

119TH CONGRESS  
1ST SESSION

# H. R. 3425

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IN THE SENATE OF THE UNITED STATES

SEPTEMBER 9, 2025

Received; read twice and referred to the Committee on Homeland Security and  
Governmental Affairs

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## 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: KEVIN F. MCCUMBER,  
*Clerk.*