

119TH CONGRESS
1ST SESSION

H. R. 3425

AN ACT

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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Personnel Oversight
3 and Shift Tracking Act of 2025” or the “POST Act of
4 2025”.

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

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

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

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

23 (2) begin conducting quarterly analytical re-
24 views of covert testing data to identify trends, recur-
25 ring deficiencies, and opportunities for operational
26 improvement across all covered facilities;

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

11 (4) develop updated security training guidance
12 for contract security personnel to reflect findings
13 from covert testing data, emerging threats, and best
14 practices.

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

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

3 (a) EVALUATION OF THE PERSONNEL TRACKING
4 SYSTEM.—Not later than 180 days after the date of en-
5 actment of this Act, the Director of the Federal Protective
6 Service 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
15 to improve the system described in paragraph (1),
16 including 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
3 thereafter for 3 years, the Director shall submit to the
4 Committee on Transportation and Infrastructure of the
5 House of Representatives and the Committee on Home-
6 land Security and Governmental Affairs of the Senate a
7 report that includes—

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

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

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

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

16 **SEC. 4. SAVINGS CLAUSE.**

17 Nothing in this Act shall be construed as designating
18 an employee of a contractor of the Department of Home-
19 land Security who is engaged in the protection of Federal

1 property pursuant to section 1315 of title 40, United
2 States Code, as a Federal employee.

Passed the House of Representatives September 8,
2025.

Attest:

Clerk.

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