

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 3425
OFFERED BY MR. KENNEDY OF UTAH

Strike all after the enacting clause and insert the following:

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-

1 ing the creation of a comprehensive and uniform
2 method for documenting test outcomes, identifying
3 root causes of failures, and categorizing types of
4 vulnerabilities detected;

5 (2) begin conducting quarterly analytical re-
6 views of covert testing data to identify trends, recur-
7 ring deficiencies, and opportunities for operational
8 improvement across all covered facilities;

9 (3) direct the security contractor who is pro-
10 viding security services to the Federal Protective
11 Service to establish a mandatory, cause-specific cor-
12 rective training and performance improvement plan
13 for any contract security personnel who fail a covert
14 test and review the security contractor's perform-
15 ance improvement plan to ensure that the security
16 contractor has and will provide appropriate training
17 and procedures to avoid any future covert testing
18 failures; and

19 (4) develop updated security training guidance
20 for contract security personnel to reflect findings
21 from covert testing data, emerging threats, and best
22 practices.

23 (c) REPORT TO CONGRESS.—Upon completion of the
24 activities described in subsection (b), and annually there-
25 after, the Director shall submit to the Committee on

1 Transportation and Infrastructure of the House of Rep-
2 resentatives and the Committee on Homeland Security
3 and Governmental Affairs of the Senate an report on the
4 implementation of the requirements of this section, includ-
5 ing any identified challenges and recommendations for ad-
6 ditional legislative action.

7 **SEC. 3. PERSONNEL SHIFT MANAGEMENT AND SYSTEM**
8 **MODERNIZATION.**

9 (a) **EVALUATION OF THE PERSONNEL TRACKING**
10 **SYSTEM.**—Not later than 180 days after the date of en-
11 actment of this Act, the Director of the Federal Protective
12 Service shall—

13 (1) conduct a comprehensive evaluation of the
14 personnel tracking system used to manage and mon-
15 itor the deployment availability of contract security
16 personnel;

17 (2) determine whether to replace the system de-
18 scribed in paragraph (1) with a more reliable per-
19 sonnel tracking platform, including private sector so-
20 lutions, or whether to implement corrective actions
21 to improve the system described in paragraph (1),
22 including technical, operational, or administrative
23 fixes; and

24 (3) develop and publish an implementation plan
25 that includes—

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

3 (B) procedures to ensure timely and accu-
4 rate communication to building tenants regard-
5 ing contract security personnel shortages or ab-
6 sences or security coverage gaps.

7 (b) REPORT TO CONGRESS.—Not later than 1 year
8 after the date of enactment of this Act, and annually
9 thereafter for 3 years, the Director shall submit to the
10 Committee on Transportation and Infrastructure of the
11 House of Representatives and the Committee on Home-
12 land Security and Governmental Affairs of the Senate a
13 report that includes—

14 (1) the determination made under subsection
15 (a)(2);

16 (2) a detailed summary of any implementation
17 actions undertaken pursuant to subsection (a);

18 (3) an evaluation of the effectiveness of tenant
19 communication protocols; and

20 (4) any recommendations for additional legisla-
21 tive or administrative actions.

22 **SEC. 4. SAVINGS CLAUSE.**

23 Nothing in this Act shall be construed as designating
24 an employee of a contractor of the Department of Home-
25 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.

