

119TH CONGRESS
1ST SESSION

H. R. 3425

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

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) establish a mandatory, cause-specific correc-
24 tive training and performance improvement plan for
25 any contract security personnel who fails a covert
26 test; and

1 (4) develop updated security training guidance
2 for contract security personnel to reflect findings
3 from covert testing data, emerging threats, and best
4 practices.

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

14 **SEC. 3. PERSONNEL SHIFT MANAGEMENT AND SYSTEM**
15 **MODERNIZATION.**

16 (a) EVALUATION OF THE PERSONNEL TRACKING
17 SYSTEM.—Not later than 180 days after the date of en-
18 actment of this Act, the Director of the Federal Protective
19 Service shall—

20 (1) conduct a comprehensive evaluation of the
21 personnel tracking system used to manage and mon-
22 itor the deployment availability of contract security
23 personnel;

24 (2) determine whether to replace the system de-
25 scribed in paragraph (1) with a more reliable per-

1 sonnel tracking platform, including private sector so-
2 lutions, or whether to implement corrective actions
3 to improve the system described in paragraph (1),
4 including technical, operational, or administrative
5 fixes; and

6 (3) develop and publish an implementation plan
7 that includes—

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

10 (B) procedures to ensure timely and accu-
11 rate communication to building tenants regard-
12 ing contract security personnel shortages or ab-
13 sences or security coverage gaps.

14 (b) REPORT TO CONGRESS.—Not later than 1 year
15 after the date of enactment of this Act, and annually
16 thereafter for 3 years, the Director shall submit to the
17 Committee on Transportation and Infrastructure of the
18 House of Representatives and the Committee on Home-
19 land Security and Governmental Affairs of the Senate a
20 report that includes—

21 (1) the determination made under subsection
22 (a)(2);

23 (2) a detailed summary of any implementation
24 actions undertaken pursuant to subsection (a);

- 1 (3) an evaluation of the effectiveness of tenant
- 2 communication protocols; and
- 3 (4) any recommendations for additional legisla-
- 4 tive or administrative actions.

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