

limited appointment as a career candidate for a trial period of service prescribed by the Secretary. 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.)

AMENDMENTS

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

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 Service for active duty in the same personnel category as that member was serving at the

time of retirement. A retired career member may be recalled under this section to any appropriate salary class or rate, except that a retired career member of the Senior Foreign Service may not be recalled to a salary class higher than the one in which the member was serving at the time of retirement unless appointed to such higher class by the President, by and with the advice and consent of the Senate.

**(b) Former career members**

Former career members of the Service may be reappointed under section 3942(a)(1) or 3943 of this title, without regard to section 3946 of this title, in a salary class which is appropriate in light of the qualifications and experience of the individual being reappointed.

(Pub. L. 96-465, title I, § 308, Oct. 17, 1980, 94 Stat. 2086.)

USAID OVERSEAS PROGRAM

Pub. L. 115-31, div. J, title VII, § 7057(a)–(e), May 5, 2017, 131 Stat. 695, provided that:

“(a) AUTHORITY.—Up to \$93,000,000 of the funds made available in title III of this Act [title III of div. J of Pub. L. 115-31, 131 Stat. 600] pursuant to or to carry out the provisions of part I of the Foreign Assistance Act of 1961 [22 U.S.C. 2151 et seq.], including funds appropriated under the heading ‘Assistance for Europe, Eurasia and Central Asia’, may be used by the United States Agency for International Development to hire and employ individuals in the United States and overseas on a limited appointment basis pursuant to the authority of sections 308 and 309 of the Foreign Service Act of 1980 [22 U.S.C. 3948, 3949].

“(b) RESTRICTIONS.—

“(1) The number of individuals hired in any fiscal year pursuant to the authority contained in subsection (a) may not exceed 175.

“(2) The authority to hire individuals contained in subsection (a) shall expire on September 30, 2018.

“(c) CONDITIONS.—The authority of subsection (a) should only be used to the extent that an equivalent number of positions that are filled by personal services contractors or other non-direct hire employees of USAID [United States Agency for International Development], who are compensated with funds appropriated to carry out part I of the Foreign Assistance Act of 1961 [22 U.S.C. 2151 et seq.], including funds appropriated under the heading ‘Assistance for Europe, Eurasia and Central Asia’, are eliminated.

“(d) PROGRAM ACCOUNT CHARGED.—The account charged for the cost of an individual hired and employed under the authority of this section shall be the account to which the responsibilities of such individual primarily relate: *Provided*, That funds made available to carry out this section may be transferred to, and merged with, funds appropriated by this Act in title II [title II of div. J of Pub. L. 115-31, 131 Stat. 599] under the heading ‘Operating Expenses’.

“(e) FOREIGN SERVICE LIMITED EXTENSIONS.—Individuals hired and employed by USAID, with funds made available in this Act [div. J of Pub. L. 115-31, 131 Stat. 589] or prior Acts making appropriations for the Department of State, foreign operations, and related programs, pursuant to the authority of section 309 of the Foreign Service Act of 1980 [22 U.S.C. 3949], may be extended for a period of up to 4 years notwithstanding the limitation set forth in such section.”

[Pub. L. 115-31, div. J, title VII, § 7034(r)(6), May 5, 2017, 131 Stat. 654, provided that: “Unless otherwise provided for in this Act [div. J of Pub. L. 115-31, 131 Stat. 589, see Tables for classification], for the purposes of this Act the terms ‘under this heading’, ‘under the heading’, ‘under the headings’, or similar phrases mean funds appropriated or otherwise made available under such heading or headings in all titles of this Act: *Pro-*