

Arlington National Cemetery Plan of Operations during a Lapse in Appropriations

Date: August 2025

Description: This Plan of Operations describes the agency's plan for operating in the event of a lapse in appropriations

Purpose:

This document describes Arlington National Cemetery's (ANC) plan for operating in the event of a lapse in appropriations.

ANC is funded by the Cemeterial Expenses, Army appropriation and will use remaining funding authority from multi-year appropriations to conduct essential operations during a lapse in appropriation for FY 2026.

Lapse Plan Summary Overview	
Estimated time (to nearest half day) required to complete shutdown activities:	N/A
Total number of agency employees expected to be on board before implementation of the plan:	219 Civilian FTEs 15 Military FTEs
Total number of agency employees expected to be furloughed under the plan (unduplicated count):	0 Civilian FTEs 0 Military FTEs
Total number of employees to be retained under the plan for each of the following categories (may include duplicated counts):	
Compensation is financed by a resource other than annual appropriations:	219 Civilian FTEs
Necessary to perform activities expressly authorized by law:	2 Civilian FTEs*
Necessary to perform activities necessarily implied by law:	219 Civilian FTEs* 15 Military FTEs
Necessary to the discharge of the President's constitutional duties and powers:	N/A
Necessary to protect life and property:	35 Civilian FTEs* 15 Military FTEs

* In the event of a lapse in appropriations and exhaustion of available balances, civilian FTEs will be excepted in these categories.

Brief Summary of Significant Activities that will continue during a Lapse:

ANC will continue all currently available services should a lapse in annual appropriations occur because ANC has sufficient funding to continue all operations for approximately 83 days. This

includes burial operations, scheduling burial service, ceremonies, remaining open to both family pass holders and the public, ANC Tours will continue as this is a fee-for-service and the parking garage will be open.

Brief Summary of Significant Activities that will cease during a Lapse:

No activities will cease during an appropriations lapse. Should a lapse occur for an extended period the Executive Director will re-evaluate to determine which services to suspend to prioritize burial operations.

Applicability:

The procedures herein apply to all ANC personnel funded through multi-year appropriations with sufficient available funds at the time of the lapse in appropriations. Employees will report for work at normal times beginning October 1, 2025

Designation of Excepted Employees:

ANC will continue to conduct operations as normal using remaining funding authority from multi-year appropriations. Sufficient funding remains to pay the salaries of all ANC employees conducting essential operations. The Executive Director, in conjunction with the Civilian Personnel Advisory Center (CPAC), will notify excepted employees of their designation. Since ANC has available unexpired appropriation, no employees will be designated excepted.

During the period in which there is a lapse in appropriations, the Executive Director will periodically reassess the agency's functions that need to be maintained and may amend its designation of services to maintain during a lapse. Upon approval of any change, the Executive Director, in conjunction with CPAC shall make the appropriate notifications to the union and affected employees.

Employees Subject to Furlough:

ANC does not intend to furlough any employee and all employees are expected to report to work on the first day of business following a lapse in appropriations to conduct normal operations.

All employees on preapproved official travel are to complete their travel, if possible, and to return to their duty station. Any upcoming non-essential official travel shall be cancelled or postponed.

Any upcoming training shall be cancelled or postponed.

All paid leave will continue as we are not designating any employees as excepted. Accordingly, any excepted employee who has received preapproval for paid leave during the shutdown period will be furloughed. Any employee who is excepted must report to work.

During the shutdown, should the Executive Director later designate excepted employees as non-excepted employees they may not volunteer to work without pay. Such voluntary services are a

violation of the Anti-deficiency Act and will not be permitted under any circumstances.

Funds Control:

The ANC Director, Business Operations or designee will control funds during the shutdown and ensure compliance with applicable laws and regulations. Specifically, the Director, Business Operations may, as required and as permitted under the Anti-deficiency Act and other applicable law:

1. Authorize obligations of funds to the extent permitted during a lapse in appropriations (for example, for excepted activities, or if prior year no-year funds remain unobligated and available)
2. Establish and disseminate procedures for the initiation, review and approval of purchase requests to ensure that no contractual or other financial commitments are entered into after a lapse in appropriations other than those deemed essential
3. Take necessary actions to adjust allocations as appropriate during periods of lapsed appropriations
4. Ensure that funds are not disbursed that are not available for disbursement.

Human Resources:

ANC HR and CPAC will ensure that personnel actions affecting the furlough are processed for all affected employees and that time and attendance records accurately reflect employees' status during the period of furlough. ANC HR will work with the agency's divisions and offices to ensure that records for deferred payment for personnel retained during a shutdown are maintained.

Notification to OMB:

The ANC Director, Business Operations is responsible for notifying the Office of Management and Budget (OMB) of the agency's operations in compliance with Section 124 of OMB Circular A-11.

Shutdown Activities for Staff Subject to Furlough:

This paragraph is not applicable. Among other things, staff will be instructed to:

1. Report for work at the normal time on October 1, 2025, to conduct normal operations;
2. Update "excepted" personnel on their status during the period of the shutdown;
3. Input information into the Defense Civilian Payroll System for hours worked and leave taken before the lapse in appropriations;

Notification to Public and Staff:

The ANC Call Center and the ANC Public Affairs Office will notify the public and employees that ANC remains open for normal operations via the website and telephonically. The Call Center will ensure that the ANC phone lines contain a message regarding the current status of the agency's operations.

Additionally, the agency will utilize the chain of command to contact employees regarding changes in agency status.

Employees are expected to report to work on October 1, 2025, at their regularly scheduled tour of duty to conduct normal operations.

Required Estimates:

- Time required to complete shutdown: Not Applicable
- Number of employees expected to be on-board before implementation of the plan: 219 civilians and 15 military
- Number of employees to be retained because their salaries are paid from multi-year appropriations: 219 civilians and 15 military
- Number of employees to be retained to protect life or property: Not Applicable