

118TH CONGRESS
2D SESSION

S. 5125

AN ACT

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,*

1 **SECTION 1. SHORT TITLE.**

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

5 (b) **TABLE OF CONTENTS.**—The table of contents for
 6 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.

7 **SEC. 2. DEFINITIONS.**

8 In this Act:

9 (1) **APPROPRIATE COMMITTEES OF CON-**
 10 **GRESS.**—The term “appropriate committees of Con-
 11 gress” means—

1 (A) the Committee on Energy and Natural
2 Resources of the Senate;

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

5 (C) the Committee on Appropriations of
6 the Senate;

7 (D) the Committee on Natural Resources
8 of the House of Representatives;

9 (E) the Committee on Agriculture of the
10 House of Representatives; and

11 (F) the Committee on Appropriations of
12 the House of Representatives.

13 (2) COVERED AGENCIES.—The term “covered
14 agencies” means—

15 (A) the National Park Service;

16 (B) the Bureau of Land Management;

17 (C) the United States Fish and Wildlife
18 Service; and

19 (D) the Forest Service.

20 (3) SECRETARY.—The term “Secretary” means
21 the Secretary of the Interior.

1 **TITLE I—EXPANDING**
2 **AUTHORITY**

3 **SEC. 101. PRIORITIZING NATIONAL PARK SERVICE WORK-**
4 **FORCE HOUSING.**

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

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

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

11 **SEC. 102. AUTHORIZING THE NATIONAL PARK SERVICE TO**
12 **ADDRESS WORKFORCE HOUSING OFF-PARK.**

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

15 “(i) ACQUISITION OF LAND FOR ADMINISTRATION OF
16 SYSTEM UNITS.—

17 “(1) IN GENERAL.—To facilitate the adminis-
18 tration of a System unit, the Secretary may acquire,
19 by donation, exchange, or transfer from another
20 Federal agency, not more than 20 acres of land or
21 interests in land, cumulatively, within the vicinity of
22 the System unit boundary for the development, con-
23 struction, maintenance, or operation of quarters for
24 field employees (as those terms are defined in sec-
25 tion 101331) for the System unit.

1 “(2) MANAGEMENT.—

2 “(A) IN GENERAL.—With respect to any
3 land or interest in land acquired by the Sec-
4 retary under paragraph (1)—

5 “(i) the land or interest in land shall
6 not—

7 “(I) be administered as part of
8 the System; or

9 “(II) be subject to the laws (in-
10 cluding regulations) governing the as-
11 sociated System unit; but

12 “(ii) the Secretary shall—

13 “(I) have the authority to super-
14 vise, manage, and control the land;
15 and

16 “(II) issue such rules and regula-
17 tions as the Secretary may determine
18 to be necessary and proper for the use
19 and management of the land.

20 “(B) AUTHORIZATIONS.—The Secretary
21 may grant exclusive privileges, leases, and per-
22 mits for the use of land acquired under para-
23 graph (1) and enter into contracts relating to
24 such authorizations as authorized under this
25 title, notwithstanding any restriction on such

1 authorizations to land within a System unit
2 boundary.

3 “(3) DISPOSAL.—If the Secretary determines
4 that any land or interest in land acquired under
5 paragraph (1) no longer supports the administration
6 of the System unit—

7 “(A) the Secretary may determine the land
8 and any improvements to the land to be excess
9 property for disposal; and

10 “(B) the proceeds from the disposal of ex-
11 cess property under subparagraph (A) shall be
12 retained by the Secretary and deposited in the
13 special fund established for the development,
14 construction, maintenance, or operation of
15 quarters for field employees (as so defined) de-
16 scribed in section 101338(b), to be expended by
17 the Secretary without further appropriation.”.

18 **SEC. 103. EXPANDING NATIONAL PARK SERVICE RENTAL**
19 **OPTIONS.**

20 Section 101336 of title 54, United States Code, is
21 amended, in the first sentence, by striking “management,
22 repair, and maintenance of field employee quarters” and
23 inserting “development, construction, maintenance, or op-
24 eration of quarters for field employees”.

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

4 Section 101338 of title 54, United States Code, is
5 amended by adding at the end the following:

6 “(c) USE OF SPECIAL FUND BY NATIONAL PARK
7 SERVICE.—Amounts deposited by the Service in the spe-
8 cial fund described in subsection (b) and established under
9 section 320 of Public Law 98–473 (5 U.S.C. 5911 note)
10 shall be available for the development, construction, main-
11 tenance, or operation of quarters for field employees at
12 System units.”.

13 **SEC. 105. EMPOWERING THE FOREST SERVICE TO ADDRESS**
14 **WORKFORCE HOUSING NEEDS.**

15 (a) USE OF FOREST SERVICE STRUCTURES OR IM-
16 PROVEMENTS.—Section 7 of the Act of April 24, 1950
17 (commonly known as the “Granger-Thye Act”) (64 Stat.
18 84, chapter 97; 16 U.S.C. 580d), is amended by striking
19 “thirty years as determined by him” and inserting “30
20 years, or in the case of a permit for workforce housing
21 and related infrastructure, 50 years, as determined to be
22 appropriate by the Secretary of Agriculture”.

23 (b) CONVEYANCES OF FOREST SERVICE ADMINIS-
24 TRATIVE SITES.—Title V of the Forest Service Facility
25 Realignment and Enhancement Act of 2005 (16 U.S.C.
26 580d note; Public Law 109–54) is amended—

1 (1) in section 503—

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

3 (B) by redesignating subsection (g) as sub-
4 section (f); and

5 (2) in section 504(c)(2), by striking “by com-
6 petitive sale” and inserting “by soliciting not fewer
7 than 2 competitive bids”.

8 **TITLE II—EXPANDING**
9 **PARTNERSHIP CAPACITY**

10 **SEC. 201. ENGAGING PARTNERS TO ADDRESS NATIONAL**
11 **PARK SERVICE WORKFORCE HOUSING.**

12 Section 101701(a) of title 54, United States Code,
13 is amended—

14 (1) in paragraph (1), by inserting, “, including
15 projects for quarters for field employees (as those
16 terms are defined in section 101331),” after “re-
17 sponsibilities of the Secretary”; and

18 (2) in paragraph (2)—

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

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

1 (C) by inserting “(including an individual
2 that has a philanthropic agreement to fundraise
3 or otherwise generate donations on behalf of, or
4 for the benefit of, the Service)” after “indi-
5 vidual”.

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

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

10 **“§ 101703. Cooperative management agreements**

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

14 “(b) COOPERATIVE MANAGEMENT AGREEMENTS.—

15 “(1) IN GENERAL.—The Secretary, in accord-
16 ance with the laws generally applicable to System
17 units and under such terms and conditions as the
18 Secretary considers appropriate, may enter into a
19 cooperative management agreement with a State, In-
20 dian Tribe, or local government with park land adja-
21 cent to a System unit, if the agreement would pro-
22 vide for more effective and efficient management of
23 a System unit and the adjacent non-Federal park
24 land.

1 “(2) NO TRANSFER OF ADMINISTRATIVE RE-
2 SPONSIBILITIES.—The Secretary may not transfer
3 administration responsibilities for any System unit
4 under this subsection.

5 “(c) PROVISION OF GOODS AND SERVICES.—

6 “(1) IN GENERAL.—The Secretary may provide
7 or acquire goods and services on a reimbursable
8 basis as part of a cooperative management agree-
9 ment entered into under subsection (b).

10 “(2) RETENTION OF FUNDS.—The Secretary
11 may retain and expend any funds received under
12 this section without further appropriation.

13 “(d) CO-LOCATION.—The Secretary and a State, In-
14 dian Tribe, or local government may co-locate in offices
15 or facilities owned or leased by either party as part of a
16 cooperative management agreement entered into under
17 subsection (b).

18 “(e) EMPLOYEES.—

19 “(1) ASSIGNMENT OF EMPLOYEE.—The Sec-
20 retary may arrange an assignment under section
21 3372 of title 5 of a Federal employee or an employee
22 of a State, Indian Tribe, or local government, as
23 mutually agreed on, for work, on the applicable Fed-
24 eral, State, local, or Tribal park land covered by the
25 cooperative management agreement.

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

6 **SEC. 203. LEVERAGING PHILANTHROPIC SUPPORT TO AD-
 7 DRESS NATIONAL PARK SERVICE WORK-
 8 FORCE HOUSING.**

9 Section 103501(c)(3) of title 54, United States Code,
 10 is amended by striking “(including funds and fairly valued
 11 durable goods and materials)” and inserting “(including
 12 any combination of cash, fairly valued services, and dura-
 13 ble goods and materials)”.

14 **TITLE III—SUPPORTING**
 15 **WORKFORCE**

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

17 (a) IN GENERAL.—The Secretary or the Secretary of
 18 Agriculture, as applicable, may recruit and directly ap-
 19 point qualified individuals into the competitive service who
 20 are certified, in accordance with procedures established by
 21 the Secretary or the Secretary of Agriculture, as applica-
 22 ble, as maintaining a permanent and exclusive residence
 23 within the vicinity of a site administered by the National
 24 Park Service, the United States Fish and Wildlife Service,
 25 or the Forest Service to a field unit which the individual

1 would report to work into any position at or below grade
2 GS–9 of the General Schedule, WG–15 of the Federal
3 Wage System, or equivalent within the applicable field
4 unit.

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

10 (1) is consistent with the merit principles of
11 section 2301 of that title; and

12 (2) complies with the public notice requirements
13 of section 3327 of that title.

14 (c) TERMINATION OF AUTHORITY.—The authority
15 provided under subsection (a) shall terminate on Sep-
16 tember 30, 2030.

17 **SEC. 302. SUPPORTING THE SEASONAL NATIONAL PARK**
18 **SERVICE WORKFORCE.**

19 (a) IN GENERAL.—Notwithstanding any other provi-
20 sion of law, for purposes of determining the noncompeti-
21 tive rehire eligibility of temporary seasonal employees of
22 the National Park Service—

23 (1) the Secretary shall establish a definition of
24 what constitutes a major subdivision of the National
25 Park Service; and

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

3 (b) **TERMINATION OF AUTHORITY.**—The authority
4 provided under subsection (a) shall terminate on Sep-
5 tember 30, 2030.

6 **TITLE IV—REPORTS AND** 7 **OVERSIGHT**

8 **SEC. 401. QUANTIFYING THE WORKFORCE HOUSING NEEDS** 9 **OF LAND MANAGERS.**

10 Not later than 18 months after the date of enactment
11 of this Act, the Secretary and the Secretary of Agriculture
12 shall jointly submit to the appropriate committees of Con-
13 gress a needs assessment report that provides, with re-
14 spect to housing the workforce of covered agencies, as ap-
15 plicable—

16 (1) an analysis of the unit type and condition
17 of—

18 (A) housing owned by the covered agencies;

19 and

20 (B) housing leased by the covered agencies;

21 (2) an analysis of the employment status of the
22 occupants of the housing analyzed under paragraph
23 (1), including—

24 (A) whether the occupants are—

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

3 (ii) members of the seasonal work-
4 force; and

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

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

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

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

16 (i) the cost of living; and

17 (ii) the available supply of housing.

18 **SEC. 402. CONDUCTING OVERSIGHT ON THE HOUSING PRO-**

19 **GRAMMING OF LAND MANAGERS.**

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

24 (1) assesses, in consultation with the National
25 Housing Council described in Office of Management

1 and Budget Circular A-45, the effect of Office of
2 Management and Budget Circular A-45R on the
3 housing of the workforce of covered agencies;

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

7 (3) assesses the effect of department-level guid-
8 ance on the housing of the workforce of covered
9 agencies;

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

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

17 (A) improvements to tenant experience;

18 (B) improvements to workforce housing
19 supply, 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
8 established community (as defined in Of-
9 fice of Management and Budget Circular
10 A-45); 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
21 the date on which the report is submitted under subsection
22 (a), the heads of the covered agencies shall carry out the
23 administrative actions identified under paragraph (5) of
24 that subsection.

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

2 Section 5 of the Act of August 3, 1956 (70 Stat.
3 1033, 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 insert-
6 ing 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 Sec-
15 retary of Agriculture shall submit to the appropriate
16 committees of Congress (as defined in section 2 of
17 the Land Manager Housing and Workforce Improve-
18 ment 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
22 furnished 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,
4 and approved by, the Director of the Office of Man-
5 agement and Budget.

6 “(3) EXCEPTION.—A report under paragraph
7 (1) shall not be required in the case of an emergency
8 resulting from a natural disaster, act of terrorism,
9 or other man-made disaster.”.

 Passed the Senate December 18 (legislative day, De-
cember 16), 2024.

Attest:

Secretary.

118TH CONGRESS
2^D SESSION

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AN ACT

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