

116TH CONGRESS
1ST SESSION

H. R. 2024

To require a five-year staffing plan for the Department of State, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 2, 2019

Mr. RESCHENTHALER introduced the following bill; which was referred to the Committee on Foreign Affairs

A BILL

To require a five-year staffing plan for the Department of State, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Diplomatic Personnel
5 Modernization Act”.

6 **SEC. 2. FIVE-YEAR STAFFING PLAN FOR THE DEPARTMENT**
7 **OF STATE.**

8 (a) IN GENERAL.—Not later than 18 months after
9 the date of the enactment of this Act, the Secretary of
10 State shall submit to the appropriate congressional com-

1 mittees a comprehensive five-year strategic staffing plan
2 for the Department of State.

3 (b) COMPONENTS.—The staffing plan required under
4 subsection (a) shall include the following:

5 (1) A dataset displaying comprehensive work-
6 force data for all current and planned employees of
7 the Department of State, disaggregated by the fol-
8 lowing:

9 (A) Foreign Service officer and Foreign
10 Service specialist rank.

11 (B) Civil service job skill code, grade level,
12 and bureau of assignment.

13 (C) Contracted employees, including the
14 equivalent job skill code and bureau of assign-
15 ment.

16 (D) Employees hired under schedule C of
17 subpart C of part 213 of title 5, Code of Fed-
18 eral Regulations, including the equivalent grade
19 and job skill code and bureau of assignment of
20 such employee.

21 (2) Recommendations on the number of For-
22 eign Service officers, disaggregated by service cone
23 that should be posted at each foreign mission of the
24 United States.

1 (3) A Department of State end-strength num-
2 ber for both civil service and Foreign Service offi-
3 cers.

4 (c) UPDATES.—The dataset required under sub-
5 section (b)(1) shall be maintained and updated on a reg-
6 ular basis.

7 (d) CONTRACTING AUTHORITY.—The Secretary of
8 State may contract with a private sector entity to assist
9 in completing the staffing plan required under subsection
10 (a) if, not later than 15 days before entering into such
11 a contract, the Secretary notifies the appropriate congres-
12 sional committees of the intent to enter into such a con-
13 tract.

14 (e) DEFINITION.—In this section, the term “appro-
15 priate congressional committees” means—

16 (1) the Committee on Foreign Relations of the
17 Senate;

18 (2) the Committee on Appropriations of the
19 Senate;

20 (3) the Committee on Foreign Affairs of the
21 House of Representatives; and

22 (4) the Committee on Appropriations of the
23 House of Representatives.

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