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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

# H. R.

To provide a Foreign Service officer career pathway for former United States Agency for International Development officers.

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## IN THE HOUSE OF REPRESENTATIVES

Ms. TITUS introduced the following bill; which was referred to the Committee on \_\_\_\_\_

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# A BILL

To provide a Foreign Service officer career pathway for former United States Agency for International Development officers.

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 “Pathways for Advance-  
5 ment, Transition, and Hiring to the Foreign Service” or  
6 the “PATH to the Foreign Service Act”.

1 **SEC. 2. FOREIGN SERVICE OFFICER CAREER PATHWAY FOR**  
2 **FORMER USAID OFFICERS.**

3 (a) **DEFINED TERM.**—In this section, the term  
4 “USAID” means the United States Agency for Inter-  
5 national Development.

6 (b) **FOREIGN SERVICE OFFICER CAREER PATH-**  
7 **WAY.**—Former USAID Foreign Service members who are  
8 appointed to positions within the Department of State  
9 shall be eligible for appointment into the Foreign Service  
10 Officer career track at a grade and tenure status commen-  
11 surate with their prior Foreign Service rank, time-in-serv-  
12 ice, and performance, subject to applicable suitability and  
13 security requirements.

14 (c) **FOREIGN SERVICE OFFICER TEST WAIVER.**—  
15 Former USAID Foreign Service members are not required  
16 to take the Foreign Service Entrance Exam, including any  
17 written or oral elements, as a condition of appointment  
18 or conversion or any hiring mechanism to the Foreign  
19 Service of the Department of State if such officers pre-  
20 viously met Foreign Service entry requirements and served  
21 in good standing at USAID.

22 (d) **HIRING PREFERENCE POINTS.**—The Department  
23 of State shall award hiring preference points or equivalent  
24 hiring credit to applicants for Department of State posi-  
25 tions who have prior USAID service, whether in the For-  
26 eign Service or the Civil Service. Such preference shall be

1 formally incorporated into hiring and selection processes  
2 and applied in a transparent and consistent manner.

3 (e) RECOGNITION OF PRIOR SERVICE.—Prior  
4 USAID service shall be fully credited toward a Foreign  
5 Service Officer’s seniority, time-in-class, retirement eligi-  
6 bility, and other applicable career milestones to the max-  
7 imum extent permitted by law.

8 (f) IMPLEMENTATION.—Not later than 180 days  
9 after the date of the enactment of this Act, the Secretary  
10 of State, in coordination with appropriate officials of  
11 USAID and the Office of Personnel Management, shall  
12 issue guidance for the timely implementation of this sec-  
13 tion to ensure uniform application.

14 (g) SUNSET.—The provisions of this section shall  
15 cease to be effective beginning on the date that is 5 years  
16 after the date of the enactment of this Act.