

119TH CONGRESS  
1ST SESSION

# H. R. 3120

To improve the review and effectiveness of the cost of living adjustments to pay and benefits for members of the Armed Forces and civilian employees of the Department of Defense whose permanent duty station is located in the 19th Congressional District of California, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2025

Mr. PANETTA introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Oversight and Government Reform, 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

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## A BILL

To improve the review and effectiveness of the cost of living adjustments to pay and benefits for members of the Armed Forces and civilian employees of the Department of Defense whose permanent duty station is located in the 19th Congressional District of California, 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,*

1 **SECTION 1. REPORT ON COST OF LIVING ADJUSTMENT.**

2 (a) SENSE OF CONGRESS.—It is the sense of Con-  
3 gress that—

4 (1) United States military personnel and De-  
5 partment of Defense civilians should be financially  
6 supported as they face frequent relocation over the  
7 course of their service, including in high-cost areas  
8 that can place financial burdens on these personnel;

9 (2) the United States should provide for the  
10 basic needs of these personnel, including by offset-  
11 ting the rising costs of goods and services, which are  
12 considerable in the sate of California, where the  
13 overall cost of living is markedly higher than the na-  
14 tional average, including for housing, transportation,  
15 groceries, and healthcare;

16 (3) the current means of calculating cost of liv-  
17 ing adjustment rates (in this section referred to as  
18 “COLA”) may provide inaccurate or incomplete  
19 data, which is a concern as the cost of living in the  
20 19th congressional district of California may exceed  
21 the 107 percent index used to determine COLA  
22 rates; and

23 (4) the means for calculating COLA should be  
24 periodically reviewed to ensure accuracy and make  
25 certain that the United States appropriately cares

1 for military personnel and civilian employees of the  
2 Department of Defense.

3 (b) REPORT.—Not later than one year after the date  
4 of the enactment of this Act, the Under Secretary of De-  
5 fense for Personnel and Readiness shall submit to the  
6 Committees on Armed Services of the Senate and the  
7 House of Representatives a report on cost of living adjust-  
8 ment calculations for purposes of pay and benefits for  
9 members of the Armed Forces and civilian employees of  
10 the Department of Defense whose permanent duty station  
11 is located in the 19th Congressional District of California.  
12 Such report shall include—

13 (1) an explanation of the methods used to col-  
14 lect data and the factors used to determine such cost  
15 of living adjustment;

16 (2) an assessment of the appropriateness of in-  
17 cluding in the calculation of such cost of living ad-  
18 justment the presence of military commissaries or  
19 exchanges;

20 (3) the evaluation of the Under Secretary of—

21 (A) whether any locations within the 19th  
22 Congressional District of California should be  
23 considered a high-cost area for purposes of  
24 chapter 67 of volume 7A of the Department of  
25 Defense Financial Management Regulation;

1           (B) whether the existence of a military  
2           commissary in Monterey, California, provides  
3           substantial financial support that affects the  
4           determination of a cost of living adjustment;  
5           and

6           (C) the advisability of providing certain  
7           areas within the 19th Congressional District of  
8           California with an increased cost of living ad-  
9           justment; and

10          (4) a comparison of the factors that contribute  
11          to a determination of the cost of living adjustments  
12          that are applied to Monterey, California, and Santa  
13          Clara, California.

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