

AMENDMENT TO H.R. 5300
OFFERED BY MRS. CHERFILUS-McCORMICK OF
FLORIDA

At the appropriate place, insert the following:

1 **SEC. ____ . INSPECTOR GENERAL REVIEW OF REDUCTIONS**
2 **IN FORCE ORDERS.**

3 (a) REPORT REQUIRED.—Not later than 180 days
4 after the date of enactment of this Act, the Inspector Gen-
5 eral of the Department of State shall submit to the appro-
6 priate congressional committees a report reviewing the
7 process by which the Department of State executed reduc-
8 tions in force (RIF) orders since January 20, 2025.

9 (b) CONTENTS.—The report required under sub-
10 section (a) shall include—

11 (1) an assessment of the criteria and proce-
12 dures used to identify positions and employees sub-
13 ject to RIF orders;

14 (2) an evaluation of the extent to which the De-
15 partment complied with applicable laws, regulations,
16 and internal policies in issuing and implementing
17 RIF orders;

18 (3) an analysis of whether the Department ade-
19 quately considered impacts on critical skills, foreign

1 language capacity, and mission requirements at
2 overseas posts;

3 (4) an assessment of whether proper notice, ap-
4 peals, and employee rights were provided and ob-
5 served;

6 (5) an examination of the transparency and
7 oversight mechanisms applied during the RIF proc-
8 ess;

9 (6) a review of the process and the extent to
10 which existing internal reporting and feedback mech-
11 anisms, including employee surveys, evaluations, and
12 workforce planning inputs, were incorporated into
13 the RIF decision-making process; and

14 (7) recommendations for improving account-
15 ability, fairness, and workforce planning in any fu-
16 ture RIF actions.

