

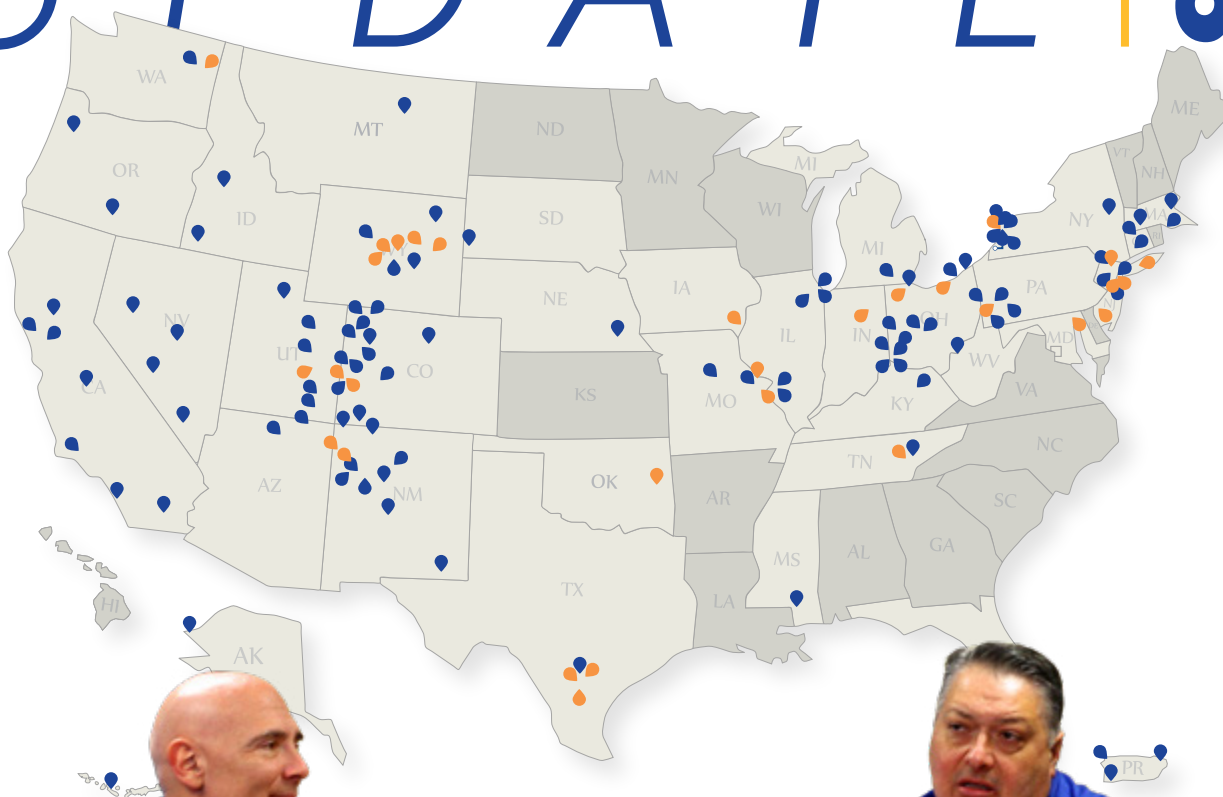


U.S. DEPARTMENT
of **ENERGY**

Office of Legacy Management

PROGRAM UPDATE

OCTOBER-DECEMBER
2025



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REGULATORY ENVIRONMENT

Director's Corner



LM Welcomes Challenges of Stewardship Within Complex Regulatory Environment

Every day the personnel in the U.S. Department of Energy Office of Legacy Management (LM) and its support staff work toward our mission under a collection of federal, state, and Tribal laws aimed at protecting human health and the environment and other aspects of long-term stewardship.

Our routine work is guided by several regulatory drivers, including:

- Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).
- Resource Conservation and Recovery Act (RCRA).
- Uranium Mill Tailings Radiation Control Act (UMTRCA) Titles I and II.
- Nuclear Waste Policy Act (NWPA) Section 151.
- State Water Quality Standards.

In this edition of *Program Update*, we outline some of those complexities and explain their purpose and the rigor with which we work with our partners to ensure the public is protected and our responsibilities are met.

Our work is shaped by these laws, and the decisions we make are a result of collective technical expertise and thoughtful decision making with all parties who have an interest in our efforts. The variety of work we do across 103 sites in the United States and Puerto Rico illustrates the range of our scope.

Each site has its own distinct history and regulatory environment, many of which were established long ago under laws that have been modified and updated. Our team adheres to federal environmental laws with consideration given to site-specific agreements and public input.

This means that no two sites — and no two approaches — are identical. Besides our technical experts, our team also includes project managers, legal professionals, policy specialists, and others who expertly navigate these regulations, each with their own purpose to protect people and preserve the environment.

As LM's evolution continues, so too does our changing regulatory environment, which can be adapted based on changes in technology, laws, public expectations, and more. Our goal is to navigate these circumstances to establish a standard of excellence in federal stewardship.

The public can know that LM will follow the administration's priorities and abide by all laws that are there for the public's protection, and will do so in concert with federal, state, and local partners and stakeholder participation.

The work of LM is challenging in terms of technical and legal complexity, and we go about that work with a tremendous team of dedicated professionals and talented partners across our complex who help lead us to practical and realistic solutions for the people we serve.

Warm regards,

A handwritten signature in black ink that reads "Carmelo".

Carmelo Melendez



Welcome to the October-December 2025 issue of the U.S. Department of Energy Office of Legacy Management **Program Update**. This publication is designed to provide a status of activities within LM.

Please direct all comments and inquiries to LM-ProgramUpdate@lm.doe.gov.

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and the environment.



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Sustainably manage
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LM Navigates Complex Regulatory Drivers to Ensure Mission Success

Frameworks guide long-term stewardship of sites

The U.S. Department of Energy (DOE) Office of Legacy Management (LM) manages 103 legacy sites around the United States and Puerto Rico that were used during World War II and the Cold War. LM's mission is to fulfill DOE's post-closure responsibilities at these sites by providing long-term surveillance and maintenance, records management, benefits continuity, property management, and land use planning.

All LM sites operate under either an umbrella of regulatory drivers or a specific programmatic framework. Regulatory drivers are a set of laws and standards that guide the management and cleanup process of a site.

"Regulatory drivers provide a framework for our long-term stewardship practices, which is crucial for managing sites that no longer have an active mission," said LM Director of Site Operations Jay Glascock. "These drivers dictate the procedures that the Department needs to follow to continue LM's mission of protecting human health and the environment."

LM has several different regulatory drivers it operates under:

- Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).
- Resource Conservation and Recovery Act (RCRA).
- Uranium Mill Tailings Radiation Control Act (UMTRCA) Titles I and II.
- Nuclear Waste Policy Act (NWPA) Section 151.
- State Water Quality Standards.

Sites fall under different drivers depending on how the land will be used, the type and level of contamination present, and the nature of risks they pose to human health and the environment.

- CERCLA/RCRA sites were radiologically or chemically contaminated by federal uranium ore milling, processing, research, or weapon manufacturing.
- Sites under UMTRCA Title I were associated with former privately operated uranium ore-processing locations. The remediation of these sites created disposal cells that encapsulate uranium mill tailings and associated materials.
- UMTRCA Title II sites were commercially owned and regulated under a U.S. Nuclear Regulatory Commission (NRC) license, and the owner must conduct an NRC-approved cleanup and provide funding to offset some costs of site transition to LM.
- LM only manages one site under NWPA Section 151 and one under the State Water Quality Standards. Under NWPA, there are provisions for transferring privately owned disposal sites to the federal government if the site activities were conducted for the government's benefit. As for State Water Quality Standards, cleanup was regulated by the Colorado River Basin Regional Water Quality Control Board, a California state agency, under the Waste Discharge Requirements Order of 1989.

"Each of these drivers has a set of laws, standards, and procedures that need to be followed," Glascock said. "It's vital that LM is meticulous in adhering to these so that we can ensure environmental compliance with the sites we manage."



LM navigates these complex drivers by partnering and collaborating with technical experts, proactively monitoring emerging regulations and specific legislation, interacting with stakeholders, integrating new technology, and adhering to environmental and safety regulations.

In addition to regulatory drivers, LM also manages sites under programmatic frameworks. These frameworks are DOE or congressionally approved and provide structure and procedures on how to implement specific regulatory guidelines.



Regulatory drivers provide a framework for our long-term stewardship practices, which is crucial for managing sites that no longer have an active mission.

—Jay Glascock

LM manages sites under these frameworks:

- **Formerly Utilized Sites Remedial Action Program (FUSRAP).** The U.S. Atomic Energy Commission (AEC) established FUSRAP in 1974 to remediate sites where contamination remained from Manhattan Project and AEC operations. This program was initiated to identify, clean up, investigate, or control sites that were contaminated because of the nation's atomic weapons and energy programs from the Manhattan Engineer District (MED) and AEC.

- **The DOE Decontamination and Decommissioning (D&D) Program.** Sites were remediated under DOE orders or applicable environmental protection laws. They include reactors or locations where nuclear research was carried out.

- **Plowshare/Vela Uniform/Weapons Related (PVW).** These are sites in the United States located off the Nevada National Security Site (formerly the Nevada Test Site) where underground nuclear and nonnuclear tests were conducted or were evaluated for tests that were not conducted. DOE remediated these sites under different frameworks, including federal facility agreements, consent orders, and state partnerships such as voluntary cleanup programs. DOE maintains responsibility for any radioactive material that remains at these sites under the authority of the Atomic Energy Act of 1954.

- **Manhattan Engineer District MED/AEC Legacy Sites.** These sites were associated with the program the U.S. created during World War II to produce the first nuclear weapons and with early weapons development under the AEC.

"These regulatory drivers and programmatic frameworks are the most important pieces for ensuring our long-term stewardship practices and continuing LM's mission," Glascock said.



Out of Many, One

LM Takes a Programmatic Approach to CERCLA/RCRA Sites

In a major shift, in 2025 the U.S. Department of Energy Office of Legacy Management (LM) brought together several of its large former nuclear weapons production sites under an integrated and unified program. Although the sites all have their own unique histories and tailored remedies, they are all regulated under similar laws — the Comprehensive Environmental Response, Compensation, Liability Act (CERCLA) or the Resource Conservation and Recovery Act (RCRA) or both. LM currently manages nine sites under the CERCLA/RCRA program.

“Formalizing the CERCLA/RCRA program creates efficiencies that save taxpayer dollars,” said LM Program Manager Kate Whysner. “It provides the structure for LM and the Legacy Management Support Partner (LMSP) to manage the sites as a cohesive team in collaboration with regulators and stakeholders.”

Historically, the sites were largely managed independently, which was effective at the time.

“As an example, during the Cold War, Rocky Flats was basically a small city with thousands of workers and hundreds of buildings, ranging from machine shops and laboratories to cafeterias and a fire station,” explained LMSP CERCLA/RCRA Program Manager Miquette Gerber. “During cleanup, its workforce actually swelled to more than 8,000 people. In that context, it made sense for it to operate independently. It was a similar story at other sites like Fernald in Ohio and Weldon Spring in Missouri.”

As recently cleaned-up sites evolved into mature long-term stewardship sites, new opportunities arose. Rather than relying on siloed workforces dedicated to a single geographic location, LM recognized that a new model was called for.

“When these large sites first transferred to LM, it was only natural that they would initially continue to be managed largely independent of each other,” noted Whysner. “Now, as the LM portfolio has grown and we have over 20 years of experience as an organization, we recognized an opportunity to take a more holistic approach. We are

bringing together our strengths and experience from across LM to manage the CERCLA/RCRA sites programmatically, ensuring the continued protection of human health and the environment well into the future and across generations of the DOE workforce.”

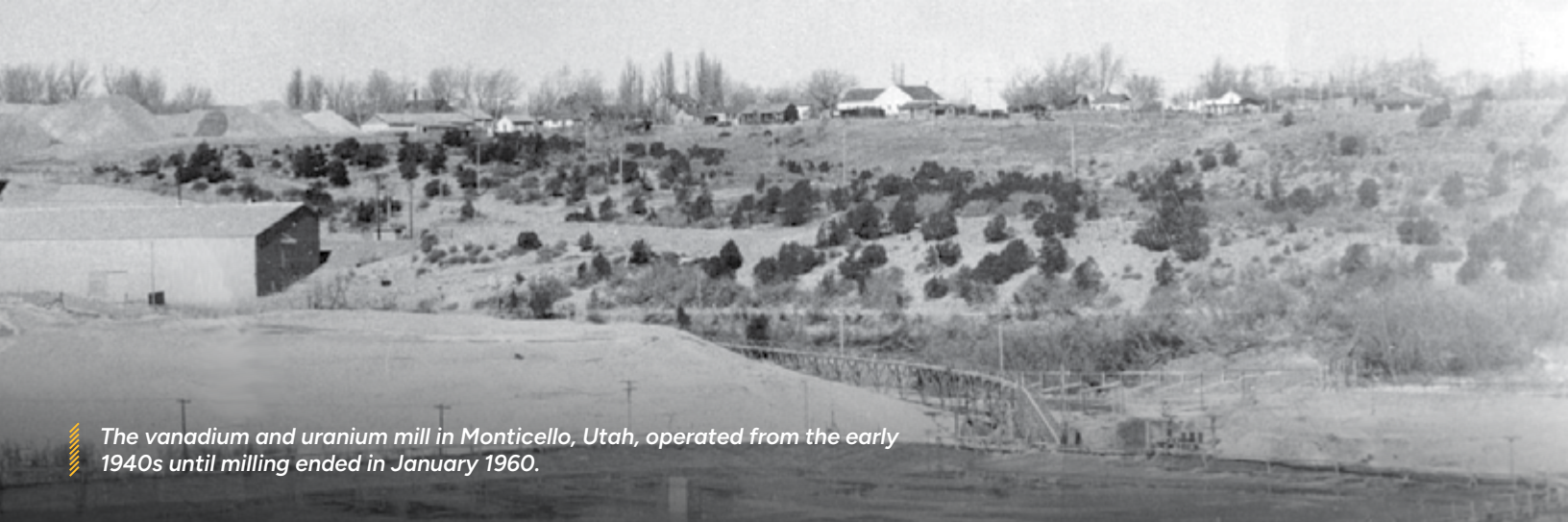
Legacy Management CERCLA/RCRA program sites:

- 📍 [Bayo Canyon Aggregate Area, New Mexico, Site.](#)
- 📍 [Fernald Preserve, Ohio, Site.](#)
- 📍 [Laboratory for Energy-Related Health Research, California, Site.](#)
- 📍 [Maxey Flats, Kentucky, Site.](#)
- 📍 [Monticello, Utah, Disposal and Processing Sites.](#)
- 📍 [Mound, Ohio, Site.](#)
- 📍 [Pinellas County, Florida, Site.](#)
- 📍 [Rocky Flats Site, Colorado.](#)
- 📍 [Weldon Spring Site, Missouri.](#)

The Laws Behind the Program

RCRA: The Resource Conservation and Recovery Act

Enacted in 1976, RCRA created the authority and guidelines to manage hazardous and nonhazardous solid waste from generation to final disposal. This “cradle-to-grave” approach focuses on protecting human health and the environment. RCRA established regulations for waste management, promoted recycling and waste reduction, encouraged technological advances, and enabled state-led programs that created equivalent or stronger protections. The result has been fewer health-related issues because of waste exposure and an increase in public awareness of environmental protection.



▤ The vanadium and uranium mill in Monticello, Utah, operated from the early 1940s until milling ended in January 1960.

Two of LM's sites — the Bayo Canyon Aggregate Area site and Pinellas County site — are considered RCRA sites and are primarily regulated under the RCRA framework. Other LM sites may also be subject to RCRA requirements for waste generation, landfill monitoring, or other activities. For instance, the Fernald Preserve was cleaned up under CERCLA and continues to be regulated by it. However, there is an engineered on-site disposal facility that contains waste regulated under RCRA.

CERCLA: The Comprehensive Environmental Response, Compensation, and Liability Act

Enacted in 1980, CERCLA, commonly known as Superfund, established a framework for the U.S. Environmental Protection Agency (EPA) to enable effective, safe, and thorough cleanup measures addressing hazardous waste sites in the United States.

CERCLA focuses on the identification and cleanup of contaminated sites that pose a significant risk to human health or the environment. Part of the law established the National Priorities List, which identifies high-risk sites that require investigation and remediation. EPA enforces CERCLA requirements or delegates its enforcement authority to states.

The CERCLA process does not end with cleanup. Sites go on to long-term monitoring or beneficial reuse or both — the Fernald Preserve, Weldon Spring Site, and Rocky Flats Site have all received National Federal Facility Excellence in Site Reuse Awards from EPA.

LM Looks Forward

The need for stewardship at LM sites will continue for generations to come, and it requires long-term strategic planning. By bringing together multiple sites, the CERCLA/RCRA program creates efficiencies, breaks down institutional barriers, and fosters a shared commitment to success across sites. This integrated approach channels resources to where they are needed most at any given moment, such as for infrastructure projects, remedy improvements, and CERCLA-required Five-Year Reviews.

"As the program becomes more unified and sites continue to mature, the program will evolve," noted Whysner. "LM is here for the long haul and we're committed to continuous improvement."

▤ The Monticello site after cleanup.





From Cleanup to Care: What Drives LM's Role in Sustaining FUSRAP Sites

Program addresses contamination at sites that supported early atomic energy programs

Current view of the Middlesex South Site and adjacent property warehouse. The U.S. Environmental Protection Agency selected the site to receive the annual National Federal Facility Excellence in Site Reuse Award in 2023.

Under the Formerly Utilized Sites Remedial Action Program (FUSRAP), sites involved in the nation's early atomic energy and weapons programs are investigated, remediated, and managed through long-term stewardship. Although FUSRAP's cleanup work has been performed by both the U.S. Department of Energy (DOE) and the U.S. Army Corps of Engineers (USACE) during the program's history, long-term stewardship and care of remediated sites rests with DOE's Office of Legacy Management (LM). LM's activities at FUSRAP sites are shaped by a layered set of legislative, regulatory, and policy drivers.

Since its formation in 1974, FUSRAP has been a dynamic and evolving program. The program grew out of an initiative by the U.S. Atomic Energy Commission (AEC) Division of Operational Safety to identify sites that were potentially contaminated while conducting work for the Manhattan Project or AEC. AEC assessed radiological conditions at more than 600 sites that might have been involved in early atomic weapons and energy programs to decide whether they were eligible for FUSRAP.

When FUSRAP began, there were AEC surface contamination guidelines, but no soil cleanup guidelines. In the early 1980s, DOE developed generic guidance for soil and contaminated materials on the surface. In 1988, this guidance became residual radioactive materials guidelines, which were later reflected in the 1990 DOE Order 5400.5, *Radiation Protection of the Public and the Environment*.

In 1997, Congress transferred administration and execution of FUSRAP cleanups from DOE to USACE. When executing FUSRAP, USACE follows the framework of the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) of 1980, as amended, and the National Oil and Hazardous Substances Pollution Contingency Plan (NCP).

The guidelines provided under CERCLA and the NCP are the regulatory backbone for FUSRAP investigation and remediation. These laws provide the procedure for characterizing contamination, evaluating remedies, issuing records of decision (RODs), and implementing remedial actions at FUSRAP sites. Although FUSRAP sites are unique in their origin (Manhattan Engineer District or early AEC work), their remediation follows CERCLA protocols such as conducting remedial investigations and feasibility studies, seeking public participation in remedy selection, and keeping an administrative record of decisions and cleanup levels. These actions form the basis for the cleanup and provide the groundwork for the long-term care LM provides after site transfer.

"The regulatory landscape for FUSRAP may be complex, but the goal is simple: protect human health and the environment. Every monitoring event, every institutional control, and every inspection flows from that commitment," said Ken Kreie, FUSRAP program manager for LM.



LM Director Carmelo Melendez and representatives from the U.S. Army Corps of Engineers, the town of Tonawanda, and the New York State Department of Environmental Conservation visit the Tonawanda, New York, Landfill FUSRAP Site in 2024.

Because most FUSRAP contamination is radiological, FUSRAP is also guided by the Atomic Energy Act and some U.S. Nuclear Regulatory Commission requirements. The Atomic Energy Act is the federal authority over radiological safety and makes sure state radiological safety standards comply with federal law. Some parts of a remedy, such as managing residual radioactive material, may use U.S. Nuclear Regulatory Commission or DOE radiation protection standards.

After USACE completes remedial actions for a FUSRAP site, it transfers the responsibility of the site to LM for long-term stewardship. The site transfer process is governed by formal agreements that define the conditions for site eligibility, cleanup, and transfers. This site transfer process ensures a clear understanding of the ongoing long-term surveillance requirements, institutional controls, and administrative records that LM will inherit and implement to protect human health and the environment.

Internal guidance and directives define how LM manages property, records, institutional controls, and long-term monitoring. LM compiles the statutes, regulations, and requirements that govern LM stewardship and translates them into site management actions. These actions include inspections, environmental monitoring, data reporting, land-use controls, and record maintenance responsibilities.

In addition to CERCLA and the Atomic Energy Act, other environmental laws apply to LM's FUSRAP work: the Resource Conservation and Recovery Act for some hazardous wastes, the Safe Drinking Water Act and state drinking water standards for groundwater protection, the Clean Water Act for surface water, and the National Environmental Policy Act for federal actions.

When federal law does not override state authority, state environmental agencies establish standards, enforce groundwater and soil cleanup criteria, and may play a role in inspections and institutional control oversight. LM regularly reports on engineering and institutional controls to its state counterparts.

The defining element of LM's role is its long-term stewardship land-use controls monitoring program. LM regularly makes site visits to evaluate current site conditions, conduct regular monitoring and site maintenance activities, inspect the continued effectiveness of implemented engineered controls and draft response plans if necessary to address any updates and modifications needed. These obligations stem from RODs, the site transition package, remedy-based monitoring requirements, and LM's internal guidance for surveillance frequency, data archiving, and stakeholder communication. Statutory and regulatory decisions made during remediation become LM's long-term stewardship tasks.



Members of a sampling crew make their way to the groundwater monitoring wells at the Colonie, New York, FUSRAP Site.

Statutory public involvement requirements combined with LM and USACE stakeholder commitments require LM to maintain records, issue periodic site reports, and provide clear points of contact for communities near FUSRAP sites under remediation and for sites that have completed remediation.

"Compliance isn't just about meeting the letter of the law — it's about sustaining public confidence that LM will maintain these sites for as long as needed," Kreie remarked. "Public involvement is built into the regulatory framework. Maintaining publicly available information and records related to our completed sites and responding to stakeholder inquiries is a responsibility we take seriously."

LM's stewardship mission at FUSRAP sites is governed by a multitiered set of drivers. These drivers ensure that the remedies are protective; that the basis for those remedies are preserved in the administrative record; and that long-term monitoring, maintenance, and community transparency continue for as long as residual hazards remain. The net effect is a successful program that turns decisions made during cleanup into enforceable long-term action plans for protecting people and the environment.

For more information on FUSRAP and LM's long-term stewardship efforts, visit: [Long-Term Stewardship of Remediated FUSRAP Sites](#).





1978 Law Continues to Provide For Safe Long-Term Disposal of Uranium Mill Tailings

Lessons learned from current sites will inform care of future sites

Congress passed the Uranium Mill Tailings Radiation Control Act (UMTRCA) in 1978 to provide for the safe and environmentally sound disposal, long-term stabilization, and control of uranium mill tailings to protect human health and the environment.

Mill tailings are the residue material that resulted from mining and milling uranium ore during World War II and the Cold War, mostly in the southwestern United States. The tailings are radioactive and might contain other metals or hazardous substances.

Under UMTRCA law, the U.S. Department of Energy (DOE) Office of Legacy Management (LM) is currently responsible for long-term surveillance and maintenance at 28 UMTRCA disposal and former mill sites in the United States. Of those, 21 inactive uranium-processing sites were remediated by DOE under Title I of the law. These sites were already abandoned when the 1978 law was passed. In response, 19 engineered disposal cells were built to contain the tailings and other contaminated material.

Title II of UMTRCA applies to sites where uranium ore was being processed under an active license when UMTRCA was passed, and the site licensee is responsible for remediation. LM is currently the long-term custodian of seven remediated UMTRCA Title II disposal sites, and this number will increase as additional ongoing remediation is completed. Ultimately, LM will manage 22 Title I sites and up to 30 Title II sites.

LM manages each site with oversight from the U.S. Nuclear Regulatory Commission (NRC). LM fulfills NRC's general license requirements for long-term inspection, monitoring, maintenance, notifications, and record keeping by implementing a site-specific Long-Term Surveillance Plan (LTSP) as well as a Groundwater Compliance Action Plan (GCAP) if there is contaminated groundwater associated with the site.

"These plans outline required activities such as inspecting disposal cells, monitoring environmental media, maintaining institutional controls, conducting vegetation management, and determining the need for any maintenance or corrective actions," said UMTRCA Title II Program Manager Nicole Olin.

LM also submits required yearly compliance reports to NRC to document that UMTRCA Title I and Title II sites continue to protect human health and the environment and are in compliance with the general license requirements and LTSPs, she said.

LM engages early and often with NRC regarding various challenges at LM sites, such as disposal cell cover settlement, surface erosion, evolving or changing nature or extent of groundwater conditions, and aging infrastructure such as deteriorating evaporative pond liners.

"Since LM's inception 22 years ago, we have continually enhanced our ability to monitor our portfolio, identify challenges and trends, and then develop cost-effective



 The disposal cell in Rifle, Colorado.



The disposal cell in Mexican Hat, Utah.

solutions,” Olin said. “Maintaining and optimizing our site assets is a critical aspect of our mission that we are routinely focused on and improving upon.”

LM is an early adopter of cutting-edge technologies that enable it to fulfill its mission with the twin goals of improving long-term surveillance and maintenance at its sites while reducing the cost to U.S. taxpayers. LM Field Support Center Manager Paul Kerl said much has changed since LM was stood up in 2003.

“Over time LM has fielded numerous tools such as baseline aerial surveys to accurately monitor site changes; developed a pond liner inspection and remaining life expectancy program to catalog these in-service assets and better program major recapitalization requirements; and developed feedback mechanisms to share lessons learned with federal and state regulators, as well as community stakeholders, just to name a few,” Kerl said.

To further assist with these challenges, over the years LM has partnered with other organizations such as the U.S. Army Corps of Engineers and the Desert Research Institute. LM has also tapped into DOE’s own National Lab Network to assist in analyzing and recommending solutions in their areas of expertise, such as hydrologic and hydraulic modeling, geotechnical analysis, and erosion control and design.

“We apply lessons learned from our currently managed sites to our due diligence process when preparing for the transition of future sites into the UMTRCA program,” Kerl said.

LM expects to add 10 more Title II sites to its portfolio by 2030. The former Atlas uranium mill in Moab, Utah, will be the last Title I site to transfer to LM for long-term stewardship. The transfer is currently scheduled for 2032.

The disposal site in Tuba City, Arizona.





LM's Legacy Sites Have Unique and Diverse Histories

Manhattan Engineer District and U.S. Atomic Energy Commission Legacy Sites span United States

DOE's former Oxnard facility provided nonradiological metalwork for the weapons complex.

Not all sites contaminated by nuclear research and development fit neatly under the current Office of Legacy Management (LM) regulatory programs. Nevertheless, the U.S. Department of Energy (DOE) still has the responsibility to maintain the remediation records documenting that the sites protect human health and the environment. LM manages these sites under its Manhattan Engineer District/U.S. Atomic Energy Commission (MED/AEC) Legacy Sites program.

It's been decades since remedial activities at most of these sites took place.

—Brian Zimmerman

LM maintains 10 sites under the MED/AEC Legacy Sites program. Each of the sites played an important role in weapons production or nuclear research for the U.S. during World War II and the Cold War. The MED was formed in 1942 as a U.S. Army Corps of Engineers district to support work related to building the first atomic bombs. The AEC was established after World War II in 1946 to provide civilian

control of nuclear science and technology. The AEC was dissolved in 1975, with some of its mission eventually transferring to DOE.

MED/AEC legacy sites are dispersed across the United States and Puerto Rico and are not federally owned. These sites fall under the umbrella of the MED/AEC Legacy Sites program because their long-term stewardship activities are similar in nature.

"LM manages all the post-closure responsibilities for the MED/AEC sites as a group," said Brian Zimmerman, LM program manager. "The work is similar at these sites, which enables us to be efficient and cost-effective with taxpayer dollars."

The management of the sites aligns with LM's goal to preserve, protect, and share records and information. Because most of the sites were remediated with no future land use restrictions, LM does not conduct active surveillance and maintenance except at one site. LM preserves the sites' remediation records to respond to stakeholder or interested community member inquiries. Given the unique histories of legacy sites, it is important for future generations to understand what happened at the sites and how they were cleaned up.

The [Burris Park site](#) is located in a public park in Kingsburg, California, and is the only MED/AEC legacy site with residual contamination that requires site inspections, monitoring,

and maintenance. The park is owned and maintained by the Kings County Parks and Grounds Department. In 1956, the University of California, Berkeley (UC Berkeley) used an area within the park, known as the Burris Park Field Station, for strontium-90 research under contract to the AEC. The research consisted of three different experiments investigating removal of radioactive strontium isotopes from soil in the event of contamination from nuclear detonations or accidents. Following completion of the research, UC Berkeley closed the station, covered the test area with a protective concrete cap, and enclosed the area with fencing in 1963.

In 1987, DOE's Formerly Utilized Sites Remedial Action Program (FUSRAP) evaluated the Burris Park site to determine if it needed additional remediation. The evaluation concluded the existing cap protected human health and the environment and the site was eliminated from further consideration under FUSRAP.

Years passed, and in 2013 UC Berkeley requested that DOE assist with maintenance needs at the site. In response, LM Site Manager Cliff Carpenter and colleagues visited the site to gain firsthand knowledge of the site and its condition. They found that the concrete pad remained protective, but it was covered by old farm equipment and fallen trees and branches and the surrounding fence was damaged.

LM determined it had the authority for long-term stewardship of the site under the Atomic Energy Act because the residual radioactive material was related to contracted AEC work that did not fall under a Nuclear Regulatory Commission license. On Nov. 26, 2014, Burris Park became LM's 90th site and was placed into the MED/AEC Legacy Sites program.

"LM has worked with Kings County and regulators to remove the fallen trees and branches and maintain the physical condition of the site and to ensure it remains protective of human health and the environment," said Carpenter.

About 200 miles south of Burris Park sits another MED/AEC legacy site, in the city of Oxnard. The [Oxnard, California, Site](#) was farmland before Allis-Chalmers purchased it in 1949 to manufacture farm implements. In 1982, DOE assisted Precision Forge in moving to the location. Precision Forge was a private company that provided specialized, nonradiological metalwork for the weapons complex. In 1984, DOE purchased Precision Forge and the Oxnard property.

The work at Oxnard produced low levels of contamination in the soil as well as small quantities of friable and nonfriable asbestos in buildings. DOE completed site remediation in 1996, including excavating and disposing of contaminated materials and restoring the surface. Since the closed site had no further DOE mission and no use restrictions, it was sold to a private company in 1996. LM remains committed to ensuring interested parties have access to the site's cleanup records so that they can have confidence in its safety.

"It's been decades since remedial activities at most of these sites took place," said Zimmerman. "But one thing we've learned at LM is that former MED and AEC sites will continue to spark the interest of new owners, new neighbors, and community members. It's important to have an authoritative and credible source of information to answer questions and demonstrate the protectiveness of the remedy."



LM's Burris Park Site in Kingsburg, California, which once conducted strontium-90 research.



Rocky Flats Site, Colorado, Marks Historical Milestone

DOE accepted closure of former nuclear weapons complex in 2005

The Rocky Flats Site, Colorado, in 2005, after cleanup was completed.

The Rocky Flats Site in Colorado has entered its third decade of long-term stewardship. The U.S. Department of Energy (DOE) certified the site's cleanup 20 years ago on Dec. 7, 2025.

"Passing the 20-year mark of long-term stewardship is exciting," said Site Manager Michelle Franke. "Being from the area, I'd known about Rocky Flats long before I got the opportunity to help look after it. It's an honor to have a front row seat as Rocky Flats continues to make history."

Beginning in 1952, the Rocky Flats Plant played an integral part in the nation's defense, producing components for the nation's nuclear arsenal for 40 years. It produced plutonium "pits," bowling ball-sized shells at the core of nuclear weapons that provide the trigger for a chain reaction.

With the end of the Cold War, President Bush announced: "We will cease production of new warheads for our sea-based ballistic missiles." And with that, the Rocky Flats mission shifted away from production and moved to cleanup. DOE and its contractor worked with community members, elected officials, and state and federal regulators on decisions about the future of the site.

One of the decisions was to make the largely untouched former buffer zone for the weapons plant into protected open space for the public's benefit. Congress put that vision into law with the Rocky Flats National Wildlife Refuge Act of 2001, and in 2007 over 4,500 acres were established as the Rocky Flats National Wildlife Refuge, managed by the U.S. Fish and Wildlife Service.

While the buffer zone became a wildlife refuge, the roughly 1,300-acre former production area still had residual contamination that needed looking after. In 2008, the cleaned-up site fully transitioned to DOE's Office of Legacy Management (LM) for long-term stewardship.

Since then, LM has worked closely with the site's regulators, the Colorado Department of Public Health and Environment and the U.S. Environmental Protection Agency (EPA), to make sure the Rocky Flats Site remains protective of human health and the environment and to fulfill post-closure responsibilities there. Regulatory decisions and determinations are documented in publicly available [contact records](#).

Weather permitting, on weekdays subject matter experts can be found at the site, collecting samples, performing inspections, maintaining the site, and monitoring the

remedy. Data and information for the site are publicly available in [quarterly and annual reports](#). LM also hosts an [annual public meeting](#) to review the annual report and address questions about site activities.

“Long-term stewardship is not a passive activity, and we’re constantly looking for improvements,” said Franke. “In 2016, we installed a solar-powered commercial air stripper to treat residual contamination. In 2020, we installed 267 12,800-pound concrete ground anchors to stabilize an old landfill. Just this last year, we installed a new treatment system that helps remove uranium from groundwater.”



Legacy Management Support Partner Nathan Krohn installs a wildlife crossing at the Rocky Flats Site, Colorado. Staff are regularly at the site to perform work and monitor systems.

The Rocky Flats Site has come a long way over the past 20 years. From a newly cleaned-up site showing the scars of remediation, it has become a rich ecosystem with a diverse group of animals, ranging from golden eagles and western meadowlarks to northern leopard frogs and western painted turtles. It is home to a rare xeric tallgrass prairie and over 600 species of plants. In 2021, EPA recognized the site with a Federal Facility Excellence in Site Reuse Award for providing habitat for migratory wildlife and the Refuge for offering recreational opportunities to the surrounding communities.

“Rocky Flats is a special place,” observed Franke. “I can’t wait to see what the next 20 years bring.”



Northern leopard frogs are a common species of frog found at the Rocky Flats Site and in select parts of the United States and Canada.



LM Hosts Rocky Flats Site, Colorado, Annual Report Meetings

No surface water reportable conditions in calendar year 2024 at Points of Compliance

The Office of Legacy Management (LM) conducted its first meetings on the *Annual Report of Site Surveillance and Maintenance Activities at the Rocky Flats Site, Colorado, Calendar Year 2024* for the community and their representatives in June. Previously, LM presented on annual reports during meetings of the Rocky Flats Stewardship Council, a local stakeholders organization that was established by Congress in 2005. When, after nearly 20 years, the council disbanded, LM knew that it would need to take on the job of hosting public meetings.

Highlights of the 2024 report include:

- **Surface Water:** There were no reportable conditions for surface water leaving the site as sampled at the Points of Compliance monitoring locations.
- **Groundwater:** The Rocky Flats Legacy Management Agreement groundwater and treatment system sampling results were generally consistent with previous data.
- **Samples:** A total of 326 groundwater, surface water, and treatment system samples were collected in calendar year 2024.
- **Site Operations:** All field activities were conducted safely and successfully.
- **Ecology:** Vegetation management continues to increase native vegetation cover and diversity.

LM Site Manager Michelle Franke welcomed local elected officials, municipality staff, and regulators from the Colorado Department of Public Health and Environment and U.S. Environmental Protection Agency to the Legacy Management Operations Center in Westminster, Colorado, on June 10 for the 2024 annual report presentation. LM and LM Support Partners (LMSP) provided information on surface water monitoring, groundwater monitoring and operations, site operations, and ecological monitoring. LM also shared information on a new uranium treatment component and wildfire management.

Following the presentation, most of the group stayed for a tour of the Rocky Flats Site. They were able to see firsthand the current condition of the site and ongoing monitoring and maintenance activities.

While rolling grasslands cover the site today, the group traveled past the former locations of Building 776, the site of the 1969 Mother's Day fire, and Building 771, once known as the most dangerous building in America. The tour group also saw the former 903 Pad area, which was contaminated with plutonium residues from leaking drums during the production era.



LM Site Manager Michelle Franke shares Rocky Flats Site history with elected officials and regulators June 10, 2025, during the site's 2024 annual report presentation at the LM Operations Center in Westminster, Colorado.



Dusk at the Rocky Flats Site, Colorado. 

LMSP highlighted the site’s groundwater treatment systems and showed the tour group a solar-powered treatment system that removes contamination from groundwater. The group discussed how automated flow-paced sampling locations across the site represent a holistic view of surface water during different levels of water flow. They also stopped at the Original Landfill, a former construction landfill that was stabilized in 2020 to prevent slumping.

The final tour stop was at one of the Rocky Flats National Wildlife Refuge trailheads, where the group heard from Sarah Metzger, visitor services manager with the U.S. Fish and Wildlife Service (USFWS). Metzger shared information about the Refuge, highlighting the xeric tallgrass prairie that is unique to the location. Xeric tallgrass prairie is globally rare ecosystem that provides habitat for wildlife.

Metzger also noted that USFWS and LM are looking at potential future options for a proposed interpretive center on the Refuge. Geotechnical sampling was completed on Nov. 4, 2025, to assess a location near the northern Refuge trailhead off Highway 128.

 LM and LMSP provide a tour of the Rocky Flats Site to elected officials and regulators June 10, 2025, as part of the 2024 annual report meeting.

On the evening of June 17, LM hosted a virtual community meeting to share the 2024 annual report information. Site staff addressed the history and long-term stewardship of the site, along with information on surface water monitoring, groundwater monitoring and operations, site operations, and ecological monitoring. LM and LMSP addressed questions from the public and invited them to provide public comment.

“Thank you for the wonderful questions and engagement,” said Franke while wrapping up the public meeting. “We really appreciate it, and we look forward to talking with you in our next public meeting.”

LM posts all annual and quarterly reports for the site on the [Rocky Flats Site webpage](#). The [2024 report](#) and [presentation](#) are currently available to view. A replay of the virtual public meeting is also available [here](#).



 Rocky Flats Site Webpage



 2024 Annual Report



 2024 Annual Report Public Meeting Presentation



 2024 Annual Report Public Meeting Video





Projects at LM Sites Aim to Improve Soil Moisture Monitoring While Lowering Costs

Studies at disposal sites containing uranium mill tailings advance monitoring and remedy design

Office of Legacy Management (LM) scientists are investigating groundbreaking options for the future management of disposal sites containing uranium mill tailings.

LM Support Partners (LMSP) with the Applied Studies and Technology (AS&T) team are testing a technique to manage conventional rock-armor covers more like evapotranspiration covers at the disposal sites LM manages.

Evapotranspiration (ET) is a process by which water is naturally removed from soil via root uptake by plants (transpiration) and evaporation. The concept is fairly straightforward: ET covers employ naturally occurring vegetation, which takes up water through its roots, reducing soil moisture. Less moisture in the soil means a lower probability that water will accumulate, begin to flow through the disposal cell cover, and transport contaminants buried under the cell cover into groundwater.

AS&T scientists and their collaborators have found that increasing ET can effectively prevent rain and snowmelt from traveling through disposal covers, thereby reducing the potential of that water to transport contaminants or compromise the disposal cells' integrity.

"LM's mission is inherently long-term, and what better model to follow than Mother Nature? We are developing simple ways to enhance beneficial natural processes on our engineered disposal cells," said LMSP AS&T Senior Scientist David Holbrook. "Technology has helped us quantify their effectiveness, and as a result, these approaches have become accepted compliance strategies. Plus, it can be a very cost-effective alternative."

The key performance parameter in ET covers is soil moisture. If soil moisture is too high, water could percolate into tailings; if it is too low, radon gas diffusion and flux could increase through the cover. AS&T and their collaborators at the University of Montana are currently combining spaceborne satellite (remote sensing) data, ground-based sensor measurements, and machine learning to build highly accurate models capable of predicting soil moisture in near real time within the disposal cell cover at the Monticello, Utah, Disposal Site.

Monticello is an internationally unique test site, where these models are developed and refined using one of the largest and longest ongoing ET cover studies in the world, with more than 25 years of continuous data collection.

After the models have been calibrated and optimized using the Monticello test site, they will be applied to LM's disposal cell near Grand Junction, Colorado. This data will be used in several ways to directly improve and reduce costs of long-term surveillance and maintenance at LM. It will be used to detect if and when soil-water content exceeds a particular threshold, indicating where and when water is draining through the cover system; it will be used to identify and target specific areas where cover enhancement efforts should be focused (such as areas that are too moist or

LM's mission is inherently long-term, and what better model to follow than Mother Nature?

—David Holbrook

Relatively simple methods, such as strategic revegetation techniques, can be used to enhance these natural processes on rock-armored covers at many LM sites, which were originally designed without vegetation. Ultimately, managing ET helps LM maintain the performance of the cell by minimizing percolation of water through the cover system, ensuring compliance with U.S. Nuclear Regulatory Commission standards.

too dry); and it will be used to track horizontal and vertical “wetting fronts” to determine subsurface movement of water and to identify the source of subsurface water.

The models and methods the AS&T team is developing are also being applied more broadly within LM at sites with no direct means of measuring the local water balance (such as ET and drainage of water through the cover). LM typically uses hydrologic instruments known as lysimeters to accurately measure these parameters, but that method is expensive and may not capture important spatial differences within individual sites and across the LM portfolio.

“Advances in satellite technology, combined with the powerful capabilities of machine learning, gives us the unprecedented ability to monitor the three-dimensional water balance that was previously not possible with traditional, more expensive instruments like lysimeters,” said LMSP AS&T Senior Scientist Chris Jarchow.

The AS&T team will apply the machine learning models to LM’s disposal site in Rifle, Colorado, where pore water had been accumulating and causing concern for the cell’s integrity. Following immediate mitigation measures implemented in 2024 (upgraded pump and evaporation systems), LM initiated a pilot test to increase ET and monitor potential reductions in pore water accumulation using this technology.

The results will be used to inform a targeted implementation strategy geared toward providing long-term pore water

management. Using the data from Monticello and Grand Junction, remote sensing technology, and emerging data-driven modeling techniques, AS&T is developing cost-effective, minimally invasive, and accurate methods to enhance and track the water balance performance in LM’s disposal cells.

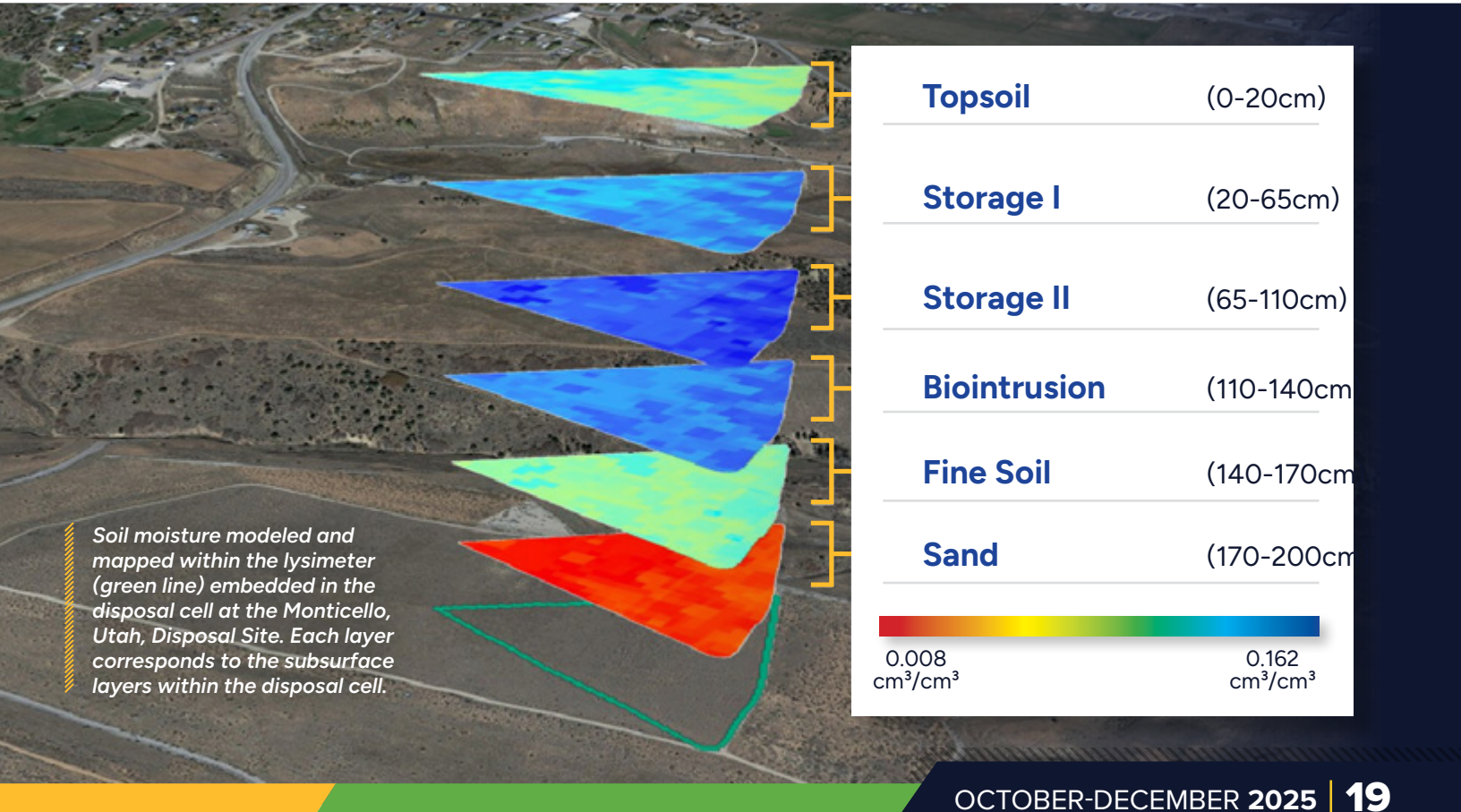
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We’re not only improving the accuracy of our data, we’re lowering the cost to compile it. And that’s exactly the point.

—Darina Castillo

Darina Castillo, who leads the Applied Studies and Technology program for LM, is proud of the work AS&T is doing and believes it will lead to better management of LM’s engineered disposal cells.

“Our scientists are using cutting-edge technology for maximum gain,” she said. “We’re not only improving the accuracy of our data, we’re lowering the cost to compile it. And that’s exactly the point.”





GOAL ONE

No Stone Left Unturned in Planting Project at Rifle Site

Revegetation effort will help set course for future management of mill tailing disposal cells

LM Support Partners
prepare the holes
for planting.

When the data analysis ends, the sweat begins.

Office of Legacy Management (LM) Support Partners (LMSP) have been hard at work planting native vegetation on LM's mill tailings disposal site in Rifle, Colorado, as part of a pilot test to help manage pore water in the disposal cell.

Scientists with LM's Applied Studies and Technology (AS&T) team are tracking three separate plots as they test different ways to control rain and snowmelt infiltration at the site.

LMSP staff are planting a specialized mix of shrubs, forbs, and grasses to accelerate natural revegetation. By doing so, AS&T scientists intend to drastically reduce the amount of water infiltrating the cell and contributing to pore water accumulation.



Plants are removed from their protective tubing before going in the ground.

LM has an extraction system that manages pore water, but that solution isn't sustainable for long-term management, said LM Site Manager Mary Young.

"We manage these sites in perpetuity and it's our mission to think about long-term solutions. Plants give us that solution

by providing a passive, low-cost, sustainable, and effective method for managing water infiltration into the future," she said. "It's also a bonus that it'll make the disposal cell blend into its surroundings a little more and provide beneficial habitat."

On the eastern third of the cell, which is being used as the control site, nature is being allowed to run its course. On the middle third of the cell, staff are seeding and planting into the existing disposal cell cover. On the western third of the cell, AS&T scientists are amending the cover with a soil and gravel admixture before planting.

Up until this point, computers and installed sensor data had been the most useful tools. Now it was time to pull on gloves and pick up shovels.

Every gardener knows that in order to plant something, you first must dig a hole. In the case of the Rifle site, the "gardeners" are sowing a much different environment: a rock-covered disposal cell.

"You may think revegetating a 71-acre rock cover disposal cell is crazy. Well, so does AS&T," said LMSP Senior Scientist David Holbrook. "We are generating data that will refine our future planting strategy. In reality, we may only need to 'enhance' five or 10 acres. That is why we are starting with a pilot test."

Given the scale and complexity of the disposal cell, a multilayered, 71-acre engineered structure encapsulating contaminated material with up to a 1,000-year shelf life, AS&T recognizes the importance of designing the project to maximize effectiveness and efficiency. For example, the team is using on-site soil stockpiles generated from the pore-water extraction project completed last year. Specialized seed mixes and planting methods are used to maximize revegetation success while also reducing costs.

Advanced technology will be used to locate overly saturated areas in the cell and track plant growth. That's not to say the team members won't be getting their hands dirty — but not without a little help.

Enter the Upper Colorado Environmental Plant Center (UCEPC) and the Western Colorado Conservation Corps (WCCC). The UCEPC, an extension of the Natural Resource Conservation Service, specializes in disturbed-land reclamation and was contracted to grow plants for the project — some of which were grown from seed collected at the Rifle site. WCCC, a nonprofit with crews of young people to assist in land management projects, will help install these live plants by hand.



Three plots — control, revegetation, and revegetation with extra soil — will help scientists determine the best way to encourage growth on disposal cells.

Collectively, these efforts are designed to produce a low-maintenance, long-term pore-water management strategy that improves over time — in other words, strategic revegetation leads to plant establishment, then to seed production, clusters of plants grow closer together covering more area, more water is intercepted, and the cycle repeats. AS&T scientists anticipate the strategy will produce measurable results within two or three growing seasons.



Rocks are marked with orange paint and inscribed with the name of the species planted in each hole.



AS&T Senior Scientist David Holbrook, left, describes the planting process for the LM Support Partner staff assisting in the project.



Full Speed Ahead on Navajo Nation Water Treatment Projects

New projects to ensure clean groundwater at LM's sites in Tuba City, Arizona, and Shiprock, New Mexico

The Office of Legacy Management's (LM) highest-ranking leaders recently visited two LM sites on the Navajo Nation to get updates on two major projects.

On Sept. 16-17, Director Carmelo Melendez, Director of Site Operations Jay Glascock, and Chief of Staff Andrea Dolch toured the Tuba City Disposal Site in Arizona and the Shiprock Disposal Site in New Mexico. Project teams provided updates for the group on water treatment units (WTUs) that are planned at each site.

At both sites, tailings from uranium-milling operations are encapsulated in disposal cells and managed under the Uranium Mill Tailings Radiation Control Act. Each site played a role in supplying uranium to the U.S. government during the Cold War. At each location, contaminated groundwater from historic milling operations is pumped to the existing lined evaporation ponds, where it quickly evaporates in the dry environment.

LM's Wil Burns, Bill Frazier, Hallie Katz, and Joni Tallbull joined LM leadership on the tour. Frazier is the Tuba City site manager and Tallbull is the Shiprock site manager.

“

Out here in the high desert, we need every drop of water we can get.

—Joni Tallbull

Shiprock and Tuba City are two of the four disposal sites LM manages on the Navajo Nation. At Shiprock, a WTU is being built to replace the evaporation pond that has reached its end of life. At Tuba City, LM is conducting a comprehensive evaluation of the site's groundwater remediation infrastructure to determine whether the existing wells, pipelines, and infiltration trenches can support a future upgraded treatment system.

Because of the scarcity of water in the region, the goal of both projects is to treat the water and release the majority of it back to the watershed rather than letting it evaporate in the ponds.

Frazier, a member of the Navajo Nation, led the group through an orientation of the Tuba City site, informing them of the history of Moenkopi Wash, which lies downgradient from the disposal cell on Hopi Tribal land.

“The Hopi Tribe has tremendous concern for the wash,” Frazier said. “The Hopi farms downstream at the Moenkopi Village have been there for over a thousand years.”

Site Manager Joni Tallbull, left, discusses a water-treatment project taking place at the Shiprock disposal site in northwestern New Mexico.





Dry-land farming at Moenkopi Village near Tuba City, Arizona, has been taking place for more than 1,000 years.

Water from the alluvial aquifer in Moenkopi Wash sustains the dry farming techniques the Hopi have used for centuries. Both the Navajo and Hopi Tribes have asked LM to take every measure to ensure that contaminants of concern, such as uranium and nitrate, do not migrate from the site and into the wash.

Anthony Farinacci, groundwater manager for LM Support Partners, said the mission is to ensure groundwater conditions at the site stay in compliance with U.S. Nuclear Regulatory Commission requirements.

Contamination from the former mill site has infiltrated the groundwater, Farinacci said. Uranium and nitrate are the two primary contaminants LM is monitoring as it works to limit the spread of the subsurface contamination plume at the Tuba City site.

The need to conserve water is a driving force at the Shiprock site, and during the tour with LM leadership and the project team, Tallbull — a member of the Navajo Nation — said LM is responding to community input regarding the water in the evaporation pond.

“Residents have asked us about the evaporation pond. They ask, ‘Why are we letting that precious resource evaporate?’ So we took that earnestly,” she said.

When the project is done, the new WTU will treat water that is pumped from the site and surrounding areas. The treated water will then be released into the San Juan River or the surrounding wetlands with oversight from U.S. Environmental Protection Agency Region 9.

The WTU’s solid waste will be tested to determine what contaminants and potential radionuclides are present before the waste is shipped to a licensed facility for permanent disposal.

The WTU will be operational as soon as summer 2026. The technology is a highly efficient, reliable industrial unit that the site team can monitor and operate remotely.

LM’s groundwater scientists will continue to monitor a contamination plume on the site floodplain while groundwater treatment is ongoing. A revised Groundwater Compliance Action Plan is being developed for Shiprock to comply with federal standards.

“Out here in the high desert, we need every drop of water we can get,” Tallbull said. “This new treatment unit will allow us to recover at least 80% of the water that is extracted from areas that have been impacted by the formerly operated mill. The impact for the community will be huge.”

From left, LM Director of Site Operations Jay Glascock, LM Director Carmelo Melendez, Site Manager Bill Frazier, Navajo Nation Council Delegate Otto Tso, and Hopi Director of Natural Resources Carrie Joseph tour the Tuba City site in northern Arizona in September.





GOAL SIX



WELDON SPRING SITE
A Legacy of Service

Learning, Fun, and Sun at Pollinator Palooza

More than 700 visit Weldon Spring Site event

Weekends are made for relaxing, and Saturday, Sept. 27, was all about relaxing in the great outdoors at the Weldon Spring Site in Missouri as more than 700 visitors spent the day enjoying the site's Pollinator Palooza event.

The free, family-friendly event was dedicated to supporting healthy pollinator habitats and offering kids and adults alike the opportunity to learn more about bees and other insects, native plants, and how to support our pollinator friends and their habitats — not mention have fun and soak up the sun!

Formerly known as Monarch Madness, this year's event focused on Missouri-area pollinators and the important role these creatures play in our environment, as well as the dangerous decline in pollinator communities such as the monarch butterfly.

*A young visitor
carefully cradles
a caterpillar at the
Flutterby Interactive tent.*

"The Weldon Spring Site offers a great look at the amazing diversity of plants and animals in our environment," said Weldon Spring Site Interpretive Center Manager Jamie Hubert. "And Pollinator Palooza makes it possible for us to educate the community about the environment and provide activities and opportunities to play a part in supporting pollinator habitats and making the most out of the world around us."

More than 40 local vendors offered visitors garden and flower-related products for purchase, and sponsor and community booths provided educational information and activities related to pollinators, pollinator habitats, and much more.

The kids in attendance were the big winners for the day, with plenty of activities to enjoy, including crafts, games, and a first-time activity for the Palooza event — BioBlitz. BioBlitz is a community-focused effort allowing participants to become "citizen scientists" as they explore the event grounds to search for and take pictures of wildlife with their own cell phones and a lens provided for the search.

Another favorite was the Buzz Stop. Staff members and volunteers carefully caught bees from the Jeannie Moe Memorial Native Plant Educational Garden and cooled them down, making the bees sleepy enough to give visitors the chance to examine them up close and identify their species. As the bees warmed up, they woke up and flew away, no worse for wear. The big buzz at the tent was that four Southern Plains Bumblebees were caught and released throughout the day. This species is experiencing steep declines and is considered vulnerable, so staff members were excited to find them enjoying Weldon Spring Site's native garden.

With food and drinks available from the several food trucks on-site, attendees were set for a full day of fun. Weldon Spring Site staff members and volunteers were on hand to coordinate activities and support visitors throughout the day.

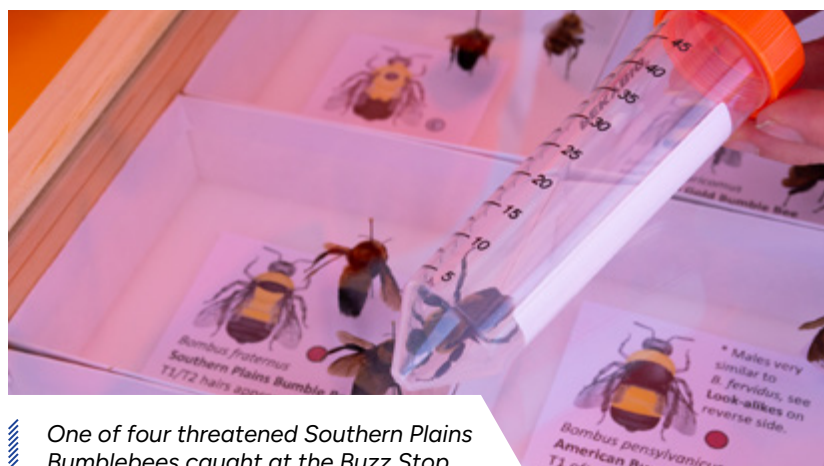
"Pollinator Palooza is always such a great event, and this year proved to be even better," said Weldon Spring Site Manager Rebecca Roberts. "Our goals at Legacy Management include protecting the environment and promoting sustainability and beneficial reuse of the land and its assets. Events like Pollinator Palooza help us share those goals and connect with the local communities and even get them involved in taking care of the environment."

Pollinator Palooza is held at the Weldon Spring Site through a partnership with the Missouri Pollinator Network, Missouri Master Naturalists, Missouri Department of Conservation, Missouri Department of Natural Resources, and St. Charles County Parks.

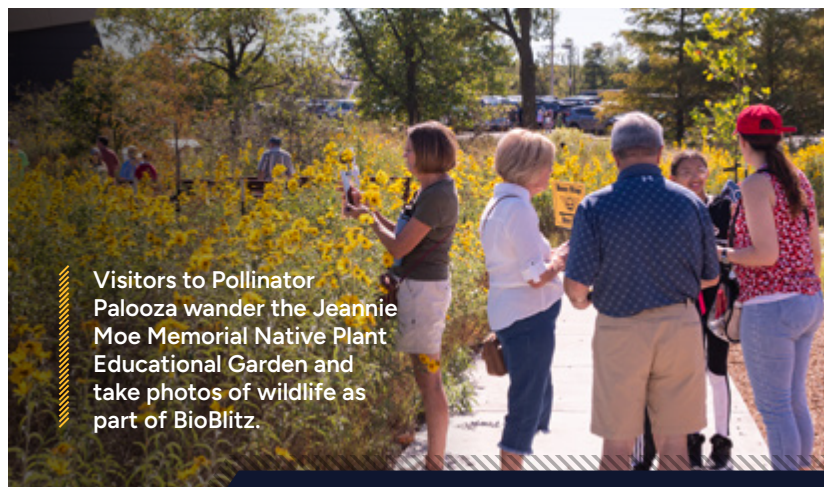
Vendor Flutterby Interactive featured a butterfly tent where visitors could meet pollinators like this viceroy up close.



A local Brownie examines different species of bees at the Buzz Stop.



One of four threatened Southern Plains Bumblebees caught at the Buzz Stop.



Visitors to Pollinator Palooza wander the Jeannie Moe Memorial Native Plant Educational Garden and take photos of wildlife as part of BioBlitz.



Strengthening Safety Culture Through Employee Engagement

ORAU survey provides candid feedback from LM and partners

The Office of Legacy Management's (LM) ongoing commitment to safety begins with its people. In June 2025, federal staff at LM and LM's Support Partner (LMSP) partnered with Oak Ridge Associated Universities (ORAU) to administer a culture survey to share feedback regarding safety culture and operational efficiencies.

The anonymous survey included over 50 multiple-choice questions related to [DOE's Safety Culture Focus Areas and Attributes](#) and organizational efficacy. Participants could also share views through two open-ended comment sections. Over the survey period, more than 85% of the combined LM and LMSP workforce submitted responses.



The workforce's commitment to safety and continuous improvement are central strengths of LM and LMSP's culture. LM and LMSP have the opportunity to build on these core strengths through continued advancement of organizational teamwork, trust, and engagement.

As an external, objective assessor, ORAU collected and analyzed responses. The preliminary report found key points of feedback including communication, accountability, operations, and organizational efficiency.

"The results indicate the LM/LMSP safety culture is healthy," said Jay Glascock, LM Director of Site Operations. "However, we have some work to do and some enhancements to make. We are on a continuous improvement journey striving for excellence."

Based on survey feedback, ORAU then conducted a series of management interviews and focus groups to better understand the context behind certain data points and provide a more complete picture of LM and LMSP's safety culture.

Employees shared thoughtful input on the overall strengths and challenges across the organization. This candid feedback provided a framework to guide future decisions and reinforce a culture where safety and continuous improvement are central to operations.

Over the coming weeks and months, LM and LMSP will develop and implement action plans based on ORAU's recommendations. These efforts will focus on meaningful, measurable improvements that reflect the feedback provided by employees.

"ORAU appreciates the opportunity to partner with LM and LMSP to continue elevating safety culture at the LM sites and across the DOE complex," said Dr. Davyda Hammond, project manager for ORAU's Safety Culture program.

This culture evaluation is just one part of LM and LMSP's commitment to building a strong culture that values each employee and shapes the path forward on its journey to organizational excellence. Employee engagement is foundational to a strong, resilient safety culture that supports continuous improvement, open communication, and shared responsibility.

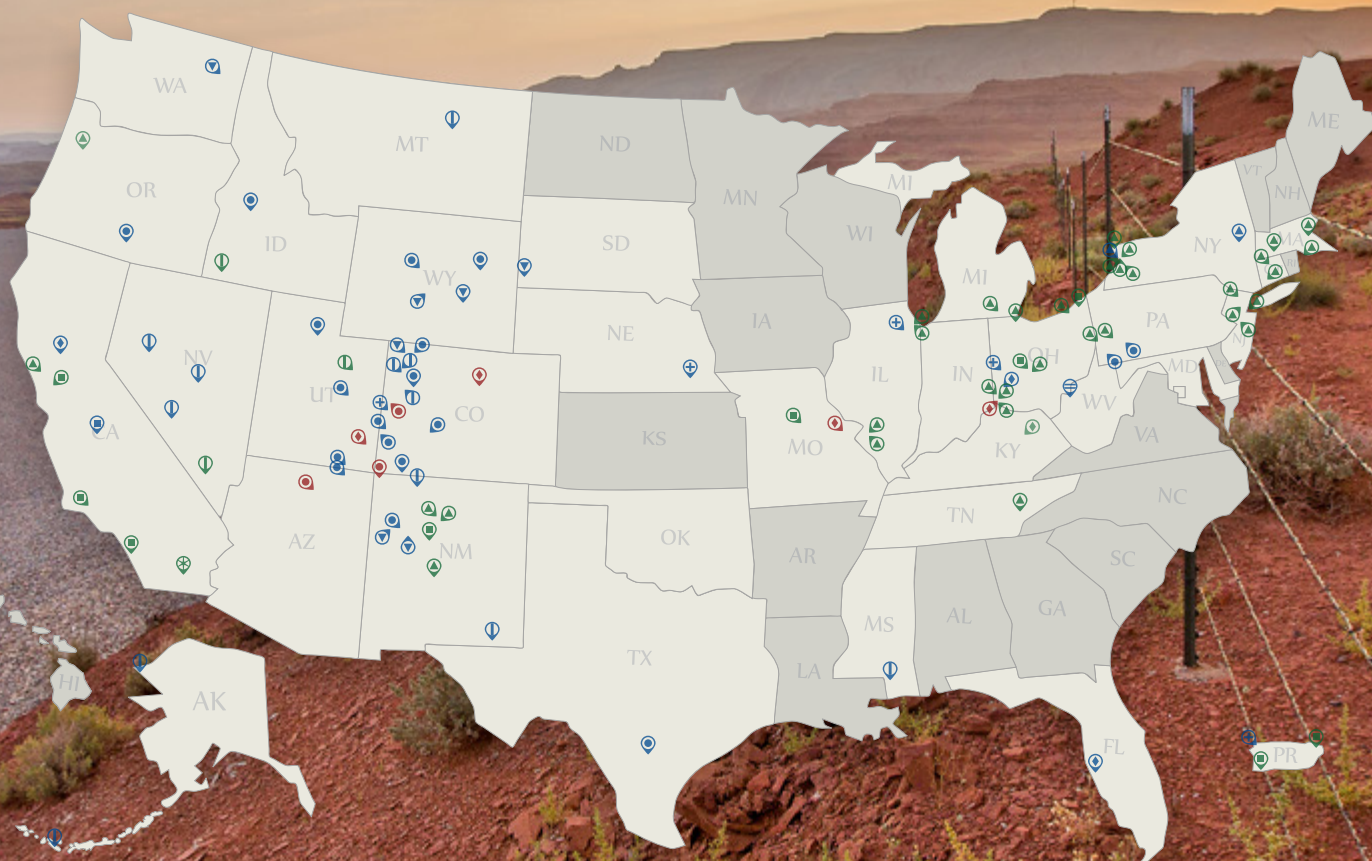
ORAU is a long-standing U.S. Department of Energy partner that provides independent assessments and expertise in workforce solutions, scientific assessment, and organizational development. ORAU conducted the last safety culture survey for LM and LMSP in 2022.

WOULD YOU LIKE TO Learn More



You can get valuable information about the U.S. Department of Energy Office of Legacy Management on our website.

www.energy.gov/lm



Also, be sure to follow us on our social media platforms — Facebook and LinkedIn — to keep up with events and news related to our mission.



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