

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 9087
OFFERED BY MS. TITUS OF NEVADA**

Add at the end the following:

1 **SEC. __. FOREIGN SERVICE OFFICER CAREER PATHWAY**
2 **FOR 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-

1 viously met Foreign Service entry requirements and served
2 in good standing at USAID.

3 (d) **HIRING PREFERENCE POINTS.**—The Department
4 of State shall award hiring preference points or equivalent
5 hiring credit to applicants for Department of State posi-
6 tions who have prior USAID service, whether in the For-
7 eign Service or the Civil Service. Such preference shall be
8 formally incorporated into hiring and selection processes
9 and applied in a transparent and consistent manner.

10 (e) **RECOGNITION OF PRIOR SERVICE.**—Prior
11 USAID service shall be fully credited toward a Foreign
12 Service Officer's seniority, time-in-class, retirement eligi-
13 bility, and other applicable career milestones to the max-
14 imum extent permitted by law.

15 (f) **IMPLEMENTATION.**—Not later than 180 days
16 after the date of the enactment of this Act, the Secretary
17 of State, in coordination with appropriate officials of
18 USAID and the Office of Personnel Management, shall
19 issue guidance for the timely implementation of this sec-
20 tion to ensure uniform application.

21 (g) **SUNSET.**—The provisions of this section shall
22 cease to be effective beginning on the date that is 5 years
23 after the date of the enactment of this Act.

