create lasting damage to our military
7 and lasting damage to our country.

8 DOD has also shown a blatant disregard for the critical
9 role DOD civilians play to support our military. It was
10 shameful that this administration failed to include any pay
11 raises for civilian employees in its budget request. This
12 mark includes some funding for civilians through bonuses.
13 But at a time when President Trump's policies drive up costs
14 for all Americans, it is unfair and insulting to deny DOD
15 civilians a pay raise now.

16 All of that said, I am proud of the bipartisan work
17 done by this subcommittee to take care of our troops and
18 military families. I would like to thank the chairman and
19 thank the chairman's staff for their continued collaboration
20 and adherence to tradition during the drafting of this mark.
21 I am glad this mark includes funding for the chronically
22 underfunded Defense Health Program, so that we can better
23 support the health of our warfighters and their families.
24 It also fully funds Defense POW/MIA Accounting Agency, which
25 is critical for bringing home service members to their

1 families.

2 I would also like to highlight just a few other
3 important provisions that have made it into this bipartisan
4 mark. This mark continues to push DOD to ensure our service
5 members and their families have access to high quality child
6 care by fully updating its pay scales for child care
7 workers, including those who support kids with special
8 needs. I am also glad the mark increases funding for child
9 care and youth programs.

10 While the services have made some progress in updating
11 these pay scales, it is long past time for all branches to
12 fully update them. Based on the requirements that Congress
13 passed in the Fiscal Year 2025 NDAA, the committee will be
14 watching closely to make sure that happens. I guarantee you
15 that this mark also requires GAO to review the TRICARE
16 pharmacy program, including whether the Defense Health
17 Agency is effectively assessing conflicts of interest in the
18 program due to vertical integration.

19 Express Scripts, the largest pharmacy benefit manager
20 in the United States, has held the exclusive TRICARE
21 pharmacy contract for nearly 20 years, and during that time,
22 it has forced thousands of local pharmacies out of the
23 TRICARE network, allowing the company to potentially steer
24 more business to its own mail order pharmacies. This makes
25 it harder for our troops and their families to fill

1 prescriptions at their local pharmacies, and it allows
2 Express Scripts to rake in more profits and allegedly to
3 charge DOD a higher rate. We need to be doing more to stop
4 this apparent profiteering at the expense of our service
5 members, their families, and the American taxpayer.

6 We, unfortunately, continue to hear of cases of sexual
7 assault in the military, such as the cases of an army OB-GYN
8 who has been accused of recording videos of nearly 100
9 female patients without their consent. DHA took an
10 important step last December to establish a policy requiring
11 all military treatment facilities to offer a chaperone to
12 any patient during sensitive medical examinations. This
13 policy helps keep patients safe, so I am glad that the mark
14 directs the Defense Health Agency to review which hospitals
15 are compliant with required chaperone policies, and to
16 develop a plan and recommendations based on their findings.
17 Congress should go further by mandating this policy in law.

18 I am glad that this mark also continues to push DOD to
19 prioritize the brain health of our warfighters. I've been
20 proud to work on this on a bipartisan basis for years, and I
21 want to thank Senator Ernst for her partnership. This
22 year's bill continues to make progress on this issue by
23 requiring DOD to brief this committee on the feasibility of
24 regular cognitive testing, and establishing blast over
25 pressure and traumatic brain injury logs to better catch

1 these brain injuries earlier when they are more susceptible
2 to treatment.

3 Traumatic brain injuries have become the signature
4 injury of the war against Iran, and the sooner we begin to
5 implement these logs and do a better job of tracking these
6 injuries, and making regular assessments to catch brain
7 injuries, the better we can ensure that service members get
8 the care they need.

9 I am also glad that the mark encourages DOD to improve
10 early identification of brain injuries, including through
11 partnering with nonprofit organizations that specialize in
12 treating these injuries. The mark requires DOD to brief the
13 committee on opportunities with existing non-profit
14 partnerships for TBI treatment and early intervention.

15 I want to call out organizations like Home Base in
16 Massachusetts that have a strong track record of getting 95
17 percent of the special operators that they treat for these
18 types of brain injuries back into the field. DOD should
19 continue to work with them to ensure service members have
20 access to the care they need.

21 And I really do want to pause here for a minute just to
22 say: I know how many of you have fought for this for a very
23 long time. Senator Blumenthal has brought us one story
24 after another. I want to compliment the chairman for your
25 work on this. This is a hard one, and it's easy to leave

1 behind. And, also, Senator Scott, who was quite aggressive
2 in earlier years in making sure that we got this in front of
3 us into our mark each year as we could.

4 It frustrates me that it has been a kicking and
5 scratching to get DOD to do what is necessary to protect the
6 brain health of our warfighters. And when we fail to do
7 that, we pay a terrible price back at home, and the families
8 pay a price, communities pay a price, and it's got to stop.
9 So, I want to thank you all for being part of this. I also
10 want to thank Senator Hirono, who has also talked about this
11 issue. So, thank you.

12 These are just some of the key provisions in the
13 chairman's mark. I look forward to working with my
14 colleagues on this subcommittee and the full committee to
15 see what else we can do to improve the lives of our service
16 members and our families. I want to thank all of the
17 members of the subcommittee and full committee for their
18 work on this bill, as well as their staff.

19 I especially want to thank the committee staff; John
20 Clark, Gary Leeling, Andy Scott, Jenny Davis, Noah Sisk,
21 Sofia Kamali, Glen Diehl, Megan Galindo, Madeline Guenther,
22 Brendan Gavin, Katie Magnus, Isaac Jalkanen -- did I get
23 that right, Jalkanen? Greg Lilly, and Leah Brewer. So,
24 thank you-all. All I ever say is Isaac. Thank you very
25 much. Appreciate all the help we've gotten.

1 Senator Tuberville: Thank you, Senator Warren. I had
2 trouble with that name also.

3 Senator Warren: Yeah.

4 Senator Tuberville: Thank you. Now, we've received 58
5 amendments, starting with Senator Banks, Number 18, and
6 finishing with Senator Rosen, Number 630, that have been
7 cleared by both sides. Is there any objection to adopting
8 these amendments?

9 [No response.]

10 Senator Tuberville: Without objection, the manager's
11 package is adopted.

12 Are there any other amendments?

13 [No response.]

14 Senator Tuberville: I'll entertain a motion that the
15 subcommittee adopt these agreed amendments, as well as the
16 budgetary lines designated for this subcommittee contained
17 in the General Provision Mark as part of the Personnel
18 Subcommittee mark.

19 Senator Blumenthal: So moved.

20 Senator Tuberville: Is there a second?

21 Senator Warren: Second.

22 Senator Tuberville: All in favor, say aye.

23 [Chorus of ayes.]

24 Senator Tuberville: All opposed, say nay.

25 [No response.]

1 Senator Tuberville: The motion is agreed to.

2 I move that the recommendations of the subcommittee be
3 reported to the full Committee, and that the staff be
4 authorized to draft bill and report language implementing
5 agreements reached today, and to make necessary technical
6 and conforming changes.

7 Senator Blumenthal: So moved.

8 Senator Warren: So moved.

9 Senator Tuberville: Thank you.

10 Senator Tuberville: Is there a second?

11 Senator Warren: Second.

12 Senator Blumenthal: Second.

13 Senator Tuberville: All in favor, say aye.

14 [Chorus of ayes.]

15 Senator Tuberville: All opposed, say nay.

16 [No response.]

17 Senator Tuberville: The motion is agreed to.

18 Is there any other business to come before the
19 subcommittee?

20 [No response.]

21 Senator Tuberville: The subcommittee is adjourned.

22 [Whereupon, at 9:45 a.m., the hearing was adjourned.]

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