

119TH CONGRESS
2D SESSION

S. 4466

To provide a Foreign Service officer career pathway for former United States Agency for International Development officers.

IN THE SENATE OF THE UNITED STATES

APRIL 30, 2026

Mr. SCHATZ (for himself, Mr. VAN HOLLEN, Ms. ROSEN, and Mr. MERKLEY) introduced the following bill; which was read twice and referred to the Committee on Foreign Relations

A BILL

To provide a Foreign Service officer career pathway for former United States Agency for International Development officers.

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 TITLES.**

4 This Act may be cited as the “Pathways for Advance-
5 ment, Transition, and Hiring to the Foreign Service” or
6 the “PATH to the Foreign Service Act”.

1 **SEC. 2. FOREIGN SERVICE OFFICER CAREER PATHWAY FOR**
2 **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 commensurate with their prior Foreign Service rank, time-in-service, 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 previously met Foreign Service entry requirements and served
21 in good standing at USAID.

22 (d) **HIRING PREFERENCE POINTS.**—The Department
23 of State shall award hiring preference points or equivalent
24 hiring credit to applicants for Department of State positions who have prior USAID service, whether in the Foreign Service or the Civil Service. Such preference shall be

1 formally incorporated into hiring and selection processes
2 and applied in a transparent and consistent manner.

3 (e) RECOGNITION OF PRIOR SERVICE.—Prior
4 USAID service shall be fully credited toward a Foreign
5 Service Officer’s seniority, time-in-class, retirement eligi-
6 bility, and other applicable career milestones to the max-
7 imum extent permitted by law.

8 (f) IMPLEMENTATION.—Not later than 180 days
9 after the date of the enactment of this Act, the Secretary
10 of State, in coordination with appropriate officials of
11 USAID and the Office of Personnel Management, shall
12 issue guidance for the timely implementation of this sec-
13 tion to ensure uniform application.

14 (g) SUNSET.—The provisions of this section shall
15 cease to be effective beginning on the date that is 5 years
16 after the date of the enactment of this Act.

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