

## SECTION III: NON-DEFENSE SITES

## III.0 Background

Based on direction from the Secretary of Energy, the Office of Worker and Community Transition reviews and evaluates work force restructuring plans from all contractor-managed sites throughout the Department of Energy complex. While most of the non-defense sites are smaller than defense nuclear sites, they are also undergoing restructuring because of budget adjustments, changing missions, and business procedures. There are eight non-defense sites included in this report. Site-specific exhibits are included at the end of this section.

	SITE: NON-DEFENSE SITES	FY 1999				Total Cost/Recip.
		Workers	Enhanced Costs	Program Costs	Total Costs	
1.0	Positions Reduced Voluntarily	125	\$0	\$889,489	\$889,489	\$7,116
1.1	Early Retirement	3	\$0	\$157,146	\$157,146	\$52,382
1.2	Non-Retirement Voluntary Separations (Severance Only)	35	\$0	\$732,343	\$732,343	\$20,924
1.3	Net Positions Reduced Through Attrition	87	\$0	\$0	\$0	\$0
2.0	Involuntary Separations (Severance Only)	122	\$0	\$751,266	\$751,266	\$6,158
2.1	With Benefits	58	\$0	\$751,266	\$751,266	\$12,953
2.1.1	Non-construction workers	58	\$0	\$751,266	\$751,266	\$12,953
2.1.2	Construction workers					
2.2	Without Benefits	64	\$0	\$0	\$0	\$0
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	247	\$0	\$1,640,755	\$1,640,755	\$6,643
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining	1	\$0	\$0	\$0	\$0
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$17,544	\$323,589	\$341,133	
4.1	Displaced Worker Medical Benefits	88	\$0	\$318,487	\$318,487	\$3,619
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement	7	\$17,544	\$0	\$17,544	\$2,506
4.4	Education Assistance for Separated Workers	9	\$0	\$5,102	\$5,102	\$567
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$17,544	\$1,964,344	\$1,981,888	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)(1)	247	n/a	n/a	n/a	\$7,953
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits) (1)	35	n/a	n/a	n/a	\$24,403
8.0	INVOLUNTARY SEPARATIONS (All Benefits) (1)	58	n/a	n/a	n/a	\$16,432
9.0	Other Separations (2)	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

FOR ALL SITES

Note 1. See Historical Average Costs of Other Benefits for explanation of costs per recipients.

Note 2. Based on best available information; may be underreported due to variations in tracking subcontractor employment at different sites.

## Exhibit III.1 Non-Defense Sites Work Force Restructuring Summary

### III.1 Separations

The non-defense sites included in this report separated 247 prime-contractor workers during FY 1999 (Exhibit III.1). Voluntary separations accounted for 125 separations, with the remaining 122 separations being involuntary. Of the voluntary separations, 87 positions were reduced through net attrition, 35 were non-retirement voluntary separations, and 3 were early retirements (Exhibit III.2). Of the involuntary separations, 58 were separated with benefits and 64 were separated without benefits.

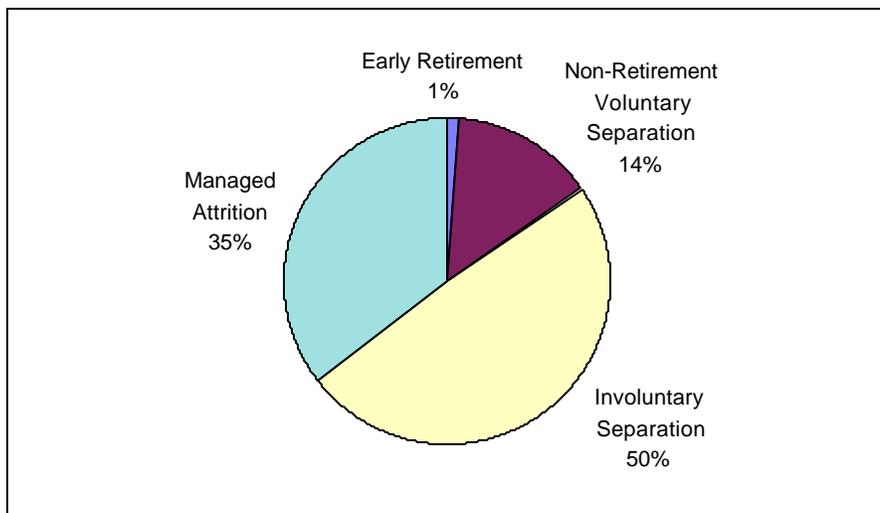
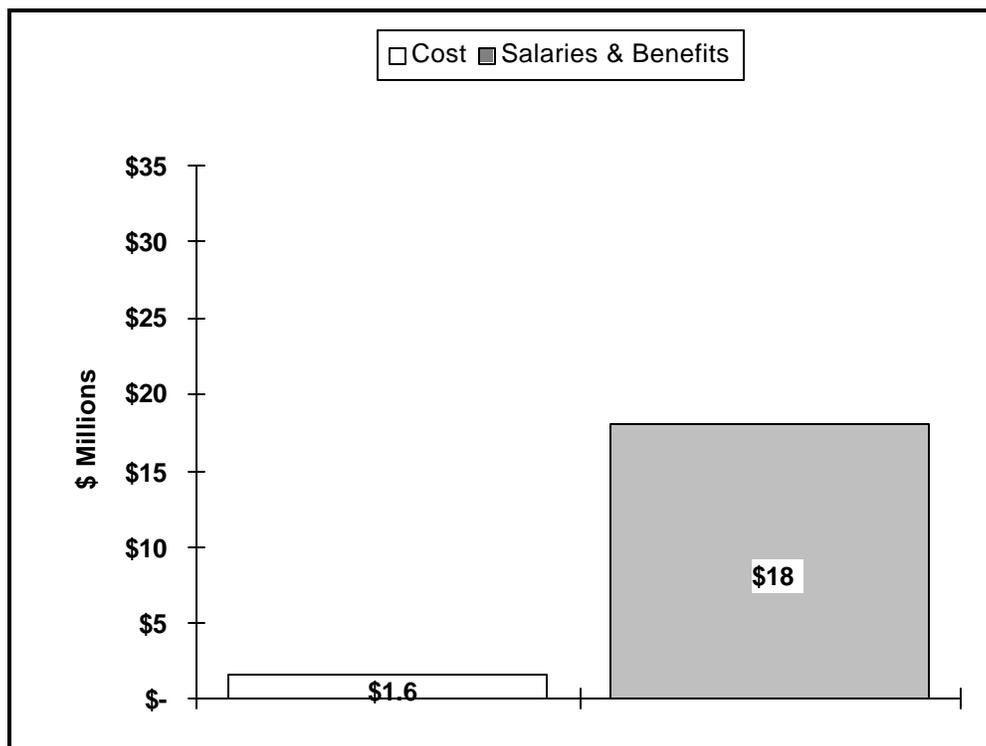


Exhibit III.2 Non-Defense Separations for FY 1999

### III.2 Cost Savings and Separation Costs

**Cost Savings.** The cost savings associated with the 247 non-defense site employees separated in FY 1999 is \$18 million<sup>16</sup>, versus a one-time severance cost of \$1.6 million (Exhibit III.3).

<sup>16</sup> Total annual employee compensation averaged \$74,214 for salary and benefits, based on data compiled by the Department's Office of Procurement Assistance and adjusted for inflation.



**Exhibit III.3 Cost and Savings for FY 1999 Non-Defense Site Reductions in Employment**

**Separation Costs.** Total cost of work force restructuring at non-defense sites in FY 1999 was \$2 million, with an estimated fully-burdened cost per separation of \$8,000. The average cost per early retirement was \$52,400. The estimated incentive cost per recipient for non-retirement voluntary separations was \$20,900, with a fully-burdened cost of \$24,400 with benefits. Severance cost per recipient for involuntary separations was \$12,900, with a fully-burdened cost of \$16,400 with benefits.

### III.3 Mitigating Restructuring Impacts

**Placement.** In FY 1999, one employee was internally placed without retraining. No cost was incurred for internal placement.

**Medical Benefits.** In FY 1999, 88 employees received extended medical benefits for a total cost of \$318,000, and an average cost of \$3,600 per worker. Recipients may have been separated in prior years.

**Relocation.** No employees received relocation assistance in FY 1999.

**Outplacement.** In FY 1999, seven separating employees received outplacement assistance with a total cost of \$17,500, and an average of \$2,500 per employee. Recipients may have been separated in prior years.

**Educational Assistance.** In FY 1999, nine employees received educational assistance. Total costs were \$5,100, with an average cost of about \$600 each. Recipients may have been separated in prior years.

### **III.4 Site Summaries**

The number of separations at the non-defense sites ranged from two to 61 workers. Individual site summaries for non-defense sites reporting work force restructuring in FY 1999 are included in this section.

**III.4.1 Ames Laboratory**

Ames Laboratory separated three workers through early retirement in FY 1999 (Exhibit III.4). Total separation cost for FY 1999 was \$157,146. The average cost per early retirement was \$52,382.

	SITE - Ames Laboratory	FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	3	\$0	\$157,146	\$157,146	\$52,382
1.1	Early Retirement	3	0	\$157,146	\$157,146	\$52,382
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition					
2.0	Involuntary Separations (Severance Only)	0	\$0	\$0	\$0	\$0
2.1	With Benefits					
2.1.1	Non-construction workers					
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	3	\$0	\$157,146	\$157,146	\$52,382
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$0	\$0	
4.1	Displaced Worker Medical Benefits					
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$157,146	\$157,146	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	3	n/a	n/a	n/a	\$52,382
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.4 Ames Laboratory Work Force Restructuring Summary**

### III.4.2 Bettis Atomic Power Laboratory

There were 38 net positions reduced through attrition at Bettis Atomic Power Laboratory in FY 1999 at no cost to the Department (Exhibit III.5). There were no other separations.

SITE: Bettis Atomic Power Laboratory		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	38	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition	38	\$0	\$0	\$0	\$0
2.0	Involuntary Separations (Severance Only)	0	\$0	\$0	\$0	\$0
2.1	With Benefits					
2.1.1	Non-construction workers					
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	38	\$0	\$0	\$0	\$0
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$0	\$0	
4.1	Displaced Worker Medical Benefits					
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$0	\$0	n/a
6.0	WORK FORCE RESTRICTURING SEPARATIONS (Average Costs)	38	n/a	n/a	n/a	\$0
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.5 Bettis Atomic Power Laboratory Work Force Restructuring Summary**

### III.4.3 National Energy Technology Laboratory

The National Energy Technology Laboratory separated 34 workers in FY 1999 (Exhibit III.6). There were 18 net positions reduced through attrition and 16 involuntary separations. Of the involuntary separations, only three received benefits. The total work force restructuring cost for FY 1999 was \$41,344. The average fully-burdened cost per involuntary separation was \$16,812. The average cost of outplacement assistance was \$336.

	SITE: National Energy Technology Laboratory (formerly EETC)	FY 1999				Total Cost/Recip.
		Workers	Enhanced Costs	Program Costs	Total Costs	
1.0	Positions Reduced Voluntarily	18	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition	18	\$0	\$0	\$0	\$0
2.0	Involuntary Separations (Severance Only)	16	\$0	\$40,000	\$40,000	\$2,500
2.1	With Benefits	3	\$0	\$40,000	\$40,000	\$13,333
2.1.1	Non-construction workers	3	\$0	\$40,000	\$40,000	\$13,333
2.1.2	Construction workers					
2.2	Without Benefits	13	\$0	\$0	\$0	\$0
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	34	\$0	\$40,000	\$40,000	\$1,176
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$1,344	\$0	\$1,344	
4.1	Displaced Worker Medical Benefits					
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement	4	\$1,344	\$0	\$1,344	\$336
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$1,344	\$40,000	\$41,344	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	34	n/a	n/a	n/a	\$1,483
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	3	n/a	n/a	n/a	\$16,812
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.6 National Energy Technology Laboratory Work Force Restructuring Summary**

### III.4.4 Fermi Laboratory

Fermi Laboratory separated three workers in FY 1999 (Exhibit III.7). All separations were involuntary at an average cost of \$15,484. The total work force restructuring cost incurred in FY 1999 was \$54,803, with an estimated fully-burdened cost of \$18,963 per separation. The average cost of outplacement assistance was \$1,392.

SITE: Fermi Laboratory		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	0	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition					
2.0	Involuntary Separations (Severance Only)	3	\$0	\$46,451	\$46,451	\$15,484
2.1	With Benefits	3	\$0	\$46,451	\$46,451	\$15,484
2.1.1	Non-construction workers	3	\$0	\$46,451	\$46,451	\$15,484
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	3	\$0	\$46,451	\$46,451	\$15,484
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining	1	\$0	\$0	\$0	\$0
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$8,352	\$8,352	
4.1	Displaced Worker Medical Benefits	6	\$0	\$8,352	\$8,352	\$1,392
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$54,803	\$54,803	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	3	n/a	n/a	n/a	\$18,963
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	3	n/a	n/a	n/a	\$18,963
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.7 Fermi Laboratory Work Force Restructuring Summary**

### III.4.5 Knolls Atomic Power Laboratory

There were two separations at the Knolls Atomic Power Laboratory in FY 1999 (Exhibit III.8). Both separations were involuntary separations at an average severance cost of \$37,294 per separation. There were 13 individuals who received displaced worker medical benefits at an average cost of \$397 per person. The total work force restructuring cost incurred in FY 1999 was \$79,747, with an estimated fully-burdened cost of \$40,773 per separation.

SITE: Knolls Atomic Power Laboratory		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	0	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition					
2.0	Involuntary Separations (Severance Only)	2	\$0	\$74,587	\$74,587	\$37,294
2.1	With Benefits	2	\$0	\$74,587	\$74,587	\$37,294
2.1.1	Non-construction workers	2	\$0	\$74,587	\$74,587	\$37,294
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	2	\$0	\$74,587	\$74,587	\$37,294
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$5,160	\$5,160	
4.1	Displaced Worker Medical Benefits	13	\$0	\$5,160	\$5,160	\$397
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$79,747	\$79,747	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	2	n/a	n/a	n/a	\$40,773
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	2	n/a	n/a	n/a	\$40,773
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.8 Knolls Atomic Power Laboratory/Schenectady Naval Reactors  
Work Force Restructuring Summary**

### III.4.6 Lawrence Berkeley National Laboratory

There were 51 involuntary separations at the Lawrence Berkeley National Laboratory in FY 1999, all without benefits (Exhibit III.9). The total work force restructuring cost incurred in FY 1999 was \$16,200 for outplacement assistance provided to workers separated in prior years.

SITE: Lawrence Berkeley National Laboratory		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	0	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition					
2.0	Involuntary Separations (Severance Only)	51	\$0	\$0	\$0	\$0
2.1	With Benefits					
2.1.1	Non-construction workers					
2.1.2	Construction workers					
2.2	Without Benefits	51	\$0	\$0	\$0	\$0
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	51	\$0	\$0	\$0	\$0
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$16,200	\$0	\$16,200	
4.1	Displaced Worker Medical Benefits					
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement	3	\$16,200	\$0	\$16,200	\$5,400
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$16,200	\$0	\$16,200	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	51	n/a	n/a	n/a	\$0
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.9 Lawrence Berkeley National Laboratory Work Force Restructuring Summary**

### III.4.7 National Institute for Petroleum and Energy Research

The National Institute for Petroleum and Energy Research separated 55 workers in FY 1999 (Exhibit III.10). There were 50 involuntary separations and 5 positions reduced through net attrition. The total work force restructuring cost for FY 1999 was \$638,959. The average fully burdened cost per involuntary separation was \$15,284. The average cost of displaced worker medical benefits was \$1,745, and the average cost of educational assistance was \$567.

SITE: National Institute for Petroleum and Energy Research		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	5	\$0	\$0	\$0	\$0
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)					
1.3	Net Positions Reduced Through Attrition	5	\$0	\$0	\$0	\$0
2.0	Involuntary Separations (Severance Only)	50	\$0	\$590,228	\$590,228	\$11,805
2.1	With Benefits	50	\$0	\$590,228	\$590,228	\$11,805
2.1.1	Non-construction workers	50	\$0	\$590,228	\$590,228	\$11,805
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	55	\$0	\$590,228	\$590,228	\$10,731
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$48,731	\$48,731	
4.1	Displaced Worker Medical Benefits	25	\$0	\$43,629	\$43,629	\$1,745
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers	9	\$0	\$5,102	\$5,102	\$567
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$638,959	\$638,959	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	55	n/a	n/a	n/a	\$13,894
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	50	n/a	n/a	n/a	\$15,284
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.10 National Institute for Petroleum and Energy Research  
Work Force Restructuring Summary**

### III.4.8 Strategic Petroleum Reserve

The Strategic Petroleum Reserve separated 61 workers in FY 1999, all of which were voluntary (Exhibit III.11). Of the total separations, there were 35 non-retirement voluntary separations with an average severance cost of \$20,924. An additional 26 net positions were reduced through attrition. There were 44 workers who received displaced worker medical benefits, for an average cost of \$5,940 per recipient. Total work force restructuring cost incurred in FY 1999 was \$993,689, with an estimated fully-burdened cost per non-retirement voluntary separation of \$24,403.

SITE- Strategic Petroleum Reserve		FY 1999				
		Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Positions Reduced Voluntarily	61	\$0	\$732,343	\$732,343	\$12,006
1.1	Early Retirement					
1.2	Non-Retirement Voluntary Separations (Severance Only)	35	\$0	\$732,343	\$732,343	\$20,924
1.3	Net Positions Reduced Through Attrition	26	\$0	\$0	\$0	\$0
2.0	Involuntary Separations (Severance Only)	0	\$0	\$0	\$0	\$0
2.1	With Benefits					
2.1.1	Non-construction workers					
2.1.2	Construction workers					
2.2	Without Benefits					
	Work Force Restructuring Separations and Costs -- Lines 1.0+2.0	61	\$0	\$732,343	\$732,343	\$12,006
3.0	Remaining Affected Workers		\$0	\$0	\$0	
3.1	Workers Placed without Retraining					
3.2	Workers Internally Placed through Retraining					
3.3	Transfers to Other Sites					
4.0	Other Benefits Provided		\$0	\$261,346	\$261,346	
4.1	Displaced Worker Medical Benefits	44	\$0	\$261,346	\$261,346	\$5,940
4.2	Relocation Assistance					
4.3	Separating or Separated Workers Using Outplacement					
4.4	Education Assistance for Separated Workers					
5.0	TOTAL COSTS FOR FISCAL YEAR 1999	n/a	\$0	\$993,689	\$993,689	n/a
6.0	WORK FORCE RESTRUCTURING SEPARATIONS (Average Costs)	61	n/a	n/a	n/a	\$14,002
7.0	NON-RETIREMENT VOLUNTARY SEPARATIONS (All Benefits)	35	n/a	n/a	n/a	\$24,403
8.0	INVOLUNTARY SEPARATIONS (All Benefits)	0	n/a	n/a	n/a	\$0
9.0	Other Separations	0	\$0	\$0	\$0	\$0
9.1	Voluntarily Separated					
9.2	Involuntarily Separated					

**Exhibit III.11 Strategic Petroleum Reserve Work Force Restructuring Summary**

### **III.4.9 Other Non-Defense Sites**

Other non-defense sites where no work force restructuring actions occurred during FY 1999 were excluded from this report (e.g., Princeton Plasma Physics Laboratory, National Renewable Energy Laboratory, and Stanford Linear Accelerator Center).