



Principles

These principles have been developed to guide the implementation of this strategic plan. The principles are as follows:

- Legacy management is a Department-wide responsibility.
- Legacy management is a component of all aspects of Departmental decision-making.
- The Department is a trustee of natural and cultural resources.
- Legacy management responsibilities, especially long-term surveillance and maintenance, should be incorporated into relevant Departmental policies, practices, and systems.
- An intergenerational approach is needed for legacy management.
- Legacy management policy must provide a consistent framework and recognize and acknowledge individual legacy sites' need for flexible management and response.
- The involvement of stakeholders and state, local, and tribal governments in the planning and implementation of site management is critical to legacy management.

Vision

Departmental legacy responsibilities are managed in a manner that best serves the Department's contractor work force, communities, and the environment.

- Human health and the environment are protected, and the effects of residual contamination are maintained at protective levels through consistent and effective long-term surveillance and maintenance.
- Relevant records and information are preserved and made publicly accessible.
- Public trust is achieved through cooperative partnerships with stakeholders and state, tribal, and local governments.
- The Department's former contractor work force is compensated as required through effective management.
- Land is returned to the most practical and beneficial use consistent with the Department's mission requirements.
- Impacts of Departmental and contractor work force restructuring are mitigated, and the Department continues to work in partnership with the contractor work force, labor unions, and communities to adapt to changes in the Department's missions.
- Legacy Management operates as a high performing organization, and personnel and business functions are effectively managed to accomplish programmatic goals in the most efficient manner possible.

Please visit our website at www.LM.doe.gov to access a copy of the Office of Legacy Management's *2007 Strategic Plan*.

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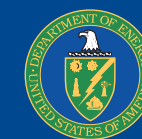
U.S. Department of Energy
Office of Legacy Management

Strategic Plan



Mission

To manage the Department's post-closure responsibilities and ensure the future protection of human health and the environment. Legacy Management has control and custody for legacy land, structures, and facilities and is responsible for maintaining them at levels consistent with Departmental long-term plans.



*Managing Today's Change,
Protecting Tomorrow's Future*

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This strategic plan explains Legacy Management's responsibilities and outlines a comprehensive management plan extending out to the year 2020 for all legacy issues. The goals, strategies, and performance measures presented here define the indicators of progress toward Legacy Management's vision of a Department that meets our legal, regulatory, and contractual commitments to other federal, state, and local government agencies, public interest or community groups, and individuals.

Michael W. Owen, Director,
Office of Legacy Management



GOAL 1 – Protect Human Health and the Environment Through Effective and Efficient Long-Term Surveillance and Maintenance

This goal highlights the Department's responsibility to ensure the long-term protection of people, the environment, and the integrity of engineered remedies and monitoring systems.

Objectives

- Effectively manage long-term surveillance and maintenance of custodial sites.
- Ensure that resources and tools are in place to provide continuous improvement in the effectiveness of long-term surveillance and maintenance for current and future generations.
- Ensure that the Department's activities provide for the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.



GOAL 3 – Support an Effective and Efficient Work Force Structured to Accomplish Departmental Missions, and Assure Contractor Worker Pension and Medical Benefits

This goal recognizes the Department's commitment to its contracted work force and the consistent management of pension and health benefits. As sites continue to close, the Department faces the challenges of managing pension plan and health benefits liability.

Objectives

- Develop and implement a Departmental approach and guidance, ensuring continuity of contracted employees' pension and medical benefits.
- Ensure the fair treatment of workers by effectively planning and managing work force restructuring and by providing incentives for orderly reductions in contractor personnel, as funding is made available.
- Promote an improved working relationship between labor and management in the Department's contractor work force by ensuring the uniform application of relevant labor standards to increase productivity, enhance safety and security, and reduce disruptive labor disputes.



GOAL 2 – Preserve, Protect, and Make Accessible Legacy Records and Information

This goal recognizes Legacy Management's commitment to successfully manage records, information, and archives of legacy sites under its authority.

Objectives

- Effectively and efficiently manage records integral to conducting Legacy Management's mission, including those used to perform long-term surveillance and maintenance and ensure benefits continuity.
- Identify and establish accessibility and security requirements for records and information management systems, providing effective access to information for affected contractor workers and stakeholders.



GOAL 4 – Manage Legacy Land and Assets, Emphasizing Protective Real and Personal Property Reuse and Disposition

This goal recognizes a Departmental need for local collaborative management of legacy assets, including coordinating land use planning, personal property disposition to community reuse organizations, and protecting heritage resources (natural, cultural, and historical).

Objectives

- Manage Legacy Management property assets, maintain remedy integrity, and maintain the health of the land and cultural, natural, and historical resources.
- Provide opportunities for transfer of Departmental lands to other federal agencies and nonfederal entities.
- Effectively work with and assist community reuse organizations, facilitating Departmental personal property transfers.



GOAL 5 – Improve Program Effectiveness Through Sound Management

This goal recognizes that Legacy Management's goals cannot be attained efficiently unless the federal and contractor work force is motivated to meet requirements and work toward continuous performance improvement.

Objectives

- Institutionalize the High Performing Organizational (HPO) model.
- Ensure integration of all planning, budgeting, and evaluation processes.
- Implement performance-based acquisition strategies to achieve mission goals.