

119TH CONGRESS
1ST SESSION

S. 3100

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 SENATE OF THE UNITED STATES

NOVEMBER 4, 2025

Mr. CURTIS (for himself and Ms. HASSAN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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
5 and Shift Tracking Act of 2025” or the “POST Act of
6 2025”.

1 **SEC. 2. IMPROVED DATA COLLECTION AND PERFORMANCE**
2 **ACCOUNTABILITY.**

3 (a) IN GENERAL.—Not later than 1 year after the
4 date of enactment of this Act, the Director of the Federal
5 Protective Service shall establish processes to strengthen
6 oversight, performance, and accountability of contract se-
7 curity personnel engaged in the protection of buildings and
8 grounds that are owned, occupied, or secured by the Gen-
9 eral Services Administration Public Buildings Service.

10 (b) OVERSIGHT OF CONTRACT SECURITY PER-
11 SONNEL.—In carrying out the activities described in sub-
12 section (a), the Director shall—

13 (1) establish standards for the collection, main-
14 tenance, and analysis of covert testing data, includ-
15 ing the creation of a comprehensive and uniform
16 method for documenting test outcomes, identifying
17 root causes of failures, and categorizing types of
18 vulnerabilities detected;

19 (2) begin conducting quarterly analytical re-
20 views of covert testing data to identify trends, recur-
21 ring deficiencies, and opportunities for operational
22 improvement across all covered facilities;

23 (3) direct the security contractor who is pro-
24 viding security services to the Federal Protective
25 Service to establish a mandatory, cause-specific cor-
26 rective training and performance improvement plan

1 for any contract security personnel who fail a covert
2 test and review the security contractor's perform-
3 ance improvement plan to ensure that the security
4 contractor has and will provide appropriate training
5 and procedures to avoid any future covert testing
6 failures; and

7 (4) develop updated security training guidance
8 for contract security personnel to reflect findings
9 from covert testing data, emerging threats, and best
10 practices.

11 (c) REPORT TO CONGRESS.—Upon completion of the
12 activities described in subsection (b), and annually there-
13 after, the Director shall submit to the Committee on
14 Transportation and Infrastructure of the House of Rep-
15 resentatives and the Committee on Homeland Security
16 and Governmental Affairs of the Senate a report on the
17 implementation of the requirements of this section, includ-
18 ing any identified challenges and recommendations for ad-
19 ditional legislative action.

20 **SEC. 3. PERSONNEL SHIFT MANAGEMENT AND SYSTEM**
21 **MODERNIZATION.**

22 (a) EVALUATION OF THE PERSONNEL TRACKING
23 SYSTEM.—Not later than 180 days after the date of en-
24 actment of this Act, the Director of the Federal Protective
25 Service shall—

1 (1) conduct a comprehensive evaluation of the
2 personnel tracking system used to manage and mon-
3 itor the deployment availability of contract security
4 personnel;

5 (2) determine whether to replace the system de-
6 scribed in paragraph (1) with a more reliable per-
7 sonnel tracking platform, including private sector so-
8 lutions, or whether to implement corrective actions
9 to improve the system described in paragraph (1),
10 including technical, operational, or administrative
11 fixes; and

12 (3) develop and publish an implementation plan
13 that includes—

14 (A) a timeline for completion of system re-
15 placement or corrective actions; and

16 (B) procedures to ensure timely and accu-
17 rate communication to building tenants regard-
18 ing contract security personnel shortages or ab-
19 sences or security coverage gaps.

20 (b) REPORT TO CONGRESS.—Not later than 1 year
21 after the date of enactment of this Act, and annually
22 thereafter for 3 years, the Director shall submit to the
23 Committee on Homeland Security and Governmental Af-
24 fairs of the Senate and the Committee on Transportation

1 and Infrastructure of the House of Representatives a re-
2 port that includes—

3 (1) the determination made under subsection
4 (a)(2);

5 (2) a detailed summary of any implementation
6 actions undertaken pursuant to subsection (a);

7 (3) an evaluation of the effectiveness of tenant
8 communication protocols; and

9 (4) any recommendations for additional legisla-
10 tive or administrative actions.

11 **SEC. 4. SAVINGS CLAUSE.**

12 Nothing in this Act shall be construed as designating
13 an employee of a contractor of the Department of Home-
14 land Security who is engaged in the protection of Federal
15 property pursuant to section 1315 of title 40, United
16 States Code, as a Federal employee.

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