

# United States Senate

WASHINGTON, DC 20510

May 19, 2025

The Honorable Marco Rubio

Secretary of State and Acting Administrator for the United States Agency for International Development

U.S. Department of State

2201 C Street NW

Washington, DC 20520

Dear Secretary Rubio,

We write to urge prompt action regarding the status of 66 career Foreign Service Officers at the United States Agency for International Development (USAID) whose promotions into or within the Senior Foreign Service remain stalled. We respectfully request that you resubmit the promotion list, PN2280, to the Senate Foreign Relations Committee (SFRC) with a retroactive effective date of December 21, 2024. This will ensure that these individuals receive the recognition and financial compensation they earned through years of dedicated service to the country.

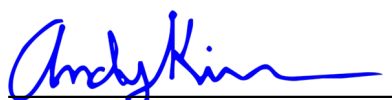
USAID's promotion list for the 2024 cohort (PN2280) was submitted by the White House on December 2, 2024, but was returned without action when the 118th Congress adjourned. While the promotion list for State Department officers from the same cohort was confirmed on December 21, 2024, USAID's list has not yet been resubmitted. Because of the Trump administration's planned 100 percent reduction in force of the USAID Foreign Service as part of the ongoing integration of USAID into the Department of State, all 66 USAID officers nominated for promotion now face involuntary separation beginning on July 1, 2025. Without a resubmission and confirmation of PN2280, these officers will forfeit the pay, benefits, and pension accrual associated with their merit-based promotions.

There is clear precedent for corrective action. In 2020, President Trump submitted a list of USAID officers for promotion that was significantly delayed. When finally approved during the Biden administration, USAID designated retroactive promotion dates to ensure parity and protect the financial standing of its officers. We respectfully urge you to pursue the same course now: to resubmit PN2280 with a retroactive effective date aligned with the confirmation of the Department of State's cohort on December 21, 2024.

These USAID officers have dedicated their careers to advancing U.S. interests around the world, often in challenging and high-risk environments. They and their families' sacrifice and patriotism warrant special consideration to ensure that they leave USAID with the rank and remuneration they earned.

Thank you for your leadership and your attention to this urgent matter.

Sincerely,



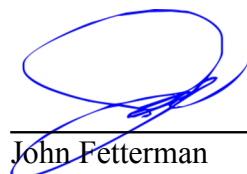
Andy Kim  
United States Senator



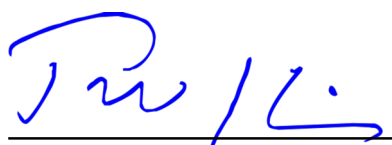
Chris Van Hollen  
United States Senator



Cory A. Booker  
United States Senator



John Fetterman  
United States Senator



Tim Kaine  
United States Senator



Tammy Duckworth  
United States Senator



Adam B. Schiff  
United States Senator



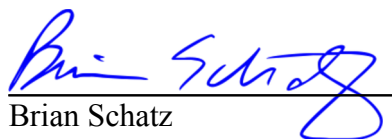
Richard J. Durbin  
United States Senator



Christopher A. Coons  
United States Senator



Mark R. Warner  
United States Senator



Brian Schatz  
United States Senator