

AMENDMENT TO H.R. 9086
OFFERED BY MR. CASTRO OF TEXAS

At the appropriate place, insert the following:

1 **SEC. ____ . REQUIREMENT TO IMPLEMENT PAIR-MATCHING**
2 **PROGRAM.**

3 (a) IN GENERAL.—Not later than 1 year after the
4 date of the enactment of this Act, the Secretary shall es-
5 tablish a pilot program to modernize the Foreign Service
6 bidding process that incorporates the following elements:

7 (1) A stable-pair matching, preference-ranking
8 system for non-directed Foreign Service employees
9 and hiring bureaus, allowing for a more strategic
10 alignment of workforce and resources.

11 (2) Incorporation of lessons learned from the
12 previous stable-pair matching bidding pilot frame-
13 work referred to as “iMatch” but applied more ex-
14 pansively to include non-directed assignments up
15 through FS–01 positions, taking advantage of effi-
16 ciency benefits such as tandem assignment
17 functionalities.

18 (3) Mechanisms to ensure transparency, effi-
19 ciency, effectiveness, accountability, and flexibility in

1 the assignment process, while maintaining equal op-
2 portunities for all employees in the Foreign Service.

3 (4) An independent auditing process to ensure
4 adherence to established rules, effectiveness in meet-
5 ing the Department's needs, and prevention of bias
6 or manipulation, including through the use of pro-
7 tected categories in making assignment decisions.

8 (b) CONSIDERATION OF CERTAIN PROMOTION
9 ISSUES.—In implementing the pilot program required by
10 subsection (a), the Secretary shall—

11 (1) assess whether any point systems tied to
12 promotion incentives should consider service in hard-
13 to-fill or critical positions; and

14 (2) assess whether the practice of dividing the
15 assignment process into winter and summer cycles is
16 necessary or efficient compared to stable matching
17 processes.

18 (c) REPORTING AND OVERSIGHT.—Not later than 2
19 years after the date of the establishment of the pilot pro-
20 gram required by subsection (a), the Secretary shall pro-
21 vide the appropriate congressional committees a report on
22 the implementation of the pilot program, including—

23 (1) data on match rates, including in filling
24 critical or priority positions, officer and hiring office
25 satisfaction, and the impact on tandem placements;

- 1 (2) recommendations for further modifications
- 2 to the bidding process;
- 3 (3) an overview of the strategy used to commu-
- 4 nicate any changes to the workforce; and
- 5 (4) results of analysis into additional trans-
- 6 parency efforts, including those described in sub-
- 7 section (a)(3).

