

S 4181

Federal Emergency Mobilization Accountability (FEMA) Workforce Planning Act

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Emergency Management

Introduced: Apr 18, 2024

Current Status: Held at the desk.

Latest Action: Held at the desk. (Dec 18, 2024)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/4181>

Sponsor

Name: Sen. Peters, Gary C. [D-MI]

Party: Democratic • **State:** MI • **Chamber:** Senate

Cosponsors (1 total)

| Cosponsor | Party / State | Role | Date Joined |
|---------------------------|---------------|------|--------------|
| Sen. Cassidy, Bill [R-LA] | R · LA | | Apr 18, 2024 |

Committee Activity

| Committee | Chamber | Activity | Date |
|--|---------|-------------|--------------|
| Homeland Security and Governmental Affairs Committee | Senate | Reported By | Nov 12, 2024 |

Subjects & Policy Tags

Policy Area:

Emergency Management

Related Bills

| Bill | Relationship | Last Action |
|-------------|----------------|---|
| 118 HR 9037 | Identical bill | Dec 5, 2024: Placed on the Union Calendar, Calendar No. 664. |

Federal Emergency Mobilization Accountability (FEMA) Workforce Planning Act

This bill requires the Federal Emergency Management Agency (FEMA) to develop and submit to Congress every three years a human capital operating plan to shape and improve FEMA's workforce.

Specifically, the plan must include performance measures to track staffing and training, an analysis of the current workforce and possible gaps in staffing or skills, and a plan of action to address such gaps. The plan must discuss the membership and training of the Surge Capacity Force, through which federal employees deploy in response to a catastrophic disaster.

FEMA must submit the first plan within one year after the bill's enactment and subsequent plans at least once every three years.

The bill also requires the Government Accountability Office to submit a report analyzing whether FEMA's plan meets the requirements of the bill, including any recommendations to ensure subsequent plans meet the requirements.

Actions Timeline

- **Dec 18, 2024:** Message on Senate action sent to the House.
- **Dec 18, 2024:** Received in the House.
- **Dec 18, 2024:** Held at the desk.
- **Dec 17, 2024:** Measure laid before Senate by unanimous consent. (consideration: CR S7093-7095)
- **Dec 17, 2024:** The committee substitute as amended agreed to by Unanimous Consent.
- **Dec 17, 2024:** Passed/agreed to in Senate: Passed Senate with an amendment by Unanimous Consent.
- **Dec 17, 2024:** Passed Senate with an amendment by Unanimous Consent. (text: CR S7094-7095)
- **Nov 12, 2024:** Committee on Homeland Security and Governmental Affairs. Reported by Senator Peters with an amendment in the nature of a substitute. With written report No. 118-236.
- **Nov 12, 2024:** Placed on Senate Legislative Calendar under General Orders. Calendar No. 549.
- **May 15, 2024:** Committee on Homeland Security and Governmental Affairs. Ordered to be reported with an amendment in the nature of a substitute favorably.
- **Apr 18, 2024:** Introduced in Senate
- **Apr 18, 2024:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs.