

**AMENDMENT TO H.R. 1157**  
**OFFERED BY MR. CASTRO OF TEXAS**

Add at the end of title III the following:

1 **SEC. 13** \_\_\_\_ . **IMPLEMENTATION OF GAP MEMORANDUM IN**  
2 **SELECTION BOARD PROCESS.**

3 (a) IN GENERAL.—Section 603 of the Foreign Serv-  
4 ice Act of 1980 (22 U.S.C. 4003) is amended by adding  
5 at the end the following new subsection:

6 “(c)(1) A member of the Service or member of the  
7 Senior Foreign Service whose performance will be evalu-  
8 ated by a selection board may submit to such selection  
9 board a gap memo in advance of such evaluation.

10 “(2) Members of a selection board may not con-  
11 sider as negative the submission of a gap memo by  
12 a member described in paragraph (1) when evalu-  
13 ating the performance of such member.

14 “(3) In this subsection, the term ‘gap memo’  
15 means a written record, submitted to a selection  
16 board in a standard format established by the Direc-  
17 tor General of the Foreign Service, which indicates  
18 and explains a gap in the record of a member of the  
19 Service or member of the Senior Foreign Service  
20 whose performance will be evaluated by such selec-

1       tion board, which gap is due to personal cir-  
2       cumstances, including for health, family, or other  
3       reason as determined by the Director General in  
4       consultation with the Committee on Foreign Affairs  
5       of the House of Representatives and the Committee  
6       on Foreign Relations of the Senate.”.

7       (b) CONSULTATION AND GUIDANCE.—

8             (1) CONSULTATION.—Not later than 30 days  
9       after the date of the enactment of this Act, the Di-  
10      rector General of the Foreign Service shall consult  
11      with the Committee on Foreign Affairs of the House  
12      of Representatives and the Committee on Foreign  
13      Relations of the Senate regarding the development  
14      of the gap memo under subsection (c) of section 603  
15      of the Foreign Service Act of 1980, as added by sub-  
16      section (a).

17            (2) DEFINITION.—In this subsection, the term  
18      “gap memo” has the meaning given such term in  
19      subsection (c) of section 603 of the Foreign Service  
20      Act of 1980.

