

AMENDMENT TO H.R. 7900
OFFERED BY MR. PHILLIPS OF MINNESOTA

At the appropriate place in division E, insert the following:

1 **SEC. 5 . GAO REPORT ON THE DEPARTMENT OF STATE'S**
2 **PERFORMANCE REVIEW PROCESS.**

3 (a) IN GENERAL.—Not later than 270 days after the
4 date of the enactment of this Act, the Comptroller General
5 of the United States shall submit to the Committee on
6 Foreign Affairs of the House of Representatives and the
7 Committee on Foreign Relations of the Senate a report
8 containing the results of a study on the Department of
9 State's performance review process.

10 (b) MATTERS TO BE INCLUDED.—The report re-
11 quired by subsection (a) shall include an analysis of the
12 following:

13 (1) Whether the Department of State's per-
14 formance review process adheres to its commitments
15 and requirements to diversity, including the require-
16 ment to systematically identify, examine, and remove
17 barriers to equal participation at all levels of its
18 workforce.

1 (2) How the Department of State's perform-
2 ance review process for Foreign Service Officers
3 compares, in terms of time per evaluation, cost, and
4 methodology used to carry out the review, to other
5 similarly structured employee groups in the Federal
6 government and how the process compares, in terms
7 of time per evaluation, cost, and methodology used
8 to carry out the review, to private sector evaluations
9 and the latest research on performance reviews.

10 (3) The extent to which Foreign Service Offi-
11 cers feel the performance review process provides a
12 fair and accurate evaluation of their performance
13 and the extent to which the process affects morale,
14 impacts types of assignments Officers seek, impacts
15 how long Officers plan to serve, and impacts attri-
16 tion rates.

17 (4) The extent to which there are gaps or ineffi-
18 ciencies in the stated aims and goals of the perform-
19 ance review process and in its execution that could
20 be addressed to further the diversity and profes-
21 sional development goals of the Department of
22 State.

23 (5) A description of the following:

1 (A) The number of hours that the per-
2 formance review process takes for the Depart-
3 ment of State as a whole.

4 (B) The cost of the process to the United
5 States taxpayer.

6 (C) Recommendations to make the process
7 a more time efficient and cost effective system
8 that highlights employee accomplishments, pro-
9 vides actionable feedback for professional devel-
10 opment, and reduces the time spent on the
11 process.

