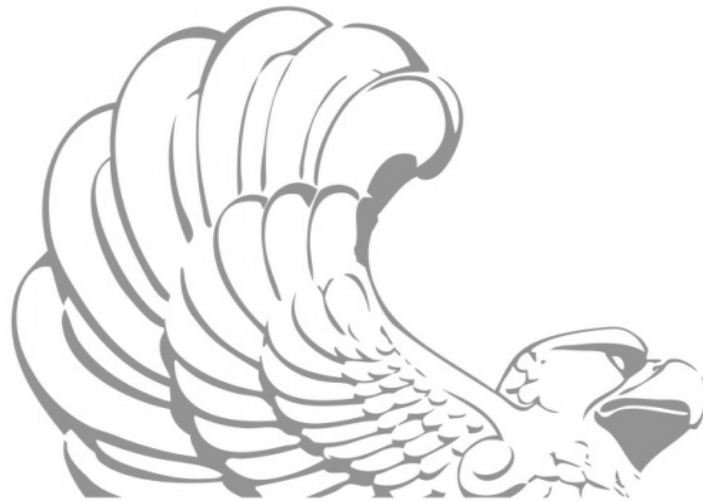


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# National Archives and Records Administration



NATIONAL  
ARCHIVES

## FY 2026 CONGRESSIONAL JUSTIFICATION

May 30, 2025

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**National Archives and Records Administration**

**SUMMARY of the FY 2026 REQUEST**

**Fiscal Year 2026 Budget Request**

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## Summary of the Request

The National Archives and Records Administration (NARA) requests \$414.7 million in discretionary budget authority for FY 2026. This is a decrease of -\$59.5 million from the FY 2025 enacted level. Within the aggregate request, NARA requests \$404.3 million for the Operating Expenses appropriation, \$5.9 million for the NARA Office of Inspector General, and \$4.5 million for Repairs and Restoration of NARA-owned buildings. NARA is not requesting appropriations for the National Historical Publications and Records Commission (NHPRC) Grants Program. NARA's request for Operating Expenses includes \$384.3 million in one-year funding and \$20 million to be available until expended.

## Appropriations Request (Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request	change from FY 2025
Operating Expenses:				
Annual appropriation	\$ 395,250	\$ 418,250	\$ 384,250	-34,000
<u>No-year appropriation</u>	<u>32,000</u>	<u>32,000</u>	<u>20,000</u>	<u>-12,000</u>
Total Appropriation.....	\$ 427,250	\$ 450,250	\$ 404,250	-46,000
Office of Inspector General	5,920	5,920	5,920	0
Repairs and Restoration	25,500	8,000	4,500	-3,500
NHPRC Grants Program	48,414	10,000	0	-10,000
<b>NARA Discretionary Budget Authority</b>	<b>\$ 507,084</b>	<b>\$ 474,170</b>	<b>\$ 414,670</b>	<b>-59,500</b>

NARA's request for Operating Expenses is a reduction of -\$46 million from the FY 2025 enacted level. NARA's request is the net of several program increases and reductions:

- (1) An increase of \$1.3 million to provide for the annualization of the FY 2025 pay raise (2.0 percent), and an increase of \$2.9 million for increases to NARA Facility Operations costs and other, non-labor costs.
- (2) Reductions totaling -\$50.1 million and -136 FTE, including strategic organizational realignment (-\$24.3 million and -136 FTE); non-recurring Presidential Transition funding (-\$11 million); non-recurring initiatives to support electronic records (-\$10 million); closure of several NARA locations (-\$2.8 million); and non-recurring funding to make publicly available records related to missing Armed Forces (\$-2 million).

NARA's request for the Office of Inspector General appropriation remains at the FY 2025 enacted level; an offset that provides for the annualization of the FY 2025 pay raise while maintaining progress in strengthening OIG oversight, contract audit, and program evaluation.

NARA's request for the Repairs and Restoration appropriation is a reduction of -\$3.5 million.

NARA eliminates funding for the NHPRC Grants Program appropriation, which is a reduction of -\$10 million from amounts provided in the FY 2025 enacted level.

## **NARA Mission, Vision, and Goals**

The vision, mission, and strategic goals confirm NARA's commitment to openness, transparency, and citizen engagement through public access to government records. NARA's strategic framework adds context and a higher purpose to NARA operations, drives increased coordination between NARA programs, and sets priorities for improved resource allocations.

### **MISSION**

***We will preserve the records of the United States and make them available to the American people.***

### **VISION**

***We will embrace a shared commitment to transparency by opening access to records – physical or digitally – and engage in opportunities to share records widely in order to bring the American people closer to their history and story.***

### **STRATEGIC GOALS**

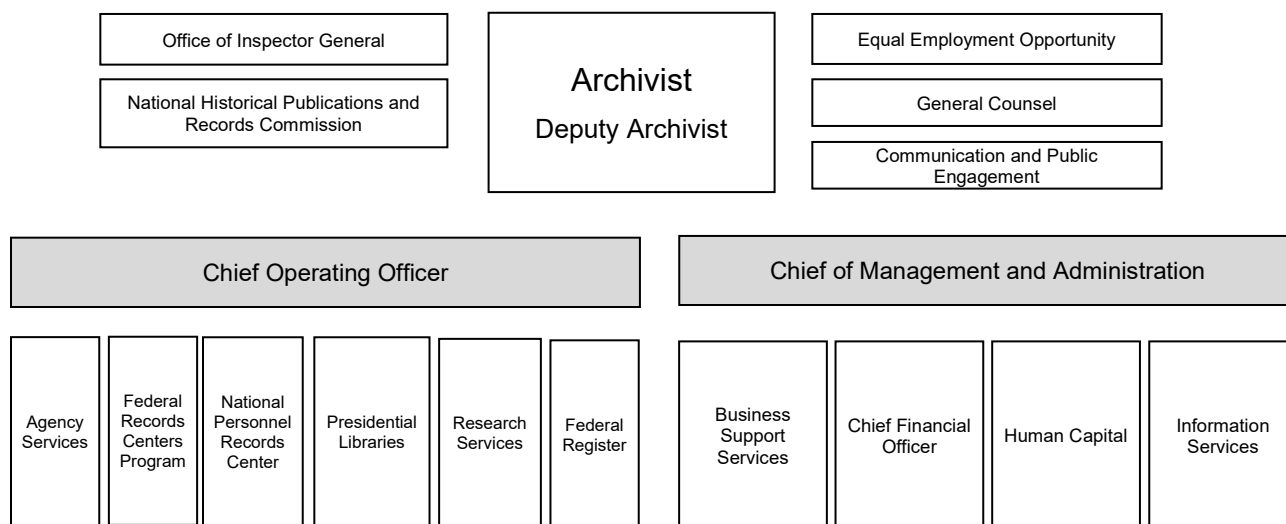
NARA's strategic goals identify the four key areas in which NARA must excel in order to efficiently and effectively deliver its mission in a modern environment.

- 1. Discover, access, organize, process and make historical materials available to all Americans to the maximum extent possible.*
- 2. Ensure the highest standards of preservation are being applied to NARA's holdings, preserving American history for future generations.*
- 3. Share NARA's holdings with the American people and the wider world in bold and creative ways. Celebrating the Semiquincentennial in 2025 and 2026 is an excellent example of an opportunity to put this priority into action.*
- 4. Continue modernization of federal records management and digital preservation of archival electronic records.*

## NARA Organization

NARA's organizational structure focuses agency resources and management attention on delivering coordinated and effective services to key stakeholders and customers. NARA's customer-focused organizations allow the agency to better engage its stakeholders, encourage their collaboration and participation, and respond to their needs expediently and efficiently. This structure optimizes operations by reducing managerial layers, grouping functions, and streamlining operations to improve efficiency and enhance NARA's service to the public.

### National Archives and Records Administration



- *Agency Services* leads NARA efforts to meet the records management needs of Federal agencies and represents the public's interest in the transparency of these records.
- *Federal Records Centers Program* provides low-cost, high quality storage and related services, including: transfer, reference, re-file, and disposal services for temporary and pre-archival Federal Government records through a full cost recovery revolving fund.
- *National Personnel Records Center* is the central repository of personnel-related records for both the military and civil services of the United States Government and provides world class service to government agencies, military veterans and their family members.
- *The Office of Presidential Libraries* provides public access to Presidential records and historical materials for researchers, the White House and Congress, and operates and maintains the Presidential Library facilities.
- *Research Services* provides world-class service to researchers and citizens wanting to access the records of the National Archives and preserves archival holdings for the benefit of future generations.
- *The Office of the Federal Register* fulfills the Archivist's responsibilities to publish the daily Federal Register, the Code of Federal Regulations, and the Statutes-at-Large, and other statutory requirements.

**Summary of Requested Appropriations Action**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Operating Expenses:			
Legislative, Presidential, and Museum Services	\$ 130,441	\$ 140,558	\$ 126,140
Citizen Services	139,080	142,471	134,568
Agency and Related Services	64,274	73,737	63,615
Facility Operations	63,455	63,484	59,927
Electronic Records Initiative	30,000	30,000	20,000
Total Appropriation	\$ 427,250	\$ 450,250	\$ 404,250
Office of Inspector General	5,920	5,920	5,920
Repairs and Restoration	25,500	8,000	4,500
NHPRC Grants Program	48,414	10,000	0
<b>Total Appropriations Request</b>	<b>\$ 507,084</b>	<b>\$ 474,170</b>	<b>\$ 414,670</b>
Total Full-Time Equivalents (FTE)	2,771.0	2,856.0	2,626.0

National Archives and Records Administration  
Summary of the FY 2026 Request

**Total Discretionary Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
11.1 Full-time, permanent.....	\$ 165,548	\$ 178,874	\$ 163,462
11.3 Other than full-time permanent.....	406	443	394
11.5 Other personnel compensation.....	3,089	3,385	3,096
11.8 Special personal services payments.....	27	29	26
12.1 Civilian personnel benefits.....	62,707	68,523	63,540
13.0 Benefits for former personnel.....	5	5	13
21.0 Travel and transportation of persons.....	547	160	141
22.0 Transportation of things.....	504	604	588
23.1 Rental payments to GSA.....	8,092	8,389	6,942
23.2 Rental payments to others.....	1,053	1,053	1,026
23.3 Communications, utilities, and misc. charges.....	13,673	13,619	13,270
24.0 Printing and reproduction.....	163	163	159
25.1 Advisory and assistance services.....	15,062	18,585	13,214
25.2 Other services from non-Federal sources.....	39,215	48,211	32,520
25.3 Other goods and services from Federal sources	27,526	25,684	22,602
25.4 Operation and maintenance of facilities.....	39,187	38,432	36,470
25.5 Research and development contracts.....	0	0	0
25.7 Operation and maintenance of equipment.....	40,994	39,233	26,957
26.0 Supplies and materials.....	1,873	3,223	1,965
31.0 Equipment.....	21,893	25,597	24,533
32.0 Land and structures.....	30,896	40,940	11,101
41.0 Grants, subsidies, and contributions.....	46,353	41,091	11,000
42.0 Insurance claims and indemnities.....	72	97	97
43.0 Interest and dividends.....	0	0	0
94.0 Financial transfers.....	0	0	0
<b>99.0 Obligations, appropriated.....</b>	<b>\$ 518,883</b>	<b>\$ 556,340</b>	<b>\$ 433,116</b>
<i>Subtotal, PC&amp;B.....</i>	<i>231,782</i>	<i>251,258</i>	<i>230,531</i>
<i>Subtotal, non-labor.....</i>	<i>287,100</i>	<i>305,081</i>	<i>202,585</i>

**Note:** This schedule includes obligations of available balances from prior-year appropriations.

**National Archives and Records Administration**

**OPERATING EXPENSES**

**Fiscal Year 2026 Budget Request**

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**Appropriation Language**

For necessary expenses in connection with the administration of the National Archives and Records Administration and archived Federal records and related activities, as provided by law, and for expenses necessary for the review and declassification of documents, the activities of the Public Interest Declassification Board, the operations and maintenance of the electronic records archives, the hire of passenger motor vehicles, and for uniforms or allowances therefore, as authorized by law (5 U.S.C. 5901), including maintenance, repairs, and cleaning, **\$404,250,000**, of which **\$20,000,000** shall remain available until expended for expenses necessary to enhance the Federal Government's ability to electronically preserve, manage, and store Government records.

## Program Description

This appropriation provides for the operation of the Federal government's archives and records management activities, the preservation of permanently valuable historical records, and their access and use by the public.

- *Legislative Archives, Presidential Libraries, and Museum Services.*—This activity provides for the Center for Legislative Archives and the White House Liaison Division, which provide records management services to Congress and the White House; the Presidential Libraries of sixteen former Presidential administrations; and nationwide education, outreach, and exhibits programs, including the National Archives Museum in Washington, DC.
- *Citizen Services.*—This activity provides for public access to and engagement with permanently valuable Federal Government records by the researcher community and the general public at public research rooms, online at [www.archives.gov](http://www.archives.gov), and through innovative tools and technology to support collaboration with the public.
- *Agency and Related Services.*—This activity provides for the services NARA provides to other Federal agencies, including records management, appropriate declassification of classified national security information, oversight of the classification system and controlled, unclassified information, and improvements to the administration of the Freedom of Information Act by the Office of Government Information Services; the electronic records management activities of the Electronic Records Archives system; and publication of the Federal Register and U.S. Statutes-at-Large.
- *Facility Operations.*—This activity provides for the operations and maintenance of NARA facilities.
- *Electronic Records Initiative.*— This activity provides for expenses necessary to enhance the Federal Government's ability to electronically preserve, manage, and store Government records.

National Archives and Records Administration  
Operating Expenses

**Explanation of Changes**  
(Dollars in Thousands)

	<u>FTE</u>	<u>Budget Authority</u>
FY 2025 Enacted.....	1,584.0	\$ 450,250
FY 2026 Appropriation request.....	<u>1,448.0</u>	<u>404,250</u>
Net Change.....	-136.0	-\$ 46,000
<b>Maintaining Current Levels:</b>		
Annualization of FY 2025 pay raise		\$ 1,269
Inflationary increases in NARA Operations Costs	—	<u>2,865</u>
Subtotal, Maintaining Current Levels.....	0.0	\$ 4,134
<b>Program Decreases:</b>		
Implement organizational realignment	-136.0	-\$ 24,333
Non-recur Presidential Transition funding		-10,984
Non-recur FY 2025 initiatives to support electronic records		-10,000
Closure of several NARA locations		-2,817
Non-recur funding for records related to missing Armed Forces and civilian personnel	—	<u>-2,000</u>
Subtotal, Program Decreases .....	-136.0	-\$ 50,134
<b>Net Change.....</b>	<b>-136.0</b>	<b>-\$ 46,000</b>

The FY 2026 budget requests an appropriation of **\$404,250 thousand and 1,448 FTE** for Operating Expenses. This reflects a net decrease of -\$46,000 thousand and -136 FTE from the FY 2025 enacted level. NARA's request is the result of the following changes:

- (1) An increase of **\$1,269 thousand**, to provide for the annualization of the FY 2025 pay raise (2.0 percent), and an increase of **\$2,865 thousand** for increases to NARA Facility Operations costs and other, non-labor costs.
- (2) Program reductions totaling **-\$50,134 thousand and -136 FTE** including:
  - -\$24,333 thousand and -136 FTE in reductions through implementation of an organizational realignment to improve program efficiency and operational resilience. NARA will reduce managerial layers, group functions, and streamline operations to optimize NARA's performance in alignment with Executive Order 14158 *Implementing the President's "Department of Government Efficiency."* NARA will utilize all workforce realignment tools to restructure and reallocate resources to mission-critical areas in support of NARA's core mission. This includes a reduction of -68 FTE and -\$9,464 thousand from the workforce's participation in the deferred resignation program.
  - -\$10,984 thousand in reductions from non-recurring FY 2025 costs associated with the Presidential Transition of electronic and analog records and artifacts. This reduction leaves \$12,016 thousand remaining in FY 2026 for the migration of electronic Presidential records into NARA's Executive Office of the President Cloud and to ensure the security and proper management of Presidential records for future public access.
  - -\$10,000 thousand in reductions from non-recurring one-time costs associated with the support of electronic records. Savings come from reductions to development funding for the Electronic Records Archive 2.0 and the National Archives Catalog, one-time contract digitization, and reduced spending on digitization equipment.
  - -\$2,817 thousand in reductions from closing several NARA locations. Savings come from closing the National Archives at New York City, closing the temporary Barack Obama Presidential Library at Hoffman Estates, IL, and vacating some of the office space NARA leases in the Government Publishing Office in Washington, DC.
  - -\$2,000 thousand for non-recurring FY 2025 funding to make publicly available records related to missing Armed Forces.

*National Archives and Records Administration*  
*Operating Expenses*

**Amounts Available for Obligation**  
*(Dollars in Thousands)*

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Unobligated balance, no-year appropriation.....	\$ 452	\$ 462	\$ 462
Unobligated balance, no-year (GPO space).....	\$ 7,934	\$ 0	\$ 0
Unobligated balance, no-year (ERI).....	\$ 22,692	\$ 16,514	\$ 0
Unobligated balance, no-year (Civil Rights).....	\$ 5,575	\$ 149	\$ 0
Unobligated balance, no-year (AF and Civilian Records).....	\$ 0	\$ 2,000	\$ 0
Transfer to other accounts.....	-\$ 5,400	\$ 0	\$ 0
Recoveries of prior-year obligations.....	\$ 764	\$ 500	\$ 500
Transfer in from trust fund accounts <sup>1</sup> .....	\$ 618	\$ 746	\$ 746
Discretionary authority:			
Annual appropriation.....	\$ 395,250	\$ 418,250	\$ 384,250
No-year appropriation (ERI).....	30,000	30,000	20,000
No-year appropriation (AF and Civilian Records).....	2,000	2,000	0
<b>Total discretionary authority.....</b>	<b>\$ 427,250</b>	<b>\$ 450,250</b>	<b>\$ 404,250</b>
Reimbursable authority:			
New spending authority collected <sup>2</sup> .....	\$ 1,792	\$ 2,000	\$ 1,300
Change in uncollected payments.....	0	0	0
Subtotal, reimbursable authority.....	\$ 1,792	\$ 2,000	\$ 1,300
Unobligated balance, expiring.....	-\$ 402	\$ 0	\$ 0
Unobligated balance, available in future years.....	-\$ 19,125	-\$ 462	-\$ 462
Unobligated balance, reimbursable.....	\$ 0	\$ 0	\$ 0
Total obligations.....	\$ 442,150	\$ 472,159	\$ 406,796
<b>Obligations, annual appropriation.....</b>	<b>\$ 395,466</b>	<b>\$ 418,996</b>	<b>\$ 384,996</b>
Obligations, no-year (GPO space).....	7,934	0	0
Obligations, no-year appropriation (ERI).....	36,933	47,014	20,500
Obligations, no-year appropriation (Civil Rights).....	25	149	0
Obligations, no-year appropriation (AF and Civilian Records)	0	4,000	0
Obligations, reimbursable.....	1,792	2,000	1,300
<i>Net outlays</i>	<i>\$ 439,525</i>	<i>\$ 434,335</i>	<i>\$ 411,467</i>

1/ NARA anticipates an additional \$746 thousand in transfers from the National Archives Trust Fund endowments for the operations and maintenance of certain Presidential Libraries. In accordance with 44 USC § 2112(g), the private Foundations for the Libraries of former Presidents George H.W. Bush, William Clinton, and George W. Bush have established (separate) endowments in the National Archives Trust Fund. Annual income from these endowments is transferred to NARA's Operating Expenses appropriation, to partially offset the costs of facility operations and maintenance at each respective Library.

2/ NARA anticipates providing reimbursable services to the National Archives Trust Fund (as authorized by 44 U.S.C. § 2302) in the amount of \$1,300 thousand and 18 FTE in FY 2026. Reimbursable services provide for the costs of reproducing archival documents for sale to the public and other, related projects.

*National Archives and Records Administration  
Operating Expenses*

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
11.1 Full-time, permanent.....	\$ 163,711	\$ 176,801	\$ 160,219
11.3 Other than full-time permanent.....	406	443	394
11.5 Other personnel compensation.....	2,977	3,253	2,890
11.8 Special personal services payments.....	27	29	26
12.1 Civilian personnel benefits.....	61,932	67,659	62,189
13.0 Benefits for former personnel.....	5	5	13
21.0 Travel and transportation of persons.....	520	111	91
22.0 Transportation of things.....	504	604	588
23.1 Rental payments to GSA.....	8,092	8,389	6,942
23.2 Rental payments to others.....	1,053	1,053	1,026
23.3 Communications, utilities, and misc. charges.....	13,619	13,619	13,270
24.0 Printing and reproduction.....	163	163	159
25.1 Advisory and assistance services.....	9,743	13,021	12,537
25.2 Other services from non-Federal sources.....	29,889	26,658	24,990
25.3 Other goods & services from Federal sources.....	27,370	24,412	22,452
25.4 Operation and maintenance of facilities.....	38,253	38,407	36,445
25.5 Research and development contracts.....	0	0	0
25.7 Operation and maintenance of equipment.....	24,091	23,020	21,444
26.0 Supplies and materials.....	1,763	1,913	1,865
31.0 Equipment.....	10,865	18,953	16,983
32.0 Land and structures.....	411	411	401
42.0 Insurance claims and indemnities.....	72	72	72
43.0 Interest and dividends.....	0	0	0
94.0 Financial transfers.....	0	0	0
<b>99.0 Obligations, annual appropriation.....</b>	<b>\$ 395,466</b>	<b>\$ 418,996</b>	<b>\$ 384,996</b>
<i>Subtotal, PC&amp;B.....</i>	<i>229,058</i>	<i>248,190</i>	<i>225,731</i>
<i>Subtotal, non-labor.....</i>	<i>166,408</i>	<i>170,806</i>	<i>159,265</i>
99.0 Obligations, no-year (GPO space).....	7,934	0	0
99.0 Obligations, no-year appropriation (ERI).....	36,933	47,014	20,500
99.0 Obligations, no-year appropriation (Civil Rights).....	25	149	0
99.0 Obligations, no-year appropriation (AF & Civilian).....	0	4,000	0
99.0 Obligations, reimbursable.....	1,792	2,000	1,300
99.0 Total obligations.....	\$ 442,150	\$ 472,159	\$ 406,796
Full-Time Equivalents (FTE) Direct.....	1,404.0	1,584.0	1,448.0
Full-Time Equivalents (FTE) Reimbursable.....	22.0	18.0	18.0

## NARA Budget Activities

NARA's mission is to preserve the records of the United States and make them available to the American people. The Operating Expenses appropriation provides for salaries and expenses associated with preservation, processing, and public access to permanent records and related functions.

NARA's request for Operating Expenses is presented in five budget activities, which consolidate related functions to report the total resources NARA dedicates to each of its key customer segments and stakeholder groups.

- *Presidential Libraries, Public Museum Engagement and Legislative Archives.* — This activity includes:
  - The Office of Presidential Libraries, which provides public access to Presidential records and historical materials for researchers, the White House and Congress, and operates and maintains the Presidential Library facilities.
  - The Public Museum Engagement and Legislative Archives organizations focus on Congressional records, exhibits and educational programs, and visitor services across Legislative Archives and the National Archives Museum.
- *Citizen Services.* — This activity includes:
  - The Research Services organization, which provides public access to original, archived government records for researchers and citizens and preserves archival records for the benefit of future generations.
- *Agency and Related Services.*—This activity includes:
  - The Agency Services organization, which supports all Federal agencies' records management needs and represents the public's interest in the transparency of those records.
  - The Office of the Federal Register, which fulfills a variety of statutory responsibilities, including publication of the daily Federal Register, the Code of Federal Regulations, and the U.S. Statutes-at-Large.
- *Facility Operations.*—This activity provides for the operations and maintenance of NARA facilities, which are managed by the Business Support Services organization.
- *Electronic Records Initiative.*— This activity provides for NARA activities expenses necessary to enhance the Federal Government's ability to electronically preserve, manage, and store Government records.

Costs of agency-wide management and administrative functions are allocated across NARA's budget activities.

*National Archives and Records Administration  
Operating Expenses*

**Obligations by Program Activity**  
(Dollars in Thousands)

	FY 2024		FY 2025		FY 2026	
	Actual		Enacted		Request	
	FTE	Dollars	FTE	Dollars	FTE	Dollars
<b>1. Legislative, Presidential, and Museum Services:</b>						
Presidential Libraries	367.0	\$111,001	380.0	\$123,950	357.0	\$109,162
Public Museum Engagement and Legislative Archives	<u>83.0</u>	<u>17,681</u>	<u>85.0</u>	<u>17,503</u>	<u>62.0</u>	<u>17,724</u>
Subtotal, LPM Services.....	450.0	\$128,682	465.0	\$141,453	419.0	\$126,886
<b>2. Citizen Services:</b>						
Office of Innovation	52.0	\$12,369	50.0	\$12,209	0.0	\$0
Research Services	602.0	126,686	762.0	128,113	747.0	134,568
Armed Forces and Civilian Records (no-year)	0.0	0	0.0	4,000	0.0	0
Civil Rights (no-year)	<u>0.0</u>	<u>25</u>	<u>0.0</u>	<u>149</u>	<u>0.0</u>	<u>0</u>
Subtotal, Citizen Services.....	654.0	\$139,080	812.0	\$144,471	747.0	\$134,568
<b>3. Agency and Related Services:</b>						
Agency Services	234.0	\$49,770	238.0	\$59,392	219.0	\$49,222
Federal Register	<u>66.0</u>	<u>14,504</u>	<u>69.0</u>	<u>14,345</u>	<u>63.0</u>	<u>14,393</u>
Subtotal, Agency and Related.....	300.0	\$64,274	307.0	\$73,737	282.0	\$63,615
<b>4. Facility Operations:</b>						
NARA Facility Operations	0.0	\$63,455	0.0	\$63,484	0.0	\$59,927
GPO space improvements (no-year)	<u>0.0</u>	<u>7,934</u>	<u>0.0</u>	<u>0</u>	<u>0.0</u>	<u>0</u>
Subtotal, Facility Operations.....	0.0	\$71,389	0.0	\$63,484	0.0	\$59,927
<b>5. Electronic Records Initiative (no-year)</b>	0.0	\$36,933	0.0	\$47,014	0.0	\$20,500
<b>Total, Annual Appropriation.....</b>	<b>1,404.0</b>	<b>\$395,466</b>	<b>1,584.0</b>	<b>\$418,996</b>	<b>1,448.0</b>	<b>\$384,996</b>
<b>Total, No-year Appropriation.....</b>	<b>0.0</b>	<b>\$44,892</b>	<b>0.0</b>	<b>\$51,163</b>	<b>0.0</b>	<b>\$20,500</b>

1/ Program Activity totals for the FY 2026 budget request are reflective of NARA's organizational realignment.



**Presidential Libraries, Public Museum Engagement and Legislative Archives**

*(Dollars in Thousands)*

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Presidential Libraries	\$ 111,001	\$ 123,950	\$ 109,162
Public Museum Engagement and Legislative Archives	\$ 17,681	\$ 17,503	\$ 17,724

NARA's FY 2026 request for Presidential Libraries, Public Museum Engagement and Legislative Archives includes:

- \$84,270 thousand for the Office of Presidential Libraries, including \$41,758 thousand for the operations and maintenance of facilities; and
- \$11,179 thousand for the Public Museum Engagement and Legislative Archives organization, for: nationwide education, outreach, and exhibits programs; the Center for Legislative Archives, which provides records management services for Congress; and the Presidential Materials Division, which provides records management guidance and courtesy storage for the incumbent administration and oversees special access and declassification at the Presidential Libraries.

An additional \$31,436 thousand is the allocated cost of management and administration, including information technology, human resources, procurement, and financial management.

**Presidential Libraries Strategic Direction**

The *Office of Presidential Libraries* preserves and provides access to historical materials for the White House and Congress, and researchers who make use of Presidential records. The Office of Presidential Libraries uses the larger holdings of the National Archives to promote understanding of the American experience for museum visitors, educators, and students across the nation.

**Presidential Libraries FY 2026 Budget Request**

The FY 2026 budget request provides \$109,162 thousand for Presidential Libraries, a net decrease of -\$14,788 thousand from the FY 2025 enacted level, including:

- *+\$228 thousand net increase in personnel costs derived from annualization of the FY 2025 pay raise;*
- *-\$3,786 in non-recurring transition costs;*
- *-\$9,531 thousand decrease related to organizational realignment; and*
- *-\$1,699 thousand net change in allocated costs of management and administration, including information technology.*

## Public Museum Engagement and Legislative Archives Strategic Direction

The *Public Museum Engagement and Legislative Archives* organizations maintain the exclusive repository for the official records of Congress; preserves an ever-growing and complex array of electronic records, media, and textual records; and provides trusted, timely reference to members of Congress, the Judiciary, academia, and the public.

## Public Museum Engagement and Legislative Archives FY 2026 Budget Request

The FY 2026 budget request provides \$17,724 thousand for Public Museum Engagement and Legislative Archives, a net increase of +\$221 thousand from the FY 2025 enacted level, including:

- +\$58 thousand net increase in personnel costs derived from annualization of the FY 2025 pay raise;
- -\$586 thousand decrease related to organizational realignment; and
- +\$749 thousand net change in allocated costs of management and administration, including information technology.

## Citizen Services

(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Research Services	\$ 126,686	\$ 128,113	\$ 134,568

NARA's FY 2026 request for *Citizen Services* includes:

- \$84,874 thousand for the Research Services organization, for the preservation of permanently valuable Federal government records and for continued access to those records by the researcher community and the general public;

An additional \$49,694 thousand is the allocated cost of management and administration, including information technology, human resources, procurement, and financial management.

## Research Services Strategic Direction

The *Research Services* organization provides public access to archival records for researchers and the public at fifteen locations across the country and through the online National Archives Catalog, at [catalog.archives.gov](https://catalog.archives.gov). Research Services processes, describes, and preserves historical records, so that the public can research and discover the information housed in NARA's vast holdings. Research Services responds to public requests for records: in person at public research rooms; remotely by phone, fax, mail, and email; and through Freedom of Information Act (FOIA) requests. Research Services is responsible for appropriately managing and safeguarding NARA's archival records, including actions necessary to preserve records stored on fragile and obsolete media.

## Research Services FY 2026 Budget Request

The FY 2026 budget request provides \$134,568 thousand for Research Services, a net increase of -\$6,455 thousand from the FY 2025 enacted level, including:

- +\$470 thousand net increase in personnel costs derived from annualization of the FY 2025 pay raise;
- -\$9,156 thousand decrease related to organizational realignment; and
- +\$2,231 thousand net change in allocated costs of management and administration, including information technology.

## Agency and Related Services

(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Agency Services	\$ 49,770	\$ 59,392	\$ 49,222
Federal Register	14,504	14,345	14,393
Total	\$ 64,274	\$ 73,737	\$ 63,615

NARA's FY 2026 request for *Agency and Related Services* includes:

- \$31,045 thousand for the Agency Services organization, including \$3,287 thousand for the Information Security Oversight Office, \$9,391 thousand for the National Declassification Center, and \$2,168 thousand for the Office of Government Information Services; and
- \$9,078 thousand for the Office of the Federal Register.

An additional \$23,492 thousand is the allocated cost of management and administration, including information technology, human resources, procurement, and financial management.

## Agency Services Strategic Direction

The *Agency Services* organization leads NARA efforts to meet the records management needs of Federal agencies and represents the public's interest in the accountability and transparency of government records. Agency Services is the authoritative source for records management policy and guidance, records appraisal, and records management services to assist other agencies in appropriately managing their records. Agency Services provides leadership and guidance in safeguarding classified national security information and Controlled Unclassified Information (CUI), and in the appropriate declassification and public release of this information. Agency Services promotes transparency by resolving disputes between Federal agencies and requestors and identifying methods to improve FOIA processes and compliance.

## Agency Services FY 2026 Budget Request

The FY 2026 budget request provides \$49,222 thousand for Agency Services, a net decrease of -\$10,170 thousand from the FY 2025 enacted level, including:

- *+\$169 thousand net increase in personnel costs derived from annualization of the FY 2025 pay raise;*
- *-\$4,375 thousand decrease related to organizational realignment;*
- *-\$7,198 decrease in non-recurring transition costs; and*
- *+\$1,234 thousand net change in allocated costs of management and administration, including information technology.*

The FY 2026 budget request continues efforts to modernize NARA's information technology infrastructure with a defensible framework for network and cloud connectivity. IT modernization and cybersecurity are necessary for recordkeeping requirements that contribute to the continuous monitoring aspect of FedRAMP for CUI and migration of electronic Presidential records into NARA's Executive Office of the President Cloud. Funds requested also provide for maintenance of hardware and software, and provide for a small staff and contractor support for networking, enhancements, maintenance, IT Security, backup and recovery, and help desk functions for Electronic Records Archives (ERA). NARA deployed ERA 2.0 to external users in customer Federal agencies in FY 2023. This provided records managers across the Federal government with a modern platform to manage records schedules, make transfer requests, and manage their records with customizable dashboards.

## Federal Register Strategic Direction

The *Office of the Federal Register* supports transparency and accountability in Government by providing the public with the opportunity to review and comment on proposed rules and regulations of all Federal agencies, as well as publishing final rules, notices of Federal agencies and organizations, Executive Orders and other Presidential documents, and the public laws of the United States. The Office of the Federal Register also performs ministerial duties associated with the functions of the Electoral College and ratification of Constitutional Amendments. The Office of the Federal Register is committed to leveraging innovative information technology to modernize the Federal Register system, which will make government more transparent, promote civic literacy and public engagement, and improve government efficiency and effectiveness, consistent with the Executive Order *Increasing Efficiency at the Office of the Federal Register*.

## Federal Register FY 2026 Budget Request

The FY 2026 budget request provides \$14,393 thousand for the Office of the Federal Register, a net increase of +\$48 thousand from the FY 2025 enacted level, including:

- *+\$50 thousand net increase in personnel costs derived from annualization of the FY 2025 pay raise;*
- *-\$665 thousand decrease related to organizational realignment;*
- *-\$205 decrease in non-recurring transition costs; and*
- *+\$868 thousand net change in allocated costs of management and administration, including information technology.*

**Facility Operations**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Facility Operations	\$ 63,455	\$ 63,484	\$ 59,927

NARA's FY 2026 request for *Facility Operations* includes:

- \$59,927 thousand for rent, utilities, and other costs of operations and maintenance at three NARA-owned Federal buildings and 26 leased facilities.

This budget activity does not include the costs of operating and maintaining Presidential Library facilities, which are reported in the Presidential Libraries, Public Museum Engagement and Legislative Archives activity.

**Business Support Services Strategic Direction**

*Facility Operations* provides the physical infrastructure necessary to preserve NARA's holdings for future generations. Archived documents and artifacts must be maintained in a controlled environment with carefully regulated temperature, humidity, and air quality. Facility Operations provides safe and sustainable facilities to store and protect permanently valuable NARA holdings and provides workspace for NARA employees. NARA facilities are managed by the Business Support Services organization.

The *Business Support Services* organization supports the NARA mission by providing efficient and effective centralized administrative services, including project management, physical security, and facility and property management.

**Facility Operations FY 2026 Budget Request**

The FY 2026 budget request provides \$59,927 thousand for Facility Operations, a net decrease of -\$3,557 thousand from the FY 2025 request level, including the following:

- +\$1,716 thousand for inflationary increases;
- -\$2,456 decrease in non-recurring costs; and
- -\$2,817 thousand for closure of NARA facilities.

**Electronic Records Initiative**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Electronic Records Initiative	\$ 36,933	\$ 30,000	\$ 20,000

NARA's FY 2026 request for *Electronic Records Initiative* includes:

- \$20,000 thousand to support implementation of a transparent and fully digital government. Funds provided for Electronic Records Initiative in FY 2026 will provide for improvements to IT infrastructure, network modernization, cloud storage, and digitization equipment and maintenance.

**Electronic Records Initiative Strategic Direction**

*Electronic Records Initiative* supports the acceleration of the processing, mass digitization and release of large volumes of high-value digital government information and at-risk special media (audio, video, and motion picture records). This initiative supports NARA's efforts to move business processes and recordkeeping to a fully electronic environment.

This initiative supports the renovation of space in the National Archives at College Park, MD to provide appropriate space for large-scale digitization of archival paper textual records and a modern lab for digitizing special media records. Construction of the Digitization Center was completed in October 2023. The Digitization Center includes dedicated spaces for archival preparation and metadata capture, scanning, and quality control activities. The second phase of the renovation project began in October 2023. This phase includes the construction of new, modern labs for digitizing motion picture and audio-video archival records. This initiative also provides for expenses for storing and preserving electronic records, the equipment necessary to prepare and digitize large volumes of analog records, assign metadata to digitized records, and network modernization to ensure the safe transfer of digital images to Cloud storage and online public access.

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**National Archives and Records Administration**

**OFFICE OF INSPECTOR GENERAL**

**Fiscal Year 2026 Budget Request**

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### **Appropriation Language**

For necessary expenses of the Office of Inspector General in carrying out the provisions of the Inspector General Reform Act of 2008, Public Law 110–409, 122 Stat. 4302–16 (2008), and the Inspector General Act of 1978 (5 U.S.C. App.), and for the hire of passenger motor vehicles, **\$5,920,000.**

### **Program Description**

The Office of Inspector General (OIG) provides independent audits, investigations, and other services; and serves as an independent, internal advocate to promote economy, efficiency, and effectiveness at NARA. The Inspector General Act of 1978, as amended, established the OIG's independent role and general responsibilities. The OIG investigates misconduct, evaluates NARA's performance, makes recommendations for improvements, and follows up to ensure economical, efficient, and effective operations and compliance with laws, policies, and regulations.

**Explanation of Changes**  
(Dollars in Thousands)

	<u>FTE</u>	<u>Budget Authority</u>
FY 2025 Enacted level.....	12.0	\$ 5,920
FY 2026 Appropriation request .....	<u>20.0</u>	<u>5,920</u>
Net Change.....	8.0	\$ 0
<b>Maintaining Current Levels:</b>		
Annualization of FY 2025 pay raise	—	<u>40.0</u>
Subtotal, Maintaining Current Levels.....	0.0	40.0
<b>Program Decreases:</b>		
Reduce Advisory and assistance services	—	<u>-500.0</u>
Subtotal, Program Decreases.....	0.0	-500.0
<b>Program Increases:</b>		
Maintain program integrity, oversight and investigative efforts	<u>8.0</u>	<u>460.0</u>
Subtotal, Program Increases.....	8.0	460.0
 <b>Net Change .....</b>	 <b>8.0</b>	 <b>0.0</b>

**Summary of the Request**

The FY 2026 budget requests \$5,920 thousand and 20 FTE for the Office of Inspector General (OIG), which is to the FY 2025 Enacted level. The OIG request includes an increase of \$40 thousand to provide for the annualization of the FY 2025 pay raise (2.0 percent). This request level targets personnel resources necessary to sustain an FTE level of 20, while strengthening OIG oversight, contract audit, and program evaluation to deter waste, fraud and abuse.

At guidance, this request recognizes the OIG's significantly increased workload requirements in support of NARA's Electronic Records Archive (ERA) program. The current form, ERA 2.0, will be tested by the influx of electronic records from implementing OMB/NARA Memo M-19-21, and M-23-07, mandating agencies manage all permanent records in an electronic format. As this process ramps up, alongside NARA's standardization to its security assessment, authorization, and continuous monitoring under OMB Memo M-24-15, it is critical for the OIG to expand its oversight capabilities to use independent public accounting (IPA) firms to leverage specialized audit and technology skills, and develop in-house audit capabilities to assess this rapidly growing area as NARA expands its holdings and public access to records.

Funding for this appropriation provides for the salary and benefits of OIG staff and for necessary travel, training, contractual services, equipment, and supplies to support the OIG mission. The OIG request includes \$40 thousand for training in FY 2026, to support the continuing professional development of OIG staff. The Government Accountability Office (GAO) states that all auditors should receive at least 80 hours of training every two years. Auditors require training in areas such as: contract and grant auditing; performance management; fraud auditing, information technology (IT) security, project management, and network and applications management. Special agents are required to receive periodic refresher training in trial process; Federal criminal and civil legal updates; interviewing techniques and policy; law of arrest, search, and seizure; firearms use; physical conditioning; and defensive tactics. Management, legal, and administrative staff also require periodic training to remain proficient and effective at their jobs.

NARA's OIG supports the Interagency Council of Inspectors General on Integrity and Efficiency (CIGIE). NARA expects to contribute approximately \$27,200 in FY 2026.

## **Strategic Direction**

The OIG is charged to promote economy, efficiency, and effectiveness agency-wide, while preventing and detecting fraud, waste, abuse, and mismanagement. They accomplish this through high-quality, objective audits, investigations, and other products. The OIG evaluates NARA's performance, makes recommendations for improvement, and follows up to ensure economical, efficient, and effective operations and compliance with current laws, policies, and regulations. Through this, the OIG works to ensure NARA safeguards and preserves Federal government records while providing the American people with access to the essential documentation of their rights and the actions of their government.

OIG activities cover all aspects of NARA operations at 41 facilities nationwide holding billions of historic records, hundreds of thousands of artifacts, and hundreds of terabytes of electronic records. This ever-growing repository includes classified and highly sensitive records, military and civilian personnel records, Presidential records, and Presidential gifts. The OIG must audit increasingly complicated information technology systems, financial actions, and all of the programs and operations of the agency. OIG investigations encompass an incredible range of criminal activity including theft of our Nation's historical holdings, procurement fraud, espionage and unauthorized release of classified information, loss of personally identifiable information (PII), compromise of NARA IT systems, ethics violations, and other inappropriate conduct. To accomplish this important oversight work, the OIG will recruit and train in-house investigations staff with skills in active threat and forensic investigations.

**Amounts Available for Obligation**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Discretionary authority:			
Annual appropriation.....	\$ 5,920	\$ 5,920	\$ 5,920
Reimbursable authority:			
New spending authority collected.....	\$ 37	\$ 0	\$ 0
Unobligated balance, expiring.....	-\$ 2,122	\$ 0	\$ 0
<b>Total obligations.....</b>	<b>\$ 3,872</b>	<b>\$ 5,920</b>	<b>\$ 5,920</b>
<i>Net outlays</i>	<i>\$ 3,596</i>	<i>\$ 6,587</i>	<i>\$ 5,920</i>

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
11.1 Full-time, permanent.....	\$ 1,887	\$ 2,073	\$ 3,243
11.5 Other personnel compensation.....	115	132	206
12.1 Civilian personnel benefits.....	796	864	1,351
21.0 Travel and transportation of persons.....	27	50	50
25.1 Advisory and assistance services.....	710	2,409	677
25.2 Other services from non-Federal sources.....	0	30	30
25.3 Other goods & services from Fed. sources.....	156	150	150
25.4 Operation and maintenance of facilities.....	26	25	25
25.5 Research and development contracts.....	0	0	0
25.7 Operation and maintenance of equipment.....	0	13	13
26.0 Supplies and materials.....	105	100	100
31.0 Equipment.....	49	50	50
42.0 Insurance claims and indemnities.....	0	25	25
<b>99.0 Total obligations.....</b>	<b>\$ 3,872</b>	<b>\$ 5,920</b>	<b>\$ 5,920</b>
<i>Subtotal, PC&amp;B.....</i>	<i>2,798</i>	<i>3,068</i>	<i>4,800</i>
<i>Subtotal, non-labor.....</i>	<i>1,074</i>	<i>2,852</i>	<i>1,120</i>
Full-Time Equivalents (FTE).....	12.0	12.0	20.0

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**National Archives and Records Administration**

**REPAIRS AND RESTORATION**

**Fiscal Year 2026 Budget Request and**

**Capital Improvements Plan**

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### **Appropriation Language**

For the repair, alteration, and improvement of archives facilities, and to provide adequate storage for holdings, **\$4,500,000**, to remain available until expended.

### **Program Description**

This appropriation provides for the repair, alteration, and improvement of National Archives facilities and Presidential Libraries nationwide. Funding provided allows NARA to maintain a safe environment for public visitors and researchers, NARA employees, and the permanently valuable Federal Government records stored in NARA buildings.

**Explanation of Changes**  
*(Dollars in Thousands)*

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	<u>Budget Authority</u>
FY 2025 Enacted level.....	\$ 8,000
FY 2026 Appropriation request .....	<u>4,500</u>
Net Change.....	-\$ 3,500

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**Summary of the Request**

The FY 2026 budget requests \$4,500 thousand for Repairs and Restoration of NARA-owned Federal buildings, which is a net decrease of -\$3,500 thousand from the FY 2025 enacted level.

The FY 2026 budget request provides for repairs and alterations to the 17 Federal buildings that NARA owns, operates, and maintains: the National Archives buildings in Washington, DC, College Park, MD, and Atlanta, GA, and 14 Presidential Libraries and Museums across the United States.

Repairs and Restoration funding provides for building repair projects that are necessary to maintain building systems to meet archival storage requirements, keep interiors and exteriors in a proper state of repair, and provide facilities that are safe and efficient environments for employees, researchers, and visitors. Projects are prioritized for funding based on annual assessments and risk management performed by NARA facility managers, which focus on protection of archival documents and artifacts, health and safety of building occupants, and cost effectiveness.

The National Archives in Washington, DC received an official designation as a National Historic landmark on December 13, 2023. NARA has two buildings listed on the National Register of Historic Places: the National Archives in Washington, DC, first occupied in 1935, and the Franklin D. Roosevelt Library in Hyde Park, NY, which was dedicated in 1941. All NARA buildings store and protect historically valuable and irreplaceable documents. Almost 3 million Americans visit NARA facilities each year to conduct research, attend conferences, view exhibits, and participate in educational programs.



National Archives and Records Administration  
Repairs and Restoration

**Amounts Available for Obligation**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Unobligated balance carried forward.....	\$ 8,576	\$ 9,871	\$ 400
Unobligated balance, no-year (250th Anniversary).....	\$ 24,924	\$ 4,690	\$ 0
Unobligated balance, no-year (Truman Institute).....	\$ 10,035	\$ 10,000	\$ 0
Unobligated balance, no-year (Grant Library).....	\$ 26,000	\$ 24,250	\$ 11,000
Unobligated balance, no-year (Carter Library).....	\$ 6,815	\$ 5,929	\$ 1,000
Unobligated balance, no-year (Eisenhower Library).....	\$ 0	\$ 17,180	\$ 5,200
Transfer from other accounts (AFFECT Grant).....	\$ 0	\$ 2,000	\$ 0
Recoveries of prior-year obligations.....	\$ 195	\$ 100	\$ 100
New discretionary authority:			
No-year appropriation (R&R).....	\$ 8,000	\$ 8,000	\$ 4,500
No-year appropriation (Eisenhower Library).....	\$ 17,500	0	0
<b>New Discretionary authority.....</b>	<b>\$ 25,500</b>	<b>\$ 8,000</b>	<b>\$ 4,500</b>
Unobligated balance, available in future years.....	-\$ 71,920	-\$ 17,600	-\$ 500
Obligations, no-year (R&R).....	\$ 6,934	\$ 17,571	\$ 4,500
Obligations, no-year appropriation (250th Anniversary).....	\$ 20,234	\$ 4,690	\$ 0
Obligations, no-year appropriation (Truman Library).....	\$ 0	\$ 10,000	\$ 0
Obligations, no-year appropriation (Grant Library).....	\$ 1,750	\$ 13,250	\$ 11,000
Obligations, no-year appropriation (Carter Library).....	\$ 886	\$ 4,929	\$ 1,000
Obligations, no-year appropriation (Eisenhower Library)...	\$ 320	\$ 11,980	\$ 5,200
Obligations, no-year appropriation (AFFECT Grant).....	\$ 0	\$ 2,000	\$ 0
<b>Total obligations.....</b>	<b>\$ 30,124</b>	<b>\$ 64,420</b>	<b>\$ 21,700</b>
<i>Net outlays</i>	\$ 22,374	\$ 54,438	\$ 33,180

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
23.1 Rental payments to GSA.....	53	0	0
25.1 Advisory and assistance services.....	2,434	0	0
25.2 Other services from non-Federal sources.....	8,185	0	0
25.4 Operation and maintenance of facilities.....	908	0	0
26.0 Supplies and materials.....	5	0	0
31.0 Equipment.....	32	0	0
32.0 Land and structures.....	16,758	41,170	10,700
41.0 Grants, subsidies, and contributions.....	1,750	23,250	11,000
<b>99.0 Total obligations.....</b>	<b>\$ 30,124</b>	<b>\$ 64,420</b>	<b>\$ 21,700</b>

## **FY 2026 Capital Plan**

The NARA Capital Improvement Plan (CIP) is a ten-year plan for capital projects to purchase, construct, or repair Federal buildings in NARA's custody and control. Including a project on the NARA CIP is not a commitment to funding and accomplishing the project. Projects may be deferred or delayed due to lack of available funds, emergencies, or changing priorities. NARA's Capital Plan is reviewed and updated on an annual basis through a structured process. The updated Plan reflects the most recent Building Condition Report (BCR) for each NARA-owned facility, as well as input from facility managers.

### **Building Projects**

*National Archives at College Park, MD.* –This facility is over 30-years old and many of its building systems are beyond their life expectancy, deteriorating, and need to be replaced. The roof is also approaching the end of its anticipated life, and several areas require replacement. The original roof on the building was installed in 1992, during building construction. Most roofing systems have an anticipated service life of 15 to 20 years. NARA replaced several sections of roof between FY 2010 and FY 2017. Plans to complete additional roof replacements are anticipated in FY 2025. In FY 2025, NARA began the replacement of the mechanical plant. Designs for the replacement for the fire alarm system and the cooling tower system are also scheduled to begin in FY 2025.

*National Archives in Washington, DC.* – This National Register historic property which recently received Landmark status. In FY 2022, NARA funded a study to examine critical HVAC systems serving the Rotunda for the Charters of Freedom - which houses the Declaration of Independence, U.S. Constitution, and the Bill of Rights. Significant upgrades to the exhibit are underway in advance of the 250<sup>th</sup> anniversary of the Declaration of Independence. Exterior repairs began in FY 2024 which include pressure washing, joint sealant, and crack repairs. Both the fire alarm system and closed-circuit television system are past their useful life and need to be replaced. Upgrades to public elevators are also in progress, with upgrades to staff and stack elevators to follow in future years.

*Herbert Hoover Presidential Library and Museum in West Branch, IA.* –The Hoover Library and Museum began planning renovations to its museum exhibit spaces in FY 2023. The last major renovation occurred in 1992. As renovations continue, additional building deficiencies are being considered. This includes the replacement of the security system, HVAC and electrical systems and components. The replacement of several air handling units is scheduled for FY 2025. A design project to repair the electrical generator and switchgear is also planned for FY 2025.

*Richard Nixon Library in Yorba Linda, CA.*– NARA accepted the Nixon Library from the Richard Nixon Foundation in 2007. At the time of the transfer, the building was approximately 17 years old. The current electrical system no longer meets code compliance. A design project to correct deficiencies was initiated in FY 2023 and completed in FY 2024. Replacement of the electrical distribution system is planned for FY 2025.

*Ronald Reagan Presidential Library and Museum in Simi Valley, CA.* – The Reagan Library was originally constructed in 1991 and expanded in FY 2003 with the construction of the Presidential Learning Center. Many systems within the original construction reached the end of their 25-year service life in FY 2014 and require major renovation. A large roof replacement and security upgrade were completed between FY 2015 and FY 2016, with additional repairs completed in FY 2021. In FY 2020, NARA completed a major re-paving project, inclusive of Americans with Disabilities Act (ADA) compliance corrections. In FY 2024, minor repairs to roofing, drainage, and electrical system were completed. Design for the replacement of HVAC systems is planned for FY 2025.

*Jimmy Carter Presidential Library and Museum in Atlanta, GA.* –The Carter Library has undergone several repair projects. In FY 2019, NARA repaired the main entrance to address ADA compliance deficiencies. In FY 2020, NARA completed the replacement of the boiler system. Renovation of public and staff restrooms was completed in FY 2023. A design study was completed in FY 2023 for improvements to the auditorium with construction anticipated to begin in FY 2025.

*Lyndon Baines Johnson Presidential Library and Museum in Austin, TX.* –The Johnson Library has not undergone a major renovation since its dedication in May 1971. In FY 2020, NARA completed a two-year roof replacement project for the Library, along with repairs to the drainage system. In FY 2021, a design study was initiated to recommission the HVAC system. In FY 2022, repairs and upgrades to the fire sprinkler system were initiated. Future work will include a replacement and upgrade of the building controls systems, replacement of joint sealant in exterior stone, and repairs and upgrades to the building's electrical distribution system.

*Dwight D. Eisenhower Presidential Library and Museum in Abilene, KS.* —The Eisenhower Library complex needs significant renovation to bring it up to the current Architectural Design Standards for Presidential Libraries (ADSPL). In FY 2021, NARA completed the replacement of the Building Automation System and initiated repairs on the Electrical Distribution System. In FY 2023, NARA completed repairs to the Eisenhower Boyhood Home. NARA's most recent Building Condition Report (BCR) identified several projects that are planned for FY 2025. This includes an upgrade of the emergency electrical distribution system, replacement of obsolete electrical switchgear, and roof replacements. Future work will include an update to the security operations center and the replacement of chillers.

*George Bush Presidential Library and Museum in College Station, TX.* –The George H. W. Bush Library is twenty years old and currently in relatively good condition. In FY 2018, the roof was replaced to stop water leaks and dehumidifiers were installed in the archival storage space. In FY 2021, NARA completed the repair of truck and vehicle barriers, and in FY 2022 began repairs to exterior stone joints. In FY 2025, NARA will begin to replace sections of the roof.

*John F. Kennedy Presidential Library and Museum in Boston, MA.* –The Kennedy Library sits on the waterfront of Boston Harbor. Recent repairs have focused on addressing deterioration of the seawall and walkway surrounding the facility. In FY 2022, NARA completed a facility level Climate Adaptation Assessment for the Library to identify potential future mitigations to protect this exposed facility from increasing impacts due to a changing climate. Significant roofing repairs were initiated in FY 2022 and repairs to the seawall began in FY 2023. In FY 2024, work began on window and handrail repairs and fire protection work.

*Harry S. Truman Presidential Library and Museum in Independence, MO.* –The Truman Library is undergoing a comprehensive multi-year HVAC renovation project to achieve full compliance with current Architectural Design Standards for Presidential Libraries. In FY 2019, design work began to replace three aging air handler units. In FY 2021, NARA replaced the museum air handling unit. Renovations to the auditorium and meeting rooms were also completed in FY 2021. Additional air handling units were replaced in FY 2024, and construction for ADA improvements will begin in FY 2025.

*Gerald R. Ford Presidential Library in Ann Arbor, MI.* –The Ford Library requires many repairs, several needing immediate attention. Repairs to electrical and HVAC systems are ongoing. The replacement of an Air Handling Unit was completed in FY 2021 together with lighting upgrades and HVAC improvements to the server room. Access improvements to meet ADA requirements are expected to be completed in FY 2025, including upgrading the restrooms at the Library.

*William J. Clinton Presidential Library and Museum in Little Rock, AR.* –The Clinton Library reached twenty years of age in FY 2023, and renovation work for the building structure and systems is anticipated. In FY 2023, NARA completed a boiler replacement project. Repairs to the exterior limestone began in FY 2022. An updated Building Condition Report was completed for the Clinton Library in FY 2022, which will guide future renovation work as systems reach the end of their life expectancy.

*George W. Bush Presidential Library in Dallas, TX.* –The George W. Bush Library is thirteen years old and is currently in relatively good condition. In FY 2021, new security barriers were installed. Design work was completed in FY 2025 for repairs to the cold storage system, with construction planned for FY 2026.

*Franklin D. Roosevelt Presidential Library and Museum in Hyde Park, NY.* –The Roosevelt Library is sixty-four years old and is currently in relatively good condition. Two phases of renovations were completed in FY 2013. Building Automation Controls (BAS) and chiller upgrades were completed in FY 2025.

**National Archives and Records Administration**

**NATIONAL HISTORICAL PUBLICATIONS  
AND RECORDS COMMISSION GRANTS PROGRAM**

**Fiscal Year 2026 Budget Request**

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## **Appropriations Language**

*[ For necessary expenses for allocations and grants for historical publications and records as authorized by 44 U.S.C. 2504, \$0. ]*

## **Analysis of Language Provisions and Changes**

The FY 2026 Budget eliminates funding for the National Historical Publications and Records Commission (NHPRC) grants program.

## **Program Description**

The National Historical Publications and Records Commission (NHPRC) grants program provides for grants to preserve and publish non-Federal records that document American history.

*National Archives and Records Administration  
National Historical Publications and Records Commission Grants Program*

**Explanation of Changes**  
(Dollars in Thousands)

	Budget Authority
FY 2025 Enacted level.....	\$ 10,000
FY 2026 Appropriation request .....	<u>0</u>
Net Change.....	-\$ 10,000

**Summary of the Request**

NARA eliminates funding in the FY 2026 budget for the National Historical Publications and Records Commission (NHPRC), a net decrease of -\$10,000 thousand from the FY 2025 enacted level. Appropriations to the NHPRC Grants Program provide for grants only; an additional \$1,687 thousand in the NARA Operating Expenses appropriation provides for the salaries and expenses of administering the NHPRC grants program. This funding and the associated FTE will be needed in FY 2026 to administer grants awarded in previous years.

**Amounts Available for Obligation**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Unobligated balance carried forward (Grants Program).....	\$ 1,143	\$ 5,441	\$ 0
Unobligated balance carried forward (Congressional Papers).....	\$ 2,000	\$ 2,000	\$ 0
Recoveries of prior-year obligations.....	\$ 511	\$ 500	\$ 0
New discretionary authority:			
<b>No-year appropriation</b> .....	\$ 10,000	\$ 10,000	\$ 0
<b>Annual appropriation</b> .....	\$ 38,414	\$ 0	\$ 0
Unobligated balance, available in future years.....	-\$ 7,440	\$ 0	\$ 0
Obligations, no-year appropriation (Grants Program).....	\$ 6,213	\$ 15,941	\$ 0
Obligations, no-year appropriation (Congressional Papers).....	0	2,000	0
Obligations, annual appropriation (Grants Program).....	38,390	0	0
<b>Total obligations</b> .....	<b>\$ 44,603</b>	<b>\$ 17,941</b>	<b>\$ 0</b>
<i>Net outlays</i>	\$ 13,396	\$ 66,574	\$ 20,331



National Archives and Records Administration  
National Historical Publications and Records Commission Grants Program

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**Obligations by Object Classification**  
(Dollars in Thousands)

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	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
41.0 Grants, subsidies, and contributions.....	\$ 44,603	\$ 17,941	\$ 0
<b>99.0 Total obligations.....</b>	<b>\$ 44,603</b>	<b>\$ 17,941</b>	<b>\$ 0</b>

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**National Archives and Records Administration**

**SPECIAL FUNDS**

**Fiscal Year 2026 Budget Request**

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## **Records Centers Revolving Fund**

### **Authorizing Language**

Authorization of the Records Center Revolving Fund is codified as 44 U.S.C. § 2901 *note*. This provision authorizes the National Archives and Records Administration (NARA) to operate a full cost recovery revolving fund to provide for the expenses of storage and related services for temporary and pre-archival Federal government records at NARA Records Centers. Operations of NARA Records Centers are financed by user charges collected from other Federal agencies for storage and related services. Once collected, funds are available for obligation without fiscal year limitation.

### **Program Description**

This full cost recovery revolving fund provides for the storage and related services that NARA Records Centers provide to Federal agency customers. NARA Federal Records Centers provide low-cost, high-quality storage and related services, including: transfer, reference, re-file, and disposal services for temporary and pre-archival Federal Government records.

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**Explanation of Changes**

(Dollars in Thousands)

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	<u>FTE</u>	<u>Obligations</u>
FY 2025 Current.....	1,193.0	\$ 246,500
FY 2026 Budget.....	<u>1,092.0</u>	<u>\$ 230,543</u>
Net Change.....	-101.0	-\$ 15,957

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The FY 2026 budget includes an estimated \$230,543 thousand in obligations for the Records Centers Revolving Fund, a net decrease of -\$15,957 thousand from FY 2025 estimated obligations of \$246,500 thousand. This full cost-recovery revolving fund provides for the operations of the NARA Federal Records Centers Program (FRCP). The FRCP stores approximately 26 million cubic feet of Federal government records on a temporary basis, on behalf of other Federal agencies. The FRCP is financed by payments from customer Federal agencies for services rendered.

The FRCP stores temporary records that must be retained for a period of years before disposal, as well as permanently valuable records that are not ready to be transferred to NARA's legal custody. The FRCP provides a variety of related services, including: loan or return of records to the agency of origin; authentication of reproductions of official records; and provision of information from records. The FRCP manages records disposition schedules for customer Federal agencies, by disposing of records that no longer have current or historical value at the end of their retention period, and transferring records with permanent historical value into archival custody at the appropriate time. The FRCP also provides technical assistance and advice on records maintenance, storage, and disposition.

National Archives and Records Administration  
Records Centers Revolving Fund

**Income/Cost Comparison**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
Revenue.....	\$ 227,283	\$ 237,200	\$ 235,500
Expenses.....	241,046	236,700	235,200
<b>Net Operating Result.....</b>	<b>-\$ 13,763</b>	<b>\$ 500</b>	<b>\$ 300</b>

**Amounts Available for Obligation**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
Unobligated balance carried forward.....	\$ 56,224	\$ 28,661	\$ 26,400
Transfer from other accounts.....	\$ 0	\$ 2,000	\$ 0
Recoveries of prior-year obligations.....	\$ 11,452	\$ 5,300	\$ 5,300
New discretionary authority:			
Collections from other Federal agencies.....	\$ 218,298	\$ 237,200	\$ 235,500
Change in unfilled customer orders.....	-\$ 8,473	\$ 0	\$ 0
<b>New Discretionary authority.....</b>	<b>\$ 209,824</b>	<b>\$ 237,200</b>	<b>\$ 235,500</b>
Unobligated balance, available in future years.....	-\$ 28,661	-\$ 26,400	-\$ 36,495
<b>Total obligations.....</b>	<b>\$ 248,840</b>	<b>\$ 246,761</b>	<b>\$ 230,705</b>
<i>Net outlays</i>	<i>\$ 27,403</i>	<i>\$ 0</i>	<i>\$ 0</i>

National Archives and Records Administration  
Records Centers Revolving Fund

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
11.1 Full-time, permanent.....	\$ 79,762	\$ 85,800	\$ 74,720
11.3 Other than full-time permanent.....	149	889	201
11.5 Other personnel compensation.....	6,958	3,937	6,904
11.8 Special personal services payments.....	45	51	54
12.1 Civilian personnel benefits.....	33,160	33,197	28,602
13.0 Benefits for former personnel.....	15	99	46
21.0 Travel and transportation of persons.....	151	425	425
22.0 Transportation of things.....	3,902	3,946	3,548
23.1 Rental payments to GSA.....	47,963	52,517	51,850
23.2 Rental payments to others.....	5,864	6,781	13,142
23.3 Communications, utilities, and misc. charges....	5,410	5,753	5,753
24.0 Printing and reproduction.....	143	60	75
25.1 Advisory and assistance services.....	3,141	5,074	4,299
25.2 Other services from non-Federal sources.....	12,329	10,580	10,622
25.3 Other goods & services from Federal sources...	12,044	10,848	10,868
25.4 Operation and maintenance of facilities.....	1,796	455	455
25.7 Operation and maintenance of equipment.....	10,979	10,748	8,528
26.0 Supplies and materials.....	1,618	1,876	2,026
31.0 Equipment.....	18,191	12,126	8,425
32.0 Land and structures.....	5,201	1,338	0
42.0 Insurance claims and indemnities.....	19	0	0
94.0 Financial transfers.....	0	0	0
<b>99.0 Obligations, new discretionary authority.....</b>	<b>\$ 248,840</b>	<b>\$ 246,500</b>	<b>\$ 230,543</b>
<i>Subtotal, PC&amp;B.....</i>	<i>120,091</i>	<i>123,973</i>	<i>110,527</i>
<i>Subtotal, non-labor.....</i>	<i>128,750</i>	<i>122,527</i>	<i>120,016</i>
Full-Time Equivalents (FTE).....	1,281.0	1,193.0	1,092.0

## **National Archives Gift Fund**

### **Authorizing Language**

The National Archives Trust Fund Board, chaired by the Archivist of the United States, is authorized by 44 U.S.C. § 2305 to solicit and accept gifts or bequests of money, securities, or other personal property, for the benefit of or in connection with the archival and records activities administered by the National Archives and Records Administration.

### **Program Description**

The National Archives Trust Fund Board may accept conditional and unconditional gifts or bequests of money, securities, or other personal property for the benefit of NARA activities. NARA receives endowments from private foundations to offset a portion of the operating costs of Presidential Libraries.

### Explanation of Changes

(Dollars in Thousands)

	<u>Obligations</u>
FY 2025 Current.....	\$ 12,256
FY 2026 Budget.....	<u>6,250</u>
Net Change.....	-\$ 6,006

The FY 2026 budget includes an estimated \$6,250 thousand in obligations for the National Archives Gift Fund, a decrease of -\$6,006 thousand from FY 2025 estimated obligations of \$12,256 thousand.

### Amounts Available for Obligation

(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
Unobligated balance carried forward.....	\$ 8,699	\$ 13,950	\$ 8,152
Recoveries of prior-year obligations.....	\$ 7	\$ 10	\$ 10
New mandatory authority:			
<b>Mandatory Appropriation.....</b>	<b>\$ 10,430</b>	<b>\$ 6,448</b>	<b>\$ 5,399</b>
Unexpired unobligated balance, end of year.....	-\$ 13,950	-\$ 8,152	-\$ 7,311
<b>Total obligations.....</b>	<b>\$ 5,186</b>	<b>\$ 12,256</b>	<b>\$ 6,250</b>
Net outlays	\$ 4,101	\$ 6,234	\$ 5,402



National Archives and Records Administration  
National Archives Gift Fund

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
21.0 Travel and transportation of persons.....	\$ 24	\$ 103	\$ 83
22.0 Transportation of things.....	16	12	12
23.3 Communications, utilities, and misc. charges....	0	2	2
24.0 Printing and reproduction.....	7	45	47
25.1 Advisory and assistance services.....	495	0	0
25.2 Other services from non-Federal sources.....	623	4,178	3,655
25.3 Other goods & services from Federal sources...	1,142	6,052	789
25.7 Operation and maintenance of equipment.....	35	0	0
26.0 Supplies and materials.....	41	75	63
31.0 Equipment.....	1,444	197	7
32.0 Land and structures.....	0	0	0
33.0 Investments.....	739	846	846
41.0 Grants, subsidies, and contributions.....	3	0	0
94.0 Financial Transfers.....	618	746	746
<b>99.0 Total obligations.....</b>	<b>\$ 5,186</b>	<b>\$ 12,256</b>	<b>\$ 6,250</b>

## **National Archives Trust Fund**

### **Authorizing Language**

The Archivist of the United States furnishes, for a fee, copies of unrestricted records in the custody of the National Archives (44 U.S.C. § 2116). Proceeds from the sale of copies of microfilm publications, reproductions, special works, and other publications, and admission fees to Presidential Library museum rooms are deposited to the National Archives Trust Fund (44 U.S.C. §§ 2112, 2307).

### **Program Description**

The National Archives Trust Fund receives and disburses funds collected from sales to the public, including: reproductions of records, publications, and merchandise. Additionally, the Trust Fund collects royalties from partnership agreements, investment income, and admission fees to Presidential Library museums.

Reproduction of Records: The Trust Fund provides for sales to the public of reproductions of records in multiple formats, including documents, photographs, maps, motion pictures, and Automatic Data Processing (ADP) tapes.

Admission Fees: The Trust Fund collects fees charged for admission to museum exhibits and for educational workshops and conferences held at Presidential Libraries and other NARA locations.

Sales of Publications and Merchandise: The Trust Fund supports e-Commerce sites for the Presidential Libraries and provides for the operation of several Library museum stores in facilities across the country.

Royalties from Partnership Agreements: The Trust Fund enters into agreements with third party vendors to develop and sell products based on the holdings of the National Archives. The Trust Fund then retains a royalty percentage of products sold by commercial partners.

Investment Income: The Trust Fund invests excess revenues from sales as well as donations, in accordance with statutory authority of the National Archives Trust and Gift Funds. The income earned on investments is used to support National Archives programs.

**Explanation of Changes**  
(Dollars in Thousands)

	<u>FTE</u>	<u>Obligations</u>
FY 2025 Current.....	49.0	\$ 15,883
FY 2026 Budget.....	<u>48.0</u>	<u>11,069</u>
Net Change.....	-1.0	-\$ 4,814

The FY 2026 budget includes an estimated \$11,069 thousand in obligations for the National Archives Trust Fund, a net decrease of -\$4,814 thousand from FY 2025 estimated obligations of \$15,883 thousand.

**Amounts Available for Obligation**  
(Dollars in Thousands)

	<u>FY 2024 Actual</u>	<u>FY 2025 Current</u>	<u>FY 2026 Budget</u>
Unobligated balance carried forward.....	\$ 3,123	\$ 4,636	\$ 3,647
Unobligated balance, precluded from obligation.....	\$ 0	-\$ 47	-\$ 104
Recoveries of prior-year obligations.....	\$ 2,492	\$ 2,000	\$ 1,000
New mandatory authority:			
Collections from Federal and Non-Federal sources	\$ 12,527	\$ 12,894	\$ 13,130
Change in unfilled customer orders	\$ 14	\$ 0	\$ 0
Joint Committee Sequestration <sup>1</sup> .....	-\$ 47	-\$ 57	-\$ 57
<b>New Discretionary authority.....</b>	<b>\$ 12,494</b>	<b>\$ 12,837</b>	<b>\$ 13,073</b>
Unexpired unobligated balance, end of year.....	-\$ 4,683	-\$ 3,543	-\$ 6,547
Unobligated balance, precluded from obligation.....	[ 47 ]	[ 104 ]	[ 161 ]
<b>Total obligations.....</b>	<b>\$ 13,426</b>	<b>\$ 15,883</b>	<b>\$ 11,069</b>
<i>Net outlays</i>	<i>-\$ 1,232</i>	<i>\$ 0</i>	<i>\$ 0</i>

1. As required by section 251A of the Balanced Budget and Emergency Deficit Control Act, as amended (2 U.S.C. § 901a), administrative expenses for the Trust Fund were reduced by an estimated 5.7 percent in FY 2025 and FY 2026.

**Obligations by Object Classification**  
(Dollars in Thousands)

	FY 2024 Actual	FY 2025 Current	FY 2026 Budget
11.1 Full-time, permanent.....	\$ 3,347	\$ 3,476	\$ 3,561
11.3 Other than full-time permanent.....	55	54	57
11.5 Other personnel compensation.....	203	198	222
12.1 Civilian personnel benefits.....	1,357	1,364	1,425
21.0 Travel and transportation of persons.....	13	65	50
22.0 Transportation of things.....	88	120	80
23.2 Rental payments to others.....	0	0	0
23.3 Communications, utilities, and misc. charges.....	42	60	63
24.0 Printing and reproduction.....	136	235	180
25.1 Advisory and assistance services.....	15	27	22
25.2 Other services from non-Federal sources.....	1,728	2,919	1,500
25.3 Other goods & services from Federal sources.....	474	730	525
25.4 Operation and maintenance of facilities.....	150	205	189
25.7 Operation and maintenance of equipment.....	191	604	204
26.0 Supplies and materials.....	1,023	1,025	825
31.0 Equipment.....	225	315	256
32.0 Land and structures.....	0	0	0
33.0 Investments.....	4,380	4,486	1,910
<b>99.0 Total obligations.....</b>	<b>\$ 13,426</b>	<b>\$ 15,883</b>	<b>\$ 11,069</b>
<i>Subtotal, PC&amp;B.....</i>	<i>4,961</i>	<i>5,092</i>	<i>5,265</i>
<i>Subtotal, non-labor.....</i>	<i>8,465</i>	<i>10,791</i>	<i>5,804</i>
Full-Time Equivalents (FTE).....	52.0	49.0	48.0

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*National Archives and Records Administration  
Benefits of Electronic Government (E-Gov) Initiatives*

This section reports on the benefits realized and expected from Electronic Government (E-Gov) initiatives funded by NARA through contributions to other agencies. This section is provided to comply with the reporting requirements provided in Section 737 of Public Law 110-161, the FY 2008 Consolidated Appropriations Act.

E-Gov initiatives benefit multiple Federal agencies and are supported by the financial contributions of all benefiting agencies. The contributions of a particular Federal agency are typically characterized as “Managing Partner” or “Participating Partner”. Only one agency is selected to be the Managing Partner of an E-Gov initiative, and all other agencies involved in the initiative are considered Participating Partners. NARA is not a Managing Partner of any E-Gov initiatives.

Funding for each E-Gov initiative is reported as either agency contributions or agency service fees. Agency contributions (including in-kind contributions) are the total value of cash and in-kind contributions provided by NARA. Service fees represent fees NARA pays based on actual usage.

**Benefits of Electronic Government (E-Gov) Initiatives**

*(In Whole Dollars; All Dollars are from the Operating Expenses appropriation unless otherwise noted)*

E-Gov Initiative	Benefits	Funding by Account	
		FY 2025	FY 2026
E-Rulemaking	e-Rulemaking allows NARA to fully participate in the Federal Docket Management System, making it easier for the public to review and comment on proposed regulations. The Records Management module allows NARA to maintain electronic dockets in a recordkeeping system.	\$ 9,745 service fee	\$ 9,832 service fee
		\$ 6,497 service fee Revolving Fund	\$ 6,554 service fee Revolving Fund
Recruitment One-Stop	Recruitment One-Stop provides NARA with an effective mechanism for finding qualified applicants for vacant positions, through USAJOBS.gov. USAJOBS is an online portal which citizens can use to easily search for employment opportunities at NARA. NARA posts all of its job announcements through USAJOBS.gov.	\$ 17,100 service fee	\$ 17,100 service fee
		\$ 11,400 service fee Revolving Fund	\$ 11,400 service fee Revolving Fund

*National Archives and Records Administration  
Benefits of Electronic Government (E-Gov) Initiatives*

**Benefits of Electronic Government (E-Gov) Initiatives**

*(In Whole Dollars; All Dollars are from the Operating Expenses appropriation unless otherwise noted)*

E-Gov Initiative	Benefits	Funding by Account	
		FY 2025	FY 2026
E-Travel	E-Travel provides NARA with efficient and effective travel management services. Benefits include cost savings from cross-government purchasing agreements, streamlined travel policies and processes, strict security and privacy controls, and enhanced agency oversight and audit capabilities. NARA employees benefit through more efficient travel planning, authorization, and reimbursement processes.	\$ 105,456 service fee	\$ 105,456 service fee
		\$ 82,858 service fee Revolving Fund	\$ 82,858 service fee Revolving Fund
Grants.gov	Grants.gov benefits NARA's grant program by providing a single location to publish grant award opportunities and application packages, and a single site for the grants community to apply for grants using common forms, processes, and systems.	\$ 26,000 agency contribution	\$ 27,000 agency contribution
Freedom of Information Act Portal	The National FOIA Portal improves overall FOIA administration, providing citizens with a single site to submit electronic request for records from any agency.	\$ 25,990 agency contribution	\$ 29,332 agency contribution
		\$ 17,326 service fee Revolving Fund	\$ 19,555 service fee Revolving Fund

This section reports on agency actions to address top Management Challenges identified by the NARA Office of Inspector General (OIG) in their most recent Semiannual Report to Congress (covering the period April 1, 2024 to September 30, 2024). This section is provided to comply with the reporting requirements provided in the introductory language of Division E of the Joint Explanatory Statement accompanying the FY 2016 Consolidated Appropriations Act (P.L. 114-113).

The NARA OIG conducts independent audits, investigations, and other reviews that present findings and provide recommendations for corrective actions. The OIG consolidates and aligns their findings and recommendations to identify broader areas that the OIG believes represent the agency's most significant challenges. The OIG reports those areas identified as NARA's top management challenges on a semi-annual basis.

The following table describes top Management Challenges identified by the NARA OIG and explains how NARA's FY 2026 budget request addresses each challenge. The descriptions of OIG Management Challenges are summaries prepared by Management and are not represented as independent or objective descriptions. The original descriptions prepared by the NARA OIG can be found in the most recent OIG Semiannual Report to Congress, located at <https://naraoig.oversight.gov/reports/list/semiannual-report>.

Management Challenge	NARA Actions
<p><b>1. Information Technology (IT) Security:</b></p> <p>In FY 2024, NARA downgraded controls over IT security to a significant deficiency. Over the past decade the annual Federal Information Security Modernization Act (FISMA) audits or assessments have consistently identified IT areas in need of significant improvement.</p>	<p>The FY 2026 budget for <u>Operating Expenses</u> includes funding to continue implementing enterprise-wide solutions to comply with Executive Order 14028 – Improving the Nation's Cybersecurity. Zero Trust Architecture (ZTA) implementations performed in FY 2024 are moving NARAs infrastructure towards an integrated security architecture that focuses on protecting data, applications, and servers.</p> <p>The FY 2025 and FY 2026 budget for NARA provides critical resources to modernize NARA's information technology infrastructure and develop a scalable, resilient, and defensible framework. This includes the use of ZTA to provide secure functionality for remote and network connectivity for all NARA endpoints, as well as cloud connectivity. NARA will continue its efforts to enhance encryption, multi-factor authentication, and IT asset management for continuous monitoring of IT security risks.</p>



Management Challenge	NARA Actions
<p><b>2. Electronic Records Archives (ERA):</b></p> <p>ERA has become a “system of systems,” and the original ERA Base System was not capable of meeting the nation’s needs. NARA is developing ERA 2.0. However, until ERA 2.0’s functionality is built and put into full production, the current ERA’s longstanding deficiencies may continue to impact NARA. The vast volumes of electronic records that will need to be preserved is significant, and NARA is challenged to meet data storage requirements for them. NARA’s on-premises data storage is reaching capacity, impacting the agency’s digitization efforts and other IT programs.</p>	<p>The FY 2026 budget for NARA <u>Operating Expenses</u> continues funding for ERA 2.0. Enhancements will be added to the ERA 2.0 system to expand upload and transfer capabilities while continuing upgrades to improve system stability and responsiveness. NARA will deploy tools for automatically identifying file formats, paving the way for automatic detection and mitigation of format risk.</p>
<p><b>3. Transition to Electronic Records:</b></p> <p>NARA needs to ensure proper records are in fact preserved government-wide and sent to NARA in the first place. NARA must work with federal agencies to ensure proper appraisal, scheduling, and transfer of permanent records in all formats. The major challenge is how best to accomplish this in a rapidly changing technological environment. Further, it is not currently known what amount, or exact formats, of data and electronic records will be coming to NARA. Thus, it is not known whether the systems in place will be able to ingest, process, preserve, store, and provide access to this information.</p>	<p>The FY 2026 budget for NARA <u>Operating Expenses</u> continues funding for digitization standards and metadata requirements for permanent, paper, photographic print, and mixed-media records. NARA digital preservation efforts are focused on refining its preservation framework. Plans include developing automated tools for a second instance of ERA 2.0 in an alternative Cloud service provider, while maintaining duplicate copies in different regions to ensure the long-term availability of electronic archival records.</p>

Management Challenge	NARA Actions
<p><b>4. Expanding Public Access to Records:</b></p> <p>Some of NARA's analog holdings (by series) have not been processed, so the public does not have efficient and effective access to them. To meet its mission, NARA must work to ensure it has the processes and resources necessary to establish intellectual control over this backlog of unprocessed records. In addition, the transition of federal record-keeping to a fully electronic environment will present additional challenges to making records accessible to the public.</p>	<p>NARA will continue to digitize records within the FY 2026 request for <u>Operating Expenses</u>.</p> <p>In FY 2025, NARA launched a new website landing page that provides easy access to the President John F. Kennedy Assassination Records Collection. The webpage was created in response to Executive Order 14176, Declassification of Records Concerning the Assassinations of President John F. Kennedy, Senator Robert F. Kennedy, and the Reverend Dr. Martin Luther King, Jr.</p> <p>NARA also released records related to the Assassination of Senator Robert F. Kennedy and new records related to Unidentified Anomalous Phenomena (UAP). NARA will maximize transparency and continue to add records to both online collections.</p>
<p><b>5. Human Capital Management:</b></p> <p>NARA began identifying Human Capital practices as a material weakness in FY 2018 as the result of OIG Audit No.18-AUD-09, which found numerous internal control issues. In FY 2024 NARA removed Human Capital practices as a reportable condition.</p>	<p>NARA will continue to collaborate with our human resources shared services provider to ensure human resources data is correct for all current and former employees.</p>



April 29, 2025

The attached report should be considered “frozen in time.” It was produced to evaluate employees of the National Archives and Records Administration (NARA) according to a strategic plan that was approved under prior leadership and in place until February 9, 2025. Since that time, new leadership has been engaged in a reconsideration of all the goals and priorities of NARA, and the strategies by which to achieve them, with the ultimate objective of making the best use of the resources afforded NARA by the American people.

The new Mission Statement of the National Archives is to preserve the records of the United States and make them available to the American people.

The new Vision Statement is to embrace a shared commitment to transparency by opening access to records ---physically or digitally— and engage in opportunities to share records widely in order to bring the American people closer to their history and story.

New strategic goals and priorities are:

1. Discover, access, organize, process and make historical materials available to all Americans to the maximum extent possible.
2. Ensure the highest standards of preservation are being applied to NARA’s holdings, preserving American history for future generations.
3. Share NARA’s holdings with the American people and the wider world in bold and creative ways. Celebrating the Semiquincentennial in 2025 and 2026 is an excellent example of an opportunity to put this priority into action.
4. Continue modernization of federal records management and digital preservation of archival electronic records.

These new strategic goals and priorities are now being incorporated into the performance evaluation standards of NARA employees from February 9, 2025 forward.

The attached report is therefore only relevant for the purpose of 2025 performance evaluation (i.e. from September 1, 2024 to February 9, 2025 employees were following the mission, vision and strategic plan attached).

JIM BYRON

Senior Advisor to the Acting Archivist

April 29, 2025

**National Archives and Records Administration**

**FY 2026 ANNUAL PERFORMANCE PLAN and  
FY 2024 ANNUAL PERFORMANCE REPORT**

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## **NARA Mission, Vision, and Goals**

The National Archives and Records Administration's (NARA) FY 2022 – FY 2026 Strategic Plan details the actions and outcomes necessary to meet agency Strategic Goals. NARA's Annual Performance Plan lists the performance objectives and measures that NARA uses to evaluate performance progress against those goals.

### ***MISSION:***

WE DRIVE OPENNESS, CULTIVATE PUBLIC PARTICIPATION, AND STRENGTHEN OUR NATION'S DEMOCRACY THROUGH EQUITABLE PUBLIC ACCESS TO HIGH-VALUE GOVERNMENT RECORDS.

### ***VISION:***

WE WILL BE KNOWN FOR CUTTING-EDGE ACCESS  
TO EXTRAORDINARY VOLUMES OF GOVERNMENT INFORMATION AND  
UNPRECEDENTED ENGAGEMENT TO BRING GREATER MEANING TO THE MANY DIFFERENT AMERICAN  
EXPERIENCES.

### ***STRATEGIC GOALS:***

MAKE ACCESS HAPPEN.— NARA will make all records available to the public in digital formats, to ensure that anyone can explore, discover, and learn from NARA holdings.

CONNECT WITH CUSTOMERS.—NARA will improve internal and external customer engagement to cultivate and sustain public participation.

MAXIMIZE NARA'S VALUE TO THE NATION.—NARA will modernize Federal records management , advance digital preservation of archival electronic records, and support the transition to digital government.

BUILD OUR FUTURE THROUGH OUR PEOPLE —NARA will create and sustain a culture that ensures that the workforce has the skills necessary to fulfill the agency's mission.

The *President's Budget* identifies lower-priority program activities, as required by 31 U.S.C. § 1115(b) (10). NARA received no aid from non-Federal parties in preparing this plan.

## Performance by Strategic Goal

### Make Access Happen

*Make Access Happen* affirms that “public access” is NARA’s core mission and is a higher calling that gives purpose and meaning to all our work. We are making access happen by delivering increasing volumes of records to the public online, using flexible tools and accessible resources that promote public participation. To achieve success in this goal, NARA must digitize millions of records we hold in analog formats, keep pace with the continuous stream of new records we receive each year, and develop new ways to help citizens find our records through the online National Archives Catalog.

**Objective 1.1:** *By FY 2026, NARA will process 85 percent of archival holdings and increase enhanced descriptions to promote discovery and public access to archival records.*

Description of measure: Archival processing involves actions by NARA to provide efficient access for research, including holdings maintenance, entering records into NARA’s inventory system, and cataloging them. NARA must continually work to maintain an 85 percent processing rate, as it receives approximately 100,000 cubic feet of new unprocessed archival records annually, along with significant volumes of electronic records.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Percent of unclassified archival holdings processed	<i>Target</i>	82%	85%	85%	85%	85%	85%
	<i>Actual</i>	81%	91%	90%	90%		
Total number of unclassified archival holdings processed	<i>Target</i>	—	—	—	—		
	<i>Actual</i>	4.6M	4.7M	4.7M	4.8M		

Performance summary: NARA has processed a cumulative total of 4.8 million cubic feet of unclassified archival records, resulting in 90 percent of total unclassified archival records being processed by the end of September 2024.

In FY 2025, NARA will maintain processing for 85 percent of its unclassified archival holdings while increasing the volume of records accessible to researchers and the public. Looking ahead to FY 2026, NARA will implement standards and procedures from FY 2023 to increase public access to records, promoting a more comprehensive understanding of American history. High-value records will be easier to find through the Catalog and NARA websites.

**Objective 1.2: By FY 2026, NARA will digitize 500 million pages of records and make them available online to the public through the National Archives Catalog.**

Description of measure: NARA has committed to digitize all its traditional (analog) holdings and make them available to the public online. NARA holds the equivalent of more than 13 billion pages of documents, photographs, films, and other records in analog formats, the majority of which are only accessible in person, in public research rooms, or through reproductions provided in response to specific customer requests.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Number of pages digitized and made available online through the Catalog (cumulative)	<i>Target</i>	140M	190M	225M	320M	420M	510M
	<i>Actual</i>	150M	205M	217M	326M		
Presidential Library websites with all digital copies in NAC (cumulative)	<i>Target</i>	—	—	1 (pilot)	3	5	7
	<i>Actual</i>	—	—	TBD	2		

Performance summary: NARA is working toward its goal of 500 million pages in the Catalog by FY 2026. In FY 2024, NARA improved the Catalog to enhance the customer experience and exceeded the goal of making 160 million digital objects available. NARA also launched the next generation of Description and Authority Services (DAS) and completed the migration of all digital copies and metadata from the Harry S. Truman Presidential Library and the Richard S. Nixon Presidential Library into the Catalog, with the George H.W. Bush Presidential Library in progress. In FY 2025 NARA will increase the number of digitized pages with optical character recognition and introduce new contribution types to the Catalog.

**Objective 1.4: By FY 2026, 95 percent of customer requests will be ready within the promised time.**

Description of the measure: NARA strives to promote public access by providing consistent, reliable, and reputable service in response to customer requests. NARA provides service to a variety of public and federal agency customers. This objective is a weighted average of NARA's average response time when: furnishing items in public research rooms, responding to reference requests by email and mail, providing veterans and their families with copies of military separation documents (DD-214), and responding to Freedom of Information Act (FOIA) requests from the public.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Percent of customer requests ready within the promised time	<i>Target</i>	93%	93%	95%	95%	95%	95%
	<i>Actual</i>	40%	37%	89%	96%		

Performance summary:

In FY 2024, NARA eliminated pandemic-related backlogs, restoring and exceeding pre-pandemic service levels. Following *M-23-07, Update to Transition to Electronic Records*, several federal customers submitted large volumes of records to the Federal Records Center Program (FRCP) before the deadline.

To enhance service, NARA focused on digitally delivering reference requests and the expanded use of eVetRecs allowing customers to track their requests online without needing assistance. Digitization on demand was also integrated into reference and reproduction processes.

NARA is also focused on reducing the FOIA backlog with Presidential Libraries closing nearly 600 FOIA requests while receiving over 400 new ones. NARA's Special Access and FOIA Program closed 672 FOIA requests and received 693 new requests.

## **Connect with Customers**

*Connect with Customers* challenges us to continuously improve the customer experience, cultivate public participation, and generate new understanding of the importance of records in a democracy. We strive to represent the stories of all Americans in our work. We continuously engage with and learn from our customers: individuals, communities, organizations, and other Federal agencies. We build long-term and strategic customer relationships to ensure our services are valued by our customers and we work together to improve overall efficiency, and engagement.

**Objective 2.1:** *By FY 2026, NARA will demonstrate enhanced organizational understanding of internal and external customer wants, needs, and expectations to support the design and delivery of world-class services.*

Description of measure: NARA will develop a systematic process to collect and analyze customer feedback to continuously improve agency service offerings and better meet customer needs. NARA will routinely connect with customers, conduct consumer research, and undertake an array of engagements to understand how customers interact with multiple NARA business lines. NARA will prioritize enhancements to customer service procedures and systems based on customer insights. NARA will share the results of its customer research internally and with the public.

Performance summary: NARA is enhancing services by better understanding customer needs and expectations.

In FY 2024, the Research Services organization and the Presidential libraries established a feedback mechanism for onsite researchers, holding listening sessions and implementing recommendations to improve accountability and transparency, which are detailed on a new "In Person Research Experience" web page.

In FY 2025, NARA will expand these listening sessions beyond the National Capital Region and engage select stakeholder groups. By FY 2026, NARA aims to expand internal customer service training and develop more targeted methods for gathering and responding to customer feedback.



**Objective 2.2: *By FY 2026, NARA will modernize enterprise communication and service channels to capture customer feedback and continuously improve the customer experience.***

Description of measure: NARA will continue to develop a system to evaluate the customer experience across NARA business lines and use the results to modernize its service channels. NARA must develop a methodology to measure the customer experience, especially when the customer journey crosses multiple NARA services and service providers. Once developed, NARA will analyze the metrics to identify opportunities to better meet customer needs and expectations. NARA will continue to publish the results of its customer service approach so that customers can review the changes and assess the results.

Performance summary: NARA aims to evaluate service delivery from the customer's perspective by consistently assessing interactions across various touchpoints, including in-person experiences, website visits, and email correspondence. Success depends on creating a customer experience measurement framework that captures diverse customer engagements.

In FY 2024, NARA focused on developing tools to regularly collect and respond to feedback about the on-site researcher experience, leading to significant improvements in scheduling visits to the National Capital Region.

By FY 2025, NARA will build on the successful establishment of a mechanism to solicit and respond to feedback related to on-site experiences by creating mechanisms to collect data in a virtual space.

**Objective 2.3: *By FY 2026, NARA will deliver a national program of museums, education, and public programming.***

Description of measure: NARA engages the public in civic education and discourse through a national program of museum exhibits, education, and public programs. NARA will increase its online programming and exhibits and will modify its physical infrastructure to make its civic education programs more accessible for the public.

NARA must strengthen internal capabilities to develop relevant, relatable, and respectful content for museum displays and educational materials. NARA must invest in audience evaluation tools to ensure that new materials are meaningful and appropriate. NARA must also invest in its physical infrastructure to ensure that NARA museum exhibits and on-site programs are accessible for all.

Performance summary: As the 250<sup>th</sup> anniversary of the Declaration of Independence approaches, NARA is enhancing community engagement and historical narratives through its public programs and events. The redesigned National Archives Museum (NAM) prioritizes accessibility needs and acknowledges the contributions of all Americans to the founding of the nation. NARA will also display the original Emancipation Proclamation in the Rotunda during the 250th anniversary celebrations.

In FY 2025, NARA will finalize plans for 250th anniversary programming, civic education and exhibitions, alongside visitor research tools to measure success and identify improvement opportunities. NARA will ensure that newly-constructed exhibits address accessibility best practices for the physical space and exhibit content.

In FY 2024, several new museum exhibits aimed to engage broader audiences through public programming and civic education focused on the Declaration of Independence, available to schools nationwide for the 2024/2025 school year.

### **Maximize NARA's Value to the Nation**

*Maximize NARA's Value to the Nation* recognizes that public access to government information creates measurable economic value, which adds to the enduring cultural and historical value of our records. We are modernizing records management practices across the Federal government, advancing digital preservation of archival electronic records, and supporting the transition to digital government. NARA will explore new technology to find low-cost, practical solutions to improve processing, access review and redaction, and digitization, to accelerate the delivery of electronic and digitized records to the public.

#### **Objective 3.1: *By FY 2026, NARA will provide policy, requirements, and oversight to support a transparent and fully digital government.***

Description of measure: NARA must provide its customer agencies with the policy, appraisal, and training necessary to appropriately manage records in their custody. NARA will revise the Code of Federal Regulations, Chapter 12, Subchapter B – Records Management (parts 1220-1249) to support the transition to fully electronic recordkeeping with modern records formats. NARA will continue to provide guidance as agencies digitize federal records according to NARA standards. NARA will continue to work with the General Services Administration to create solutions and services supporting federal electronic records management (ERM) requirements.

Performance summary: Following the success of issuing regulations with digitization standards for paper records in FY 2023, NARA provided [additional resources](#) to help agencies implement the new digitization requirements, including a Quality Management Guide and FAQ on Non-Compliant Digitized Permanent Records. In FY 2024, NARA continued to explore ways to expand web archiving for all federal agency websites. In FY 2024, NARA began an analysis on social media records to identify archival and records management issues, explore technical challenges, and outline NARA's ability to accession and preserve social media records.

In FY 2024, NARA completed its exploration of approaches and solutions for the implementation of a public dashboard, to transparently report on records management issues across the federal government. NARA will continue moving towards implementing the dashboard in FY 2025.

#### **Objective 3.2: *By 2026, NARA will reduce the time it takes to start complex Freedom of Information Act (FOIA) requests for unclassified records.***

Description of measure: NARA is committed to reducing wait times for responses to Freedom of Information Act (FOIA) requests. These requests involve internal records and the five million cubic feet of archival records held by NARA, which often include personally identifiable information (PII) not available to the public.

While NARA typically responds to most FOIA requests within the statutory 20 days, complex requests can take up to eight years due to the need for extensive review and redaction of sensitive information. To address this, NARA aims to modernize its processes, deploy new tools, and add resources to increase the volume of records reviewed. NARA will also enhance business processes in declassification and the release of classified records.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Number of pages of paper records digitized at Clinton Library. (Final target 70M) (cumulative)	<i>Target</i>	—	—	10M	30M	6M	7.5M
	<i>Actual</i>	—	4.7M	4.9M	5.2M		
Number of pages of paper records digitized at Bush 43 Library. (Final target 50M) (cumulative)	<i>Target</i>	—	—	10M	30M	550K	2M
	<i>Actual</i>	—	—	281K	298K		
Number of pages of paper records digitized at Obama Library. (Final target 21M) (cumulative)	<i>Target</i>	—	—	—	—	10M	15M
	<i>Actual</i>	—	—	—	—		

Performance summary: NARA's primary approach to modernizing the FOIA process is to digitize analog records to permit electronic search and processing and to explore, acquire, and apply modern technologies, such as artificial intelligence and machine learning (AI/ML), to expedite processing and response. In FY 2024, NARA began the digitization of analog records of former President Barack H. Obama. In FY 2025, NARA will begin to process digitized records in the Electronic Records Archives for former President George W. Bush and former President Barack H. Obama. Once digitized, NARA can more effectively apply technology to support review and redaction to expedite NARA's responses to FOIA requests for these records.

**Objective 3.3: By 2026, NARA will advance existing physical and intellectual controls for the agency's holdings to enable digital preservation risk planning and risk mitigation in a trustworthy repository and ongoing access to electronic records.**

Description of measure: NARA must have a comprehensive system in place to assess the preservation risk of record holdings and take action to mitigate that risk so that NARA records — in traditional (analog), digitized, and born-electronic formats — are protected and remain available to the public in perpetuity. NARA has already established expertise in preserving records in traditional (analog) formats and is committed to the continued preservation of these records as well. NARA has created a digital preservation framework that established a comprehensive plan for preserving NARA's electronic and digitized records; however, NARA requires additional investment to implement risk assessments and risk mitigation strategies for these records.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
File Format & MIME Types successfully identified for ERA 2.0 (cumulative)	<i>Target</i>	—	—	—	10%	25%	50%
	<i>Actual</i>	—	—	—	0		
Digital content managed in ERA 2.0 (in TBs)	<i>Target</i>	—	100	150	225	340	510
	<i>Actual</i>	100	103	108	130		
Numbers of files managed in ERA 2.0 (in millions)	<i>Target</i>	—	—	30	45	68	101
	<i>Actual</i>	18.4	18.5	19.3	21		

Performance summary: ERA 2.0 engages federal records managers in modern electronic recordkeeping, allowing them to manage records schedules and transfer requests while serving as the primary digital repository for NARA's born-electronic and digitized records. While the scheduling and transfer request forms and workflow component are widely used across the Federal government, progress in ingesting records has been hindered by limitations in the system's abilities to upload and process records in a scalable manner.

Despite these challenges, NARA has successfully implemented interim, cloud-based storage, staging over 80 million files comprising nearly 2,000 TB, for future ingestion into ERA 2.0. In FY 2025, NARA will enhance upload and transfer capabilities while continuing upgrades to improve system stability and responsiveness. NARA will deploy tools for automatically identifying file formats, paving the way for automatic detection and mitigation of format risk.

In FY 2024, NARA digital preservation efforts focused on refining its preservation framework. Plans include developing automated tools for a second instance of ERA 2.0 in an alternative Cloud service provider, while maintaining multiple backup copies in different regions to ensure the long-term availability of electronic archival records

## **Build our Future through our People**

*Build our Future through our People* is our commitment to provide all our employees with learning and leadership opportunities necessary to successfully transition to a digital environment, support career development, and become the next generation of leaders.

**Objective 4.1: By FY 2026, NARA will increase the frequency of effective coaching that employees receive by 50 percent to improve performance and relationships across the organization.**

Description of measure: NARA must have a cadre of skilled leaders in both supervisory and non-supervisory positions to fulfill the agency's mission and effectively transition to a fully electronic environment. Effective coaching is a critical success factor in building a workplace culture of strong organizational and individual performance, employee development, and working relationships. NARA invests in leadership development activities to ensure the agency has a pool of competent leaders with appropriate technical skills and experience.

<b>Performance Measure</b>	<b>Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Provide training opportunities in effective coaching for new supervisors. (cumulative)	<i>Target</i>	—	70%	85%	90%	95%	100%
	<i>Actual</i>	—	88%	87%	89%		
Provide training opportunities in effective coaching for all supervisors and team leads. (cumulative)	<i>Target</i>	—	Baseline	10%	30%	35%	40%
	<i>Actual</i>	—	6.6%	6%	18%		
Provide internal individual and group coaching services to employees at all grade levels. (cumulative)	<i>Target</i>	—	1%	5%	10%	15%	20%
	<i>Actual</i>	—	1.2%	1.7%	17.5%		

Performance summary: During FY 2024, NARA offered group and individual coaching opportunities for all employees, including executives. Coaching was integrated into the Supervisors' Development Program to train new supervisors in coaching skills. NARA transitioned group coaching to an evidence-based model of wellbeing and partnered with the IRS to offer individual coaching, developing a method to a methodology to evaluate its effectiveness. In FY 2025 and FY 2026, NARA will expand coaching opportunities and increase workforce awareness.

**Objective 4.4:** *By FY 2026, NARA will foster a culture that encourages civil interaction and allows employees to feel connected to the agency's mission and contribute to their full potential.*

Description of measure: NARA must provide all employees with a safe and supportive work environment. NARA is committed to the fair treatment of employees. NARA promotes collaborative, civil interactions and has established expectations for civility in the workplace.

NARA will create a workplace culture that fosters excellence and provides service to the American people. NARA will continue to provide visible leadership support for workplace culture programs. NARA will promote cross training opportunities to further align our personnel resources to functions that optimize NARA's mission.

Performance summary: In FY 2024, NARA completed a data study targeted towards improving performance culture. Data was assessed on employee discipline from FY 2021 to FY 2023, identifying opportunities for policy and process improvements. To better understand the data, NARA surveyed and conducted focus groups with supervisors across the agency. Based on this analysis, 13 recommendations were identified for potential improvements and enhancements to the disciplinary process. This includes opportunities for additional training and guidance as well as improving transparency and communication.