

115TH CONGRESS  
2D SESSION

# S. 3276

To protect and enhance core diplomatic capabilities at the Department of State.

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IN THE SENATE OF THE UNITED STATES

JULY 25, 2018

Mrs. SHAHEEN introduced the following bill; which was read twice and referred to the Committee on Foreign Relations

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## A BILL

To protect and enhance core diplomatic capabilities at the Department of State.

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 “Enhancing America’s  
5 Core Diplomatic Capabilities Act of 2018”.

6 **SEC. 2. FINDINGS; OBJECTIVE.**

7 (a) FINDINGS.—Congress makes the following find-  
8 ings:

9 (1) The Foreign Service of the United States,  
10 established under the Act of May 24, 1924 (com-

1 monly known as the Rogers Act), continued by the  
2 Foreign Service Act of 1946, and further strength-  
3 ened by the Foreign Service Act of 1980, character-  
4 ized by excellence and professionalism, is essential in  
5 the national interest to assist the President and the  
6 Secretary of State in conducting the foreign policy  
7 of the United States.

8 (2) Consistent, predictable staffing and man-  
9 agement practices are essential to the maintenance  
10 of core diplomatic capabilities, effective career devel-  
11 opment patterns, and an orderly flow of talent in the  
12 Foreign Service.

13 (3) The expanding scope and increasing com-  
14 plexity of the foreign affairs of the United States  
15 have heightened the need for expanded training, pro-  
16 fessional development, and professional education  
17 opportunities for members of the Foreign Service.

18 (b) OBJECTIVE.—The objective of this Act is to  
19 strengthen and improve the core diplomatic capabilities of  
20 the United States by—

21 (1) assuring that, in accordance with merit  
22 principles, sufficient numbers of Foreign Service  
23 personnel are recruited, trained, promoted, and re-  
24 tained to effectively serve the interests of the United

1 States and to provide the highest caliber of represen-  
2 tation in the conduct of foreign affairs;

3 (2) providing expanded training, professional  
4 development, and professional education opportuni-  
5 ties to career Foreign Service and civil service em-  
6 ployees; and

7 (3) promoting the role of members of the For-  
8 eign Service in certain key institutional leadership  
9 positions.

10 **SEC. 3. DEFINITIONS.**

11 In this Act:

12 (1) The term “appropriate congressional com-  
13 mittees” means—

14 (A) the Committee on Foreign Relations of  
15 the Senate; and

16 (B) the Committee on Foreign Affairs of  
17 the House of Representatives.

18 (2) The term “core diplomatic capabilities”  
19 means diplomatic functions pertaining to political af-  
20 fairs, economic affairs, and public diplomacy.

1       **TITLE I—FOREIGN SERVICE**  
2       **OFFICER STAFFING LEVELS**

3       **SEC. 101. POLICY OF HIRING SUFFICIENT NUMBERS OF**  
4                       **ENTRY-LEVEL MEMBERS OF THE FOREIGN**  
5                       **SERVICE TO MEET LONG-TERM NEEDS.**

6       Section 303 of the Foreign Service Act of 1980 (22  
7 U.S.C. 3943) is amended—

8               (1) by striking “The Secretary” and inserting  
9               “(a) IN GENERAL.—The Secretary”; and

10              (2) by adding at the end the following new sub-  
11              section:

12              “(b) LONG-TERM PROJECTIONS OF PERSONNEL  
13 FLOWS AND NEEDS.—Decisions by the Secretary on the  
14 numbers of individuals to be appointed as entry-level mem-  
15 bers of the Service shall be based upon a systematic long-  
16 term projection of personnel flows and needs designed to  
17 provide—

18              “(1) a regular, predictable flow of recruitment  
19              in the Service;

20              “(2) effective career development patterns to  
21              meet the needs of the Service; and

22              “(3) a regular, predictable flow of talent up-  
23              ward through the ranks of the Service.”.

1 **SEC. 102. MINIMUM NUMBER OF FOREIGN SERVICE OFFI-**  
2 **CERS.**

3 (a) IN GENERAL.—The Secretary of State shall take  
4 all practicable measures to maintain within the Foreign  
5 Service a minimum number of Foreign Service officers,  
6 based on staffing levels as of September 30, 2016, as fol-  
7 lows:

8 (1) 905 Senior Foreign Service officers.

9 (2) 4,598 Foreign Service officers, in aggregate,  
10 at the levels of FS–01, FS–02, and FS–03.

11 (3) 2,662 Foreign Service officers, in aggregate,  
12 at the levels of FS–04, FS–05, and FS–06.

13 (4) QUARTERLY REPORT.—Not later than 90  
14 days after the date of the enactment of this Act, and  
15 quarterly thereafter, the Secretary of State shall  
16 submit to the Committee on Foreign Relations of  
17 the Senate and the Committee on Foreign Affairs of  
18 the House of Representatives a report on the size of  
19 the Foreign Service workforce. In the event that the  
20 current workforce is below the minimum levels set  
21 forth in subsection (a), the report shall include an  
22 explanation of the reasons for the deficiency and a  
23 plan for meeting such levels.

1 **SEC. 103. SENSE OF CONGRESS ON DAMAGE FROM YEAR-**  
 2 **TO-YEAR REDUCTIONS IN ENTRY-LEVEL HIR-**  
 3 **ING.**

4 It is the sense of Congress that significant year-to-  
 5 year reductions in the levels of entry-level hiring for the  
 6 Foreign Service, including levels below projected rates of  
 7 attrition, will inevitably result in shortages of appro-  
 8 priately experienced personnel at specific grades in future  
 9 years and, therefore, are not in the interest of the Service  
 10 and should not be used to carry out reductions in the over-  
 11 all size of the Service.

12 **TITLE II—ENHANCED TRAINING,**  
 13 **PROFESSIONAL DEVELOP-**  
 14 **MENT, AND PROFESSIONAL**  
 15 **EDUCATION OPPORTUNITIES**  
 16 **FOR CAREER DEPARTMENT**  
 17 **OF STATE EMPLOYEES**

18 **SEC. 201. REPORT ON EXPANDED TRAINING OPPORTUNI-**  
 19 **TIES.**

20 (a) IN GENERAL.—Not later than 120 days after the  
 21 date of the enactment of this Act, the Secretary of State  
 22 shall submit to the appropriate congressional committees  
 23 a report on measures to provide enhanced training, profes-  
 24 sional development, and professional education opportuni-  
 25 ties to career Foreign Service and civil service employees  
 26 to enhance core diplomatic capabilities.

1 (b) ELEMENTS.—The report required under sub-  
2 section (a) shall include the following elements:

3 (1) An assessment of current and planned  
4 training, professional development, and professional  
5 education opportunities, including topics such as  
6 leadership, management, resource allocation, whole-  
7 of-government team leadership and management,  
8 and trade craft pertaining to core diplomatic capa-  
9 bilities.

10 (2) An assessment of the processes and re-  
11 sources required to make the George P. Shultz Na-  
12 tional Foreign Affairs Training Center an accredited  
13 academic institution, on a level equivalent to the  
14 United States military's war colleges, capable of  
15 granting a master of arts degree in diplomatic stud-  
16 ies, to enhance its capabilities to educate Foreign  
17 Service, civil service, and other civilian and military  
18 interagency professionals in the practice of diplo-  
19 macy and international development.

20 **SEC. 202. REESTABLISHMENT OF THE SENIOR SEMINAR.**

21 The Secretary of State shall, not later than one year  
22 after the date of the enactment of this Act, reestablish  
23 the George P. Shultz National Foreign Affairs Training  
24 Center's full-time Senior Seminar in Foreign Policy for  
25 highly qualified Foreign Service, civil service, and military

1 personnel from the Department of State, other agencies  
2 and the Armed Forces. The seminar's duration shall be  
3 a minimum of nine months. Participants in the seminar  
4 shall be competitively selected based upon past perform-  
5 ance and future potential.

6 **SEC. 203. SUSPENSION OF TIME IN CLASS REQUIREMENT**  
7 **FOR MEMBERS OF THE FOREIGN SERVICE**  
8 **ENGAGED IN LONG-TERM TRAINING.**

9 Section 607(d) of the Foreign Service Act of 1980  
10 (22 U.S.C. 4007(d)) is amended—

11 (1) in paragraph (1), by striking “; and” and  
12 inserting a semicolon;

13 (2) by redesignating paragraph (2) as para-  
14 graph (3); and

15 (3) by inserting after paragraph (1) the fol-  
16 lowing new paragraph:

17 “(2) the Secretary may, for purposes of this  
18 section, increase the maximum time spent in class  
19 for a member of the Service by the amount of time  
20 spent by such member in long-term training while in  
21 such class to encourage participation in such train-  
22 ing; and”.

1 **SEC. 204. FOREIGN LANGUAGE MAINTENANCE INCENTIVE**  
2 **PROGRAM.**

3 The Secretary of State is authorized to establish and  
4 implement an incentive program to encourage members of  
5 the Foreign Service who possess language proficiency in  
6 a qualifying list of languages, as determined by the Sec-  
7 retary, to maintain critical foreign language skills. Not  
8 later than 90 days after the date of the enactment of this  
9 Act, the Secretary of State shall submit to the appropriate  
10 committees a report detailing a plan to implement the pro-  
11 gram, including resource requirements.

12 **TITLE III—PROMOTING A PRO-**  
13 **FESSIONAL DIPLOMATIC SER-**  
14 **VICE**

15 **SEC. 301. LIMITATION OF CERTAIN KEY POSITIONS TO CA-**  
16 **REER DIPLOMATS.**

17 (a) DIRECTOR GENERAL OF THE FOREIGN SERV-  
18 ICE.—Section 208 of the Foreign Service Act of 1980 (22  
19 U.S.C. 3928) is amended, in the first sentence, by striking  
20 “current or former career member of the Foreign Service”  
21 and inserting “current career member of the Senior For-  
22 eign Service who has served at least once as a chief of  
23 mission”.

24 (b) DIRECTOR OF HUMAN RESOURCES.—

25 (1) IN GENERAL.—Chapter 2 of the Foreign  
26 Service Act of 1980 (22 U.S.C. 3921 et seq.) is

1       amended by inserting after section 208 the following  
2       new section:

3       **“SEC. 208A. DIRECTOR OF HUMAN RESOURCES.**

4       “‘The Secretary shall appoint a Director of Human  
5       Resources, who shall be a current career member of the  
6       Senior Foreign Service who has served at least once as  
7       a chief of mission. The Director should assist the Sec-  
8       retary of State in the management of the human resources  
9       matters of the Department of State and perform such  
10      functions as the Secretary of State may prescribe.”.

11               (2) CLERICAL AMENDMENT.—The table of con-  
12      tents in section 2 of the Foreign Service Act of 1980  
13      (Public Law 96–465; 94 Stat. 2071) is amended by  
14      inserting after the item relating to section 208 the  
15      following new item:

“Sec. 208A. Director of Human Resources.”.

16      (c) DIRECTOR OF THE GEORGE P. SHULTZ NA-  
17      TIONAL FOREIGN AFFAIRS TRAINING CENTER.—Section  
18      701(a) of the Foreign Service Act of 1980 (22 U.S.C.  
19      4021(a)) is amended by inserting before the last sentence  
20      the following: “‘The Director shall be a current career  
21      member of the Senior Foreign Service who has served at  
22      least once as a chief of mission.”.

23      (d) EFFECTIVE DATE.—The amendments made by  
24      subsections (a) through (c) shall take effect upon the date  
25      of the enactment of this Act, and the requirements under

1 the provisions of law amended by such subsections shall  
2 apply to any individual serving in a position covered by  
3 any such provision on or after such date.

4 **SEC. 302. RECOGNITION OF FOREIGN SERVICE OFFICERS**  
5 **AS COMMISSIONED OFFICERS.**

6 When referring to Foreign Service officers in its pub-  
7 lic and internal communications, the Department of State  
8 and other Departments and Agencies shall, in recognition  
9 of the status of such officers as commissioned officers of  
10 the United States Government, use the terminology found  
11 in the Foreign Service Act of 1980 (Public Law 110–457)  
12 and refer to such individuals as “Foreign Service officers”  
13 rather than using other terms such as “Foreign Service  
14 generalists”. The term “Foreign Service specialists” may  
15 be used as appropriate to refer to personnel who fit that  
16 description.

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