

118TH CONGRESS  
2D SESSION

**S.** \_\_\_\_\_

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

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IN THE SENATE OF THE UNITED STATES

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Mr. BARRASSO introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

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**A BILL**

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,*

3 **SECTION 1. SHORT TITLE.**

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

7 (b) TABLE OF CONTENTS.—The table of contents for  
8 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. Leveraging philanthropic support to address National Park Service workforce housing.

## TITLE III—SUPPORTING WORKFORCE

- Sec. 301. Supporting the permanent 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.

**1 SEC. 2. DEFINITIONS.**

2 In this Act:

3 (1) APPROPRIATE COMMITTEES OF CON-  
 4 GRESS.—The term “appropriate committees of Con-  
 5 gress” means—

6 (A) the Committee on Energy and Natural  
 7 Resources of the Senate;

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

10 (C) the Committee on Appropriations of  
 11 the Senate;

12 (D) the Committee on Natural Resources  
 13 of the House of Representatives;

1 (E) the Committee on Agriculture of the  
2 House of Representatives; and

3 (F) the Committee on Appropriations of  
4 the House of Representatives.

5 (2) COVERED AGENCIES.—The term “covered  
6 agencies” means—

7 (A) the National Park Service;

8 (B) the Bureau of Land Management;

9 (C) the United States Fish and Wildlife  
10 Service; and

11 (D) the Forest Service.

12 (3) SECRETARY.—The term “Secretary” means  
13 the Secretary of the Interior.

14 **TITLE I—EXPANDING**  
15 **AUTHORITY**

16 **SEC. 101. PRIORITIZING NATIONAL PARK SERVICE WORK-**  
17 **FORCE HOUSING.**

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

20 (1) by inserting “quarters for field employees  
21 (as those terms are defined in section 101331) (in-  
22 cluding related infrastructure and amenities),” after  
23 “prioritize”; and

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

1 **SEC. 102. AUTHORIZING THE NATIONAL PARK SERVICE TO**  
2 **ADDRESS WORKFORCE HOUSING OFF-PARK.**

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

5 “(i) ACQUISITION OF LAND FOR ADMINISTRATION OF  
6 SYSTEM UNITS.—

7 “(1) IN GENERAL.—Notwithstanding section  
8 103501(c)(2) or any other provision of law (includ-  
9 ing regulations), to facilitate the administration of a  
10 System unit, the Secretary may acquire, by purchase  
11 from a willing seller, donation, exchange, or transfer  
12 from another Federal agency, not more than 10  
13 acres of land or interests in land, cumulatively, not  
14 more than a 1-hour driving commute (under normal  
15 commuting conditions) outside the System unit  
16 boundary for the development, construction, rehabili-  
17 tation, maintenance, operation, or management of  
18 quarters for field employees (as those terms are de-  
19 fined in section 101331) (including related infra-  
20 structure and amenities) for the System unit.

21 “(2) DISPOSAL.—If the Secretary determines  
22 that any land or interest in land acquired under  
23 paragraph (1) no longer supports the administration  
24 of the System unit—

1           “(A) the Secretary may determine the land  
2           and any improvements to the land to be excess  
3           property for disposal; and

4           “(B) the proceeds from the disposal of ex-  
5           cess property under subparagraph (A) shall be  
6           retained by the Secretary and deposited in the  
7           special fund established for the development,  
8           construction, rehabilitation, or management of  
9           quarters for field employees (as so defined) (in-  
10          cluding related infrastructure and amenities)  
11          under section 101338(b), to be expended by the  
12          Secretary without further appropriation.”.

13 **SEC. 103. EXPANDING NATIONAL PARK SERVICE RENTAL**  
14           **OPTIONS.**

15          Section 101336 of title 54, United States Code, is  
16          amended, in the first sentence, by striking “management,  
17          repair, and maintenance of field employee quarters” and  
18          inserting “occupancy, development, construction, repair,  
19          maintenance, rehabilitation, or management of quarters  
20          for field employees (including related infrastructure and  
21          amenities)”.

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

4 Section 101338(b) of title 54, United States Code,  
5 is amended by striking “maintenance and operation of  
6 quarters” and inserting “development, construction, reha-  
7 bilitation, or management of quarters for field employees  
8 (including related infrastructure and amenities)”.

9 **SEC. 105. EMPOWERING THE FOREST SERVICE TO ADDRESS**  
10 **WORKFORCE HOUSING NEEDS.**

11 (a) USE OF FOREST SERVICE STRUCTURES OR IM-  
12 PROVEMENTS.—Section 7 of the Act of April 24, 1950  
13 (commonly known as the “Granger-Thye Act”) (64 Stat.  
14 84, chapter 97; 16 U.S.C. 580d), is amended by striking  
15 “thirty years as determined by him” and inserting “30  
16 years, or in the case of a permit for workforce housing  
17 and related infrastructure (including amenities), any dura-  
18 tion, as determined to be appropriate by the Secretary of  
19 Agriculture”.

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

24 (1) in section 503—

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

1 (B) by redesignating subsection (g) as sub-  
2 section (f);

3 (2) in section 504—

4 (A) in subsection (b)(2)(A), by inserting  
5 “or over time” after “conveyance of the admin-  
6 istrative site”;

7 (B) in subsection (c)(2), by striking “by  
8 competitive sale” and inserting “through com-  
9 petition”; and

10 (C) in subsection (d), by adding at the end  
11 the following:

12 “(5) EXEMPTION FROM INFORMATION COLLEC-  
13 TION REQUIREMENTS.—Subchapter I of chapter 35  
14 of title 44, United States Code, shall not apply to  
15 instruments used to convey administrative sites  
16 under this title.

17 “(6) FORECLOSURE.—After a reasonable period  
18 of time for removal and under conditions for cause  
19 considered to be appropriate by the Secretary, a fa-  
20 cility or improvement on an administrative site re-  
21 maining after the termination of a conveyance under  
22 this title shall be conveyed to the United States  
23 without consideration.”; and

24 (3) in section 505(b)—

1 (A) in paragraph (1), by striking “and” at  
2 the end;

3 (B) in paragraph (2), by striking the pe-  
4 riod at the end and inserting a semicolon; and

5 (C) by adding at the end the following:

6 “(3) the acquisition of land or any interests in  
7 land (with or without improvements) for purposes of  
8 administration of the National Forest System, in-  
9 cluding the construction of Federal employee and  
10 private housing; and

11 “(4) the reacquisition by the Secretary of an  
12 administrative site, a purchase agreement, or an op-  
13 tion to buy land with or without improvements con-  
14 veyed under this title.”.

15 **TITLE II—EXPANDING**  
16 **PARTNERSHIP CAPACITY**

17 **SEC. 201. ENGAGING PARTNERS TO ADDRESS NATIONAL**  
18 **PARK SERVICE WORKFORCE HOUSING.**

19 Section 101701(a) of title 54, United States Code,  
20 is amended—

21 (1) in paragraph (1), by inserting, “, including  
22 projects for field employee quarters (as those terms  
23 are defined in section 101331),” after “responsibil-  
24 ities of the Secretary.”; and

25 (2) in paragraph (2)—



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

2 (B) by inserting “(including an organiza-  
3 tion that has a philanthropic agreement to  
4 fundraise or otherwise generate donations on  
5 behalf of, or for the benefit of, a Federal agen-  
6 cy)” after “organization”; and

7 (C) by inserting “(including an individual  
8 that has a philanthropic agreement to fundraise  
9 or otherwise generate donations on behalf of, or  
10 for the benefit of, a Federal agency)” after “in-  
11 dividual”.

12 **SEC. 202. LEVERAGING PHILANTHROPIC SUPPORT TO AD-  
13 DRESS NATIONAL PARK SERVICE WORK-  
14 FORCE HOUSING.**

15 Section 103501(c)(3) of title 54, United States Code,  
16 is amended by inserting “, services,” after “goods”.

17 **TITLE III—SUPPORTING  
18 WORKFORCE**

19 **SEC. 301. SUPPORTING THE PERMANENT LAND MANAGER  
20 WORKFORCE.**

21 (a) IN GENERAL.—The Secretary or the Secretary of  
22 Agriculture, as applicable, may recruit and directly ap-  
23 point qualified individuals into the competitive service who  
24 are certified, in accordance with procedures established by  
25 the Secretary or the Secretary of Agriculture, as applica-

1 ble, as maintaining a permanent and exclusive residence  
2 within, contiguous to, or not more than a 1-hour driving  
3 commute (under normal commuting conditions) from a  
4 site administered by the National Park Service, United  
5 States Fish and Wildlife Service, or Forest Service to  
6 which the individual would report to work into any posi-  
7 tion at or below grade GS-11 of the General Schedule,  
8 WG-15 of the Federal Wage System, or equivalent within  
9 the applicable site.

10 (b) REQUIREMENTS.—In exercising the authority  
11 provided under subsection (a), the Secretary or the Sec-  
12 retary of Agriculture, as applicable, shall ensure that any  
13 action taken by the Secretary or the Secretary of Agri-  
14 culture, as applicable—

15 (1) is consistent with the merit principles of  
16 section 2301 of title 5, United States Code;

17 (2) complies with the public notice requirements  
18 of section 3327 of that title; and

19 (3) is based on a determination by the Sec-  
20 retary or Secretary of Agriculture, as applicable,  
21 that there is a need for workforce housing that can-  
22 not be supplied by the Federal Government.

23 (c) TERMINATION OF AUTHORITY.—The authority  
24 provided under subsection (a) shall terminate on Sep-  
25 tember 30, 2030.

1 **SEC. 302. SUPPORTING THE SEASONAL NATIONAL PARK**  
2 **SERVICE WORKFORCE.**

3 (a) **IN GENERAL.**—Notwithstanding any other provi-  
4 sion of law, for purposes of determining the noncompeti-  
5 tive rehire eligibility of temporary seasonal employees of  
6 the National Park Service—

7 (1) the Secretary shall establish a definition of  
8 what constitutes a major subdivision of the National  
9 Park Service; and

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

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

15 **TITLE IV—REPORTS AND**  
16 **OVERSIGHT**

17 **SEC. 401. QUANTIFYING THE WORKFORCE HOUSING NEEDS**  
18 **OF LAND MANAGERS.**

19 Not later than 18 months after the date of enactment  
20 of this Act, the Secretary and the Secretary of Agriculture  
21 shall jointly submit to the appropriate committees of Con-  
22 gress a needs assessment report that describes, with re-  
23 spect to housing the workforce of covered agencies, as ap-  
24 plicable—

25 (1) housing unit types and utilization;

- 1 (2) year-round, seasonal, and required occu-  
2 pancy rates;
- 3 (3) alternatives to onsite housing;
- 4 (4) local rental market availability and afford-  
5 ability;
- 6 (5) local housing market trends; and
- 7 (6) housing needs by position type.

8 **SEC. 402. CONDUCTING OVERSIGHT ON THE HOUSING PRO-**  
9 **GRAMMING OF LAND MANAGERS.**

10 (a) REPORT TO CONGRESS.—Not later than 18  
11 months after the date of enactment of this Act, the Comp-  
12 troller General of the United States shall submit to the  
13 appropriate committees of Congress a report that—

14 (1) assesses, in consultation with the National  
15 Housing Council described in Office of Management  
16 and Budget Circular A–45, the effect of Office of  
17 Management and Budget Circular A–45R on the  
18 housing of the workforce of covered agencies;

19 (2) assesses the effect of Office of Management  
20 and Budget Circular A–11 on the housing of the  
21 workforce of covered agencies;

22 (3) assesses the effect of department-level guid-  
23 ance on the housing of the workforce of covered  
24 agencies;

1           (4) assesses the effect of agency-level guidance  
2           on the housing of the workforce of covered agencies;  
3           and

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

8                   (A) improvements to tenant experience;

9                   (B) improvements to workforce housing  
10           supply, including—

11                   (i) housing managed by the covered  
12           agencies; and

13                   (ii) leased private market housing;

14                   (C) improvements to financing options;

15                   (D) improvements to public-private part-  
16           nerships;

17                   (E) improvements to philanthropic engage-  
18           ment; and

19                   (F) improvements to commuting times to  
20           report stations, including—

21                   (i) available housing in the gateway  
22           communities;

23                   (ii) available housing in the nearest  
24           established community (as defined in Of-

1            fice of Management and Budget Circular  
2            A-45);

3            (iii) discrepancies in Office of Man-  
4            agement and Budget, Department of the  
5            Interior, and National Park Service defini-  
6            tions for reasonable commuting time; and

7            (iv) differences between normal com-  
8            muting conditions and peak-commute traf-  
9            fic conditions, including considerations  
10           for—

11                            (I) road quality and condition;

12                            (II) availability of public trans-  
13                            portation;

14                            (III) winter driving; and

15                            (IV) visitor traffic.

16            (b) IMPLEMENTATION.—Not later than 1 year after  
17            the date on which the report is submitted under subsection  
18            (a), the heads of the covered agencies shall carry out the  
19            administrative actions identified under paragraph (5) of  
20            that subsection.

21            **SEC. 403. JUSTIFYING EMERGENCY SPENDING.**

22            Section 5 of the Act of August 3, 1956 (70 Stat.  
23            1033, chapter 950; 7 U.S.C. 2228), is amended—

1           (1) by striking the section designation and all  
2           that follows through “The Department” and insert-  
3           ing the following:

4   **“SEC. 5. EMERGENCY SUBSISTENCE FOR EMPLOYEES.**

5           “(a) IN GENERAL.—The Department”; and

6           (2) by adding at the end the following:

7           “(b) REQUIRED NOTICE FOR FOREST SERVICE EM-  
8   PLOYEES.—Not less than 30 days before the date on  
9   which the Secretary of Agriculture exercises the authority  
10   under subsection (a) with respect to Forest Service em-  
11   ployees, the Secretary of Agriculture shall submit to the  
12   Committee on Energy and Natural Resources of the Sen-  
13   ate, the Committee on Agriculture, Nutrition, and For-  
14   estry of the Senate, the Committee on Natural Resources  
15   of the House of Representatives, and the Committee on  
16   Agriculture of the House of Representatives notice pro-  
17   viding—

18           “(1) 1 or more justifications for the use of the  
19           authority;

20           “(2) the estimated cost of using the authority,  
21           as verified by the Director of the Congressional  
22           Budget Office; and

23           “(3) the name of the office within the Forest  
24           Service employing the individuals that would be pro-  
25           vided subsistence payments.

1           “(c) REPORT.—Not later than 30 days after the date  
2 on which the Secretary of Agriculture exercises the au-  
3 thority under subsection (a) with respect to Forest Service  
4 employees, the Secretary of Agriculture shall submit to the  
5 Committee on Energy and Natural Resources of the Sen-  
6 ate, the Committee on Agriculture, Nutrition, and For-  
7 estry of the Senate, the Committee on Natural Resources  
8 of the House of Representatives, and the Committee on  
9 Agriculture of the House of Representatives a report pro-  
10 viding the number and grade level of the General Schedule  
11 of Forest Service employees to be provided subsistence  
12 payments.”.