

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 9087
OFFERED BY MRS. BIGGS OF SOUTH CAROLINA**

At the appropriate place, insert the following:

1 **SEC. ____ . VETERAN'S PREFERENCE AND FOREIGN SERVICE**

2 **HIRING.**

3 Section 301(c) (22 U.S.C. §3941(c) is amended—

4 (1) in the enumerator, by striking “(c)” and in-
5 serting “(C)(1)”; and

6 (2) by adding at the end the following:

7 “(2) Not later than 180 days after the date of
8 enactment of this paragraph, the Secretary shall
9 award additional points to the Foreign Service hir-
10 ing register scores of Foreign Service applicants for
11 career candidate appointments who served on active
12 duty as defined by section 101(21) of title 38,
13 United States Code, in the armed forces, or served
14 in the Army Reserve, Navy Reserve, Air Force Re-
15 serve, Marine Corps Reserve, Coast Guard Reserve,
16 Army National Guard, or Air National Guard and
17 who were discharged or released therefrom under
18 conditions other than dishonorable.

1 “(3) The number of points the Secretary shall
2 award each Foreign Service applicant for career can-
3 didate appointment pursuant to paragraph (2) shall
4 reflect, with respect to each candidate—

5 “(A) operational experience, including com-
6 bat deployments;

7 “(B) overseas military service;

8 “(C) recognition of exceptional service by
9 the Department via decorations or awards of
10 merit and service;

11 “(D) leadership and supervisory experi-
12 ence; and

13 “(E) specialized skills relevant to the mis-
14 sion of the Department, to include core MOS
15 codes that translate to diplomatic mission re-
16 quirements.

17 “(4) The Secretary shall award additional
18 points for each factor described in paragraph (3)
19 and shall not combine such factors into a single cri-
20 terion.

21 “(5) The award of additional points to the For-
22 eign Service hiring register scores of Foreign Service
23 applicants for career candidate appointment pursu-
24 ant to paragraphs (2), (3), and (4) shall in no way
25 prejudice a career candidate’s status as a preference

1 eligible veteran entitled to additional hiring register
2 points pursuant to paragraph (1).

3 “(6) Not later than 180 days after the date of
4 enactment of this paragraph, the Secretary shall
5 submit to the appropriate congressional committees
6 a report describing the guidance developed pursuant
7 to paragraphs (2), (3), (4), and (5), including de-
8 scriptions of—

9 “(A) the methodology for awarding vet-
10 erans’ preference points or equivalent hiring
11 credit;

12 “(B) how each factor described in para-
13 graph (3) was incorporated into the State De-
14 partment’s broader framework for hiring vet-
15 erans;

16 “(C) any eligibility requirements, limita-
17 tions, or weighting criteria applicable to each of
18 the factors described in paragraph (3);

19 “(D) how the Department’s broader frame-
20 work for veterans preserves merit-based hiring
21 principles and existing Foreign Service quali-
22 fication standards; and

23 “(E) any legislative recommendations nec-
24 essary to improve recruitment, hiring, and re-
25 tention of veterans within the Foreign Service.

1 “(7) In this subsection—

2 “(A) the term ‘combat deployments’ means
3 time when a service member was eligible and
4 received Hostile Fire or Imminent Danger pay
5 as defined in 37 U.S.C. § 310; and

6 “(B) the term ‘appropriate congressional
7 committees’ means the Committee on Foreign
8 Affairs of the House of Representatives and the
9 Committee on Foreign Relations of the Sen-
10 ate.”.

