

118TH CONGRESS
2D SESSION

S. 3999

To require mandatory review of performance improvement plans during tenure and promotion appraisal process.

IN THE SENATE OF THE UNITED STATES

MARCH 20, 2024

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

A BILL

To require mandatory review of performance improvement plans during tenure and promotion appraisal process.

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. MANDATORY REVIEW OF PERFORMANCE IM-**
4 **PROVEMENT PLANS DURING TENURE AND**
5 **PROMOTION APPRAISAL PROCESS.**

6 The Secretary of State shall ensure that the tenure
7 and promotion appraisal process for any Foreign Service
8 officer include a review of all Performance Improvement
9 Plans that have been issued to such officer during the pre-

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- 1 ceding 5-year period regarding performance that was con-
- 2 sidered unacceptable.

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