

## Calendar No. 644

118TH CONGRESS  
2D SESSION**S. 5125**

To provide for certain improvements to the housing and workforce programs of Federal land management agencies, and for other purposes.

## IN THE SENATE OF THE UNITED STATES

SEPTEMBER 19, 2024

Mr. BARRASSO (for himself, Mr. KING, and Mr. DAINES) introduced the following bill; which was read twice and referred to the Committee on Energy and Natural Resources

NOVEMBER 21, 2024

Reported by Mr. MANCHIN, with an amendment

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

**A BILL**

To provide for certain improvements to the housing and workforce programs of Federal land management agencies, 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 (a) ~~SHORT TITLE.~~—This Act may be cited as the  
5 “~~Land Manager Housing and Workforce Improvement Act~~  
6 ~~of 2024~~”.

1       (b) **TABLE OF CONTENTS.**—The table of contents for  
 2 this Act is as follows:

Sec. 1. Short title.  
 Sec. 2. Definitions.

#### TITLE I—EXPANDING AUTHORITY

Sec. 101. Prioritizing National Park Service workforce housing.  
 Sec. 102. Authorizing the National Park Service to address workforce housing  
      off-park.  
 Sec. 103. Expanding National Park Service rental options.  
 Sec. 104. Leveraging National Park Service rental receipts for workforce hous-  
      ing programming.  
 Sec. 105. Empowering the Forest Service to address workforce housing needs.

#### TITLE II—EXPANDING PARTNERSHIP CAPACITY

Sec. 201. Engaging partners to address National Park Service workforce hous-  
      ing.  
 Sec. 202. Leveraging philanthropic support to address National Park Service  
      workforce housing.

#### TITLE III—SUPPORTING WORKFORCE

Sec. 301. Supporting the permanent land manager workforce.  
 Sec. 302. Supporting the seasonal National Park Service workforce.

#### TITLE IV—REPORTS AND OVERSIGHT

Sec. 401. Quantifying the workforce housing needs of land managers.  
 Sec. 402. Conducting oversight on the housing programming of land managers.  
 Sec. 403. Justifying emergency spending.

### 3   **SEC. 2. DEFINITIONS.**

4       In this Act:

5           (1) **APPROPRIATE COMMITTEES OF CON-**  
 6 **GRESS.**—The term “appropriate committees of Con-  
 7 **gress”** means—

8                   (A) the Committee on Energy and Natural  
 9                   Resources of the Senate;

10                   (B) the Committee on Agriculture, Nutri-  
 11                   tion, and Forestry of the Senate;

1           (C) the Committee on Appropriations of  
2           the Senate;

3           (D) the Committee on Natural Resources  
4           of the House of Representatives;

5           (E) the Committee on Agriculture of the  
6           House of Representatives; and

7           (F) the Committee on Appropriations of  
8           the House of Representatives.

9           (2) COVERED AGENCIES.—The term “covered  
10          agencies” means—

11           (A) the National Park Service;

12           (B) the Bureau of Land Management;

13           (C) the United States Fish and Wildlife  
14          Service; and

15           (D) the Forest Service.

16           (3) SECRETARY.—The term “Secretary” means  
17          the Secretary of the Interior.

## 18                   **TITLE I—EXPANDING** 19                   **AUTHORITY**

### 20   **SEC. 101. PRIORITIZING NATIONAL PARK SERVICE WORK-** 21   **FORCE HOUSING.**

22           Section 103502(a)(3) of title 54, United States Code,  
23   is amended—

24           (1) by inserting “quarters for field employees  
25          (as those terms are defined in section 101331) (in-

1 eluding related infrastructure and amenities),” after  
 2 “prioritize”; and

3 (2) by inserting a comma after “facilities”.

4 **SEC. 102. AUTHORIZING THE NATIONAL PARK SERVICE TO**  
 5 **ADDRESS WORKFORCE HOUSING OFF-PARK.**

6 Section 100901 of title 54, United States Code, is  
 7 amended by adding at the end the following:

8 “(i) ACQUISITION OF LAND FOR ADMINISTRATION OF  
 9 SYSTEM UNITS.—

10 “(1) IN GENERAL.—Notwithstanding section  
 11 103501(e)(2) or any other provision of law (includ-  
 12 ing regulations), to facilitate the administration of a  
 13 System unit, the Secretary may acquire, by purchase  
 14 from a willing seller, donation, exchange, or transfer  
 15 from another Federal agency, not more than 10  
 16 acres of land or interests in land, cumulatively, not  
 17 more than a 1-hour driving commute (under normal  
 18 commuting conditions) outside the System unit  
 19 boundary for the development, construction, rehabili-  
 20 tation, maintenance, operation, or management of  
 21 quarters for field employees (as those terms are de-  
 22 fined in section 101331) (including related infra-  
 23 structure and amenities) for the System unit.

24 “(2) DISPOSAL.—If the Secretary determines  
 25 that any land or interest in land acquired under

1 paragraph (1) no longer supports the administration  
 2 of the System unit—

3 “(A) the Secretary may determine the land  
 4 and any improvements to the land to be excess  
 5 property for disposal; and

6 “(B) the proceeds from the disposal of ex-  
 7 cess property under subparagraph (A) shall be  
 8 retained by the Secretary and deposited in the  
 9 special fund established for the development,  
 10 construction, rehabilitation, or management of  
 11 quarters for field employees (as so defined) (in-  
 12 cluding related infrastructure and amenities)  
 13 under section 101338(b), to be expended by the  
 14 Secretary without further appropriation.”.

15 **SEC. 103. EXPANDING NATIONAL PARK SERVICE RENTAL**  
 16 **OPTIONS.**

17 Section 101336 of title 54, United States Code, is  
 18 amended, in the first sentence, by striking “management,  
 19 repair, and maintenance of field employee quarters” and  
 20 inserting “occupancy, development, construction, repair,  
 21 maintenance, rehabilitation, or management of quarters  
 22 for field employees (including related infrastructure and  
 23 amenities)”.

1 **SEC. 104. LEVERAGING NATIONAL PARK SERVICE RENTAL**  
 2 **RECEIPTS FOR WORKFORCE HOUSING PRO-**  
 3 **GRAMMING.**

4 Section 101338(b) of title 54, United States Code,  
 5 is amended by striking “maintenance and operation of  
 6 quarters” and inserting “development, construction, reha-  
 7 bilitation, or management of quarters for field employees  
 8 (including related infrastructure and amenities)”.

9 **SEC. 105. EMPOWERING THE FOREST SERVICE TO ADDRESS**  
 10 **WORKFORCE HOUSING NEEDS.**

11 (a) **USE OF FOREST SERVICE STRUCTURES OR IM-**  
 12 **PROVEMENTS.**—Section 7 of the Act of April 24, 1950  
 13 (commonly known as the “Granger-Thye Act”) (64 Stat.  
 14 84, chapter 97; 16 U.S.C. 580d), is amended by striking  
 15 “thirty years as determined by him” and inserting “30  
 16 years, or in the case of a permit for workforce housing  
 17 and related infrastructure (including amenities), any dura-  
 18 tion, as determined to be appropriate by the Secretary of  
 19 Agriculture”.

20 (b) **CONVEYANCES OF FOREST SERVICE ADMINIS-**  
 21 **TRATIVE SITES.**—Title V of the Forest Service Facility  
 22 Realignment and Enhancement Act of 2005 (16 U.S.C.  
 23 580d note; Public Law 109–54) is amended—

24 (1) in section 503—

25 (A) by striking subsection (f); and

1           (B) by redesignating subsection (g) as sub-  
2           section (f);

3           (2) in section 504—

4           (A) in subsection (b)(2)(A), by inserting  
5           “or over time” after “conveyance of the admin-  
6           istrative site”;

7           (B) in subsection (c)(2), by striking “by  
8           competitive sale” and inserting “through com-  
9           petition”; and

10          (C) in subsection (d), by adding at the end  
11          the following:

12          “~~(5)~~ EXEMPTION FROM INFORMATION COLLEC-  
13          TION REQUIREMENTS.—Subchapter I of chapter 35  
14          of title 44, United States Code, shall not apply to  
15          instruments used to convey administrative sites  
16          under this title.

17          “~~(6)~~ FORECLOSURE.—After a reasonable period  
18          of time for removal and under conditions for cause  
19          considered to be appropriate by the Secretary, a fa-  
20          cility or improvement on an administrative site re-  
21          maining after the termination of a conveyance under  
22          this title shall be conveyed to the United States  
23          without consideration.”; and

24          (3) in section 505(b)—

1           (A) in paragraph (1), by striking “and” at  
2           the end;

3           (B) in paragraph (2), by striking the pe-  
4           riod at the end and inserting a semicolon; and

5           (C) by adding at the end the following:

6           “(3) the acquisition of land or any interests in  
7           land (with or without improvements) for purposes of  
8           administration of the National Forest System, in-  
9           cluding the construction of Federal employee and  
10          private housing; and

11          “(4) the reacquisition by the Secretary of an  
12          administrative site, a purchase agreement, or an op-  
13          tion to buy land with or without improvements con-  
14          veyed under this title.”.

## 15                   **TITLE II—EXPANDING** 16                   **PARTNERSHIP CAPACITY**

### 17   **SEC. 201. ENGAGING PARTNERS TO ADDRESS NATIONAL** 18                   **PARK SERVICE WORKFORCE HOUSING.**

19          Section 101701(a) of title 54, United States Code,  
20   is amended—

21           (1) in paragraph (1), by inserting, “, including  
22          projects for field employee quarters (as those terms  
23          are defined in section 101331),” after “responsibil-  
24          ities of the Secretary.”; and

25           (2) in paragraph (2)—



1 (A) by inserting “, Tribal,” after “State”;

2 (B) by inserting “(including an organiza-  
3 tion that has a philanthropic agreement to  
4 fundraise or otherwise generate donations on  
5 behalf of, or for the benefit of, a Federal agen-  
6 cy)” after “organization”; and

7 (C) by inserting “(including an individual  
8 that has a philanthropic agreement to fundraise  
9 or otherwise generate donations on behalf of, or  
10 for the benefit of, a Federal agency)” after “in-  
11 dividual”.

12 **SEC. 202. LEVERAGING PHILANTHROPIC SUPPORT TO AD-**  
13 **DRESS NATIONAL PARK SERVICE WORK-**  
14 **FORCE HOUSING.**

15 Section 103501(c)(3) of title 54, United States Code,  
16 is amended by inserting “, services,” after “goods”.

17 **TITLE III—SUPPORTING**  
18 **WORKFORCE**

19 **SEC. 301. SUPPORTING THE PERMANENT LAND MANAGER**  
20 **WORKFORCE.**

21 (a) IN GENERAL.—The Secretary or the Secretary of  
22 Agriculture, as applicable, may recruit and directly ap-  
23 point qualified individuals into the competitive service who  
24 are certified, in accordance with procedures established by  
25 the Secretary or the Secretary of Agriculture, as applica-

1 ble, as maintaining a permanent and exclusive residence  
 2 within, contiguous to, or not more than a 1-hour driving  
 3 commute (under normal commuting conditions) from a  
 4 site administered by the National Park Service, United  
 5 States Fish and Wildlife Service, or Forest Service to  
 6 which the individual would report to work into any posi-  
 7 tion at or below grade GS-11 of the General Schedule,  
 8 WG-15 of the Federal Wage System, or equivalent within  
 9 the applicable site.

10 (b) REQUIREMENTS.—In exercising the authority  
 11 provided under subsection (a), the Secretary or the Sec-  
 12 retary of Agriculture, as applicable, shall ensure that any  
 13 action taken by the Secretary or the Secretary of Agri-  
 14 culture, as applicable—

15 (1) is consistent with the merit principles of  
 16 section 2301 of title 5, United States Code;

17 (2) complies with the public notice requirements  
 18 of section 3327 of that title; and

19 (3) is based on a determination by the Sec-  
 20 retary or Secretary of Agriculture, as applicable,  
 21 that there is a need for workforce housing that can-  
 22 not be supplied by the Federal Government.

23 (c) TERMINATION OF AUTHORITY.—The authority  
 24 provided under subsection (a) shall terminate on Sep-  
 25 tember 30, 2030.

1 **SEC. 302. SUPPORTING THE SEASONAL NATIONAL PARK**  
2 **SERVICE WORKFORCE.**

3 (a) IN GENERAL.—Notwithstanding any other provi-  
4 sion of law, for purposes of determining the noncompeti-  
5 tive rehire eligibility of temporary seasonal employees of  
6 the National Park Service—

7 (1) the Secretary shall establish a definition of  
8 what constitutes a major subdivision of the National  
9 Park Service; and

10 (2) any requirement that a position be in the  
11 same local commuting area shall not apply.

12 (b) TERMINATION OF AUTHORITY.—The authority  
13 provided under subsection (a) shall terminate on Sep-  
14 tember 30, 2030.

15 **TITLE IV—REPORTS AND**  
16 **OVERSIGHT**

17 **SEC. 401. QUANTIFYING THE WORKFORCE HOUSING NEEDS**  
18 **OF LAND MANAGERS.**

19 Not later than 18 months after the date of enactment  
20 of this Act, the Secretary and the Secretary of Agriculture  
21 shall jointly submit to the appropriate committees of Con-  
22 gress a needs assessment report that describes, with re-  
23 spect to housing the workforce of covered agencies, as ap-  
24 plicable—

25 (1) housing unit types and utilization;

- 1           ~~(2) year-round, seasonal, and required occu-~~
- 2           ~~pancy rates;~~
- 3           ~~(3) alternatives to onsite housing;~~
- 4           ~~(4) local rental market availability and afford-~~
- 5           ~~ability;~~
- 6           ~~(5) local housing market trends; and~~
- 7           ~~(6) housing needs by position type.~~

8   **SEC. 402. CONDUCTING OVERSIGHT ON THE HOUSING PRO-**  
 9                           **GRAMMING OF LAND MANAGERS.**

10       (a) **REPORT TO CONGRESS.**—Not later than 18  
 11 months after the date of enactment of this Act, the Comp-  
 12 troller General of the United States shall submit to the  
 13 appropriate committees of Congress a report that—

14           (1) assesses, in consultation with the National  
 15 Housing Council described in Office of Management  
 16 and Budget Circular A-45, the effect of Office of  
 17 Management and Budget Circular A-45R on the  
 18 housing of the workforce of covered agencies;

19           (2) assesses the effect of Office of Management  
 20 and Budget Circular A-11 on the housing of the  
 21 workforce of covered agencies;

22           (3) assesses the effect of department-level guid-  
 23 ance on the housing of the workforce of covered  
 24 agencies;

1           (4) assesses the effect of agency-level guidance  
 2           on the housing of the workforce of covered agencies;  
 3           and

4           (5) identifies suggested administrative actions  
 5           and legislative proposals to reform the guidance as-  
 6           sessed under paragraphs (1) through (4), includ-  
 7           ing—

8                   (A) improvements to tenant experience;

9                   (B) improvements to workforce housing  
 10           supply, including—

11                   (i) housing managed by the covered  
 12           agencies; and

13                   (ii) leased private market housing;

14                   (C) improvements to financing options;

15                   (D) improvements to public-private part-  
 16           nerships;

17                   (E) improvements to philanthropic engage-  
 18           ment; and

19                   (F) improvements to commuting times to  
 20           report stations, including—

21                   (i) available housing in the gateway  
 22           communities;

23                   (ii) available housing in the nearest  
 24           established community (as defined in Of-

Office of Management and Budget Circular  
A-45);

(iii) discrepancies in Office of Management and Budget, Department of the Interior, and National Park Service definitions for reasonable commuting time; and

(iv) differences between normal commuting conditions and peak-commute traffic conditions, including considerations for—

(I) road quality and condition;

(II) availability of public transportation;

(III) winter driving; and

(IV) visitor traffic.

(b) IMPLEMENTATION.—Not later than 1 year after the date on which the report is submitted under subsection (a), the heads of the covered agencies shall carry out the administrative actions identified under paragraph (5) of that subsection.

**SEC. 403. JUSTIFYING EMERGENCY SPENDING.**

Section 5 of the Act of August 3, 1956 (70 Stat. 1033; chapter 950; 7 U.S.C. 2228), is amended—

1           (1) by striking the section designation and all  
 2           that follows through “The Department” and insert-  
 3           ing the following:

4   **“SEC. 5. EMERGENCY SUBSISTENCE FOR EMPLOYEES.**

5           “(a) IN GENERAL.—The Department”; and

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

7           “(b) REQUIRED NOTICE FOR FOREST SERVICE EM-  
 8   PLOYEES.—Not less than 30 days before the date on  
 9   which the Secretary of Agriculture exercises the authority  
 10   under subsection (a) with respect to Forest Service em-  
 11   ployees, the Secretary of Agriculture shall submit to the  
 12   Committee on Energy and Natural Resources of the Sen-  
 13   ate, the Committee on Agriculture, Nutrition, and For-  
 14   estry of the Senate, the Committee on Natural Resources  
 15   of the House of Representatives, and the Committee on  
 16   Agriculture of the House of Representatives notice pro-  
 17   viding—

18           “(1) 1 or more justifications for the use of the  
 19           authority;

20           “(2) the estimated cost of using the authority,  
 21           as verified by the Director of the Congressional  
 22           Budget Office; and

23           “(3) the name of the office within the Forest  
 24           Service employing the individuals that would be pro-  
 25           vided subsistence payments.

1       “(c) **REPORT.**—Not later than 30 days after the date  
 2 on which the Secretary of Agriculture exercises the au-  
 3 thority under subsection (a) with respect to Forest Service  
 4 employees, the Secretary of Agriculture shall submit to the  
 5 Committee on Energy and Natural Resources of the Sen-  
 6 ate, the Committee on Agriculture, Nutrition, and For-  
 7 estry of the Senate, the Committee on Natural Resources  
 8 of the House of Representatives, and the Committee on  
 9 Agriculture of the House of Representatives a report pro-  
 10 viding the number and grade level of the General Schedule  
 11 of Forest Service employees to be provided subsistence  
 12 payments.”.

13 **SECTION 1. SHORT TITLE.**

14       (a) **SHORT TITLE.**—*This Act may be cited as the*  
 15 *“Land Manager Housing and Workforce Improvement Act*  
 16 *of 2024”.*

17       (b) **TABLE OF CONTENTS.**—*The table of contents for*  
 18 *this Act is as follows:*

*Sec. 1. Short title.*

*Sec. 2. Definitions.*

**TITLE I—EXPANDING AUTHORITY**

*Sec. 101. Prioritizing National Park Service workforce housing.*

*Sec. 102. Authorizing the National Park Service to address workforce housing off-*  
*park.*

*Sec. 103. Expanding National Park Service rental options.*

*Sec. 104. Leveraging National Park Service rental receipts for workforce housing*  
*programming.*

*Sec. 105. Empowering the Forest Service to address workforce housing needs.*

**TITLE II—EXPANDING PARTNERSHIP CAPACITY**

*Sec. 201. Engaging partners to address National Park Service workforce housing.*

*Sec. 202. Encouraging public-private cooperative management.*



*Sec. 203. Leveraging philanthropic support to address National Park Service workforce housing.*

**TITLE III—SUPPORTING WORKFORCE**

*Sec. 301. Supporting the land manager workforce.*

*Sec. 302. Supporting the seasonal National Park Service workforce.*

**TITLE IV—REPORTS AND OVERSIGHT**

*Sec. 401. Quantifying the workforce housing needs of land managers.*

*Sec. 402. Conducting oversight on the housing programming of land managers.*

*Sec. 403. Justifying emergency spending.*

**1 SEC. 2. DEFINITIONS.**

2 *In this Act:*

3 (1) **APPROPRIATE COMMITTEES OF CONGRESS.**—

4 *The term “appropriate committees of Congress”*  
5 *means—*

6 (A) *the Committee on Energy and Natural*  
7 *Resources of the Senate;*

8 (B) *the Committee on Agriculture, Nutri-*  
9 *tion, and Forestry of the Senate;*

10 (C) *the Committee on Appropriations of the*  
11 *Senate;*

12 (D) *the Committee on Natural Resources of*  
13 *the House of Representatives;*

14 (E) *the Committee on Agriculture of the*  
15 *House of Representatives; and*

16 (F) *the Committee on Appropriations of the*  
17 *House of Representatives.*

18 (2) **COVERED AGENCIES.**—*The term “covered*  
19 *agencies” means—*

20 (A) *the National Park Service;*

1                   (B) the Bureau of Land Management;

2                   (C) the United States Fish and Wildlife  
3                   Service; and

4                   (D) the Forest Service.

5                   (3) SECRETARY.—The term “Secretary” means  
6                   the Secretary of the Interior.

7                   **TITLE I—EXPANDING**  
8                   **AUTHORITY**

9   **SEC. 101. PRIORITIZING NATIONAL PARK SERVICE WORK-**  
10                   **FORCE HOUSING.**

11                  Section 103502(a)(3) of title 54, United States Code,  
12                  is amended—

13                   (1) by inserting “quarters for field employees (as  
14                   those terms are defined in section 101331),” after  
15                   “prioritize”; and

16                   (2) by inserting a comma after “facilities”.

17   **SEC. 102. AUTHORIZING THE NATIONAL PARK SERVICE TO**  
18                   **ADDRESS WORKFORCE HOUSING OFF-PARK.**

19                  Section 100901 of title 54, United States Code, is  
20                  amended by adding at the end the following:

21                   “(i) ACQUISITION OF LAND FOR ADMINISTRATION OF  
22                   SYSTEM UNITS.—

23                   “(1) IN GENERAL.—To facilitate the administra-  
24                   tion of a System unit, the Secretary may acquire, by  
25                   donation, exchange, or transfer from another Federal

1        *agency, not more than 20 acres of land or interests*  
 2        *in land, cumulatively, within the vicinity of the Sys-*  
 3        *tem unit boundary for the development, construction,*  
 4        *maintenance, or operation of quarters for field em-*  
 5        *ployees (as those terms are defined in section 101331)*  
 6        *for the System unit.*

7                *“(2) MANAGEMENT.—*

8                        *“(A) IN GENERAL.—With respect to any*  
 9                        *land or interest in land acquired by the Sec-*  
 10                        *retary under paragraph (1)—*

11                                *“(i) the land or interest in land shall*  
 12                                *not—*

13                                        *“(I) be administered as part of*  
 14                                        *the System; or*

15                                        *“(II) be subject to the laws (in-*  
 16                                        *cluding regulations) governing the as-*  
 17                                        *sociated System unit; but*

18                                        *“(ii) the Secretary shall—*

19                                        *“(I) have the authority to super-*  
 20                                        *vise, manage, and control the land;*  
 21                                        *and*

22                                        *“(II) issue such rules and regula-*  
 23                                        *tions as the Secretary may determine*  
 24                                        *to be necessary and proper for the use*  
 25                                        *and management of the land.*

1           “(B) *AUTHORIZATIONS.—The Secretary*  
 2           *may grant exclusive privileges, leases, and per-*  
 3           *mits for the use of land acquired under para-*  
 4           *graph (1) and enter into contracts relating to*  
 5           *such authorizations as authorized under this*  
 6           *title, notwithstanding any restriction on such*  
 7           *authorizations to land within a System unit*  
 8           *boundary.*

9           “(3) *DISPOSAL.—If the Secretary determines*  
 10          *that any land or interest in land acquired under*  
 11          *paragraph (1) no longer supports the administration*  
 12          *of the System unit—*

13               “(A) *the Secretary may determine the land*  
 14               *and any improvements to the land to be excess*  
 15               *property for disposal; and*

16               “(B) *the proceeds from the disposal of excess*  
 17               *property under subparagraph (A) shall be re-*  
 18               *tained by the Secretary and deposited in the spe-*  
 19               *cial fund established for the development, con-*  
 20               *struction, maintenance, or operation of quarters*  
 21               *for field employees (as so defined) described in*  
 22               *section 101338(b), to be expended by the Sec-*  
 23               *retary without further appropriation.”.*

1 **SEC. 103. EXPANDING NATIONAL PARK SERVICE RENTAL**  
 2 **OPTIONS.**

3 *Section 101336 of title 54, United States Code, is*  
 4 *amended, in the first sentence, by striking “management,*  
 5 *repair, and maintenance of field employee quarters” and*  
 6 *inserting “development, construction, maintenance, or oper-*  
 7 *ation of quarters for field employees”.*

8 **SEC. 104. LEVERAGING NATIONAL PARK SERVICE RENTAL**  
 9 **RECEIPTS FOR WORKFORCE HOUSING PRO-**  
 10 **GRAMMING.**

11 *Section 101338 of title 54, United States Code, is*  
 12 *amended by adding at the end the following:*

13 *“(c) USE OF SPECIAL FUND BY NATIONAL PARK SERV-*  
 14 *ICE.—Amounts deposited by the Service in the special fund*  
 15 *described in subsection (b) and established under section*  
 16 *320 of Public Law 98–473 (5 U.S.C. 5911 note) shall be*  
 17 *available for the development, construction, maintenance, or*  
 18 *operation of quarters for field employees at System units.”.*

19 **SEC. 105. EMPOWERING THE FOREST SERVICE TO ADDRESS**  
 20 **WORKFORCE HOUSING NEEDS.**

21 *(a) USE OF FOREST SERVICE STRUCTURES OR IM-*  
 22 *PROVEMENTS.—Section 7 of the Act of April 24, 1950 (com-*  
 23 *monly known as the “Granger-Thye Act”) (64 Stat. 84,*  
 24 *chapter 97; 16 U.S.C. 580d), is amended by striking “thirty*  
 25 *years as determined by him” and inserting “30 years, or*  
 26 *in the case of a permit for workforce housing and related*

1 *infrastructure, 50 years, as determined to be appropriate*  
 2 *by the Secretary of Agriculture”.*

3 (b) *CONVEYANCES OF FOREST SERVICE ADMINISTRA-*  
 4 *TIVE SITES.—Title V of the Forest Service Facility Re-*  
 5 *alignment and Enhancement Act of 2005 (16 U.S.C. 580d*  
 6 *note; Public Law 109–54) is amended—*

7 (1) *in section 503—*

8 (A) *by striking subsection (f); and*

9 (B) *by redesignating subsection (g) as sub-*  
 10 *section (f); and*

11 (2) *in section 504(c)(2), by striking “by competi-*  
 12 *tive sale” and inserting “by soliciting not fewer than*  
 13 *2 competitive bids”.*

14 ***TITLE II—EXPANDING***  
 15 ***PARTNERSHIP CAPACITY***

16 ***SEC. 201. ENGAGING PARTNERS TO ADDRESS NATIONAL***  
 17 ***PARK SERVICE WORKFORCE HOUSING.***

18 *Section 101701(a) of title 54, United States Code, is*  
 19 *amended—*

20 (1) *in paragraph (1), by inserting, “, including*  
 21 *projects for quarters for field employees (as those*  
 22 *terms are defined in section 101331),” after “respon-*  
 23 *sibilities of the Secretary”; and*

24 (2) *in paragraph (2)—*

25 (A) *by inserting “, Tribal,” after “State”;*

(B) by inserting “(including an organization that has a philanthropic agreement to fundraise or otherwise generate donations on behalf of, or for the benefit of, the Service)” after “organization”; and

(C) by inserting “(including an individual that has a philanthropic agreement to fundraise or otherwise generate donations on behalf of, or for the benefit of, the Service)” after “individual”.

**SEC. 202. ENCOURAGING PUBLIC-PRIVATE COOPERATIVE  
MANAGEMENT.**

Section 101703 of title 54, United States Code, is amended to read as follows:

**“§ 101703. Cooperative management agreements**

“(a) *DEFINITION OF STATE.*—In this section, the term ‘State’ means each of the several States, the District of Columbia, and each territory of the United States.

“(b) *COOPERATIVE MANAGEMENT AGREEMENTS.*—

“(1) *IN GENERAL.*—The Secretary, in accordance with the laws generally applicable to System units and under such terms and conditions as the Secretary considers appropriate, may enter into a cooperative management agreement with a State, Indian Tribe, or local government with park land adjacent to a

1        *System unit, if the agreement would provide for more*  
 2        *effective and efficient management of a System unit*  
 3        *and the adjacent non-Federal park land.*

4                “(2) *NO TRANSFER OF ADMINISTRATIVE RESPON-*  
 5        *SIBILITIES.—The Secretary may not transfer admin-*  
 6        *istration responsibilities for any System unit under*  
 7        *this subsection.*

8                “(c) *PROVISION OF GOODS AND SERVICES.—*

9                “(1) *IN GENERAL.—The Secretary may provide*  
 10        *or acquire goods and services on a reimbursable basis*  
 11        *as part of a cooperative management agreement en-*  
 12        *tered into under subsection (b).*

13                “(2) *RETENTION OF FUNDS.—The Secretary may*  
 14        *retain and expend any funds received under this sec-*  
 15        *tion without further appropriation.*

16                “(d) *CO-LOCATION.—The Secretary and a State, In-*  
 17        *dian Tribe, or local government may co-locate in offices or*  
 18        *facilities owned or leased by either party as part of a coop-*  
 19        *erative management agreement entered into under sub-*  
 20        *section (b).*

21                “(e) *EMPLOYEES.—*

22                “(1) *ASSIGNMENT OF EMPLOYEE.—The Secretary*  
 23        *may arrange an assignment under section 3372 of*  
 24        *title 5 of a Federal employee or an employee of a*  
 25        *State, Indian Tribe, or local government, as mutually*



1        *agreed on, for work, on the applicable Federal, State,*  
 2        *local, or Tribal park land covered by the cooperative*  
 3        *management agreement.*

4            “(2) *EXTENSION OF ASSIGNMENT.*—*An assign-*  
 5        *ment under paragraph (1) may be extended if the*  
 6        *Secretary and the State, Indian Tribe, or local gov-*  
 7        *ernment determine the extension to be mutually bene-*  
 8        *ficial.”.*

9    **SEC. 203. LEVERAGING PHILANTHROPIC SUPPORT TO AD-**  
 10            **DRESS NATIONAL PARK SERVICE WORK-**  
 11            **FORCE HOUSING.**

12        *Section 103501(c)(3) of title 54, United States Code,*  
 13        *is amended by striking “(including funds and fairly valued*  
 14        *durable goods and materials)” and inserting “(including*  
 15        *any combination of cash, fairly valued services, and durable*  
 16        *goods and materials)”.*

17            **TITLE III—SUPPORTING**  
 18            **WORKFORCE**

19    **SEC. 301. SUPPORTING THE LAND MANAGER WORKFORCE.**

20        (a) *IN GENERAL.*—*The Secretary or the Secretary of*  
 21        *Agriculture, as applicable, may recruit and directly ap-*  
 22        *point qualified individuals into the competitive service who*  
 23        *are certified, in accordance with procedures established by*  
 24        *the Secretary or the Secretary of Agriculture, as applicable,*  
 25        *as maintaining a permanent and exclusive residence within*

1 *the vicinity of a site administered by the National Park*  
 2 *Service, the United States Fish and Wildlife Service, or the*  
 3 *Forest Service to a field unit which the individual would*  
 4 *report to work into any position at or below grade GS-*  
 5 *9 of the General Schedule, WG-15 of the Federal Wage Sys-*  
 6 *tem, or equivalent within the applicable field unit.*

7       **(b) REQUIREMENTS.**—*An appointment by the Sec-*  
 8 *retary under subsection (a) shall be considered compliant*  
 9 *with all applicable provisions of chapter 33 of title 5,*  
 10 *United States Code, if the Secretary ensures that the ap-*  
 11 *pointment action—*

12               *(1) is consistent with the merit principles of sec-*  
 13               *tion 2301 of that title; and*

14               *(2) complies with the public notice requirements*  
 15               *of section 3327 of that title.*

16       **(c) TERMINATION OF AUTHORITY.**—*The authority pro-*  
 17 *vided under subsection (a) shall terminate on September 30,*  
 18 *2030.*

19 **SEC. 302. SUPPORTING THE SEASONAL NATIONAL PARK**  
 20 **SERVICE WORKFORCE.**

21       **(a) IN GENERAL.**—*Notwithstanding any other provi-*  
 22 *sion of law, for purposes of determining the noncompetitive*  
 23 *rehire eligibility of temporary seasonal employees of the Na-*  
 24 *tional Park Service—*

1           (1) *the Secretary shall establish a definition of*  
 2           *what constitutes a major subdivision of the National*  
 3           *Park Service; and*

4           (2) *any requirement that a position be in the*  
 5           *same local commuting area shall not apply.*

6           (b) *TERMINATION OF AUTHORITY.—The authority pro-*  
 7           *vided under subsection (a) shall terminate on September 30,*  
 8           *2030.*

## 9                           **TITLE IV—REPORTS AND** 10                           **OVERSIGHT**

### 11   **SEC. 401. QUANTIFYING THE WORKFORCE HOUSING NEEDS** 12                           **OF LAND MANAGERS.**

13           *Not later than 18 months after the date of enactment*  
 14           *of this Act, the Secretary and the Secretary of Agriculture*  
 15           *shall jointly submit to the appropriate committees of Con-*  
 16           *gress a needs assessment report that provides, with respect*  
 17           *to housing the workforce of covered agencies, as applicable—*

18           (1) *an analysis of the unit type and condition*  
 19           *of—*

20                           (A) *housing owned by the covered agencies;*  
 21                           *and*

22                           (B) *housing leased by the covered agencies;*

23           (2) *an analysis of the employment status of the*  
 24           *occupants of the housing analyzed under paragraph*  
 25           *(1), including—*

1                   (A) *whether the occupants are—*

2                           (i) *members of the permanent work-*  
3                   *force; or*

4                           (ii) *members of the seasonal workforce;*  
5                   *and*

6                   (B) *which positions identified under sub-*  
7                   *paragraph (A) required housing provided by the*  
8                   *applicable covered agency as a condition of em-*  
9                   *ployment with the covered agency; and*

10           (3) *an analysis of the private housing markets*  
11           *within the vicinity of a covered agency field unit, in-*  
12           *cluding—*

13                   (A) *the availability and affordability of*  
14                   *housing for sale or lease; and*

15                   (B) *the impact of vacation rental services*  
16                   *on—*

17                           (i) *the cost of living; and*

18                           (ii) *the available supply of housing.*

19   **SEC. 402. CONDUCTING OVERSIGHT ON THE HOUSING PRO-**  
20                   **GRAMMING OF LAND MANAGERS.**

21           (a) *REPORT TO CONGRESS.—Not later than 18 months*  
22           *after the date of enactment of this Act, the Comptroller Gen-*  
23           *eral of the United States shall submit to the appropriate*  
24           *committees of Congress a report that—*

1           (1) assesses, in consultation with the National  
 2           Housing Council described in Office of Management  
 3           and Budget Circular A-45, the effect of Office of  
 4           Management and Budget Circular A-45R on the  
 5           housing of the workforce of covered agencies;

6           (2) assesses the effect of Office of Management  
 7           and Budget Circular A-11 on the housing of the  
 8           workforce of covered agencies;

9           (3) assesses the effect of department-level guid-  
 10          ance on the housing of the workforce of covered agen-  
 11          cies;

12          (4) assesses the effect of agency-level guidance on  
 13          the housing of the workforce of covered agencies; and

14          (5) identifies suggested administrative actions  
 15          and legislative proposals to reform the guidance as-  
 16          sessed under paragraphs (1) through (4), including—

17               (A) improvements to tenant experience;

18               (B) improvements to workforce housing sup-  
 19          ply, including—

20                   (i) housing managed by the covered  
 21                   agencies; and

22                   (ii) leased private market housing;

23               (C) improvements to financing options;

24               (D) improvements to public-private part-  
 25          nerships;

1                   (E) improvements to philanthropic engage-  
2                   ment; and

3                   (F) improvements to commuting times to  
4                   report stations, including—

5                   (i) available housing in the gateway  
6                   communities;

7                   (ii) available housing in the nearest es-  
8                   tablished community (as defined in Office of  
9                   Management and Budget Circular A-45);  
10                  and

11                  (iii) differences between normal com-  
12                  muting conditions and peak-commute traf-  
13                  fic conditions, including considerations  
14                  for—

15                               (I) road quality and condition;

16                               (II) availability of public trans-  
17                               portation;

18                               (III) winter driving; and

19                               (IV) visitor traffic.

20           (b) IMPLEMENTATION.—Not later than 1 year after the  
21   date on which the report is submitted under subsection (a),  
22   the heads of the covered agencies shall carry out the admin-  
23   istrative actions identified under paragraph (5) of that sub-  
24   section.

1 **SEC. 403. JUSTIFYING EMERGENCY SPENDING.**

2       Section 5 of the Act of August 3, 1956 (70 Stat. 1033,  
3 chapter 950; 7 U.S.C. 2228), is amended—

4           (1) by striking the section designation and all  
5 that follows through “The Department” and inserting  
6 the following:

7 **“SEC. 5. EMERGENCY SUBSISTENCE FOR EMPLOYEES.**

8       “(a) *IN GENERAL.*—The Department”; and

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

10       “(b) *REPORT.*—

11           “(1) *IN GENERAL.*—Except as provided in para-  
12 graph (3), not later than 30 days after the date on  
13 which the Secretary of Agriculture furnishes subsist-  
14 ence to employees under subsection (a), the Secretary  
15 of Agriculture shall submit to the appropriate com-  
16 mittees of Congress (as defined in section 2 of the  
17 Land Manager Housing and Workforce Improvement  
18 Act of 2024) a report providing—

19           “(A) 1 or more justifications for the use of  
20 the authority;

21           “(B) the number of employees that were fur-  
22 nished subsistence;

23           “(C) the estimated cost of furnishing sub-  
24 sistence; and

25           “(D) the expected duration for which sub-  
26 sistence is to be provided.

- 1           “(2) *OFFICE OF MANAGEMENT AND BUDGET.*—  
2           *The information for a report required under para-*  
3           *graph (1) shall be produced in coordination with, and*  
4           *approved by, the Director of the Office of Management*  
5           *and Budget.*
- 6           “(3) *EXCEPTION.*—*A report under paragraph (1)*  
7           *shall not be required in the case of an emergency re-*  
8           *sulting from a natural disaster, act of terrorism, or*  
9           *other man-made disaster.”.*





Calendar No. 644

118TH CONGRESS  
2D Session

**S. 5125**

**A BILL**

To provide for certain improvements to the housing and workforce programs of Federal land management agencies, and for other purposes.

NOVEMBER 21, 2024

Reported with an amendment