

Union Calendar No. 196

119TH CONGRESS
1ST SESSION

H. R. 3425

[Report No. 119–239]

To direct the Director of the Federal Protective Service to establish processes to strengthen oversight, performance, and accountability of contract security personnel engaged in the protection of certain buildings and grounds, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 15, 2025

Mr. KENNEDY of Utah introduced the following bill; which was referred to the Committee on Transportation and Infrastructure

SEPTEMBER 8, 2025

Additional sponsor: Mr. FIGURES

SEPTEMBER 8, 2025

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in italic]

[For text of introduced bill, see copy of bill as introduced on May 15, 2025]

A BILL

To direct the Director of the Federal Protective Service to establish processes to strengthen oversight, performance, and accountability of contract security personnel engaged in the protection of certain buildings and grounds, 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 “Personnel Oversight and*
5 *Shift Tracking Act of 2025” or the “POST Act of 2025”.*

6 **SEC. 2. IMPROVED DATA COLLECTION AND PERFORMANCE**
7 **ACCOUNTABILITY.**

8 *(a) IN GENERAL.—Not later than 1 year after the date*
9 *of enactment of this Act, the Director of the Federal Protec-*
10 *tive Service shall establish processes to strengthen oversight,*
11 *performance, and accountability of contract security per-*
12 *sonnel engaged in the protection of buildings and grounds*
13 *that are owned, occupied, or secured by the General Services*
14 *Administration Public Buildings Service.*

15 *(b) OVERSIGHT OF CONTRACT SECURITY PER-*
16 *SONNEL.—In carrying out the activities described in sub-*
17 *section (a), the Director shall—*

18 *(1) establish standards for the collection, mainte-*
19 *nance, and analysis of covert testing data, including*
20 *the creation of a comprehensive and uniform method*
21 *for documenting test outcomes, identifying root causes*
22 *of failures, and categorizing types of vulnerabilities*
23 *detected;*

24 *(2) begin conducting quarterly analytical re-*
25 *views of covert testing data to identify trends, recur-*

1 ring deficiencies, and opportunities for operational
2 improvement across all covered facilities;

3 (3) direct the security contractor who is pro-
4 viding security services to the Federal Protective
5 Service to establish a mandatory, cause-specific cor-
6 rective training and performance improvement plan
7 for any contract security personnel who fail a covert
8 test and review the security contractor's performance
9 improvement plan to ensure that the security con-
10 tractor has and will provide appropriate training
11 and procedures to avoid any future covert testing fail-
12 ures; and

13 (4) develop updated security training guidance
14 for contract security personnel to reflect findings from
15 covert testing data, emerging threats, and best prac-
16 tices.

17 (c) *REPORT TO CONGRESS.*—Upon completion of the
18 activities described in subsection (b), and annually there-
19 after, the Director shall submit to the Committee on Trans-
20 portation and Infrastructure of the House of Representa-
21 tives and the Committee on Homeland Security and Gov-
22 ernmental Affairs of the Senate an report on the implemen-
23 tation of the requirements of this section, including any
24 identified challenges and recommendations for additional
25 legislative action.

1 **SEC. 3. PERSONNEL SHIFT MANAGEMENT AND SYSTEM**
2 **MODERNIZATION.**

3 (a) *EVALUATION OF THE PERSONNEL TRACKING SYS-*
4 *TEM.—Not later than 180 days after the date of enactment*
5 *of this Act, the Director of the Federal Protective Service*
6 *shall—*

7 (1) *conduct a comprehensive evaluation of the*
8 *personnel tracking system used to manage and mon-*
9 *itor the deployment availability of contract security*
10 *personnel;*

11 (2) *determine whether to replace the system de-*
12 *scribed in paragraph (1) with a more reliable per-*
13 *sonnel tracking platform, including private sector so-*
14 *lutions, or whether to implement corrective actions to*
15 *improve the system described in paragraph (1), in-*
16 *cluding technical, operational, or administrative*
17 *fixes; and*

18 (3) *develop and publish an implementation plan*
19 *that includes—*

20 (A) *a timeline for completion of system re-*
21 *placement or corrective actions; and*

22 (B) *procedures to ensure timely and accu-*
23 *rate communication to building tenants regard-*
24 *ing contract security personnel shortages or ab-*
25 *sences or security coverage gaps.*

1 (b) *REPORT TO CONGRESS.*—Not later than 1 year
2 after the date of enactment of this Act, and annually there-
3 after for 3 years, the Director shall submit to the Committee
4 on Transportation and Infrastructure of the House of Rep-
5 resentatives and the Committee on Homeland Security and
6 Governmental Affairs of the Senate a report that includes—

7 (1) the determination made under subsection
8 (a)(2);

9 (2) a detailed summary of any implementation
10 actions undertaken pursuant to subsection (a);

11 (3) an evaluation of the effectiveness of tenant
12 communication protocols; and

13 (4) any recommendations for additional legisla-
14 tive or administrative actions.

15 **SEC. 4. SAVINGS CLAUSE.**

16 Nothing in this Act shall be construed as designating
17 an employee of a contractor of the Department of Homeland
18 Security who is engaged in the protection of Federal prop-
19 erty pursuant to section 1315 of title 40, United States
20 Code, as a Federal employee.

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