



U.S. Department of  
**ENERGY**

# Annual Report on Contractor Workforce Restructuring for Fiscal Year 2009

Report to Congress  
November 2010

United States Department of Energy  
Washington, DC 20585

## Message from the Director

Section 3161(e)(2) of the National Defense Authorization Act for Fiscal Year 1993 directs the Secretary of Energy to provide to Congress an evaluation of the implementation of the U.S. Department of Energy's (DOE's) workforce restructuring plans. The Omnibus Appropriations Act, Division C, Title III – Energy and Water Development and Related Agencies Appropriations Act, 2009 (Public Law 111-8; March 11, 2009), General Provisions, Section 303, restricts DOE from augmenting severance payments and other benefits for contractor employees and community assistance grants from funds obligated by this act unless DOE submits a reprogramming request to Congress. This act also prohibits DOE from augmenting enhanced severance payments or other benefits for DOE employees.

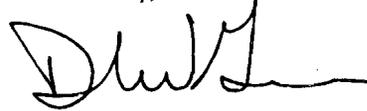
This report provides information on workforce restructuring actions taken in fiscal year (FY) 2009 at each defense nuclear site, including the number of voluntary and involuntary contractor employee separations and associated severance costs. The report also identifies all enhanced and other benefits provided to separated contractor employees and the sources of funding, as well as the number of contractor employees separated through attrition in FY 2009. Pursuant to statutory requirements, this report is being provided to the following members of Congress:

- **The Honorable Carl Levin**  
Chairman, Senate Committee on Armed Services
- **The Honorable John McCain**  
Ranking Member, Senate Committee on Armed Services
- **The Honorable Howard P. "Buck" McKeon**  
Chairman, House Committee on Armed Services
- **The Honorable Adam Smith**  
Ranking Member, House Committee on Armed Services
- **The Honorable Daniel K. Inouye**  
Chairman, Senate Committee on Appropriations
- **The Honorable Thad Cochran**  
Ranking Member, Senate Committee on Appropriations
- **The Honorable Harold "Hal" Rogers**  
Chairman, House Committee on Appropriations

- **The Honorable Norm Dicks**  
Ranking Member, House Committee on Appropriations

We at DOE are focused on working with Congress to provide information on all workforce restructuring actions at DOE's defense nuclear sites. If you have any further questions, please contact me or Jeffrey A. Lane, Assistant Secretary, Office of Congressional and Intergovernmental Affairs, at (202) 586-5450.

Sincerely,



David W. Geiser  
Office of Legacy Management

# Executive Summary

## Background

As the Cold War was coming to an end in 1993, Congress appropriated funding to carry out the objectives of section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484) (section 3161) of mitigating the effects on U.S. Department of Energy (DOE) contractor workers impacted by downsizing at DOE facilities, as well as providing assistance to affected communities. To implement these provisions, the Secretary of Energy established the Office of Worker and Community Transition (WT) on September 15, 1994. WT was charged with (1) developing policies and programs necessary to plan for, and mitigate the impacts of, changing conditions for workers and communities affected by DOE mission changes; (2) ensuring that those policies and programs are carried out fairly for all concerned, while recognizing the unique conditions of each site and contract; and (3) assisting those communities most affected by the changing missions at DOE sites by using DOE resources to stimulate economic development. WT became part of the Office of Legacy Management (LM) when LM was established in December 2003.

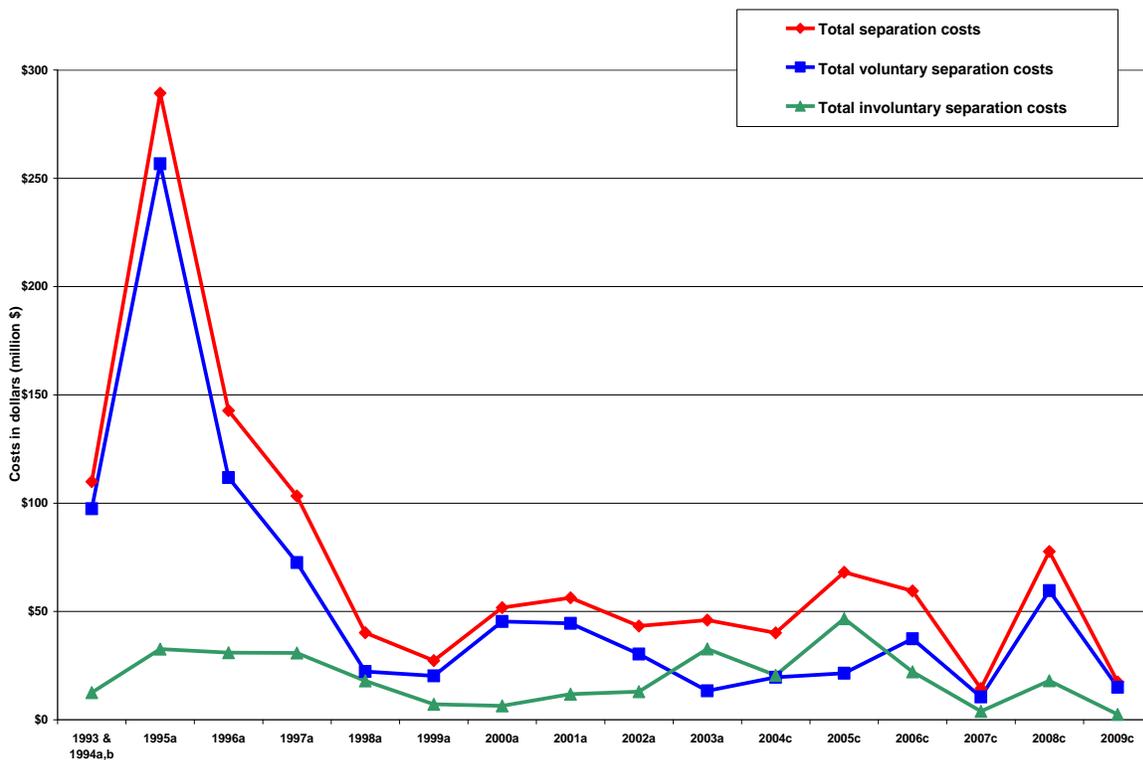
Section 3161 requires DOE to minimize the social and economic impacts of workforce restructuring. Over the years, this has involved the use of enhanced benefits (in addition to the standard contractual severance, hiring preference, and access to displaced-worker medical benefits) to lessen separation impacts. These enhanced benefits include relocation assistance, tuition reimbursement, and outplacement assistance. Contractor separations peaked in fiscal year (FY) 1995 and fluctuated over the next several years, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions. Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in recent years, the level of funding appropriated for contractor workforce restructuring and community transition has declined. Section 303 of the Omnibus Appropriations Act, Division C, Title III – Energy and Water Development and Related Agencies Appropriations Act, 2009 (Public Law 111-8; March 11, 2009) (Energy Appropriations Act, 2009), provided that DOE could not use appropriated funds other than those funds specifically appropriated for severance payments, other benefits, and community assistance under section 3161 without submitting a reprogramming request to Congress. FY 2004 was the last year in which DOE received section 3161 appropriations for enhanced benefits for separated contractor workers.

## Workforce Restructuring

In FY 2009, a total of 759 management contractor team workers were separated from DOE defense facilities; of these, 484 (64 percent) were voluntary separations and 275 (36 percent) were involuntary. [Note: “Management contractor team” consists of prime contractors

performing defense and certain non-defense work that historically was done under a management and operating contract.] An additional 3,001 separations occurred through normal attrition. Contractor workforce restructuring costs incurred in FY 2009 were \$17,410,843 (not including enhanced and additional benefits), of which \$14,980,946 (86 percent) was for voluntary separations and \$2,429,897 (14 percent) was for involuntary separations. All voluntary and involuntary separations were funded from program funds in FY 2009.

Since 1993, Congress has appropriated over \$1 billion for contractor workforce separation benefits and activities across the DOE complex and a total of 56,872 contractor worker separations have occurred. Contractor worker separations at DOE sites peaked in FY 1995 and have fluctuated since, reflecting a changing mission from production to remediation and restoration (**Figure ES-1**). As of September 30, 2009, a total of \$797,627 in section 3161 funds remains available for enhanced benefits. In FY 2009, only eligible contractor workers at three closure sites (the Miamisburg Closure Project [Mound], the Rocky Flats Environmental Technology Site [RFETS], and the Fernald Closure Project [Fernald]) received any section 3161 funds for enhanced benefits. Future contractor worker separations will be funded out of program funds.



<sup>a</sup> Includes both defense and non-defense sites.

<sup>b</sup> Total voluntary separations include retirement and nonretirement separations.

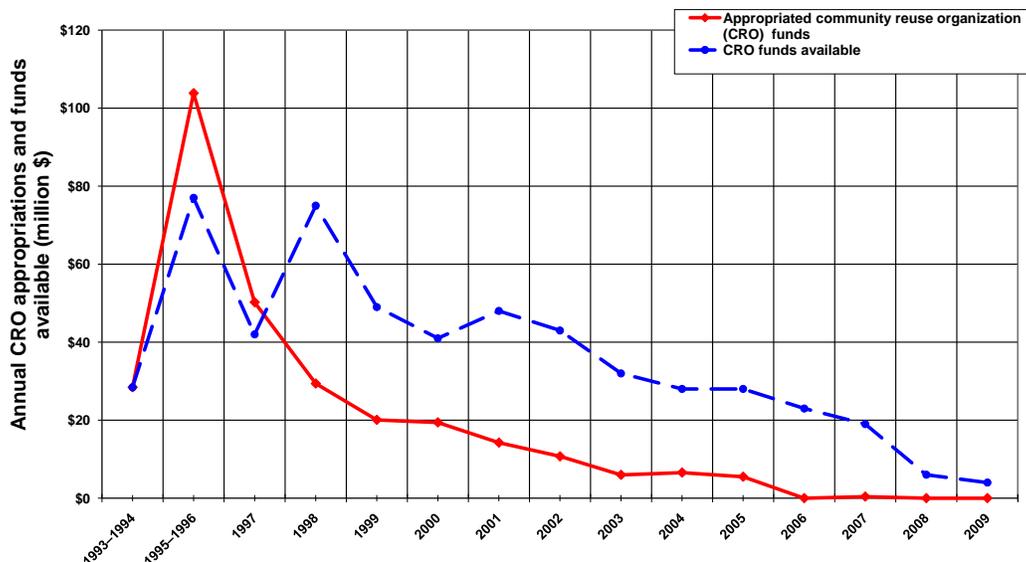
<sup>c</sup> Defense sites only.

**Figure ES-1. Total Contractor Separation Costs, Fiscal Years 1993-2009**

## Community Transition

The community transition activities of 15 community reuse organizations (CROs) at sites impacted by DOE facility downsizing, funded since 1993 by LM (approximately \$261 million in section 3161 funds) and other DOE programs (\$34 million), have created or retained 50,902 jobs since 1993. At the end of FY 2009, only three of the original 15 CROs (Hanford Site [Hanford], Mound, and Portsmouth Gaseous Diffusion Plant [Portsmouth]) had section 3161 funds remaining.

Funding for communities impacted by changing missions at DOE facilities in recent years has also declined in proportion to the declining level of contractor worker separations. Congressional appropriations for community transition activities fell sharply after FY 2002. Congress has not appropriated any funding for section 3161 community transition activities since FY 2005 (**Figure ES-2**). As of September 30, 2009, of the \$295 million in section 3161 funding and other DOE resources committed since FY 1993 for community transition activities, \$3.5 million remains available for future community transition activities.



**Figure ES-2. Annual Community Reuse Organization Appropriations and Funds Available, Fiscal Years 1993-2009**



# CONTRACTOR WORKFORCE RESTRUCTURING, FISCAL YEAR 2009

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## LIST OF ACRONYMS AND SHORT TITLES

AMWTP ANL	Advanced Mixed Waste Treatment Project Argonne National Laboratory (Illinois)
Brookhaven	Brookhaven National Laboratory (New York)
Coalition COBRA CRO CROET	Rocky Flats Coalition of Local Governments Consolidated Omnibus Budget Reconciliation Act of 1985 community reuse organization Community Reuse Organization of East Tennessee
DOE DUF6	U.S. Department of Energy depleted uranium hexafluoride
EICRO Energy Appropriations Act, 2009	Eastern Idaho Community Reuse Organization Omnibus Appropriations Act, Division C, Title III – Energy and Water Development and Related Agencies Appropriations Act, 2009
ENIPC	Eight Northern Indian Pueblos Council, Inc.
Fernald FM&T FY	Fernald Closure Project (Ohio) Federal Manufacturing & Technologies fiscal year (October 1–September 30)
Hanford	Hanford Site (Washington State)
INL	Idaho National Laboratory (Idaho)
KCP	Kansas City Plant (Missouri)
LANL LLC LLNL LM	Los Alamos National Laboratory (New Mexico) limited liability company Lawrence Livermore National Laboratory (California and Nevada) Office of Legacy Management (U.S. Department of Energy)
MMCIC Mound	Miamisburg Mound Community Improvement Corporation Miamisburg Closure Project (Ohio)
NextGen NNSA NTS NTSDC	Next-Generation Economy, Inc. National Nuclear Security Administration Nevada Test Site (Nevada) Nevada Test Site Development Corporation
ORP	Office of River Protection (U.S. Department of Energy)
PACRO	Paducah-Area Community Reuse Organization

Paducah	Paducah Gaseous Diffusion Plant (Kentucky)
Pantex	Pantex Plant (Texas)
Pinellas	Pinellas Plant (Florida)
Portsmouth	Portsmouth Gaseous Diffusion Plant (Ohio)
RDA	Regional Development Alliance, Inc.
RDC	Regional Development Corporation
RFETS	Rocky Flats Environmental Technology Site (Colorado)
RIF	reduction in force
RL	Richland Operations Office (U.S. Department of Energy)
Sandia section 3161	Sandia National Laboratories (California and New Mexico) National Defense Authorization Act for Fiscal Year 1993, section 3161
SODI	Southern Ohio Diversification Initiative
SRNS	Savannah River Nuclear Solutions, LLC
SRS	Savannah River Site (South Carolina)
SRSCRO	Savannah River Site Community Reuse Organization
TRIDEC	Tri-City Industrial Development Council
TRU	transuranic
URS	United Research Services
USEC	United States Enrichment Corporation
WIPP	Waste Isolation Pilot Plant (New Mexico)
WSI-SRS	Wackenhut Services, Inc.–Savannah River Site
WT	Office of Worker and Community Transition (U.S. Department of Energy)
Y-12	Y-12 National Security Complex (Tennessee)

# 1.0 Introduction

## 1.1 Background

After World War II, the onset of the Cold War between the United States and the Soviet Union led to the buildup of the nuclear weapons complex, an elaborate network of research, production, and testing facilities. To meet nuclear weapons production requirements and other national security obligations, DOE and its predecessor agencies assembled an extensive contractor workforce. The breakup of the Soviet Union in 1991, together with President George H.W. Bush's announcement of the first unilateral nuclear weapons reduction agreement on September 27, 1991, signaled the end of the Cold War and dramatically reduced the need for further nuclear weapons production.

The end of the Cold War also brought about fundamental changes in contractor workforce requirements as DOE shifted from weapons production to other missions, such as environmental management, weapons dismantlement, and science and technology research. Faced with significant budget reductions and staffing issues, DOE contractors began to restructure their workforce.

During President George H.W. Bush's administration, Secretary of Energy James Watkins issued DOE Order 3309.1A (now incorporated into DOE Order 350.1), establishing specific objectives to ensure fairness while reducing the contractor workforce, including programs to minimize layoffs. In passing section 3161, Congress mandated an explicit planning process involving affected stakeholders for all contractor workforce changes at defense nuclear facilities and directed that the plans be guided by a fundamental objective: to mitigate impacts on workers and communities, especially those whose service had helped maintain our nuclear deterrent force during the Cold War. Subsequently, DOE expanded the workforce restructuring process to all DOE facilities.

Section 3161 requires that the Secretary of Energy develop a plan for restructuring the contractor workforce at a defense nuclear facility whenever such change is determined necessary. Section 3161 also identifies objectives that each plan should address, including minimizing social and economic impacts; giving workers adequate notice of impending changes; minimizing involuntary separations; offering preference in hiring to the extent practicable to those employees involuntarily separated; providing relocation assistance under certain conditions; providing retraining, as well as education and outplacement assistance; and providing local impact assistance to affected communities.

In response to challenges posed by changing missions, and consistent with DOE policy to apply the contractor workforce restructuring process at all sites undergoing significant contractor workforce changes, WT was established in 1994. WT was assigned responsibility for reviewing and evaluating contractor workforce restructuring plans from all sites and overseeing implementation of the restructuring consistent with these plans and DOE policy and guidance.

In December 2003, all WT functions and responsibilities were merged into LM. Although the major mission of LM is to oversee DOE postclosure site responsibilities, including the continuity and delivery of contractor worker postclosure pension and medical benefits, LM also promulgates worker and community transition policies consistent with section 3161.

## 1.2 The Structure of This Report

This report is organized into four sections. Section 1 provides background information on the section 3161 contractor workforce restructuring program. Section 2 summarizes the section 3161 contractor workforce restructuring program and provides specific information on contractor employee workforce separations and costs for FY 2009. Section 3 provides an overview of total funds appropriated and spent on community transition activities since 1993. Section 4 presents FY 2009 contractor employee workforce restructuring and community transition activities for each defense nuclear site.

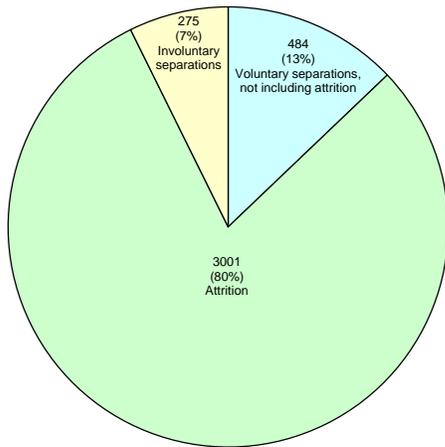
This *Annual Report on Contractor Workforce Restructuring for Fiscal Year 2009* includes data from DOE defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent program or section 3161 funds for these contractor workforce actions. Of the DOE non-defense facilities, only those that spent section 3161 funds on contractor workforce restructuring actions are asked to submit their data for this annual report. In FY 2009, the non-defense DOE facilities did not spend section 3161 funds on contractor workforce restructuring actions; therefore, these facilities are not included in this report. It covers activities in FY 2009 and serves to update Congress and the public on contractor workforce restructuring and community transition outcomes.

This report is available on the LM website at <http://www.lm.doe.gov>.

## 2.0 Contractor Workforce Restructuring

### 2.1 Fiscal Year 2009 Contractor Workforce Restructuring Activity

In FY 2009, a total of 3,760 management contractor team workers separated from DOE defense facilities either voluntarily, involuntarily, or through attrition. [Note: “Management contractor team” consists of prime contractors performing defense and certain non-defense work that historically was done under a management and operating contract.] Of those employees, 759 were separated from DOE contractors as a result of reduction-in-force (RIF) actions; 484 (13 percent) were separated voluntarily and 275 (7 percent) involuntarily. Of the 275 involuntary separations, 122 received benefits and 153 received no benefits. The remaining 3,001 separations (80 percent) occurred at DOE defense facilities from normal attrition (**Figure 2–1**). Contractor workforce restructuring costs incurred in FY 2009 were \$17,410,843 (not including enhanced and additional benefits), of which \$14,980,946 (86 percent) was for voluntary separations and \$2,429,897 (14 percent) was for involuntary separations. All voluntary and involuntary costs were funded from FY 2009 program funds (**Table 2–1**).



□ Voluntary separations, not including attrition □ Attrition □ Involuntary separations

**Figure 2–1. Workforce Separations by Type, Fiscal Year 2009**

Contractor workforce restructuring data are shown for defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent funds (program or section 3161) for any contractor workforce restructuring activity during FY 2009. This includes funds spent during FY 2009 for any prior-year contractor workforce restructuring activities.

**Table 2–1. Defense Nuclear Site Contractor Workforce Separations Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM <sup>a</sup> (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations (lines 1.1 + 1.2)</b>	<b>484</b>	<b>\$0</b>	<b>\$14,980,946</b>	<b>\$14,980,946</b>	<b>\$30,952</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	484	\$0	\$14,980,946	\$14,980,946	\$30,952
<b>2.0 Involuntary Separations (lines 2.1 + 2.2) (costs = severance)</b>	<b>275</b>	<b>\$0</b>	<b>\$2,429,897</b>	<b>\$2,429,897</b>	<b>N/A</b>
2.1 Without benefits	153	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2)	122	\$0	\$2,429,897	\$2,429,897	\$19,917
2.2.1 Nonconstruction workers	108	\$0	\$2,239,632	\$2,239,632	\$20,737
2.2.2 Construction workers	14	\$0	\$190,265	\$190,265	\$13,590
<b>3.0 Total Separations and Costs (lines 1.0 + 2.0)</b>	<b>759</b>	<b>\$0</b>	<b>\$17,410,843</b>	<b>\$17,410,843</b>	<b>\$22,939</b>

<sup>a</sup> Enhanced benefits paid in fiscal year 2009 are reflected in Table 2–2.

**Note:** Total cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

Total contractor workforce restructuring costs were \$19,950,650 in FY 2009 and included \$2,539,807 (13 percent) in additional and enhanced benefits. Of the total for additional and enhanced benefits, \$2,523,894 (99 percent) was funded from program funds and the balance of \$15,913 (1 percent) was funded from section 3161 funds (**Table 2–2**).

To comply with section 303 of the Energy Appropriations Act, 2009, separation costs have been broken out by enhanced benefits, which have usually been paid by LM, and program benefits, which have been paid by the responsible program office. In FY 2009, all costs for voluntary and involuntary contractor separations, DOE displaced-worker medical benefits, and all outplacement services were paid from program funds. Only education assistance costs were paid with section 3161 funds.

**Table 2–2. Defense Nuclear Site Enhanced Benefits and Contractor Workforce Separations Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>173</b>	<b>\$0</b>	<b>\$104,751</b>	<b>\$104,751</b>	<b>\$605</b>
1.1 Workers placed internally without retraining (same site and company)	151	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	4	\$0	\$104,751	\$104,751	\$26,188
1.3 Workers transferred to other DOE sites (same or different company)	18	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$15,913</b>	<b>\$2,419,143</b>	<b>\$2,435,056</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits	424	\$0	\$2,414,003	\$2,414,003	\$5,693
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement <sup>a</sup>	9	\$0	\$5,140	\$5,140	\$571
2.4 Education assistance for separated workers	13	\$15,913	\$0	\$15,913	\$1,224
<b>3.0 Totals for Fiscal Year 2009 (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$15,913</b>	<b>\$2,523,894</b>	<b>\$2,539,807</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for FY 2009 (Table 2–1, line 3)</b>	<b>759</b>	<b>\$0</b>	<b>\$17,410,843</b>	<b>\$17,410,843</b>	<b>\$22,939</b>
<b>5.0 Total Contractor Workforce Restructuring and Enhanced Benefits and Costs</b>	<b>N/A</b>	<b>\$15,913</b>	<b>\$19,934,737</b>	<b>\$19,950,650</b>	<b>N/A</b>

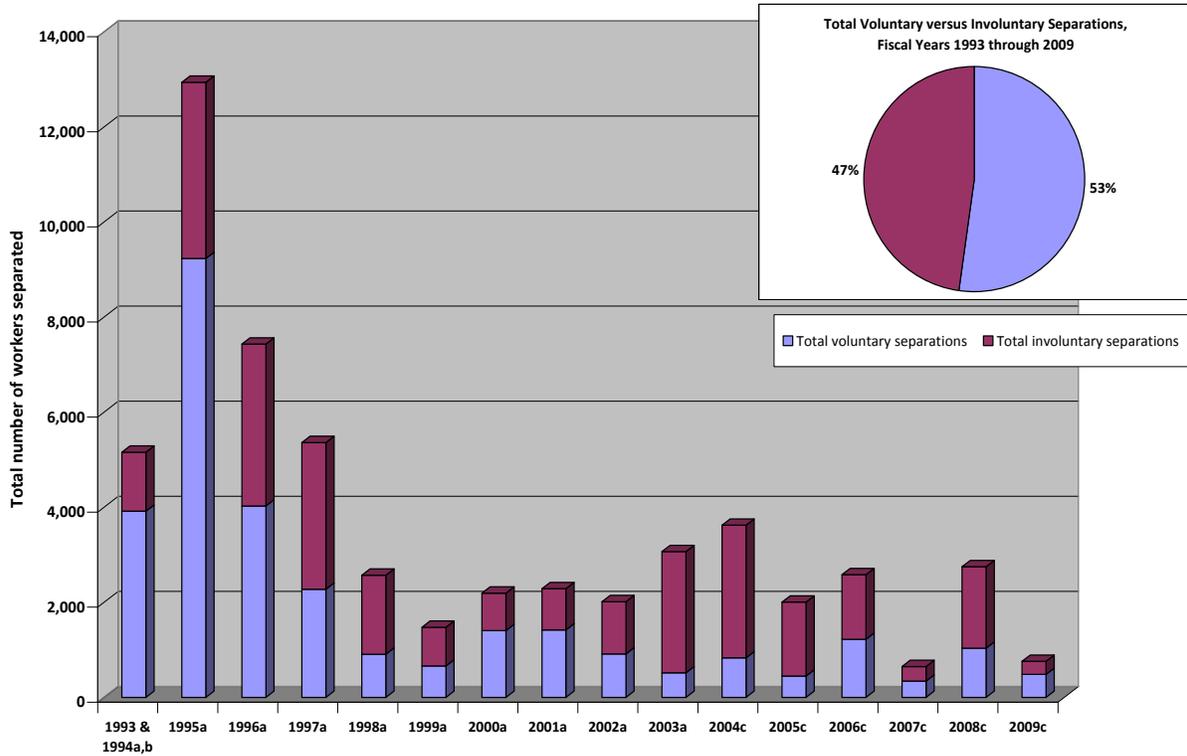
<sup>a</sup> Total contractor workers receiving outplacement services exclude 193 contractor workers at the Hanford Site who received outplacement services provided by Washington State at no cost to DOE.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

## 2.2 Contractor Workforce Restructuring Overview

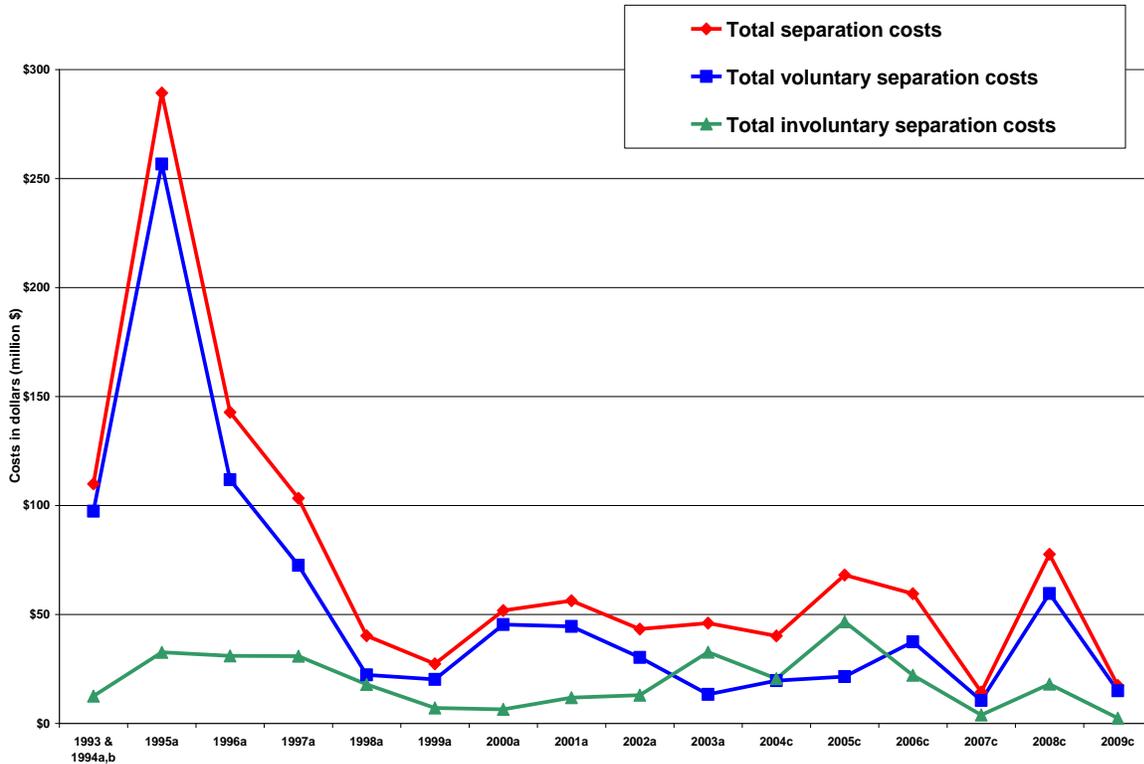
Since 1993, Congress has appropriated over \$1 billion for contractor workforce separation benefits and activities across the DOE complex and a total of 56,872 contractor worker separations have occurred. Contractor separations peaked in FY 1995 with 12,942 voluntary and involuntary separations (Figure 2–2), at a cost of \$289 million. The 759 voluntary and involuntary contractor worker separations that occurred in FY 2009 represent a 72 percent decrease from the 2,749 contractor worker separations in FY 2008.



- <sup>a</sup> Includes both defense and non-defense sites.
- <sup>b</sup> Total voluntary separations include retirement and nonretirement separations.
- <sup>c</sup> Defense sites only.

**Figure 2–2. Total Contractor Separations, Fiscal Years 1993–2009**

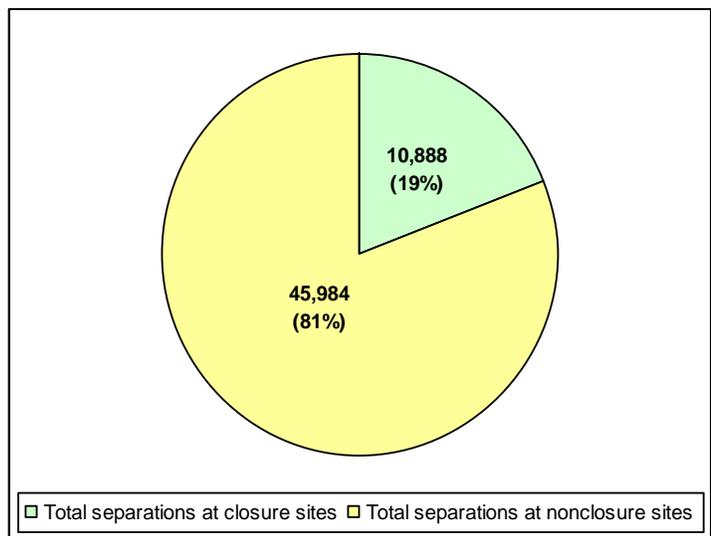
Since the FY 1995 peak, contractor workforce separations have fluctuated, reflecting a changing mission from production to remediation and restoration at DOE sites with cleanup missions (**Figure 2–3**). FY 2004 was the last year in which DOE received section 3161 appropriations for contractor workforce restructuring enhanced benefits.



- <sup>a</sup> Includes both defense and non-defense sites.
- <sup>b</sup> Total voluntary separations include retirement and nonretirement separations.
- <sup>c</sup> Defense sites only.

**Figure 2-3. Total Contractor Separation Costs, Fiscal Years 1993-2009**

Commensurate with the decline from a high volume of contractor layoffs in the early years of the program to a relatively low volume in recent years, the level of funding appropriated for contractor workforce restructuring has been proportional to the extent of major mission changes within DOE, especially at the four closure sites: Fernald and Mound in Ohio, the Pinellas Plant (Pinellas) in Florida, and RFETS in Colorado. These four closure sites represent 19 percent of all contractor separations from FY 1993 through FY 2009 (Figure 2-4).



**Figure 2-4. Closure Site Separations as a Percentage of All Separations, Fiscal Years 1993-2009**

## 2.3 Mitigating Restructuring Impacts

DOE contractors employ a number of measures to mitigate contractor workforce restructuring impacts, especially involuntary separation impacts. These include placing at-risk contractor workers in other positions and transferring workers to other sites with available positions created by changing missions or attrition. In FY 2009, DOE contractors placed 173 workers in other positions, either at the same site or other sites. The majority of these workers were transferred to other programs at the same DOE site. Additionally, contractors can offer displaced workers medical benefits, relocation assistance, a variety of outplacement services, and education assistance.

*Displaced-Worker Medical Benefits.* In 1992, Secretary of Energy James Watkins directed that all prime contractor employees separated from DOE sites and not otherwise eligible for another medical program would be eligible for displaced-worker medical benefits. Under this program, employees continue to participate in their former employer's medical program, but at a cost to the participant that increases over time. During the first year, the participant contributes the same amount as when employed by the contractor. In the second year, the employee pays one-half of the applicable Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) rate. In the third and subsequent years, the employee pays the full COBRA rate. In FY 2009, extended displaced-worker medical benefits were provided to 424 workers, at an average cost of \$5,693, all paid out of program costs. Recipients may have been separated in prior years.

*Relocation Assistance.* DOE has offered relocation assistance, to the extent funds are available, to separated prime contractor employees to help them relocate to jobs at other DOE sites where such costs are not normally reimbursed. In FY 2009, no workers received relocation assistance.

*Outplacement Services.* At some DOE sites, outplacement services are available for separated contractor employees for assistance in finding new employment. Some sites use consultants or subcontractors to provide such services, while others use in-house contractor staff. Some centers are staffed with job counselors, state employment services personnel, and employee assistance counselors to help separated contractor workers locate new employment, prepare resumes, and accommodate personal and family concerns resulting from their separations. In FY 2009, outplacement services were used by 202 workers. Of these, Washington State provided outplacement services to 193 workers at Hanford at no cost to DOE, and the remaining nine received outplacement services provided by the site contractors, at an average cost of \$571, paid with program funds. Recipients may have been separated in prior years.

*Education Assistance.* Contractor employees, whether voluntarily or involuntarily separated, were often eligible in the past to receive financial assistance of up to \$10,000 per employee over a four-year period. In FY 2009, education assistance was provided to 13 workers, at an average cost of \$1,224, using section 3161 funds. Recipients may have been separated in prior years.

## **2.4 Section 3161 Funds Available for Future Separations Enhanced Benefits**

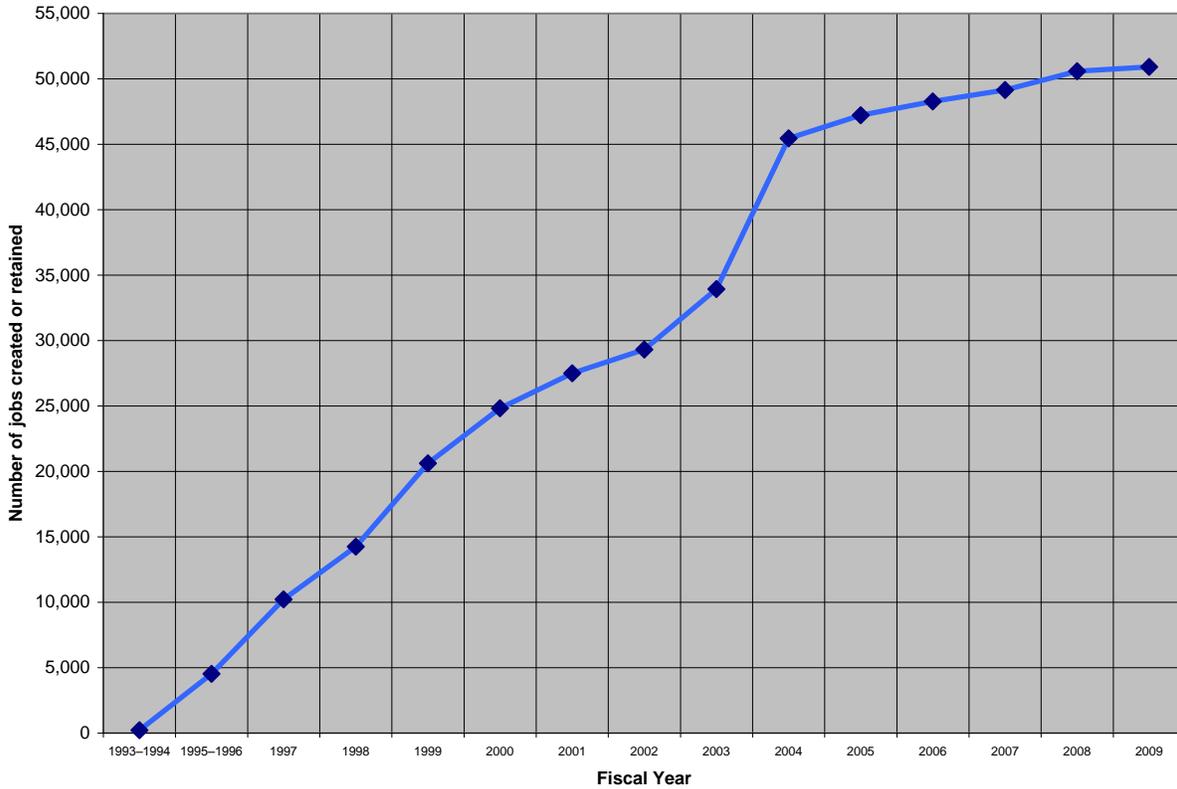
Congress has not appropriated any section 3161 funding for contractor worker separations since FY 2004. Any enhanced benefits for separated contractor workers have been paid out of unspent section 3161 funds. As of September 30, 2009, a total of \$797,627 in section 3161 funds remains for enhanced benefits to be paid for future contractor workforce separations.

## 3.0 Community Transition

### 3.1 Job Creation and Retention through Community Transition Activities

Community transition activities have created or retained 50,902 jobs since 1993. These activities were funded by nearly \$295 million in section 3161 and other DOE grants to 15 CROs at sites impacted by downsizing at DOE facilities. DOE's community transition program is designed to minimize social and economic impacts of contractor workforce restructuring on communities with large numbers of residents who work at DOE facilities. The program encourages affected communities to chart their own economic future through creation of CROs, similar to the U.S. Department of Defense, Office of Economic Adjustment's Local Redevelopment Authorities, created to assist communities affected by military base closures. Job creation rose steadily from 1993 through 2004 as community transition programs matured to create significant job growth (**Figure 3-1**).

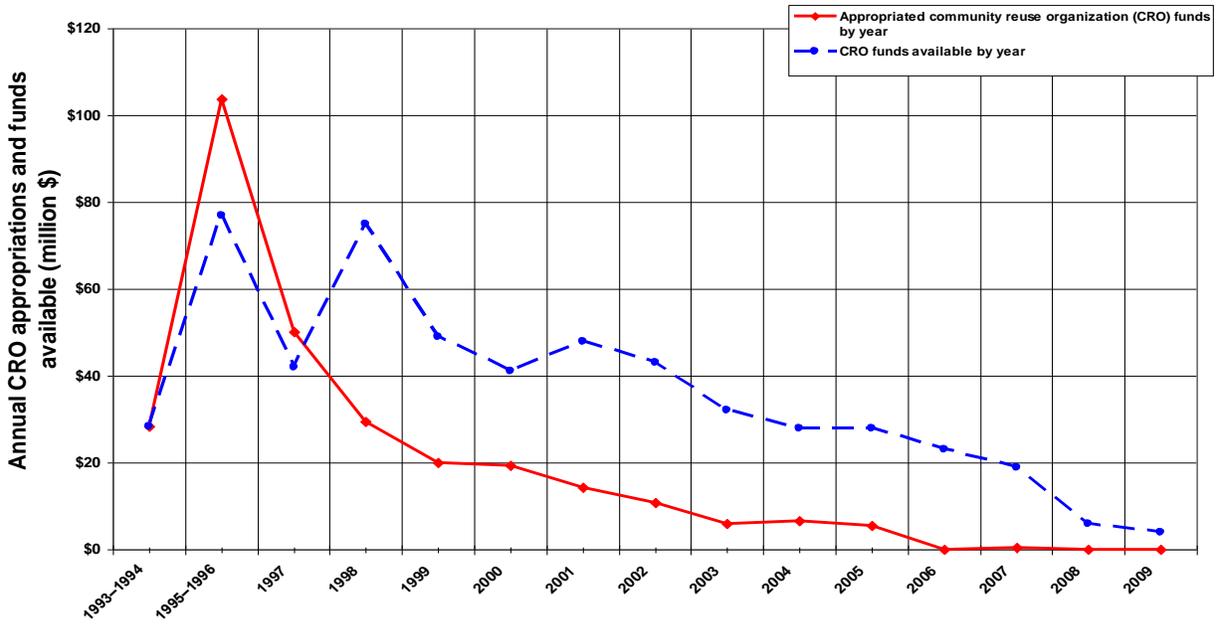
Beginning in 1993, community transition grants were given to DOE-designated community transition organizations to fund a wide range of economic development projects, including worker training, industry recruitment, and revolving loan funds to local businesses. Four of the 15 CROs (at the Hanford, Pinellas, Oak Ridge Reservation, and Mound sites) collaborated with DOE to redevelop excess DOE facilities for use by commercial businesses to bring new jobs to their communities.



**Figure 3-1. Community Reuse Organization Job Growth (Cumulative), Fiscal Years 1993-2009**

### 3.2 Community Reuse Organizations with Remaining Section 3161 Funds

Funding for communities impacted by the changing missions at DOE facilities has corresponded to the level of contractor worker separations. More than half of all community transition funds were appropriated during the first four years of the program. Congressional appropriations for community transition activities fell sharply after FY 2002. Congress has not appropriated any section 3161 funding for contractor workforce separations since FY 2004 or for community transition activities since FY 2005 (**Figure 3-2**). Of the original 15 CROs, only the CROs at Hanford, Mound, and Portsmouth had any remaining section 3161 funds for community transition activities at the end of FY 2009.



**Figure 3–2. Annual Community Reuse Organization Appropriations and Funds Available, Fiscal Years 1993–2009**

Since FY 1993, a total of \$294,674,260 in section 3161 funding and other DOE grants has been committed complex-wide to 15 CROs. Spending on community transition activities totaled \$291,148,711 (99 percent of all committed funds) as of September 30, 2009, which helped to create or retain 50,902 jobs at an average cost of \$5,720 per job (**Table 3–1**).

**Table 3–1. Summary of Community Transition Funding and Job Creation Statistics, Fiscal Years 1993–2009**

Site	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Albuquerque	\$2,909,031	\$0	\$2,909,031	\$2,909,031	689	\$4,222
Carlsbad	\$4,156,000	\$243,314	\$4,399,314	\$4,399,314	1,601	\$2,748
ENIPC	\$672,716	\$0	\$672,716	\$672,716	0	\$0
Fernald	\$736,921	\$0	\$736,921	\$736,921	0	\$0
Hanford	\$22,964,216	\$132,000	\$23,096,216	\$22,815,472	10,992	\$2,076
Idaho	\$37,575,000 <sup>a</sup>	\$0	\$37,575,000	\$37,575,000	9,062 <sup>b</sup>	\$4,146
Los Alamos	\$12,826,206	\$860,381	\$13,686,587	\$13,686,587	1,700	\$8,051
Mound	\$29,957,432	\$1,100,000	\$31,057,432	\$27,884,003	770	\$36,213 <sup>c</sup>
Nevada	\$15,237,891	\$632,417	\$15,870,308	\$15,870,308	2,728	\$5,818
Oak Ridge	\$58,289,500	\$0	\$58,289,500	\$58,289,500	8,650	\$6,739
Paducah	\$10,350,000	\$0	\$10,350,000	\$10,350,000	1,722	\$6,010
Pinellas	\$26,117,600	\$100,000	\$26,217,600	\$26,217,600	3,580	\$7,323
Portsmouth	\$14,785,000	\$100,000	\$14,885,000	\$14,813,624	2,596	\$5,706
Rocky Flats	\$1,300,000	\$0	\$1,300,000	\$1,300,000	0	\$0
Savannah River	\$22,671,325	\$30,957,310	\$53,628,635	\$53,628,635	6,812	\$7,873
<b>Totals</b>	<b>\$260,548,838</b>	<b>\$34,125,422</b>	<b>\$294,674,260</b>	<b>\$291,148,711</b>	<b>50,902</b>	<b>\$5,720</b>

<sup>a</sup> Includes \$30 million in section 3161 funds awarded to the State of Idaho for economic development activities through a federal-court-mandated Settlement Agreement on the disposition of spent nuclear fuel. The entire \$30 million has been spent incrementally since fiscal year 1996, but was not reported in the *Annual Report on Contractor Workforce Restructuring* until fiscal year 2008.

<sup>b</sup> Includes 5,500 jobs created by State of Idaho economic development activities funded through section 3161 funds.

<sup>c</sup> The large average cost per job to date may be attributed to delays in redeveloping the former Mound site for commercial and industrial reuse.

**Key:** CRO=community reuse organization; DOE=U.S. Department of Energy; ENIPC=Eight Northern Indian Pueblos Council, Inc.

Although the average cost to create or retain a job was \$5,720 in FY 2009, the average cost per job among the 15 CROs varied widely. Three CROs, the Eight Northern Indian Pueblos Council, Inc. (ENIPC), Fernald, and RFETS, used their funding for planning purposes only and did not conduct any community transition activities to create jobs. The CRO at Mound is still in the process of redeveloping the site for commercial use and may not see significant job growth until additional buildings are renovated and occupied. Some CROs have been more successful at recruiting new businesses to their communities. Of the total 10,992 jobs created or retained by the Hanford CRO, 84 percent were through new-business recruitment.

### 3.3 The Future of the Community Transition Program

Section 3161 funds will soon be exhausted, but it is anticipated that many of the CROs will continue to work on economic development activities within their communities through grants funded by other federal agencies, state and local governments, and private organizations.

Of the \$3.5 million in total unspent section 3161 and other DOE funds designated for community transition activities as of September 30, 2009, remaining funds at the Miamisburg Mound Community Improvement Corporation (MMCIC) at the Mound site account for 90 percent. In 1994, MMCIC determined it was best to redevelop the Mound site as a commercial industrial business park. Of the CROs that used their funds for community

transition activities and not solely for planning purposes, MMCIC has the largest cost-per-job ratio, with each job cost averaging \$36,213. The Phase I parcel transferred to MMCIC in FY 2009 brings the number of parcels transferred to five, of a total of nine property parcels on site. Four of the 16 buildings designated for MMCIC have also been transferred to the CRO. As of September 30, 2009, the total MMCIC ownership of the site was 41 percent. Once the remaining parcels and buildings are transferred, new tenants lease the buildings, and the redevelopment process is completed, the average cost per job created at MMCIC should decrease.

## 4.0 Site Summaries

Contractor workforce restructuring data are shown for defense nuclear sites that (1) underwent a contractor workforce restructuring action and/or (2) spent funds (program or section 3161) for any contractor workforce restructuring activity during FY 2009. This includes funds spent during FY 2009 for any prior-year contractor workforce restructuring activities.

### *List of Defense Nuclear Facilities*

The facilities listed below receive funding for DOE atomic energy defense activities (except Naval Reactor Propulsion Program activities). The defense activities at these facilities vary in degree, ranging from a small portion of overall activity to primarily defense-related work.

Argonne National Laboratory (Illinois)  
Brookhaven National Laboratory (New York)  
Fernald Closure Project (Ohio)  
Hanford Site (Washington State)  
Idaho National Laboratory (Idaho)  
Kansas City Plant (Missouri)  
Lawrence Livermore National Laboratory (California and Nevada)  
Los Alamos National Laboratory (New Mexico)  
Miamisburg Closure Project (Ohio)  
Nevada Test Site (Nevada)  
Oak Ridge Reservation (Tennessee)  
Paducah Gaseous Diffusion Plant (Kentucky)  
Pantex Plant (Texas)  
Pinellas Plant (Florida)  
Portsmouth Gaseous Diffusion Plant (Ohio)  
Rocky Flats Environmental Technology Site (Colorado)  
Sandia National Laboratories (California and New Mexico)  
Savannah River Site (South Carolina)  
Waste Isolation Pilot Plant (New Mexico)  
Y-12 National Security Complex (Tennessee)

## 4.1 Argonne National Laboratory

Argonne National Laboratory (ANL) is a large, multiprogram laboratory in Argonne, Illinois, managed and operated by UChicago Argonne, LLC, for DOE. ANL conducts basic research and technology development to meet national goals in scientific leadership, energy technology, environmental quality, and national security.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 37 (16 voluntary and 21 involuntary), with benefits (Table 4–1).

**Table 4–1. Argonne National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>16</b>	<b>\$0</b>	<b>\$595,620</b>	<b>\$595,620</b>	<b>\$37,226</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	16	\$0	\$595,620	\$595,620	\$37,226
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>21</b>	<b>\$0</b>	<b>\$582,554</b>	<b>\$582,554</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	21	\$0	\$582,554	\$582,554	\$27,741
2.2.1 Nonconstruction workers	21	\$0	\$582,554	\$582,554	\$27,741
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>37</b>	<b>\$0</b>	<b>\$1,178,174</b>	<b>\$1,178,174</b>	<b>\$31,843</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$96,940 in program costs were paid in FY 2009 to 26 current or previously separated workers (\$94,394 in displaced-worker medical benefits for 20 workers and \$2,546 in outplacement services for six workers). Three workers were placed internally at ANL without retraining, at no cost to DOE (Table 4–2).

**Table 4–2. Argonne National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>3</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	3	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$96,940</b>	<b>\$96,940</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	20	\$0	\$94,394	\$94,394	\$4,720
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	6	\$0	\$2,546	\$2,546	\$424
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$96,940</b>	<b>\$96,940</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–1, line 3.0)</b>	<b>37</b>	<b>\$0</b>	<b>\$1,178,174</b>	<b>\$1,178,174</b>	<b>\$31,843</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$1,275,114</b>	<b>\$1,275,114</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at ANL in FY 2009 were \$1,178,174 for voluntary and involuntary separations and \$96,940 for additional benefits to separated workers, totaling \$1,275,114 in contractor workforce restructuring costs (Table 4–2).

## 4.2 Brookhaven National Laboratory

Brookhaven National Laboratory (Brookhaven) is a large, multiprogram laboratory in Upton, New York, operated by Brookhaven Science Associates for DOE. Brookhaven conducts research in the physical, biomedical, and environmental sciences, as well as in energy technologies.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 11 (eight voluntary and three involuntary), with benefits (**Table 4–3**). An additional 186 separations occurred through attrition.

**Table 4–3. Brookhaven National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0</b> Voluntary Separations	<b>8</b>	<b>\$0</b>	<b>\$340,892</b>	<b>\$340,892</b>	<b>\$42,612</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	8	\$0	\$340,892	\$340,892	\$42,612
<b>2.0</b> Involuntary Separations (lines 2.1 + 2.2)	<b>3</b>	<b>\$0</b>	<b>\$88,738</b>	<b>\$88,738</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	3	\$0	\$88,738	\$88,738	\$29,579
2.2.1 Nonconstruction workers	3	\$0	\$88,738	\$88,738	\$29,579
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0</b> Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)	<b>11</b>	<b>\$0</b>	<b>\$429,630</b>	<b>\$429,630</b>	<b>\$39,057</b>

Note: Average cost per recipient equals total cost divided by number of workers.

Key: DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers at Brookhaven in FY 2009.

### *Contractor Workforce Restructuring Costs*

Total contractor workforce restructuring costs at Brookhaven in FY 2009 were \$429,630, all for voluntary and involuntary separations (Table 4–3).

## 4.3 Fernald Closure Project

Fernald, a uranium metals production facility in Ohio (18 miles northwest of Cincinnati), supported the Nation's defense program for many years until production ceased in 1989 and the site was identified for environmental cleanup and restoration. Since 1992, Fluor Fernald, Inc., has managed cleanup of the facility; in November 2000, the firm was awarded a closure contract. Fluor Fernald successfully completed the closure mission and, on October 29, 2006, announced physical completion.

### *Current Contractor Workforce Restructuring*

No contractor workforce restructuring actions have occurred since DOE completed the Fernald Closure Project in FY 2006; therefore, no costs related to these activities were incurred in FY 2009.

### *Other Restructuring Benefits*

Additional and enhanced benefits totaling \$239,727 were paid in FY 2009 to 27 previously separated workers (\$590 from section 3161 funds for education assistance for two workers and \$239,137 from program funds for displaced-worker medical benefits for 25 workers) (Table 4-4).

**Table 4-4. Fernald Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$590</b>	<b>\$239,137</b>	<b>\$239,727</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	25	\$0	\$239,137	\$239,137	\$9,565
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	2	\$590	\$0	\$590	\$295
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$590</b>	<b>\$239,137</b>	<b>\$239,727</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$590</b>	<b>\$239,137</b>	<b>\$239,727</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

*Contractor Workforce Restructuring Costs*

Total contractor workforce restructuring costs of \$239,727 in additional and enhanced benefits were paid to 27 previously separated workers at Fernald in FY 2009 (Table 4–4).

*Community Transition*

The local Fernald CRO was established in FY 1997. Its main economic development thrust has been planning and development of a business incubator, the Ohio Biztech Center. As of September 30, 2009, a total of \$736,921 had been committed to the CRO; all funds are now spent. Section 3161 funds were used to prepare a feasibility study for the business incubator. Due to the use of the funding for the feasibility study, Fernald's community development activities created no jobs.

## 4.4 Hanford Site

The DOE Hanford Site, located in southeastern Washington State, is engaged in a massive environmental cleanup project dealing with accumulated chemical and radioactive wastes resulting from decades of plutonium production for the Nation’s nuclear weapons program. Hanford is one of the largest and most complex environmental cleanup efforts in the Nation. The DOE Richland Operations Office (RL) and Office of River Protection (ORP) manage the site. RL primary contractors are CH2M HILL Plateau Remediation Company; Mission Support Alliance; Fluor Hanford, Inc.; Washington Closure Hanford; and AdvancedMed Corporation. ORP primary contractors are Washington River Protection Solutions; Advanced Technologies and Laboratories; and Bechtel National, Inc.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 220 (152 voluntary, with benefits, and 68 involuntary [8 with benefits and 60 without]) (Table 4–5). An additional 674 separations occurred through attrition.

**Table 4–5. Hanford Site Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>152</b>	<b>\$0</b>	<b>\$4,424,126</b>	<b>\$4,424,126</b>	<b>\$29,106</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	152	\$0	\$4,424,126	\$4,424,126	\$29,106
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>68</b>	<b>\$0</b>	<b>\$192,860</b>	<b>\$192,860</b>	<b>N/A</b>
2.1 Without benefits	60	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	8	\$0	\$192,860	\$192,860	\$24,108
2.2.1 Nonconstruction workers	8	\$0	\$192,860	\$192,860	\$24,108
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>220</b>	<b>\$0</b>	<b>\$4,616,986</b>	<b>\$4,616,986</b>	<b>\$20,986</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$305,596 in program costs were paid in FY 2009 to 126 current or previously separated workers for displaced-worker medical benefits. The State of Washington, at no cost to DOE, provided outplacement services to 193 current or previously separated workers (Table 4–6).

**Table 4–6. Hanford Site Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$305,596</b>	<b>\$305,596</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>d</sup>	126	\$0	\$305,596	\$305,596	\$2,425
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement (Outplacement services were provided by Washington State.) <sup>b</sup>	193	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$305,596</b>	<b>\$305,596</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–5, line 3.0)</b>	<b>220</b>	<b>\$0</b>	<b>\$4,616,986</b>	<b>\$4,616,986</b>	<b>\$20,986</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$4,922,582</b>	<b>\$4,922,582</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include only the contractor-paid premiums for conventional medical plans.

<sup>b</sup> Outplacement services were provided to 193 workers by Washington State, at no cost to DOE.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at Hanford in FY 2009 were \$4,616,986 for voluntary and involuntary separations and \$305,596 for additional benefits to separated workers, totaling \$4,922,582 in contractor workforce restructuring costs (Table 4–6).

### *Community Transition*

Hanford area economic development organizations designated the Tri-City Industrial Development Council (TRIDEC) as the Hanford CRO in May 1994. As the CRO, TRIDEC's role is to administer still-active grants only, as no new section 3161 funding is available. TRIDEC is involved in management of the Tri-City Asset Reinvestment Company, an excess-property program that transfers surplus property from the site. TRIDEC serves as a communication link between the site and other community interests and organizations.

As of September 30, 2009, a total of \$23,096,216 had been committed to the CRO; \$22,815,472 has been spent, and 10,992 jobs were created or retained (Table 4–7).

**Table 4–7. Hanford Site Community Transition Funding and Job Creation by Project**

TRIDEC, FY 1994 through FY 2009						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Infrastructure	\$4,991,000	\$0	\$4,991,000	\$4,991,000	0	\$0
Financing programs	\$3,700,000	\$0	\$3,700,000	\$3,700,000	48	\$77,083
Community and marketing studies	\$1,727,814	\$0	\$1,727,814	\$1,727,814	0	\$0
Business development programs	\$4,821,851	\$132,000	\$4,953,851	\$4,953,851	1,096	\$4,520
Hanford Site reindustrialization	\$687,268	\$0	\$687,268	\$687,268	75	\$9,164
TRIDEC incentive fund	\$2,200,000	\$0	\$2,200,000	\$2,200,000	495	\$4,444
Minority program development TRIDEC/CBC	\$401,735	\$0	\$401,735	\$367,290	71	\$5,173
TRIDEC marketing	\$2,486,111	\$0	\$2,486,111	\$2,273,132	9,207	\$247
TRIDEC administration <sup>a</sup>	\$1,948,437	\$0	\$1,948,437	\$1,915,117	0	\$0
<b>Totals</b>	<b>\$22,964,216</b>	<b>\$132,000</b>	<b>\$23,096,216</b>	<b>\$22,815,472</b>	<b>10,992</b>	<b>\$2,076</b>

<sup>a</sup> Funds used for planning or administrative purposes; job creation not intended.

**Key:** CBC=Columbia Basin College; DOE=U.S. Department of Energy; FY=fiscal year; TRIDEC=Tri-City Industrial Development Council.

## 4.5 Idaho National Laboratory

Idaho National Laboratory (INL) is a science-based, nuclear energy laboratory in Idaho Falls, Idaho, managed and operated for DOE by Battelle Energy Alliance, LLC. INL's mission is to ensure the Nation's energy security with safe, competitive, and sustainable energy systems and unique national and homeland security capabilities. The Idaho Cleanup Project, managed for DOE by CH2M-WG Idaho, LLC, is a major environmental cleanup program at INL whose mission is to accelerate reduction of environmental risk at the site. The Advanced Mixed Waste Treatment Project (AMWTP), managed for DOE by Bechtel BWXT Idaho, LLC, is another environmental management cleanup project at INL. AMWTP's mission is to remove the stored transuranic (TRU) waste from the State of Idaho and continue to meet the milestones set forth in the 1995 Settlement Agreement between the State of Idaho, the U.S. Navy, and DOE.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 25 (13 voluntary and 12 involuntary), with benefits (Table 4-8). An additional 369 separations occurred through attrition.

**Table 4-8. Idaho National Laboratory Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>13</b>	<b>\$0</b>	<b>\$294,641</b>	<b>\$294,641</b>	<b>\$22,665</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	13	\$0	\$294,641	\$294,641	\$22,665
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>12</b>	<b>\$0</b>	<b>\$163,223</b>	<b>\$163,223</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	12	\$0	\$163,223	\$163,223	\$13,602
2.2.1 Nonconstruction workers	0	\$0	\$0	\$0	\$0
2.2.2 Construction workers	12	\$0	\$163,223	\$163,223	\$13,602
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>25</b>	<b>\$0</b>	<b>\$457,864</b>	<b>\$457,864</b>	<b>\$18,315</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$212,318 in program costs were paid in FY 2009 to 54 current or previously separated workers for displaced-worker medical benefits. Ten separated workers were placed internally at INL without retraining and 14 separated workers were transferred to positions with contractors at other DOE sites, all at no cost to DOE (Table 4-9).

**Table 4–9. Idaho National Laboratory Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>24</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	10	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	14	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$212,318</b>	<b>\$212,318</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	54	\$0	\$212,318	\$212,318	\$3,932
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$212,318</b>	<b>\$212,318</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–8, line 3.0)</b>	<b>25</b>	<b>\$0</b>	<b>\$457,864</b>	<b>\$457,864</b>	<b>\$18,315</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$670,182</b>	<b>\$670,182</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include only contractor-paid claims for self-insured medical plans and associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at INL in FY 2009 were \$457,864 for voluntary and involuntary separations and \$212,318 for additional benefits to separated workers, totaling \$670,182 in contractor workforce restructuring costs (Table 4–9).

### *Community Transition*

The Eastern Idaho Community Reuse Organization (EICRO) was established in October 1994 with a commitment of \$7,575,000 to diversify the regional economy in eastern Idaho. EICRO accomplished this by creating the widest possible range of employment opportunities for the region's residents while preserving and enhancing their quality of life. DOE provided \$30,000,000 to the State of Idaho for economic development activities through a federal-court-mandated Settlement Agreement on the disposition of spent nuclear fuel. The State selected the Regional Development Alliance, Inc. (RDA), a nonprofit corporation, to receive and administer \$20,500,000 of these funds and earmarked the remaining funds for other economic development projects. On January 1, 2004, RDA was designated as the CRO for Idaho and EICRO was dissolved. As of September 30, 2009, all funds committed to EICRO, RDA, and the State have been spent; the grant is now closed. In total, 9,062 jobs were created or retained by the State of Idaho and the two CROs.

## 4.6 Kansas City Plant

The Kansas City Plant (KCP) is a DOE National Nuclear Security Administration (NNSA) facility in Kansas City, Missouri, managed and operated by Honeywell Federal Manufacturing & Technologies (FM&T). The KCP is responsible for the development, procurement, and production of nonnuclear components for the Nation’s nuclear weapons program. In addition to production capabilities, the KCP also provides technical support services for national laboratories and government agencies. These services include laboratory testing and analysis, training program development, and vehicle safeguarding. Honeywell FM&T employs more than 3,000 associates at facilities in Kansas City, Missouri; Albuquerque and Los Alamos, New Mexico; and Ft. Chaffee, Arkansas.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 45, all involuntary (19 with benefits and 26 without) (Table 4–10). An additional 168 separations occurred through attrition.

**Table 4–10. Kansas City Plant Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>45</b>	<b>\$0</b>	<b>\$280,337</b>	<b>\$280,337</b>	<b>N/A</b>
2.1 Without benefits	26	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	19	\$0	\$280,337	\$280,337	\$14,755
2.2.1 Nonconstruction workers	19	\$0	\$280,337	\$280,337	\$14,755
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>45</b>	<b>\$0</b>	<b>\$280,337</b>	<b>\$280,337</b>	<b>\$6,230</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$2,594 in program costs were paid in FY 2009 to three current or previously separated workers for outplacement services (Table 4–11).

**Table 4–11. Kansas City Plant Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$2,594</b>	<b>\$2,594</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits	0	\$0	\$0	\$0	\$0
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	3	\$0	\$2,594	\$2,594	\$865
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$2,594</b>	<b>\$2,594</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–10, line 3.0)</b>	<b>45</b>	<b>\$0</b>	<b>\$280,337</b>	<b>\$280,337</b>	<b>\$6,230</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$282,931</b>	<b>\$282,931</b>	<b>N/A</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at the KCP in FY 2009 were \$280,337 for involuntary separations and \$2,594 for additional benefits to separated workers, totaling \$282,931 in contractor workforce restructuring costs (Table 4–11).

## 4.7 Lawrence Livermore National Laboratory

Lawrence Livermore National Laboratory (LLNL), in Livermore, California, is one of NNSA's weapons design and national security laboratories, managed and operated by Lawrence Livermore National Security, LLC. The primary mission of LLNL is strengthening the security of the United States through development and application of world-class science and technology to enhance the Nation's defense and to reduce the global threat from terrorism and weapons of mass destruction. LLNL also operates facilities in Nevada.

### *Current Contractor Workforce Restructuring*

No voluntary or involuntary separations occurred in FY 2009 at LLNL; 209 separations occurred through attrition.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers in FY 2009.

### *Contractor Workforce Restructuring Costs*

No contractor workforce restructuring actions occurred in FY 2009; therefore, no costs related to these activities were incurred.

## 4.8 Los Alamos National Laboratory

Los Alamos National Laboratory (LANL) is a multidisciplinary research institution in Los Alamos, New Mexico, engaged in strategic science on behalf of national security. LANL is operated for NNSA by Los Alamos National Security, LLC, which is composed of four contractors: Bechtel National, the University of California, the Babcock & Wilcox Company, and the Washington Division of URS [United Research Services].

LANL enhances national security by ensuring the safety and reliability of the U.S. nuclear stockpile; developing technologies to reduce threats from weapons of mass destruction; and solving problems related to energy, environment, infrastructure, health, and global security concerns.

### *Current Contractor Workforce Restructuring*

No voluntary or involuntary separations occurred in FY 2009 at LANL; 269 separations occurred through attrition.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers in FY 2009.

### *Contractor Workforce Restructuring Costs*

No contractor workforce restructuring actions occurred in FY 2009; therefore, no costs related to these activities were incurred.

### *Community Transition*

DOE recognized the nonprofit Regional Development Corporation (RDC) as the CRO for northern New Mexico community transition activities in 1996. RDC's strategy is to build upon cluster-based economic development sectors. To address specific community challenges, RDC initiates and implements projects that are community-specific, regional, and/or statewide in scope and that add long-term value to the regional economy. RDC has looked for new means of support and now has contracts with LANL, Los Alamos County, the New Mexico Department of Transportation, and the New Mexico Economic Development Department. As of September 30, 2009, a total of \$13,686,587 had been committed to RDC; all funds are now spent. In total, 1,700 jobs were created or retained.

## 4.9 Miamisburg Closure Project

Mound, in Miamisburg, Ohio, supported the Nation's defense program by providing nuclear research and design, development, manufacturing, and testing of nuclear weapons and spacecraft components. Mound was identified for environmental cleanup and restoration in 1997. CH2M HILL was awarded the closure contract in December 2002. The firm successfully completed the closure project and, on July 31, 2006, announced physical completion.

### *Current Contractor Workforce Restructuring*

No contractor workforce restructuring actions have occurred since DOE completed the Miamisburg Closure Project in FY 2006; therefore, no costs related to these activities were incurred in FY 2009.

### *Other Restructuring Benefits*

Additional and enhanced benefits totaling \$63,076 were paid in FY 2009 to 12 previously separated workers (\$6,627 from section 3161 funds for education assistance for six workers and \$56,449 from program funds for displaced-worker medical benefits for six workers) (Table 4–12).

**Table 4–12. Miamisburg Closure Project Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$6,627</b>	<b>\$56,449</b>	<b>\$63,076</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	6	\$0	\$56,449	\$56,449	\$9,408
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	6	\$6,627	\$0	\$6,627	\$1,105
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$6,627</b>	<b>\$56,449</b>	<b>\$63,076</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$6,627</b>	<b>\$56,449</b>	<b>\$63,076</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

*Contractor Workforce Restructuring Costs*

Total contractor workforce restructuring costs of \$63,076 in additional and enhanced benefits were paid to 12 previously separated workers at Mound in FY 2009 (Table 4–12).

*Community Transition*

MMCIC, a nonprofit corporation, was established by the City of Miamisburg in FY 1997 to redevelop and reuse the Mound site, as well as transfer its assets for reuse. MMCIC was chartered with the vision of establishing the site as an economically viable, privately owned technology and industry center called the Mound Advanced Technology Center. MMCIC is now focusing on commercialization of the Mound site. The mission of the partnership between DOE and the local community (represented by MMCIC) is to identify and assemble resources and capabilities needed to address impacts resulting from Mound's closure. The shared goal is to complete cleanup in a timely manner and help MMCIC achieve successful reuse of Mound.

As of September 30, 2009, a total of \$31,057,432 had been committed to MMCIC; \$27,884,003 has been spent, and 770 jobs were created or retained (**Table 4–13**).

**Table 4–13. Mound Community Transition Funding and Job Creation by Project**

MMCIC, FY 1994 through FY 2009						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Building improvements and construction	\$10,502,127	\$0	\$10,502,127	\$8,801,938	0	\$0
Infrastructure improvements and construction	\$6,415,127	\$900,000	\$7,315,127	\$5,841,887	0	\$0
Site ownership	\$1,764,674	\$0	\$1,764,674	\$1,764,674	0	\$0
Facility management and leasing	\$6,372,529	\$0	\$6,372,529	\$6,372,529	770	\$8,276
Personal property management	\$570,000	\$0	\$570,000	\$570,000	0	\$0
Comprehensive reuse plan update	\$300,000	\$0	\$300,000	\$300,000	0	\$0
Marketing and public interface	\$1,624,433	\$0	\$1,624,433	\$1,624,433	0	\$0
Administration <sup>a</sup>	\$2,408,542	\$200,000	\$2,608,542	\$2,608,542	0	\$0
<b>Totals</b>	<b>\$29,957,432</b>	<b>\$1,100,000</b>	<b>\$31,057,432</b>	<b>\$27,884,003</b>	<b>770</b>	<b>\$36,213</b>

<sup>a</sup> Funds used for planning or administrative purposes; job creation not intended.

**Key:** DOE=U.S. Department of Energy; FY=fiscal year; MMCIC=Miamisburg Mound Community Improvement Corporation.

## 4.10 Nevada Test Site

Established as the Atomic Energy Commission's on-continent proving ground in southeastern Nye County, Nevada, the Nevada Test Site (NTS) has seen more than four decades of nuclear weapons testing. Since the nuclear weapons testing moratorium in 1992, NTS use has diversified under DOE's direction into many other programs, such as hazardous chemical spill testing, emergency response training, conventional weapons testing, and waste management and environmental technology studies. NTS is managed and operated for DOE by National Security Technologies, LLC.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 91, all involuntary (25 with benefits and 66 without) (Table 4–14). An additional 118 separations occurred through attrition.

**Table 4–14. Nevada Test Site Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>91</b>	<b>\$0</b>	<b>\$426,763</b>	<b>\$426,763</b>	<b>N/A</b>
2.1 Without benefits	66	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	25	\$0	\$426,763	\$426,763	\$17,071
2.2.1 Nonconstruction workers	24	\$0	\$414,956	\$414,956	\$17,290
2.2.2 Construction workers	1	\$0	\$11,807	\$11,807	\$11,807
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>91</b>	<b>\$0</b>	<b>\$426,763</b>	<b>\$426,763</b>	<b>\$4,690</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$688,632 in program costs were paid in FY 2009 to 33 current or previously separated workers for displaced-worker medical benefits. Four separated workers were placed internally at NTS without retraining, at no cost to DOE (Table 4–15).

**Table 4–15. Nevada Test Site Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>4</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	4	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$688,632</b>	<b>\$688,632</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>d</sup>	33	\$0	\$688,632	\$688,632	\$20,868
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$688,632</b>	<b>\$688,632</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–14, line 3.0)</b>	<b>91</b>	<b>\$0</b>	<b>\$426,763</b>	<b>\$426,763</b>	<b>\$4,690</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$1,115,395</b>	<b>\$1,115,395</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs, minus premiums paid by workers.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at NTS in FY 2009 were \$426,763 for involuntary separations and \$688,632 for additional benefits to separated workers, totaling \$1,115,395 in contractor workforce restructuring costs (Table 4–15).

### *Community Transition*

The Nevada Test Site Development Corporation (NTSDC) was designated in June 1995 as the CRO to partner with DOE for community transition and commercialization efforts in the NTS area. As of September 30, 2009, a total of \$15,870,308 had been committed to NTSDC; all funds are now spent. In total, 2,728 jobs were created or retained.

## 4.11 Oak Ridge Reservation

The Oak Ridge Reservation, in the City of Oak Ridge, Tennessee, spans the technology development continuum from purely basic science, high-performance computing, energy research, national security, and education to programs that include environmental remediation, waste management, and asset utilization initiatives. The Reservation includes the East Tennessee Technology Park, managed by Bechtel Jacobs Company, LLC; the Oak Ridge Institute for Science and Education, managed and operated by Oak Ridge Associated Universities; and the Oak Ridge National Laboratory, managed and operated by UT-Battelle for DOE. The Reservation provides a significant resource for developing and deploying basic and applied research and restoration of areas environmentally impacted by decades of nuclear weapons activity.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 10, all involuntary, with benefits (**Table 4–16**). An additional 248 separations occurred through attrition.

**Table 4–16. Oak Ridge Reservation Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>10</b>	<b>\$0</b>	<b>\$209,519</b>	<b>\$209,519</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	10	\$0	\$209,519	\$209,519	\$20,952
2.2.1 Nonconstruction workers	9	\$0	\$194,284	\$194,284	\$21,587
2.2.2 Construction workers	1	\$0	\$15,235	\$15,235	\$15,235
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>10</b>	<b>\$0</b>	<b>\$209,519</b>	<b>\$209,519</b>	<b>\$20,952</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$29,219 in program costs were paid in FY 2009 to five current or previously separated workers for displaced-worker medical benefits. Two separated workers were transferred to other DOE sites and eight separated workers were placed internally at Oak Ridge without retraining, at no cost to DOE (**Table 4–17**).

**Table 4–17. Oak Ridge Reservation Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>10</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	8	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	2	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$29,219</b>	<b>\$29,219</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	5	\$0	\$29,219	\$29,219	\$5,844
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$29,219</b>	<b>\$29,219</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–16, line 3.0)</b>	<b>10</b>	<b>\$0</b>	<b>\$209,519</b>	<b>\$209,519</b>	<b>\$20,952</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$238,738</b>	<b>\$238,738</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at the Oak Ridge Reservation in FY 2009 were \$209,519 for involuntary separations and \$29,219 for additional benefits to separated workers, totaling \$238,738 in contractor workforce restructuring costs (Table 4–17).

### *Community Transition*

The Community Reuse Organization of East Tennessee (CROET) was established in November 1995, replacing the East Tennessee Economic Council as the local CRO. CROET is a nonprofit economic development organization that assists the private sector in creating quality jobs in the region by using the underutilized land, facilities, equipment, personnel, and technologies available at DOE's K-25 Plant in Oak Ridge, Tennessee (Heritage Center). As the CRO for the region, CROET is the community's primary liaison to DOE for community transition issues. It continues to be involved in leasing agreements that encourage reindustrialization of the East Tennessee Technology Park (Heritage and Horizon Centers) and fosters economic development in the affected communities through federal grants.

As of September 30, 2009, a total of \$58,289,500 had been committed to the CRO and the management and operating contractor; all funds are now spent. In total, 8,650 jobs were created or retained.

## 4.12 Paducah Gaseous Diffusion Plant

The Paducah Gaseous Diffusion Plant (Paducah), near Paducah, Kentucky, began operations in 1952 as part of a U.S. Government program for the production of highly enriched uranium to fuel military reactors and nuclear weapons production. Later, Paducah, along with its sister enrichment plant in Piketon, Ohio, took on a different mission: the production of low-enriched uranium to fuel commercial nuclear power plants around the world. In 1998, the Government's United States Enrichment Corporation (USEC) was privatized, and USEC continues enrichment operations today. Paducah is owned by DOE but is leased to USEC. DOE's current mission at Paducah includes decontamination and decommissioning of facilities, environmental cleanup and waste management, management and conversion of DOE's depleted uranium hexafluoride (DUF6), and routine surveillance and maintenance of the buildings and grounds. The primary contractors for DOE activities at Paducah include Paducah Remediation Services (remediation contractor), Swift and Staley (facility support services contractor), and Uranium Disposition Services (DUF6 contractor). Ultimately, DOE's long-term mission will include decontamination and decommissioning of the Paducah facilities leased to USEC.

### *Current Contractor Workforce Restructuring*

Three involuntary separations (two with benefits and one without) occurred in FY 2009 (**Table 4–18**). An additional four separations occurred through attrition.

**Table 4–18. Paducah Gaseous Diffusion Plant Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>3</b>	<b>\$0</b>	<b>\$17,108</b>	<b>\$17,108</b>	<b>N/A</b>
2.1 Without benefits	1	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	2	\$0	\$17,108	\$17,108	\$8,554
2.2.1 Nonconstruction workers	2	\$0	\$17,108	\$17,108	\$8,554
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>3</b>	<b>\$0</b>	<b>\$17,108</b>	<b>\$17,108</b>	<b>\$5,703</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$17,587 in program costs were paid in FY 2009 to three current or previously separated workers for displaced-worker medical benefits (**Table 4–19**).

**Table 4–19. Paducah Gaseous Diffusion Plant Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>		\$0	\$0	\$0	\$0
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$17,587</b>	<b>\$17,587</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>d</sup>	3	\$0	\$17,587	\$17,587	\$5,862
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$17,587</b>	<b>\$17,587</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–18, line 3.0)</b>	<b>3</b>	<b>\$0</b>	<b>\$17,108</b>	<b>\$17,108</b>	<b>\$5,703</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$34,695</b>	<b>\$34,695</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include only contractor-paid premiums for conventional medical plans.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at Paducah in FY 2009 were \$17,108 for involuntary separations and \$17,587 for additional benefits to separated workers, totaling \$34,695 in contractor workforce restructuring costs (Table 4–19).

### *Community Transition*

The Paducah-Area Community Reuse Organization (PACRO) was established in August 1997 to mitigate effects of DOE contractor workforce restructuring at Paducah. The PACRO impact area was designed to represent counties where the majority of the Paducah contractor workforce live: McCracken, Ballard, Graves, and Marshall Counties in western Kentucky and Massac County in southern Illinois. As of September 30, 2009, a total of \$10,350,000 had been committed to PACRO; all funds are now spent. In total, 1,722 jobs were created or retained.

## 4.13 Pantex Plant

The Pantex Plant (Pantex), 17 miles northeast of Amarillo, Texas, is charged with maintaining the safety, security, and reliability of the Nation’s nuclear weapons stockpile by providing the capabilities to assemble nuclear and nonnuclear components into nuclear weapons, disassemble retired nuclear weapons, and perform surveillance activities. Pantex is managed and operated for NNSA by BWXT Pantex, a limited liability enterprise of BWX Technologies and Honeywell.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 62, all voluntary, with benefits (**Table 4–20**). An additional 104 separations occurred through attrition.

**Table 4–20. Pantex Plant Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>62</b>	<b>\$0</b>	<b>\$1,274,862</b>	<b>\$1,274,862</b>	<b>\$20,562</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	62	\$0	\$1,274,862	\$1,274,862	\$20,562
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	0	\$0	\$0	\$0	\$0
2.2.1 Nonconstruction workers	0	\$0	\$0	\$0	\$0
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>62</b>	<b>\$0</b>	<b>\$1,274,862</b>	<b>\$1,274,862</b>	<b>\$20,562</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$83,083 in program costs were paid in FY 2009 to 11 current or previously separated workers for displaced-worker medical benefits (**Table 4–21**).

**Table 4–21. Pantex Plant Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$83,083</b>	<b>\$83,083</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>d</sup>	11	\$0	\$83,083	\$83,083	\$7,553
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$83,083</b>	<b>\$83,083</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–20, line 3.0)</b>	<b>62</b>	<b>\$0</b>	<b>\$1,274,862</b>	<b>\$1,274,862</b>	<b>\$20,562</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$1,357,945</b>	<b>\$1,357,945</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at Pantex in FY 2009 were \$1,274,862 for voluntary separations and \$83,083 for additional benefits to separated workers, totaling \$1,357,945 in contractor workforce restructuring costs (Table 4–21).

## 4.14 Pinellas Plant

### *Current Contractor Workforce Restructuring*

DOE closed the Largo, Florida, Pinellas Plant in late 1997; no contractor workforce restructuring actions have occurred since then.

### *Other Restructuring Benefits*

No contractor workforce restructuring actions have occurred since DOE closed Pinellas in late 1997; therefore, no costs related to these activities were incurred in FY 2009.

### *Contractor Workforce Restructuring Costs*

No voluntary, involuntary, or additional benefit costs were incurred in FY 2009 at Pinellas.

### *Community Transition*

In August 1993, the Tampa Bay community formed a task force consisting of organizations interested in mitigating possible adverse consequences of closing the former DOE Pinellas weapons plant and committed to utilizing its resources to help maintain technologies developed at the plant. The original stakeholder structure evolved into the Pinellas CRO, which was established by DOE in January 1995. This program is the world's first successful transition of a former nuclear manufacturing facility to a commercial, high-technology center.

As of September 30, 2009, a total of \$26,217,600 had been committed to the Pinellas CRO; all funds are now spent. In total, 3,580 jobs were created or retained.

## 4.15 Portsmouth Gaseous Diffusion Plant

Portsmouth, in Piketon, Ohio, began operations in 1954 as part of a U.S. Government program for the production of highly enriched uranium to fuel military reactors and nuclear weapons production. Later, Portsmouth, along with its sister enrichment plant in Paducah, Kentucky, took on a different mission: the production of low-enriched uranium to fuel commercial nuclear power plants around the world. In 1998, the Government’s USEC was privatized; enrichment operations continued until May 2001, when USEC ceased uranium enrichment operations. Portsmouth is owned by DOE but remains leased to USEC. DOE’s current mission at Portsmouth includes environmental cleanup and waste management, management and conversion of DOE’s DUF6, and routine surveillance and maintenance of the buildings and grounds. The primary contractors for DOE’s mission at Portsmouth include USEC; LATA/Parallax Portsmouth, LLC (remediation contractor); Theta Pro2Serve Management Company (facility support services contractor); and Uranium Disposition Services (DUF6 contractor). Ultimately, DOE’s long-term mission will include decontamination and decommissioning of the Portsmouth facilities leased to USEC.

### *Current Contractor Workforce Restructuring*

Four involuntary separations, with benefits, occurred in FY 2009 (Table 4–22). An additional 14 separations occurred through attrition.

**Table 4–22. Portsmouth Gaseous Diffusion Plant Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>4</b>	<b>\$0</b>	<b>\$9,280</b>	<b>\$9,280</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	4	\$0	\$9,280	\$9,280	\$2,320
2.2.1 Nonconstruction workers	4	\$0	\$9,280	\$9,280	\$2,320
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>4</b>	<b>\$0</b>	<b>\$9,280</b>	<b>\$9,280</b>	<b>\$2,320</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers at Portsmouth in FY 2009.

*Contractor Workforce Restructuring Costs*

Total contractor workforce restructuring costs at Portsmouth in FY 2009 were \$9,280, all for involuntary separations (Table 4–22).

*Community Transition*

The Southern Ohio Diversification Initiative (SODI) was incorporated in July 1997 to serve as the CRO for the DOE Portsmouth site. Prior to incorporation, a \$500,000 planning grant was awarded to the Ohio Valley Regional Development Commission for community transition activities. SODI operated under the auspices of the commission from February 1996 until DOE implementation funds were awarded in 1998. SODI is governed by a board of directors from the four-county impact area (Jackson, Pike, Ross, and Scioto Counties). The four-county impact area represents the home residency of more than 90 percent of the site contractor workforce. Local elected officials; site labor; site management; and health, business, and economic development sectors are represented on the SODI Board of Directors.

As of September 30, 2009, a total of \$14,885,000 had been committed to SODI; \$14,813,624 has been spent. In total, 2,596 jobs were created or retained by SODI-sponsored community development activities (Table 4–23).

**Table 4–23. Portsmouth Community Transition Funding and Job Creation by Project**

SODI, FY 1996 through FY 2009						
Project	Section 3161 Funds Committed	Other DOE Funds Committed	Total DOE Funds Committed	Funds Spent	Jobs Created or Retained (Reported)	Average Cost per Job Created
Zahn’s Corner	\$3,109,556	\$0	\$3,109,556	\$3,109,556	550	\$5,654
Worker training facility/program	\$500,000	\$0	\$500,000	\$500,000	0	\$0
Enterprise Training and Development	\$970,000	\$0	\$970,000	\$970,000	130	\$7,462
Incubator Facility	\$385,000	\$0	\$385,000	\$385,000	147	\$2,619
Business Seed Fund	\$325,000	\$0	\$325,000	\$325,000	34	\$9,559
Administration <sup>a</sup>	\$2,240,000	\$0	\$2,240,000	\$2,168,624	0	\$0
Closed infrastructure projects	\$5,325,444	\$100,000	\$5,425,444	\$5,425,444	1,635	\$3,318
Closed planning studies	\$1,930,000	\$0	\$1,930,000	\$1,930,000	100	\$19,300
<b>Totals</b>	<b>\$14,785,000</b>	<b>\$100,000</b>	<b>\$14,885,000</b>	<b>\$14,813,624</b>	<b>2,596</b>	<b>\$5,706</b>

<sup>a</sup> Funds used for planning or administrative purposes; job creation not intended.

**Key:** DOE=U.S. Department of Energy; FY=fiscal year; SODI=Southern Ohio Diversification Initiative.

## 4.16 Rocky Flats Environmental Technology Site

RFETS, 16 miles northwest of Denver, Colorado, was originally established as a nuclear weapons production facility. In the late 1990s, the RFETS mission evolved to one of environmental cleanup. RFETS, managed by Kaiser-Hill Company and its team of major subcontractors, successfully achieved the environmental cleanup mission, announcing physical cleanup completion on October 12, 2005.

### *Current Contractor Workforce Restructuring*

No contractor workforce restructuring actions have occurred since DOE completed the physical RFETS closure in FY 2006; therefore, no costs related to these activities were incurred in FY 2009.

### *Other Restructuring Benefits*

Additional and enhanced benefits totaling \$632,590 were paid in FY 2009 to 38 previously separated workers (\$8,696 from section 3161 funds for education assistance for five workers and \$623,894 from program funds for displaced-worker medical benefits for 33 workers) (Table 4–24).

**Table 4–24. Rocky Flats Environmental Technology Site Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>		\$0	\$0	\$0	\$0
1.1 Workers placed internally without retraining (same site and company)		\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$8,696</b>	<b>\$623,894</b>	<b>\$632,590</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>a</sup>	33	\$0	\$623,894	\$623,894	\$18,906
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	5	\$8,696	\$0	\$8,696	\$1,739
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$8,696</b>	<b>\$623,894</b>	<b>\$632,590</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$8,696</b>	<b>\$623,894</b>	<b>\$632,590</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include both contractor-paid premiums for conventional medical plans and claims paid for self-insured plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Total contractor workforce restructuring costs at RFETS in FY 2009 were \$632,590 for additional benefits to previously separated workers (Table 4–24).

### *Community Transition*

The Rocky Flats Coalition of Local Governments (Coalition) was established in February 1999 by an intergovernmental agreement among the seven local governments bordering RFETS and was designated as the CRO for the Rocky Flats area in June 1999. The mission of the Coalition (now dissolved) was to provide an effective vehicle for local governments and their citizens to work together on issues of mutual concern relating to the safe, prompt, and effective cleanup and closure of RFETS. As of September 30, 2009, a total of \$1,300,000 had been committed to the CRO; all funds have been spent. Due to the nature of the Coalition’s activities, no jobs were created.

## 4.17 Sandia National Laboratories

Sandia National Laboratories (Sandia) is one of the largest research and development facilities in the Nation, with laboratories in Albuquerque, New Mexico, and Livermore, California. Sandia provides scientific and engineering solutions to meet national needs in nuclear weapons and related defense systems, energy security, and environmental integrity and to address emerging national challenges for both government and industry. Sandia is managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation.

### *Current Contractor Workforce Restructuring*

Four involuntary separations, with benefits, occurred in FY 2009 (**Table 4–25**). An additional 396 separations occurred through attrition.

**Table 4–25. Sandia National Laboratories Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	0	\$0	\$0	\$0	\$0
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>4</b>	<b>\$0</b>	<b>\$163,793</b>	<b>\$163,793</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	4	\$0	\$163,793	\$163,793	\$40,948
2.2.1 Nonconstruction workers	4	\$0	\$163,793	\$163,793	\$40,948
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>4</b>	<b>\$0</b>	<b>\$163,793</b>	<b>\$163,793</b>	<b>\$40,948</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Four separated workers were placed internally at Sandia through retraining programs at a total cost of \$104,751 in program funds. No other additional benefits were paid to any current or previously separated workers in FY 2009 (**Table 4–26**).

**Table 4–26. Sandia National Laboratories Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>4</b>	<b>\$0</b>	<b>\$104,751</b>	<b>\$104,751</b>	<b>\$26,188</b>
1.1 Workers placed internally without retraining (same site and company)	0	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	4	\$0	\$104,751	\$104,751	\$26,188
1.3 Workers transferred to other DOE sites (same or different company)	0	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits	0	\$0	\$0	\$0	\$0
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$104,751</b>	<b>\$104,751</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–25, line 3.0)</b>	<b>4</b>	<b>\$0</b>	<b>\$163,793</b>	<b>\$163,793</b>	<b>\$40,948</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$268,544</b>	<b>\$268,544</b>	<b>N/A</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at Sandia in FY 2009 were \$163,793 for involuntary separations and \$104,751 for additional benefits to separated workers, totaling \$268,544 in contractor workforce restructuring costs (Table 4–26).

### *Community Transition*

#### *Albuquerque*

The Business Technology Group was established in January 1999 to serve as the CRO for central New Mexico. In December 1999, the Next-Generation Economy Initiative was created, which later evolved into Next-Generation Economy, Inc. (NextGen). NextGen was designated as the CRO for central New Mexico in September 2000. As of September 30, 2009, approximately \$2,909,031 had been committed to the CRO. All funds have been spent, and NextGen was dissolved. In total, 689 jobs were created or retained.

#### *Eight Northern Indian Pueblos Council, Inc.*

On April 27, 2000, DOE designated ENIPC as a CRO. DOE recognized that the Eight Northern Indian Pueblos are important players for continued economic and social development in northern New Mexico. The goal of ENIPC is to develop a collaborative regional community transition plan for all of the Eight Northern Indian Pueblos. As of September 30, 2009, a total of \$672,716 had been committed to ENIPC; all funds are now spent. Due to the nature of ENIPC's community transition activities, no jobs were created.

## 4.18 Savannah River Site

The Savannah River Site (SRS), near Aiken, South Carolina, is managed and operated by Savannah River Nuclear Solutions, LLC (SRNS). Savannah River Remediation Company, LLC, is the DOE contractor for the liquid waste operations. SRNS focuses on environmental stewardship; pollution prevention and restoration of the environment impacted by site operations; management of excess nuclear materials; and nuclear weapons stockpile stewardship, emphasizing a science-based approach through the Savannah River National Laboratory. Wackenhut Services Incorporated-Savannah River Site (WSI-SRS) provides paramilitary security services for the site; however, WSI-SRS separations were not included in the SRS total separations.

### *Current Contractor Workforce Restructuring*

RIF separations in FY 2009 totaled 247 (233 voluntary and 14 involuntary), with benefits (Table 4-27). An additional 52 separations occurred through attrition.

**Table 4-27. Savannah River Site Contractor Workforce Restructuring Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Voluntary Separations</b>		<b>\$0</b>	<b>\$8,050,805</b>	<b>\$8,050,805</b>	<b>\$34,553</b>
1.1 Early retirement	0	\$0	\$0	\$0	\$0
1.2 Nonretirement voluntary separations (costs = severance)	233	\$0	\$8,050,805	\$8,050,805	\$34,553
<b>2.0 Involuntary Separations (lines 2.1 + 2.2)</b>	<b>14</b>	<b>\$0</b>	<b>\$295,722</b>	<b>\$295,722</b>	<b>N/A</b>
2.1 Without benefits	0	\$0	\$0	\$0	\$0
2.2 With benefits (lines 2.2.1 + 2.2.2) (costs = severance)	14	\$0	\$295,722	\$295,722	\$21,123
2.2.1 Nonconstruction workers	14	\$0	\$295,722	\$295,722	\$21,123
2.2.2 Construction workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Voluntary and Involuntary Separations and Costs (lines 1.0 + 2.0)</b>	<b>247</b>	<b>\$0</b>	<b>\$8,346,527</b>	<b>\$8,346,527</b>	<b>\$33,792</b>

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Other Restructuring Benefits*

Additional benefits totaling \$63,694 in program costs were paid in FY 2009 to 108 current or previously separated workers for displaced-worker medical benefits. Two separated workers were transferred to other DOE sites and 126 separated workers were placed internally at SRS, all without retraining and at no cost to DOE (Table 4-28).

**Table 4–28. Savannah River Site Enhanced and Other Benefits Summary, Fiscal Year 2009**

	Number of Workers	Enhanced Benefit Costs Funded by LM (Section 3161)	Program Costs Funded by Other DOE Programs	Total Costs	Average Cost per Recipient
<b>1.0 Other Affected Workers (lines 1.1 + 1.2 + 1.3)</b>	<b>128</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
1.1 Workers placed internally without retraining (same site and company)	126	\$0	\$0	\$0	\$0
1.2 Workers placed internally through retraining programs (same site and company)	0	\$0	\$0	\$0	\$0
1.3 Workers transferred to other DOE sites (same or different company)	2	\$0	\$0	\$0	\$0
<b>2.0 Other Benefits Provided (lines 2.1 + 2.2 + 2.3 + 2.4)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$63,694</b>	<b>\$63,694</b>	<b>N/A</b>
2.1 Displaced-worker medical benefits <sup>d</sup>	108	\$0	\$63,694	\$63,694	\$590
2.2 Relocation assistance to other DOE sites	0	\$0	\$0	\$0	\$0
2.3 Separated or separating workers using outplacement	0	\$0	\$0	\$0	\$0
2.4 Education assistance for separated workers	0	\$0	\$0	\$0	\$0
<b>3.0 Total Other Benefits Provided (lines 1.0 + 2.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$63,694</b>	<b>\$63,694</b>	<b>N/A</b>
<b>4.0 Total Voluntary and Involuntary Separations and Costs for Fiscal Year 2009 (Table 4–27, line 3.0)</b>	<b>247</b>	<b>\$0</b>	<b>\$8,346,527</b>	<b>\$8,346,527</b>	<b>\$33,792</b>
<b>5.0 Total Contractor Workforce Restructuring Costs for Fiscal Year 2009 (lines 3.0 + 4.0)</b>	<b>N/A</b>	<b>\$0</b>	<b>\$8,410,221</b>	<b>\$8,410,221</b>	<b>N/A</b>

<sup>a</sup> Displaced-worker medical benefits include only contractor-paid claims for self-insured medical plans, as well as associated administrative costs.

**Note:** Average cost per recipient equals total cost divided by number of workers.

**Key:** DOE=U.S. Department of Energy; LM=Office of Legacy Management; N/A=not applicable.

### *Contractor Workforce Restructuring Costs*

Program costs at SRS in FY 2009 were \$8,346,527 for voluntary and involuntary separations and \$63,694 for additional benefits to separated workers, totaling \$8,410,221 in contractor workforce restructuring costs (Table 4–28).

### *Community Transition*

The Savannah River Site Community Reuse Organization (SRSCRO), formerly the Savannah River Regional Diversification Initiative, was created by Congress in November 1993. SRSCRO is a nonprofit organization run by a board of directors appointed by local governments, chambers of commerce, and members of the South Carolina and Georgia congressional delegations. SRSCRO's overall objective is to create an environment conducive to technology-based business startups and expansions and to attract new ventures to the SRSCRO region. SRSCRO's efforts help diversify the region's economic base; create and retain high-value, long-term private-sector jobs; and transfer SRS technologies to new and existing area firms for commercial application.

As of FY 2009, a total of \$53,628,635 had been committed to the SRS Operations Office, the management and operating contractor, SRSCRO, and other economic development associations. All funds are now spent. In total, 6,812 jobs were created or retained. SRSCRO was allotted \$13,638,490 of the total \$53,628,635 and created 4,481 (66 percent) of the total 6,812 jobs created or retained.

## 4.19 Waste Isolation Pilot Plant

The Carlsbad Field Office, in Carlsbad, New Mexico, was created to serve as the focal point for the Nation's TRU waste management efforts (TRU waste is currently stored at many sites across the country). The Carlsbad Field Office is responsible for managing the National Transuranic Waste Program, whose mission is the implementation and management of a national system that safely and cost-effectively provides for the certification, transportation, and disposal of defense-generated TRU waste. The Waste Isolation Pilot Plant (WIPP) is the center of the National Transuranic Waste Program and is managed by the Carlsbad Field Office. WIPP, located near Carlsbad, is the Nation's only mined geologic repository for the permanent disposal of defense-generated TRU waste. TRU waste that is eligible for disposal at WIPP must ultimately be transported from all the generator sites to this repository for receipt, handling, and disposal. WIPP is operated for DOE by Washington TRU Solutions, LLC.

### *Current Contractor Workforce Restructuring*

No contractor workforce restructuring actions occurred in FY 2009 at WIPP.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers at WIPP in FY 2009.

### *Contractor Workforce Restructuring Costs*

No contractor workforce restructuring actions occurred and no additional benefits were paid to separated workers; therefore, no costs related to these activities were incurred at WIPP in FY 2009.

### *Community Transition*

In November 1998, DOE awarded a \$300,000 grant to the Carlsbad Department of Development to conduct a strengths, weaknesses, opportunities, and threats analysis of southeast New Mexico. In June 2000, the Eddy/Lea Regional Commission was designated as the CRO for this region to create new jobs and businesses to absorb current and future displaced DOE contractor workers. As of September 30, 2009, a total of \$4,399,314 had been committed for community transition activities in southeast New Mexico; all funds are now spent. In total, 1,601 jobs were created or retained.

## 4.20 Y-12 National Security Complex

NNSA's Y-12 National Security Complex (Y-12), in East Tennessee, adjacent to the Oak Ridge Reservation, is operated by BWXT Y-12. The mission of Y-12 is to ensure the safety, reliability, and performance of the U.S. nuclear weapons deterrent, strengthening national security and reducing the global threat from weapons of mass destruction. Y-12's all-inclusive expertise includes proceeding from concept through detailed design and specification to building prototypes and configuring integrated manufacturing processes in support of research reactor programs for U.S. and international customers, other federal agencies, state and local governments, and private-sector companies.

### *Current Contractor Workforce Restructuring*

No voluntary or involuntary separations occurred in FY 2009 at Y-12; 190 separations occurred through attrition.

### *Other Restructuring Benefits*

No additional benefits were paid to any current or previously separated workers in FY 2009 at Y-12.

### *Contractor Workforce Restructuring Costs*

No contractor workforce restructuring actions occurred and no additional benefits were paid to separated workers; therefore, no costs related to these activities were incurred at Y-12 in FY 2009.