

**U.S. Department of Energy  
Contractor Compensation and Benefits Report (CABR)  
for Calendar Year 2020**

Status: Date Submitted

(DD/MM/YY)
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**Enter or select data in cells with yellow background.**

Field Office	
Facility (Site)	
Contractor	
Contract Number:	

**PART ONE - EMPLOYMENT PER CONTRACT - IF FULL YEAR ENTER 52 WEEKS OTHERWISE ENTER NUMBER 0**

<u>Number of Employees (Average FTEs)</u>	<u>No. of Employees</u>	<u>Enter Number of Weeks or 52 below</u>	
<u>Exempt (Average FTEs):</u>			
<u>Bargaining Unit (Average FTEs):</u>		<u>If Contract Less than a Year Enter Start Date</u>	
<u>Nonexempt Nonbargaining Unit (Average FTEs):</u>		<u>Start Date:</u>	
<u>Total Full Time Employees (FTEs)</u>	0	<u>Finish Date:</u>	
<u>Number of Employees Based on Hours</u>	0		

**PART TWO - GROSS PAY**

Types of Expenditure	Total	Bargaining	Total Nonbarg	Exempt
Gross Payroll	3	1	2	1
Annual Base Pay including COVID Leave	3	1	2	1
<u>Straight-Time Pay Worked:</u>	3	1	2	1
Paid-Time off:	0	0	0	0
<u>Vacation Pay</u>	0		0	
<u>Vacation Pay Cashed Out</u>	0		0	

<u>Holiday Pay:</u>	0		0	
<u>Holiday Pay in Lieu:</u>	0		0	
<u>Sick Leave Pay:</u>	0		0	
<u>Paid Time Off (PTO) Bank:</u>	0		0	
<u>Personal Leave Pay:</u>	0		0	
<u>Maternity Leave:</u>	0		0	
<u>Parental Leave:</u>	0		0	
<u>Union Steward Pay:</u>	0		0	
<u>Other Paid Leave Pay:</u>	0		0	
<b>Overtime Pay:</b>	0	0	0	0
<u>Straight Time Portion:</u>	0		0	
<u>Premium Portion:</u>	0		0	
<u>Other Overtime Payment:</u>	0		0	
<b>Types of Expenditure</b>	<b>Total</b>	<b>Bargaining</b>	<b>Total Nonbarg</b>	<b>Exempt</b>
<b>Other Pay:</b>	0	0	0	0
<u>Shift Differential:</u>	0		0	
<u>Lump Sum Payments:</u>	0		0	
<u>Performance Incentive Compensation:</u>	0		0	
<u>Cash Awards:</u>	0		0	
<u>Discretionary Bonuses:</u>	0		0	
<u>Remote/Isolation/Expatriate Pay:</u>	0		0	
<u>Hazard Duty Pay:</u>	0		0	
<u>Miscellaneous Compensation:</u>	0		0	

**PART TWO - LEGALLY REQUIRED**

	Total	Bargaining	Total Nonbarg	Exempt
<b>Legally Required Excluding COVID Leave</b>	0	0	0	
<u>Social Security:</u>			0	
<u>Other Retirement Programs:</u>			0	
<u>Unemployment - State and Federal:</u>			0	
<u>Workers' Compensation:</u>			0	
<u>Family &amp; Medical Leave Funded With a Payroll Tax:</u>			0	
<u>COVID-19 Related Paid Leave:</u>			0	0
<u>Other Legally Required Pay, Benefits, and Insurance:</u>			0	

**PART TWO LIFE/DEATH**

	Total	Bargaining	Total Nonbarg
<b>Life/Death Benefits:</b>	0	0	0
<u>Life Insurance for Active Employees:</u>			0
<u>Death Benefits for Active Employees:</u>			0
<u>Life Insurance for Retirees:</u>			0

<a href="#">Death Benefits for Retirees:</a>			0
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**PART TWO - MEDICAL**

	Total	Bargaining	Total Nonbarg
<b>Medical/Medically Related:</b>	0	0	0
<a href="#">Insured Active Medical - Including Prescription Drugs:</a>			0
<a href="#">Self-Insured Active Medical - Including Prescription Drugs:</a>			0
<a href="#">Dental Active:</a>			0
<a href="#">Vision Active:</a>			0
<a href="#">HSAs Active:</a>			0
<a href="#">HRAs Active:</a>			0
<a href="#">Onsite Clinics:</a>			0
<a href="#">Misc. Medical Active:</a>			0
<a href="#">Insured Retiree Medical - Including Prescription Drugs:</a>			0
<a href="#">Self-Insured Ret. Med. - Including Prescription Drugs:</a>			0
<a href="#">Dental-Retiree:</a>			0
<a href="#">Vision Retiree:</a>			0
<a href="#">HSAs Retirees:</a>			0
<a href="#">HRAs Retirees:</a>			0
<a href="#">Misc. Medical-Retiree:</a>			0
<a href="#">Short-Term Disability:</a>			0
<a href="#">Long-Term Disability:</a>			0
<a href="#">Displaced Worker:</a>			0

**PART TWO - RETIREMENT**

	Total	Bargaining	Total Nonbarg
<b>Retirement:</b>	0	0	0
<a href="#">Defined Contribution, Employer Contribution:</a>			0
<a href="#">Defined Benefit, Employer Contribution:</a>			0
<a href="#">Pay-As-You-Go Plan Disbursements:</a>			0
<a href="#">Retirement Plan Expenses:</a>			0

**PART TWO - OTHER**

	Total	Bargaining	Total Nonbarg
<b>Other:</b>	0	0	0
<a href="#">Dependent Care:</a>			0
<a href="#">Employee Assistance Program:</a>			0
<a href="#">Education Allowance Benefits:</a>			0
<a href="#">Relocation Expenses/Housing Allowances:</a>			0
<a href="#">Severance Packages:</a>			0
<a href="#">FMLA Benefits</a>			0
<a href="#">Meal Allowances:</a>			0
<a href="#">Miscellaneous Benefits:</a>			0

**PART THREE - PAID HOURS**

	Total	Bargaining	Total Nonbarg	Exempt
<b>Paid Hours</b>	0	0	0	0
<a href="#">Straight Hours</a>	0		0	
<a href="#">Overtime Hours</a>	0		0	
<a href="#">Premium Hours</a>	0		0	
<a href="#">Vacation Hours</a>	0		0	
<a href="#">Vacation Hours Cashed Out</a>	0		0	
<a href="#">Holiday Hours</a>	0		0	
<a href="#">Holiday Hours in Lieu</a>	0		0	
<a href="#">Sick Leave Hours</a>	0		0	
<a href="#">Paid Time Off (PTO) Bank Hours</a>	0		0	
<a href="#">Personal Leave Hours</a>	0		0	
<a href="#">Parental Leave Hours</a>	0		0	
<a href="#">Union Steward Time Hours</a>	0		0	
<a href="#">COVID-19 Related Paid Leave Hours</a>	0		0	
<a href="#">Other Paid Leave Hours</a>	0		0	

**PART FOUR - HEALTH CARE PLANS**

1. Provide the number of medical plans by category (If a type of medical plan is not provided, enter "0." This field must not b

Group Indemnity Health Insurance	
Health Maintenance Organization (HMO)	
Preferred Provider Organization ( PPO)	
Point of Service Plan (POS)	
Consumer Driven Health Plan (CDHP)	
Other	

2. Provide the percentage of contribution the employees required to contribute to any medical plan(s) provided by employer ( Use an average percentage if contributions vary among multiple plans. Include both bargaining and nonbargaining in your a

<a href="#">Percent Active Single</a>	
<a href="#">Percent Active Single Plus One</a>	
<a href="#">Percent Active Family</a>	

3. Provide the percentage the retirees are required to contribute to any medical Plan(s) provided by the Employer (contractor) Use an average percentage of contributions vary among multiple plans.

<a href="#">Percent Under Medicare Retirement Age - Retirees</a>	
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Percent At or Over Medicare Retirement Age - Retirees

**4. Provide the number of retirees who are enrolled in a Retiree Medical Plan (exclude spouses and/or dependents). Include surviving spouses and surviving eligible domestic partners. Include any retirees receiving a stipend only.**

Retirees in Medical Plans not Covered by Medicare

Retirees in Medical Plans Covered by Medicare

**5. Retiree Medical Stipend Amount**

Stipend Amount for Retirees Covered by Medicare

Stipend Amount for Spouses Covered by Medicare

**6. Retiree Medical Stipend Participation**

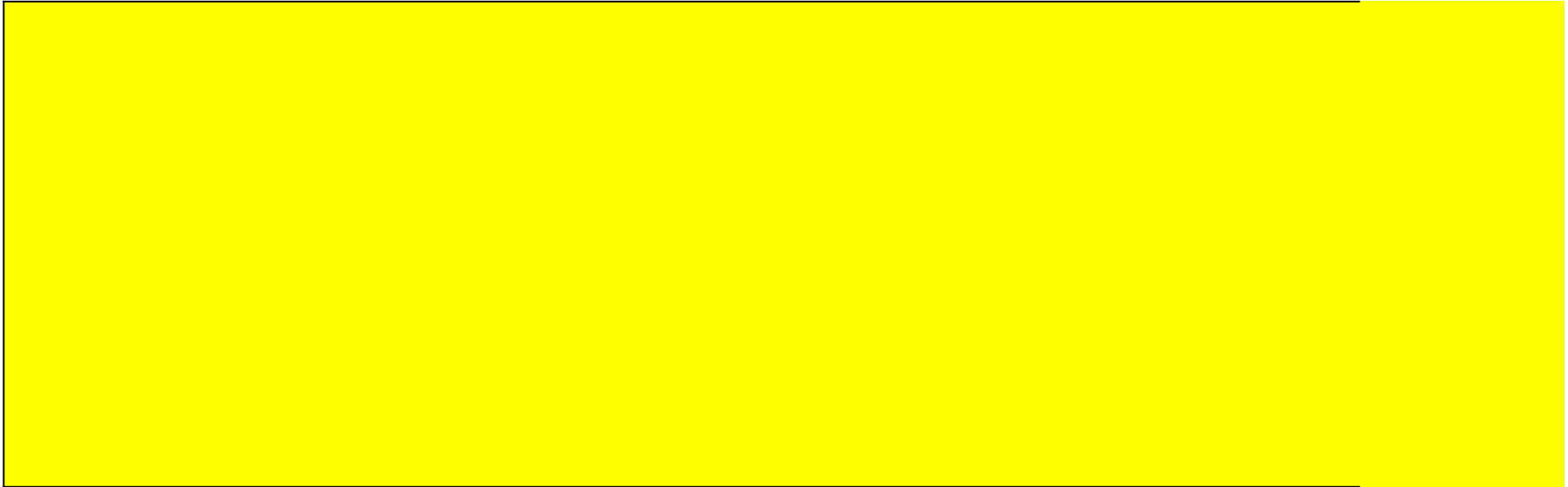
Number of Participating Retirees Covered by Medicare

Number of Participating Spouses Covered by Medicare

**PART FIVE -**

Comments:

[Methodology if Different than in the Instructions:](#)



**PART SIX - CENSUS DIVISION**



Percent in Primary Census Division  
Percent in Secondary Census Division



Enter the "Percent in Secondary Census Division" if 10% or more of the employees are in a secondary census division. If less than 10 employees are in a secondary census division, leave the "Percent in Secondary Census Division" at 0%. The percent in a tertiary or Ic division, if applicable, should be included in the primary census division.

The census divisions are defined as follows:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont;

Middle Atlantic: New Jersey, New York, and Pennsylvania;

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia;

East South Central: Alabama, Kentucky, Mississippi, and Tennessee;

West South Central: Arkansas, Louisiana, Oklahoma, and Texas;

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin;

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota;

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and

Pacific: Alaska, California, Hawaii, Oregon, and Washington.

**IF WEEKS BELOW**

Non Exempt
1
1
1
0

Pct of Pay
100.00%
100.00%
100.00%
0.00%
0.00%
0.00%



0
Non Exempt
0

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Non Exempt

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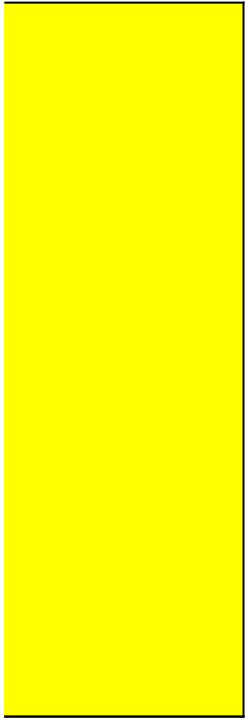
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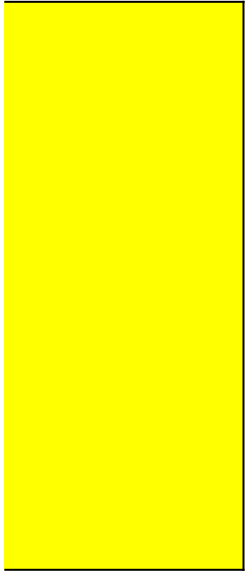
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19% of the  
lower census



## Retirement and PRB Costs

**Enter values in the cells highlighted in green**

Actives

**Post-Retirement Benefit (PRB) Service Cost**

**Defined Benefit (DB) Target Normal Cost**

*The PRB Service Cost is the service cost for financial reporting for the fiscal year ending in the calendar year.  
The Defined Benefit Target Normal Cost is the Funding Target Normal Cost from the Pension Management Plan.*

*For multi-employer and multiple employer plans:*

*Use the actual PRB Service Cost by contractor, or split the total based on the number of actives participating in the plan.  
Use the actual DB Target Normal Cost by contractor, or split the total based on payroll.*

December 2020 Bureau of Labor Statistics Table Data

	40%	60%	40%	60%		
	US Bureau of Labor Statistics Wtd Ave	Supplemental Table 2 - Mgmt, professional, and related	Supplemental Table 2 - 500 workers or more	US Bureau of Labor Statistics Supplementary Table 2	US Bureau of Labor Statistics Supplementary Table 2	US Bureau of Labor Statistics Table 1
	Percent of Payroll	Percent of Payroll	Percent of Payroll	Mgmt, professional & related	500 workers or more	Private industry workers
<b>A. PAYROLL</b>						
Total Compensation	126.9%	123.3%	129.4%	100.0%	100.0%	100.0%
Payroll	100.0%	100.0%	100.0%	81.1%	77.3%	81.2%
<b>B. PAID LEAVE</b>						
Vacation	6.4%	6.0%	6.6%			3.8%
Holiday	2.7%	3.4%	2.2%			2.2%
Sick	1.5%	1.6%	1.5%			1.0%
Personal	0.6%	0.6%	0.6%			0.4%
<b>TOTAL PAID LEAVE</b>	11.2%	11.6%	10.9%	9.4%	8.4%	7.4%
<b>C. INSURANCE</b>						
Life	0.1%	0.1%	0.1%			0.1%
Health	11.4%	8.8%	13.2%			7.3%
Short-term Disability	0.2%	0.2%	0.2%			0.2%
Long-term Disability	0.1%	0.1%	0.1%			0.1%
<b>TOTAL INSURANCE</b>	11.8%	9.2%	13.6%	7.5%	10.5%	7.7%
<b>D. RETIREMENT AND SAVINGS</b>						
Defined Benefit	2.3%	2.1%	2.4%			1.2%
Defined Contribution	4.3%	4.1%	4.5%			2.3%
<b>TOTAL RETIREMENT AND SAVINGS</b>	6.6%	6.2%	6.9%	5.0%	5.3%	3.5%
<b>E. LEGALLY REQUIRED PAYMENTS:</b>	8.5%	7.9%	8.9%	6.4%	6.9%	7.6%
<b>F. COST STUDY BENEFITS</b>	29.6%	27.0%	31.4%			
<b>G. COST STUDY PAYROLL AND BENEFITS</b>						
Payroll	100.0%	100.0%	100.0%			
Benefits used in Cost Study	29.6%	27.0%	31.4%			
Minus Paid Leave	-11.2%	-11.6%	-10.9%			
Plus Legally Required Payments	8.5%	7.9%	8.9%			
Total Compensation	126.9%	123.3%	129.4%			



BLS Table 7 Region	PTO, Life, Disab., and Ret.	Health Insur- ance	Benefit Costs as a Percent of Total Compensation		
	Geo- graphic Factor	Geo- graphic Factor	Total Comp- ensation	Payroll	Paid Leave
New England	1.4%	0.3%	100.0%	80.7%	8.1%
Middle Atlantic	1.4%	0.7%	100.0%	80.0%	7.8%
South Atlantic	-0.4%	-1.4%	100.0%	82.7%	7.5%
East South Central	-0.7%	-0.4%	100.0%	81.9%	7.0%
West South Central	-2.3%	-1.8%	100.0%	83.5%	6.6%
East North Central	0.9%	1.1%	100.0%	79.9%	7.2%
West North Central	0.0%	1.8%	100.0%	80.0%	7.3%
Mountain	-0.3%	0.7%	100.0%	80.7%	7.0%
Pacific	0.3%	-0.2%	100.0%	81.2%	7.7%
All Private Industry Workers (Table 1)			100.0%	81.2%	7.4%



The Census divisions are defined as follows:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont;

Middle Atlantic: New Jersey, New York, and Pennsylvania;

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South

East South Central: Alabama, Kentucky, Mississippi, and Tennessee;

West South Central: Arkansas, Louisiana, Oklahoma, and Texas;

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin;

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dak

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and

Pacific: Alaska, California, Hawaii, Oregon, and Washington.

Total Compensation from December 2020  
BLS Tables

PTO, Life, Health PTO, Life, Health  
Disab., Insur- Disab., Insur-  
and Ret. ance and Ret. ance

Insur- ance	Retire- ment and Savings	Legally Required	Cost Study Benefits	% of Total Comp.	% of Total Comp.	% of Payroll	% of Payroll
8.0%	3.7%	7.6%	19.8%	12.3%	7.5%	15.3%	9.3%
8.3%	3.9%	7.8%	20.0%	12.2%	7.8%	15.3%	9.7%
6.7%	3.2%	7.4%	17.4%	11.1%	6.3%	13.5%	7.6%
7.5%	3.3%	7.3%	17.8%	10.8%	7.0%	13.2%	8.6%
6.4%	2.7%	7.4%	15.7%	9.7%	6.0%	11.6%	7.2%
8.6%	4.1%	7.4%	19.9%	11.9%	8.1%	14.8%	10.1%
9.2%	3.2%	7.6%	19.7%	11.1%	8.6%	13.9%	10.8%
8.4%	3.4%	7.5%	18.8%	10.9%	7.9%	13.6%	9.7%
7.6%	3.3%	7.9%	18.6%	11.5%	7.1%	14.2%	8.8%
7.8%	3.4%	7.6%	18.6%	11.3%	7.3%	13.9%	9.0%

Carolina, Virginia, and West Virginia;

ota;

# DRAFT

ALL DATA MUST BE REVIEWED BY THE CONTRACTOR. THE METHODS AND TABLES ARE SELECTED BY THE CONTRACTOR FOR APPROVAL BY THE CONTRACTING OFFICER.

		US Bureau of Labor Statistics Wtd Ave	Paid Leave, Life Insurance, Disability Insurance, and Retirement and Savings	Health Insurance and PRBs	Total as a Single Percent
	Actual Amount	Percent of Payroll	Percent of Pay Above Benchmark	Percent of Pay Above Benchmark	Percent of Pay Above Benchmark
<b>A. PAYROLL</b>	\$3	100.0%	100.0%		
<b>B. PAID LEAVE</b>					
Vacation	\$0	0.0%	6.4%	-6.4%	-6.4%
Holidays	\$0	0.0%	2.7%	-2.7%	-2.7%
Sick and Personal	\$0	0.0%	2.1%	-2.1%	-2.1%
<b>TOTAL B</b>	<b>\$0</b>	<b>0.0%</b>	<b>11.2%</b>	<b>-11.2%</b>	<b>-11.2%</b>
<b>C. INSURANCE</b>					
Life	\$0	0.0%	0.1%	-0.1%	-0.1%
Health	\$0	0.0%	11.4%	-11.4%	-11.4%
Short-Term Disability	\$0	0.0%	0.2%	-0.2%	-0.2%
Long-Term Disability	\$0	0.0%	0.1%	-0.1%	-0.1%
<b>TOTAL C</b>	<b>\$0</b>	<b>0.0%</b>	<b>11.8%</b>	<b>-0.4%</b>	<b>-11.4%</b>
<b>D. RETIREMENT AND SAVINGS</b>					
Defined Benefit Plan Normal Cost	\$0	0.0%	2.3%	-2.3%	-2.3%
Defined Contribution	\$0	0.0%	4.3%	-4.3%	-4.3%
<b>TOTAL D</b>	<b>\$0</b>	<b>0.0%</b>	<b>6.6%</b>	<b>-6.6%</b>	<b>-6.6%</b>
<b>E. POST-RETIREMENT BENEFITS (PRBs) *</b>	\$0	0.0%	1.1%		-1.1%
<b>F. BLS GEOGRAPHIC FACTOR</b>			0.0%	0.0%	0.0%
<b>G. COST STUDY RESULTS</b>	\$0	0.0%	30.7%	-18.2%	-12.5%
<b>H. CONTRACTOR'S BENEFIT INDEX</b>				<b>81.8%</b>	<b>87.5%</b>
<b>I. BASELINE PLUS 5%</b>				105.0%	105.0%
<b>J. EXCESS OF BENEFIT INDEX OVER 105%</b>				<b>-23.2%</b>	<b>-35.7%</b>

The contractor's Paid Leave, Life Insurance, Disability Insurance, and Retirement and Savings Benefit Index is within the 105% threshold.

The contractor's Health Insurance and PRBs Benefit Index is within the 105% threshold.

The contractor's total Benefit Index as a single percent of payroll is within the 105% threshold.

employees = 0  
hours worked = 0