



DEPARTMENT OF THE NAVY
NAVAL INFORMATION WARFARE SYSTEMS COMMAND
4301 PACIFIC HIGHWAY
SAN DIEGO, CA 92110-3127

01 OCT 2025

MEMORANDUM FOR: CIVILIAN EMPLOYEES, NAVWAR HQ & PEOs

FROM: EXECUTIVE DIRECTOR, NAVAL INFORMATION WARFARE SYSTEMS
COMMAND (NAVWAR)

SUBJECT: NOTICE OF DECISION TO FURLOUGH DUE TO LAPSE OF
APPROPRIATIONS

In the absence of either a Fiscal Year (FY) 2026 appropriation, or a continuing resolution for the Department of Defense (DoD), no further obligations may be incurred by the DoD, except those related to "excepted" functions as authorized by the Deputy Secretary of Defense. As provided in the Deputy Secretary of Defense's memorandum, "Guidance for Continuation of Operations During a Lapse of Appropriations," such excepted situations include:

- Statutes that expressly authorize incurring obligations in advance of appropriations;
- Emergencies involving the safety of human life or the protection of property;
- Functions necessary to discharge the President's constitutional duties; and
- Activities necessary for the orderly shutdown of activities that do not fall within one of the above categories.

We very much regret the shutdown furlough and recognize the difficult financial implications of any furlough, no matter how limited its length. However, because your services are not necessary for orderly suspension of operations and because you are not engaged in one of the other excepted functions, you are being placed in a furlough status effective 01 October 2025. The duration of the furlough is not known at this time. This furlough, *i.e.*, non-duty, non-pay status, is not expected to exceed 30 days. Therefore, this furlough notice expires on 30 October 2025. It is your responsibility to listen to public broadcasts and to keep abreast of the latest news regarding the budgetary status of the United States Government. When you hear that a continuing resolution or a FY 2026 appropriation for the DoD has been approved, you will be expected to report to work on your next regular duty day or as otherwise directed by your supervisor.

This action is being taken because of a sudden emergency requiring immediate curtailment of DoD activities; therefore, no advance notification was possible. The customary 30-day advance notice period and opportunity to answer are suspended under the provisions of section 752.404(d)(2) of title 5, Code of Federal Regulations (C.F.R.), for non-Senior Executive Service (SES) employees and under section 359.806(a) for SES career appointees.

If employees are being retained in their competitive level or competitive area, it is because they are performing one of the excepted functions as authorized by the Deputy Secretary of Defense.

During the furlough period, you will be in a non-pay/non-duty status, and you may not work at your workplace or other alternative worksite unless and until recalled. During the furlough, you will not be permitted to serve as an unpaid volunteer with the Federal government. Any paid leave (annual, sick, etc.) previously approved for use during the furlough period is canceled.

An SF-8, *Notice to Federal Employee about Unemployment Insurance*, is available at <https://www.navwar.navy.mil/HR-Furlough-Updates/>. Please be aware that you may be required to repay any unemployment insurance payments once an appropriations bill is enacted and you receive pay for the period of the furlough. Additional information about unemployment insurance is available at: <https://www.dcpas.osd.mil/policy/benefits/unemploymentcompensation> and at <https://www.careeronestop.org/LocalHelp/service-locator.aspx>.

Under 31 U.S.C. § 1341(c), after the lapse in appropriations has ended, both excepted and furloughed employees will receive retroactive pay at the employee's standard rate of pay.

We recognize the difficult financial implications of any furlough, no matter how limited its length. We will make every effort to keep you informed as additional information regarding the agency funding level becomes available. If you have questions, contact NAVWAR_Furlough_Questions@us.navy.mil.


JOHN W. R. POPE II
Executive Director