

(B) the individual appointed has unique qualifications for the specific position.

**(d) Recertification process**

The Secretary shall by regulation establish a recertification process for members of the Senior Foreign Service that is equivalent to the recertification process for the Senior Executive Service under section 3393a of title 5.<sup>1</sup>

(Pub. L. 96-465, title I, § 305, Oct. 17, 1980, 94 Stat. 2086; Pub. L. 99-93, title I, § 119(a), Aug. 16, 1985, 99 Stat. 412; Pub. L. 101-194, title V, § 506(c)(1), Nov. 30, 1989, 103 Stat. 1759; Pub. L. 101-280, § 6(d)(3), May 4, 1990, 104 Stat. 160.)

**Editorial Notes**

**REFERENCES IN TEXT**

Section 3393a of title 5, referred to in subsec. (d), was repealed by Pub. L. 107-296, title XIII, § 1321(a)(1)(B), Nov. 25, 2002, 116 Stat. 2296.

**AMENDMENTS**

1990—Subsec. (d). Pub. L. 101-280 made technical correction to Pub. L. 101-194. See 1989 Amendment note below.

1989—Subsec. (d). Pub. L. 101-194, as amended by Pub. L. 101-280, added subsec. (d).

1985—Subsec. (c). Pub. L. 99-93 added subsec. (c).

**Statutory Notes and Related Subsidiaries**

**EFFECTIVE DATE OF 1989 AMENDMENT**

Amendment by Pub. L. 101-194 effective Jan. 1, 1991, see section 506(d) of Pub. L. 101-194, set out as a note under section 3151 of Title 5, Government Organization and Employees.

**EFFECTIVE DATE OF 1985 AMENDMENT**

Pub. L. 99-93, title I, § 119(c), Aug. 16, 1985, 99 Stat. 412, provided that: “The amendments made by subsections (a) and (b) [amending this section and provisions set out as a note under section 3901 of this title] shall take effect on October 1, 1985.”

**EFFECTIVE DATE**

Section effective Feb. 15, 1981, with an exception that appointments to the Senior Foreign Service by the Secretary of Commerce shall be excluded in the calculation and limitation in subsec. (b) of this section until Oct. 1, 1985, which was repealed by section 119(b) of Pub. L. 99-93, see section 2403 of Pub. L. 96-465, set out as a note under section 3901 of this title.

**PLACEMENT OF SENIOR FOREIGN SERVICE PERSONNEL**

Pub. L. 106-113, div. B, § 1000(a)(7) [div. A, title III, § 324], Nov. 29, 1999, 113 Stat. 1536, 1501A-437, required the Director General of the Foreign Service to submit a report on the first day of each fiscal quarter to the appropriate congressional committees containing the number of members of the Senior Foreign Service, the number of vacant positions designated for such members, and the number of those members not assigned to positions, prior to repeal by Pub. L. 107-228, div. A, title VI, § 671(4), Sept. 30, 2002, 116 Stat. 1407.

**§ 3946. Career appointments**

**(a) Trial period under limited appointment**

Before receiving a career appointment in the Service, an individual shall first serve under a limited appointment as a career candidate for a trial period of service prescribed by the Sec-

retary. During such trial period of service, the Secretary shall decide whether—

(1) to offer a career appointment to the candidate under section 3943 of this title, or

(2) to recommend to the President that the candidate be given a career appointment under section 3942 of this title.

**(b) Decisions by Secretary**

Decisions by the Secretary under subsection (a) shall be based upon the recommendations of boards, established by the Secretary and composed entirely or primarily of career members of the Service, which shall evaluate the fitness and aptitude of career candidates for the work of the Service.

**(c) Foreign Service Grievance Board decisions**

Nothing in this section shall be construed to limit the authority of the Secretary or the Foreign Service Grievance Board under section 4137 of this title.

(Pub. L. 96-465, title I, § 306, Oct. 17, 1980, 94 Stat. 2086; Pub. L. 100-204, title I, § 181(c), Dec. 22, 1987, 101 Stat. 1363.)

**Editorial Notes**

**AMENDMENTS**

1987—Subsec. (c). Pub. L. 100-204 added subsec. (c).

**Statutory Notes and Related Subsidiaries**

**EFFECTIVE DATE OF 1987 AMENDMENT**

Pub. L. 100-204, title I, § 181(e), Dec. 22, 1987, 101 Stat. 1364, provided that: “The amendments made by this section [amending this section and sections 4010 and 4137 of this title] shall not apply with respect to any grievance in which the Board has issued a final decision pursuant to section 1107 of the Foreign Service Act of 1980 (22 U.S.C. 4137) before the date of enactment of this Act [Dec. 22, 1987].”

**§ 3947. Entry levels for Foreign Service officer candidates**

A career candidate for appointment as a Foreign Service officer may not be initially assigned under section 3964 of this title to a salary class higher than class 4 in the Foreign Service Schedule unless—

(1) the Secretary determines in an individual case that assignment to a higher salary class is warranted because of the qualifications (including foreign language competence) and experience of the candidate and the needs of the Service; or

(2) at the time such initial assignment is made, the candidate is serving under a career appointment in the Service and is receiving a salary at a rate equal to or higher than the minimum rate payable for class 4 in the Foreign Service Schedule.

(Pub. L. 96-465, title I, § 307, Oct. 17, 1980, 94 Stat. 2086.)

**§ 3948. Recall and reappointment of career members**

**(a) Retired career members**

Whenever the Secretary determines that the needs of the Service so require, the Secretary may recall any retired career member of the

<sup>1</sup> See References in Text note below.