

117TH CONGRESS  
1ST SESSION

# H. R. 1232

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

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 23, 2021

Mr. GREEN of Tennessee introduced the following bill; which was referred to the Committee on Foreign Affairs

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## 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 Committee on Foreign Affairs

1 of the House of Representatives and the Committee on  
2 Foreign Relations of the Senate a comprehensive 5-year  
3 strategic staffing plan for the Department of State that  
4 is aligned with and furthers the objectives of the National  
5 Security Strategy of the United States of America issued  
6 in December 2017, or any subsequent strategy issued not  
7 later than 18 months after such date of enactment, which  
8 shall include the following:

9           (1) A dataset displaying comprehensive work-  
10       force data, including all shortages in bureaus de-  
11       scribed in GAO report GAO–19–220, for all current  
12       and planned employees of the Department of State,  
13       disaggregated by—

14                (A) Foreign Service officer and Foreign  
15       Service specialist rank;

16                (B) civil service job skill code, grade level,  
17       and bureau of assignment;

18                (C) contracted employees, including the  
19       equivalent job skill code and bureau of assign-  
20       ment; and

21                (D) employees hired under schedule C of  
22       subpart C of part 213 of title 5, Code of Fed-  
23       eral Regulations, including the equivalent grade  
24       and job skill code and bureau of assignment of  
25       such employee.

1           (2) Recommendations on the number of For-  
2       eign Service officers disaggregated by service cone  
3       that should be posted at each United States diplo-  
4       matic post and in the District of Columbia, with a  
5       detailed basis for such recommendations.

6           (3) Recommendations on the number of civil  
7       service officers that should be employed by the De-  
8       partment, with a detailed basis for such rec-  
9       ommendations.

10       (b) MAINTENANCE.—The dataset required under  
11       subsection (a)(1) shall be maintained and updated on a  
12       regular basis.

13       (c) CONSULTATION.—The Secretary of State shall  
14       lead the development of the plan required under sub-  
15       section (a), but may consult or partner with private sector  
16       entities with expertise in labor economics, management,  
17       or human resources, as well as organizations familiar with  
18       the demands and needs of the Department of State’s  
19       workforce.

20       (d) REPORT.—Not later than 120 days after the date  
21       of the enactment of this Act, the Secretary of State shall  
22       submit to the Committee on Foreign Affairs of the House  
23       of Representatives and the Committee on Foreign Rela-  
24       tions of the Senate a report regarding root causes of For-  
25       eign Service and civil service shortages, the effect of such

1 shortages on national security objectives, and the Depart-  
2 ment of State’s plan to implement recommendations de-  
3 scribed in GAO–19–10 220.

