

119TH CONGRESS
1ST SESSION

H. R. 4195

To modify the voluntary retirement requirements for members of the Foreign Service, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 26, 2025

Ms. NORTON introduced the following bill; which was referred to the Committee on Foreign Affairs, and in addition to the Committee on Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To modify the voluntary retirement requirements for members of the Foreign Service, 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 Foreign Service Vol-
5 untary Early Retirement Authority Act of 2025”.

1 **SEC. 2. MODIFICATION TO VOLUNTARY RETIREMENT RE-**
2 **QUIREMENTS FOR MEMBERS OF THE FOR-**
3 **EIGN SERVICE.**

4 (a) IN GENERAL.—Section 811 of the Foreign Serv-
5 ice Act of 1980 (22 U.S.C. 4051) is amended—

6 (1) by striking “Any participant who is at
7 least” and inserting “(a) Any participant who is at
8 least”; and

9 (2) by adding at the end the following:

10 “(b) Any participant (as that term is defined in sec-
11 tion 853) who is not entitled to an annuity under sub-
12 section (a) of this section, or section 609(a)(2)(B) or 808
13 of this Act, and who is at least 43 years of age and has
14 completed at least 15 years of creditable service and who
15 is separated from the Foreign Service or any other agency
16 utilizing the Foreign Service personnel system during a
17 period in which, as determined by the Office of Personnel
18 Management (upon request of the Foreign Service or such
19 other agency), under regulations prescribed by the Office,
20 that—

21 “(1) the Foreign Service or other such agency
22 (or if applicable, the component in which the em-
23 ployee is serving) is undergoing substantial
24 delayering, substantial reorganization, substantial
25 reductions in force, substantial transfer of function,

1 or other substantial workforce restructuring (or
2 shaping);

3 “(2) a significant percentage of employees serv-
4 icing in the Foreign Service or other such agency (or
5 component) are likely to be separated or subject to
6 an immediate reduction in the rate of basic pay
7 (without regard to subchapter VI of chapter 53, or
8 comparable provisions); or

9 “(3) identified as being in positions which are
10 becoming surplus or excess to the Foreign Service’s
11 or other such agency’s future ability to carry out its
12 mission effectively,

13 shall be entitled to, on the participant’s application and
14 with the consent of the Secretary or the head of such other
15 agency, be retired from the Service or other such agency
16 and entitled to an annuity. Such annuity shall be com-
17 puted in the same manner as an annuity for an employee
18 under section 8415(e) of title 5, United States Code.”.

19 (b) APPLICATION.—

20 (1) IN GENERAL.—This Act and the amend-
21 ments made by this Act shall apply to individuals in-
22 voluntarily or voluntarily separated from the Foreign
23 Service during the period beginning on January 20,
24 2025, and ending on the date of enactment of this
25 Act, and to individuals voluntarily separated from

1 the Foreign Service after the date of the enactment
2 of this Act, subject to the terms and conditions of
3 subsection (b) of section 811 of the Foreign Service
4 Act of 1980 (22 U.S.C. 4051), as added by sub-
5 section (a)(2) of this Act.

6 (2) FUNDING.—If amounts in the Foreign
7 Service Retirement and Disability Fund are inad-
8 equate to pay benefits payable under such subsection
9 (b), amounts in the general fund of the Treasury not
10 otherwise appropriated may be used to pay for such
11 benefits.

12 (c) SENSE OF CONGRESS.—It is the sense of the Con-
13 gress that any individual who receives an annuity under
14 subsection (b) of section 811 of the Foreign Service Act
15 of 1980 (22 U.S.C. 4051), as added by subsection (a)(2)
16 of this Act, shall be eligible to retain health care benefits
17 under the Federal Employees Health Benefits Program if
18 such individual was enrolled in such Program on the date
19 of separation.

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