

**Bureau of Ocean Energy Management**

**CONTINGENCY PLAN**

**September 2025**



**Department of the Interior**  
**Bureau of Ocean Energy Management**  
**Contingency Plan for a Potential Lapse in Appropriations**  
**September 2025**

**Overview**

The Bureau of Ocean Energy Management (BOEM or Bureau) manages the environmentally and economically responsible development of the Nation's offshore energy, mineral, and geological resources on the U.S. Outer Continental Shelf. The Bureau's functions include offshore oil and gas and critical minerals leasing and resource and economic evaluation; review and administration of oil and gas exploration and development plans; geological and geophysical (G & G) permitting; financial assurance and risk management; conveyance of sand and gravel resources; and National Environmental Policy Act analysis and environmental studies.

The Bureau's main office is located in the Main Interior Building in Washington, D.C., with program offices in Sterling, Virginia, and regional offices in New Orleans, Louisiana (Gulf of America Region), Camarillo, California (Pacific Region), and Anchorage, Alaska (Alaska Region). The number of employees working for the Bureau is 473.<sup>1</sup>

**Orderly Shutdown**

The Bureau is prepared for a lapse in appropriations. The Director and Chief of the Office of Budget and Administration (OBA), in coordination with the Assistant Secretary for Land and Minerals Management, will be responsible for implementing and adjusting the plan to respond to the length of the appropriations lapse and changes in external circumstances. Assuming the shutdown will be 30-calendar days or less, one-half day will be required to complete the orderly shutdown. Activities that will take place include: providing and signing furlough notices; verifying contact information; completing time and attendance inputs; updating out of office messages on email and voicemail; collecting personal belongings; and securing the work area.

**Lapse Plan Summary Overview**

| <b>Lapse Plan Summary Overview</b>  |      |
|---|------|
| Estimated time (to nearest half day) required to complete shutdown activities:                  | 0.50 |
| Total number of agency employees expected to be on board before implementation of the plan:     | 473  |
| Total number of agency employees expected to be furloughed under the plan (unduplicated count): | 339  |

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<sup>1</sup> Employees participating in the Deferred Resignation Program whose resignation dates extend beyond September 30, 2025 may be exempt to the extent there are sufficient available balances, otherwise they will be furloughed.

| <b>Lapse Plan Summary Overview</b>   |     |
|--|-----|
| <b>Total number of employees to be retained under the plan for each of the following categories (may include duplicated counts):</b> |     |
| Compensation is financed by a resource other than annual appropriations:   | 134 |
| Necessary to perform activities expressly authorized by law:   | 0   |
| Necessary to perform activities necessarily implied by law:  | 3   |
| Necessary to the discharge of the President's constitutional duties and powers:  | 0   |
| Necessary to protect life and property:  | 35  |

### **Brief summary of significant agency activities that will continue during a lapse:**

In the event of a short-term shutdown (5 days or less), BOEM will have employees available to conduct excepted emergency response activities and administrative support functions, such as finance, funds transfer, contracting, personnel, information technology, and building and property security, and budget preparation and planning for FY 2027.

Although BOEM receives offsetting collections, obligations against offsetting collections cannot be made until enactment of the appropriations bill and transfer of collections from the Office of Natural Resources Revenue to BOEM's accounts. As a result, the number of exempt personnel will be limited. The Branch Supervisor, Administration and Compliance serves as the Emergency Management Coordinator to coordinate emergency related activities with the Department's Office of Emergency Management on an as-needed basis. Positions such as the Associate Director, Office of Budget and Administration (OBA), Budget Officer, and Branch Supervisor, Administration and Compliance are excepted as necessarily implied by law. These positions perform activities necessary for the continuation of exempt and excepted activities and are necessary for the orderly cessation and management of exempt functions during a lapse in appropriations. BOEM receives administrative services from the Bureau of Safety and Environmental Enforcement (BSEE) and the Office of the Secretary (OS) through reimbursable support agreements. The necessarily implied by law positions will be available for coordination and communication between BOEM, BSEE, and OS pertaining to essential administrative support functions, such as finance, funds transfer, contracting, human resources, information technology, and building and property security. The Branch Supervisor, Administration and Compliance will work with human resources to communicate with furloughed employees, call back personnel as needed during the shutdown, and communicate when the government shutdown ends. The performance of these support functions will be on an as-needed basis.

In addition to the employees performing emergency response activities necessary to protect human life and Government property and the employees necessarily implied by law to support those activities, BOEM will have excepted personnel available on an on-call, as-needed basis to assist BSEE with

permitting operations if such operations are necessary to protect human life and federal property. BOEM will process or review certain oil and gas exploration and development plans to the extent such plans are necessary to protect human life and federal property, including revised plans if they are related to the ongoing permitting work performed by BSEE. On many occasions, a permit will include a revision to the underlying plan to reflect a change in the design of the well since the plan was submitted (e.g., a different drilling rig or modified location). BOEM will review those revisions as part of the Bureau's support for the permitting process and protecting the Government's property interests. BOEM will also have excepted personnel available to work on an as-needed basis to support BSEE in responding to renewable energy related incidents that pose a threat to human life and/or federal property.

BOEM will have exempt employees available, funded through carryover, to work on priority conventional energy projects, such as the preparation for the Gulf of America Lease Sale 262 included within the 2024-2029 National Outer Continental Shelf Oil and Gas Leasing Program, offshore oil and gas lease sales associated with the *Public Law 119-21*, and the next National Outer Continental Shelf Oil and Gas Leasing Program (National OCS Program). Employees will also be available to work on preparation for the anticipated calendar year 2026 offshore critical mineral lease sales and oil and gas development plans. The performance of the above functions will be on an as-needed basis, only to perform work related to time-sensitive projects. BOEM will have 105 exempt employees available, funded through carryover, to work on priority or time-sensitive projects.

Lead timekeepers will be available to assist non-furloughed supervisors and managers so that hours are tracked correctly in the time and attendance system as exempt, excepted, or furloughed. This helps ensure employees are correctly paid during and after shutdown.

#### **Brief summary of significant agency activities that will cease during a lapse:**

Other than time sensitive activities previously cited and supported by the exempt employees identified above, BOEM will cease all renewable energy activities but continue limited work on conventional and marine minerals based on available resources. BOEM will cease non-time sensitive offshore conventional energy activities including resource and economic evaluation; National Environmental Policy Act analysis, and environmental studies under the Outer Continental Shelf (OCS) Lands Act, 43 U.S.C. 1331 et seq; and the processing and reviewing of geological and geophysical permits. However, BOEM will process and review certain revised plans if they are related to the ongoing permitting work performed by BSEE to protect Government property and assist in incident response.

#### **Shutdown activities that will not be completed within one-half day:**

All activities will be completed within one-half day.

In the event that the lapse in appropriations extends beyond 5 days, this plan will remain in effect. The Director, Deputy Director, and Regional Directors will work with the Assistant Secretary for Land and Minerals Management to determine if adjustments to this plan are necessary and which furloughed employees should have their status changed to excepted or exempt. BOEM will use unspent funds from prior year appropriations to work on excepted and exempted activities while funding is available. As available funding is diminished, adjustments will be made to limit work to time-sensitive matters. This adjustment process will continue through the duration of the shutdown. Support from the Office of the Solicitor, BSEE, and other BOEM and Department of the Interior personnel may be required to continue work.

## **Actions to Resume Orderly Operations**

### **Communications**

Once a new appropriations bill is signed, BOEM will notify employees to return to work on the next business day via its Safety and Emergency Alert Notification System, an automated system that has the capability to contact employees using email, text messaging, and phone calls. BOEM leadership expects that employees will keep abreast of status updates related to the shutdown. The external BOEM website will be updated to announce return to work.

### **Flexibilities Available to Supervisors**

BOEM leadership expects managers to work with employees who may have difficulties returning to work the next business day by utilizing schedule flexibilities (annual leave, compensatory time, credit hours, telework, flexible work schedules, etc.) and other means available.

### **Resuming Normal Operations**

Each manager and supervisor are responsible to ensure procedures for an orderly return to Bureau operations and program activities, including appropriate oversight and disbursement of funds (as applicable), are followed.