



Department of Energy

Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

June 19, 2018

In reply refer to: FOIA #BPA-2018-01083-F

Darrel E. Lloyd

(b) (6)

delloyd@bpa.gov

Dear Mr. Lloyd:

This communication is the Bonneville Power Administration's (BPA) final response to your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). Your records request was received by BPA on May 15, 2018 and formally acknowledged on May 17, 2018.

Request

"...a copy of Robert Cochran's application packet for job opening #12693 (Electrician Foreman III (Construction), job code #J01300, Vancouver, WA."

Response

BPA conducted electronic searches of records in the following agency office:

Human Capital Management

BPA located 26 pages of material responsive to your FOIA request. BPA is releasing 10 pages in full and 16 pages with redactions applied under Exemptions 6 to the FOIA, as explained below.

Explanation of Exemptions

The FOIA generally requires the release of all responsive agency records upon request. However, the FOIA permits withholding limited information as described in 5 U.S.C. §§ 552(b)(1-9).

Exemption 6

BPA has applied minimal redactions under 5 USC Sec. 552(b)(6) (Exemption 6) to protect personal privacy. Exemption 6 of the FOIA protects information about individuals in "personnel and medical files and similar files" when the disclosure of such information "would constitute a clearly unwarranted invasion of personal privacy." The application of Exemption 6 requires balancing the public's interest in acquiring the information against the individual's privacy

interests. If a significant privacy interest is found to exist, but there is no FOIA public interest in disclosure, the information should be protected. Here, BPA asserts Exemption 6 to withhold a limited amount of information including raters' names, selectee's bid list scores, prior salary amounts, supervisor names and contact information, and other applicant's information and scores. BPA can find no public interest in the forgoing information and has therefore redacted it under Exemption 6.

Records Not Subject to Discretionary Release

Please be aware that the right of privacy asserted belongs to the individual, not to the agency, and information that falls under Exemption 6 cannot be discretionarily released. Therefore, BPA did not analyze Exemption 6 redactions under any discretionary release guidelines.

Certification

Your FOIA request is now closed with all available agency records provided. Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the release and redaction determinations described above.

Fee

There are no fees associated with the agency's response to your FOIA request.

Appeal

This decision, as well as the adequacy of the search, may be appealed within 90 calendar days from your receipt of this letter pursuant to 10 C.F.R. § 1004.8. Appeals should be addressed to:

Director, Office of Hearings and Appeals,
HG-1, L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal to OHA.filings@hq.doe.gov, including the phrase "Freedom of Information Appeal" in the subject line. The appeal must contain all of the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either: 1) in the district where you reside; 2) where you have your principal place of business; 3) where DOE's records are situated; or 4) in the District of Columbia.

You may contact BPA's FOIA Public Liaison, Jason Taylor, at the address at the letter header for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov
Phone: 202-741-5770; Toll-free: 1-877-684-6448; Fax: 202-741-5769

I appreciate the opportunity to assist you. If you have any questions about this letter, please contact E. Thanh Knudson (FOIA Case Coordinator, Flux Resources, LLP) at 503-230-5221, or via email at etknudson@bpa.gov.

Sincerely,



C. M. Frost
Freedom of Information/Privacy Act Officer

Enclosures: Responsive Records

(b) (6)

US Citizen

PROFESSIONAL OBJECTIVE: To educate, protect and provide a safe work environment for the employees and contractors of BPA and to broaden mu knowledge of BPA's power system and service operations while assisting in their goal to achieve operational excellence.

A C H I E V E M E N T S

- Received Associate of Applied Science Degree in Industrial Technology - June 1998
- Obtained International Code Council Electrical Inspector Certification – January 2007
- JATC Electrical Apprenticeship Instructor
- Certified Continuing Education Instructor for Oregon and Washington
- Obtained Washington state Electrical Masters License - December 2003
- Obtained Oregon state General Electrical Supervisors License – June 2004
- Obtained Oregon state "A" level Electrical Inspectors License – February 2005
- Obtained Oregon CABO 1 & 2 Family Dwelling Electrical Inspectors License – May 2005
- Obtained International Code Council Electrical Plans Examiner Certification – December 2006
- Graduated from the Oregon electrical apprenticeship program - June 1998

S K I L L S

- Provide advice, counsel and direction to field safety program.
- Ability to gather and compile information to support safety operations and project activities.
- Ability to assess needs, establish priorities, evaluate options, and develop recommendations.
- Ability to analyze & evaluate safety and health issues.
- Project Management
- Planning, organizing, and managing safety programs.
- Student interaction and large group instruction.
- Quality assurance inspections.
- Review plans and specifications for workability.
- Experience developing work plans, coordinating system-wide outages, and scheduling resources.
- Knowledge of high voltage processes, control systems, equipment installation, repair, and testing.
- The ability to establish and maintain effective working relationships; management, co-workers, contractors, service industry companies.
- Supervising; delegation of job duties and coordinating with other contractors, and BPA departments.
- Effective verbal and written communication
- Print reading, layout, and knowledge of materials & tools used in making electrical installations
- Familiarity with various computer applications; MS Word, MS Excel, Asset Suite, Cascade. MS Project
- Knowledge of procurement and contracting procedures
- Managing safety programs.
- Set, adjust priorities and prepare schedules for

Robert A. Cochran

(b) (6)

US Citizen

- BPA Safety Proctor. completion of work.

EMPLOYMENT HISTORY

Bonneville Power Administration

November 2013 to November 2014

*Detailed FACS On Site Construction Manager:
Supervisor-Kim Millard/ 40 hours per week/ \$41.83*

- *Oversee contractor's safety, oversee and execute construction safety policies.*
- *Inspect contractor's work to make sure it is being performed safely and to BPA standards.*
- *Instruct contractors on BPA's Accident Prevention Manual.*
- *Identify best industry practices and implement continuous improvement initiatives.*
- *Supervise contract crews and monitor their performance.*
- *Manage BPA capital projects.*
- *Plan, implement and oversight of BPA capital projects.*
- *Perform quality assurance inspections and monitor contractor performance.*
- *Ensure the acquisition of property and supplies are procured, utilizing authorized Procurement methods and purchase orders.*
- *Knowledge of buildings management principles, practices, methods and techniques.*
- *Estimate material and labor costs for projects.*
- *Plan, coordinate and schedule outages.*
- *Review project plans and specifications for workability.*
- *Gather and evaluate information concerning building operations.*
- *Ability to communicate orally in order to explain program or project requirements to a variety of individuals and audiences.*

Bonneville Power Administration

March 2008 to present

*Power System Electrician (Construction & Maintenance):
Supervisor -Ned Willburn/ 40 hours per week/ \$42.48*

- *Knowledge of BPA's Accident Prevention Manual and Safety and Health Handbook.*
- *Knowledge of a comprehensive range of principles, concepts and practices of equipment, facilities, and service operations.*

Robert A. Cochran

(b) (6)

US Citizen

- Knowledge of processes, automated records and control systems for acquisitions, accountability, control and disposal of facilities, equipment, materials, supplies, vehicles, and other resources sufficient to support management and crew.
- Communication, planning, scheduling, technical support, and coordination with operations; SPC, PSC, SUBS, TLM.
- Installation, maintenance, adjustment, and repair of major substation electrical equipment.
- Perform various diagnostic tests of equipment including breaker timing and power factor testing.
- Testing, repairing, and modifying various electrical components, bushings, motors, small power tools, and miscellaneous items.
- Control and relay panel assembly and installation.

EMPLOYMENT HISTORY – CONTINUED

Bonneville Power Administration

January 29, 2012 to June 1, 2012

Detailed SE Area Work Planner Scheduler:

Supervisor- Katie Scheckells/ 40 hours per week/ \$40.98

- Developed work plans, coordinated system-wide outages, and scheduled resources.
- Collaborated with various BPA organizations to identify, plan, and schedule work priorities and projects.
- Evaluated system resource needs to support facility operations and project activities.
- Created specific project schedules that affected multiple district boundaries and at times had a system-wide impact.
- Modified and adjusted work plans, outage schedules, and resources as necessary.
- Experience with the following computer applications: MS Excel, MS Word, MS Project, Asset Suite, Cascade, and Dart.

City of Vancouver (Vancouver, WA)

November 2006 to March 2008

Electrical Safety Inspector & Plans Examiner:

Robert A. Cochran

(b) (6)

US Citizen

Supervisor (b) (6)

- Served as technical expert for electrical and construction safety.
- Oversee and execute construction safety policies.
- Provided fire and life safety inspections.
- Educated contractors and public on electrical and construction safety practices.
- Served as the technical expert on Federal and State laws, rules and regulations.
- Performed electrical inspections on industrial, commercial, and residential buildings during various stages of construction and remodeling.
- Coordinated capital projects.
- Performed initial assessment of plans and specifications of new construction, additions and modifications to residential, commercial and industrial buildings to determine compliance with construction codes and regulations.
- Performed administrative, analytical, planning, advisory, and evaluative work to assist management with plan review and inspection support and resource availability.
- Oral and written communication with architects, contractors, builders, and the general public regarding code requirements and restrictions.
- Maintained files and reports pertaining to various inspection activities.
- Coordinated inspection activities with other City departments and divisions.

EMPLOYMENT HISTORY- CONTINUE

JATC Electrical Apprenticeship (Portland, OR)

April 2005 to June 2007

Instructor:

Supervisor (b) (6)

- Provide electrical safety instruction to apprentices.
- Provide training on Federal and State laws regarding construction safety.
- Developed classes and curriculum.
- Supervise and track electrical apprentice's progress.
- Instructed NEC electrical calculations class to third year students.
- Instructed NEC code class to fourth year students.
- Instructed journeyman exam prep classes.

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- Instructed Oregon and Washington state electrical law
- Instructed NEC exam prep classes.

Prairie Electric (Vancouver, WA)

April 1999 to November 2006

Foreman Electrician:

Supervisor (b) (6)

- Develop, oversee and execute construction safety policies, standards and practices to ensure compliance.
- Identify best safety practices and implement continuous improvement initiatives to reduce work process risks, raise safety awareness, and improve safe work practices.
- Plan and assign work to be accomplished by subordinates.
- Set and adjust priorities and prepare schedules for the completions of work.
- Supervise a crew of 10 to 20 electricians.
- Managed facility construction and maintenance program at Freightliner.
- New construction: industrial, commercial.
- Maintenance & service: industrial, commercial, and residential.
- Industrial controls & automation: PLC, frequency drives and relays.
- Low voltage: security & access control, intercom, fire alarm, CCTV, phone & data.
- Developed work plans
- Analyzed and formulated resource needs
- Supervised small to large crews on various construction sites.

EMPLOYMENT HISTORY - CONTINUED

Port of Portland (Portland, OR)

April 2005 to September 2005

Electrical Inspector & Project Manager:

Supervisor (b) (6)

- Served as the program specialist and technical expert for the Port of Portland construction safety.
- Plan, develop and administer directives, programs, systems and work processes in construction work environments.
- Supervise contract crews performing work on Port of Portland property.

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US Citizen

- Provide work site safety inspections.
- Performed on-site inspection of electrical and non-electrical work.
- Provided project management to various, ongoing construction sites.
- Determined the highest priority work and developed specific schedules that had a port-wide impact.
- Analyzed critical power systems issues.
- Supported management by carrying out administrative, analytical, planning, advisory, and evaluative work to ensure facility operation.
- Provided assistance to engineers for in-house design work.
- Reviewed projects prior to bid for constructability and economics of design.
- Coordinated interdepartmental projects requiring involvement of Port maintenance personnel.

Willamette Electric (Tigard, OR)

October 1997 to April 1999

Foreman Electrician:

- Supervise and track performance of electrical crews.
- New construction: commercial, residential.
- Maintenance & service: commercial, residential.
- Tenant improvements & remodeling.

New Tech Electric (Hillsboro, OR)

March 1996 to October 1997

Electrician:

- New construction: industrial, commercial.
- Maintenance & service: industrial, commercial, hi-tech industry (Intel & Tektronix).
- Tenant improvements & remodeling.

- EMPLOYMENT HISTORY - CONTINUED

Griggs Industrial Electric (Portland, OR)

July 1995 to March 1996

Apprentice Electrician:

- Maintenance & service: industrial.

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Jerome Electric (Hillsboro, OR)

June 1994 to June 1995

Apprentice Electrician:

- New construction: residential

EDUCATION

Clackamas Community College
Clackamas, OR

June 1994 to June 1998

- Received Associate of Applied Science Degree in Industrial Technology
- Graduated with honors

JATC Electrical Apprenticeship Program
Clackamas, OR

June 1994 to June 1998

- Completed Oregon electrical apprenticeship program.
- Graduated top of class and received the highest score on the General Journeyman Exam.

Forest Grove High School
Forest Grove, OR

Received diploma 1990

PROFESSIONAL LICENCES, CERTIFICATIONS, AND DEGREE

Degree

- Associate of Applied Science – Industrial Technology

Inspector Licenses

- Oregon Inspector Certification
- Oregon Electrical Inspector License
- Oregon Residential Electrical Inspector License
- ICC Electrical Plans Examiner License
- ICC Electrical Inspector License
- ICC Commercial Electrical Inspector License
- ICC Residential Electrical Inspector License

Electrical Licenses

- Oregon General Supervising Electrical License
- Oregon General Journeyman Electrical License
- Washington Master Electrical License

Continuing Education Instructor and Class Certification

- Oregon Electrical Continuing Education Instructor Certification
- Oregon certification to teach a 12 Hour Supervisors NEC Update class
- Oregon certification to teach a 8 hour Grounding and Bonding class
- Oregon certification to teach a 8 hour NEC Calculation class
- Washington Electrical Continuing Education Instructor certification
- Washington certification to teach a 12 Hour NEC Update class
- Washington certification to teach a 8 Hour Grounding And Bonding class
- Washington certification to teach a 8 Hour NEC Calculation class
- Washington certification to teach a 4 Hour RCWWAC Update class

Robert A. Cochran

(b) (6)
racochran@bpa.gov

**ELECTRICIAN FOREMAN II, III, BS-2810
(CONSTRUCTION)
SUPPLEMENTAL QUESTIONNAIRE**

Rob Cochran
Name _____

(b) (6)

Telephone (Day) _____ (Evening/Cellular) _____ Electronic-mail address _____

INSTRUCTIONS: In the experience (E) blocks below fill in the requested corresponding number level of your experience and knowledge. In the voltage (V) blocks indicate your highest level of voltage experience, if applicable. In addition, for elements 2 through 8 you are required to describe your experience and knowledge. Attach separate responses to the narrative requests. Narrative responses will be evaluated based on the depth of individual involvement, level of responsibility, complexity of the task, degree of difficulty.

ELEMENT 1: ABILITY TO LEAD OR SUPERVISE

This Element represents a summary of all other job elements. All of the information you provide in Elements 2 through 8 will be considered. You do not need to furnish any written information on this Element. Proceed with Element 2.

ELEMENT 2: KNOWLEDGE OF HIGH VOLTAGE AND LOW VOLTAGE ELECTRICAL EQUIPMENT

Indicate the degree of experience and training (1, 2, 3 or 4) you have had on the following electrical equipment and indicate the voltage levels at which you performed.

- (1) Have limited or no knowledge or experience
- (2) Have some knowledge as an apprentice or trainee
- (3) Have utilized knowledge as a journeyman
- (4) Have utilized knowledge to lead or supervise others

E	V		E	V		E	V	
4	500 KV	1. Potential transformers, current transformers, or potential devices	4	13.2 KV	2. Distribution transformers	4	500 KV	3. High voltage power transformers
4	500 KV	4. High voltage electrical bus supports	4	500 KV	5. Load tap changers	4	480 V	6. Substation lighting systems
4	500 KV	7. Motor operated disconnect switches/high voltage disconnects	4	500 KV	8. High voltage electrical bus and fittings	4	500 KV	9. Power circuit breakers
4	500 KV	10. Corona shielding	4	230 KV	11. Load interrupters	4	500 KV	12. Substation structures
4	500 KV	13. High voltage surge arrestors	4	500 KV	14. Reactive devices	4	500 KV	15. Station grounding system/ground mats
4	230 KV	16. High voltage fuses	4	500 KV	17. SF6 insulated equipment	4	500 KV	18. Insulators
4	480 V	19. Auxiliary system controls	4	480 V	20. Engine generators & controls	4	500 KV	21. High voltage bushings
4	500 V DC	22. Batteries and battery chargers				4	500 KV	23. High voltage capacitor banks

1. Provide 2 examples of your depth of knowledge and understanding of any of the above equipment or any related equipment not listed. Include any instruction, training, or orientation you have provided to others.

Battery and Chargers: I have been trained on batterieschargers in the JATC, and by BPA. I have also attended battery conferences. While I was in a Detailed position in Force Account, I developed contracts, work plans, specifications and performed plan review for new battery and charger installations. I also was the on site construction project manager for the battery projects. I had to ensure that these jobs were done safely, installed to BPA specifications, installed to the current National Electrical Code, and I was the on-site technical representative for BPA. I have also been involved in the training of journeyman who have not been exposed to batteries and everything that goes into maintaining the integrity of the system or the procedures of removal and replacement of the system as a whole. When removing a system we always bring that system up to the most current NEC code. Which means that we use all safety regulations and procedures to get the job done correctly. Whenever I am involved with batteries and chargers I take the APM, the Standards & Guides, and the BPA Work Standards out to consult because No job is so important and no service is so urgent that we cannot take time to perform our work safely.

High Voltage Power Transformers:

I have had training on high voltage transformers in the JATC and in the BPA apprenticeship. The training included theory, operation, installation, maintenance and troubleshooting. I have attended Power Factoring classes put on by Kelley Robinson. I have also received on the job training from factory Reps.

I have been extensively involved (as Upgraded Foreman 1, a Journeyman and as the Clearance holder/JIC) with all aspects of maintenance, which includes and are not limited to

- Accessory services
- Diagnostic services
- Tap Changer services
- Complete services
- Transformer Dry Outs

I have performed clean up of transformers that have blown up, so that they could be moved by the riggers, then prepared for the spare to be put in place.

I have been involved with installing new transformers and all associated wiring. Working with the factory Rep for commissioning to ensure the transformer is installed correctly and that the warranty will not be voided.

ELEMENT 3: TECHNICAL PRACTICES USED IN POWER SYSTEM ELECTRICIAN WORK

Designate the degree of power system electrician technical practices (1, 2, 3 or 4) that you have used.

- (1) Have not performed or have had limited study or training on these tasks
- (2) Have performed as a journeyman, apprentice, or trainee
- (3) Have performed as a Foreman I or JIC
- (4) Have trained or led at the Foreman I level or above

E		E		E	
4	1. Transformer diagnostics	4	2. Cable pulling & splicing of shielded cable	4	3. Installation and operation of programmable controllers
4	4. Installation or maintenance of substation equipment, e.g., disconnects, ground mat, PCB's, etc.	3	5. Fiber Optic cable, installation and termination/splicing	3	6. Installation or maintenance of hydraulic and pneumatic systems
4	7. Batteries & battery charger diagnostics	4	8. Gasket installation	4	9. Conduit installation

3	10. Voltage regulator diagnostics	4	11. Motor generator and control diagnostics	4	12. Vacuum system diagnostics
4	13. Control relay installation	4	14. Cable trays or supports	4	15. Panel boards, switches and related switching gear installation
4	16. Metering instrument installation	4	17. Vacuum dryout and oil filling of power transformers	4	18. Capacitor bank diagnostics
4	19. Hazardous material handling	4	20. High voltage compound filled & kit-type pot heads installation	4	21. SF6 gas quality testing and handling
4	22. Fault interrupting or switching device diagnostics				

1. Provide 2 examples of numbers 1, 4, 6, 17, 19, or number 22, of your depth of knowledge, experience, and understanding in performing the above technical practices/tasks. Include any instruction, training, or orientation you have provided to others and include situations in which you led or supervised any of the above practices/tasks.

Example 4 Installation or maintenance of substation equipment, eg disconnects, ground mat, PCBs, etc.

Ground Mat: I have worked on all phases of substation ground mats. I have installed new ground mats for new substation installations, extended existing ground mats in energized yards, and made repairs to existing ground mats, as well as fence/gate grounding and perimeter. I have installed peninsula ground grids for cap group installations. I utilized blueprints for layout of mat, location of ground rods, location of risers, and determine if existing grounds, conduits, cables, or drainage systems were present. I have operated a walk behind ditch witch and utilized shovels for digging in the trenches. I have acted as safety watcher for the equipment operator while he was digging, to ensure he did not damage any existing conduit, grounds, drains, etc. and to make sure that he did not violate any MADs with his equipment. I have used cad-weld and sil-foss to make ground grid connections, 4/0 to 4/0, 4/0 to 2/0, 4/0 to 250mcm and 4/0 to 500 mcm. I attended training on the use of cad-weld. I have instructed journeymen and apprentices on the proper use of cad-weld, and the hazards that accompany its use. I have shown journeymen and apprentices how to properly read the prints and determine where ground rods are placed, and shown them how to use the details. I have supervised at all levels in the installation, repair, and extension of ground mats. An example of a job that I ran was replacing the ground grid at the Alcoa Substation. This included ordering material, lay out of the grid, working with the equipment operator, and assigning duties to the crew.

Transformer Diagnostics: High voltage power transformers: As an apprentice, outside of BPA, I have attended classes on transformer theory and operation. As a Journeyman at BPA I have attended Power Factoring classes put on by Kelly Robinson. I have also received on the job training from factory Reps. As a Journeyman I have performed accessory, diagnostic and complete services. In 2012 while performing a diagnostic service on a 500 KV reactor, I discovered that the reactor had a bad bushing. I performed a high side bushing replacement on a 500 KV reactor. I also had to pull off the conservator in order to fix three leaking radiators. I replaced all gaskets and performed a vacuum dry out. I have also assisted the Labs in testing transformers. While assisting the labs I performed frequency response, DC resistance, TTR, short circuit impedance testing, excitation tests and power factoring. The training that I have received at BPA along with the on the job experience that I have, has allowed me to share my knowledge and experience with other Journeyman and Apprentices.

Fault interrupting or switching device diagnostics: As an apprentice, outside of BPA, I have attended classes on Power Circuit Breaker theory and operation. As a Journeyman at BPA I have attended classes on circuit breaker mechanisms, circuit breaker timing and circuit breaker diagnostics.

As a Journeyman, I have performed mechanism, routine, diagnostic and complete services on circuit breakers. I have also, installed new PCB's and changed out bushings, interrupters etc. in existing breakers. In 2012 I performed a complete service on a 230 KV OA-4 PCB A-1226 at Boundary Substation. I rebuilt the trip latch, filtered the oil, power factored and timed the breaker. On this

particular job I was in charge of four journeymen and one apprentice. I was able to instruct a first step apprentice and one journeyman on how to rebuild the trip latch. I was also able to instruct a Journeyman on how to perform a diagnostic service. I have been able to instruct apprentices on how to receive a clearance, perform a J-1, do a walk around and perform the required maintenance per BPA's PMG's on all types of breakers.

TRAINING:

I have had technical training in power circuit breaker timing. This training entailed Control circuit and timing setup, use of TRX software, how different interrupters work, How transducers of different types are mounted to PCB's, removing and replacing of Lubricant, lubrication points, review of FSA-2, HKA, HMB, AHMA, OA-4 PCB mechanisms, Proper analysis of test results. This training was provided by Lee Morgan. I have had Doble power factor training on transformers, bushings, CCVTs, PCBs, and hot sticks. Control circuit and power factor setup, analysis of test results. This training was provided by Kellie Robinson. I have had training in oil dielectric testing, Oxygen analyzer, SF6 handling, Dilo gas cart, lemco gas cart; I have training classes on 13.8 KV metal clad switch gear by GE technicians. As a Foreman 1, JIC and journeyman I have led, supervised and trained new journeyman, and apprentices in all of above equipment, including the installation of 115kv, 230kv, 500kv power circuit breakers. I have also been involved in the installations of DFR racks, Relay racks, RAS racks, SCADA racks, Micro wave radio related racks and equipment. Installation of 115kv, 230kv, 500kv CCVT's, CPT's, CVT's, PT's, CT s, and arresters.

ELEMENT 4: TROUBLESHOOTING (ELECTRICAL AND MECHANICAL)

Indicate the degree of experience (1, 2, 3 or 4) you have had troubleshooting the following equipment.

- (1) Have not performed, studied, or trained others in troubleshooting techniques
- (2) Have performed as an journeyman, apprentice, or trainee
- (3) Have performed as a Foreman I or JIC
- (4) Have trained or led at the Foreman I level or above in troubleshooting techniques

E		E		E	
3	1. Electronic equipment	4	2. Control circuits	4	3. Mechanical devices
3	4. Pneumatic & hydraulic systems	4	5. Battery & charging systems	3	6. Voltage regulators
4	7. High voltage power transformer load tap changers	4	8. High voltage power transformers	4	9. Auxiliary circuits
4	10. Heating & ventilation systems	4	11. Load interrupting devices	4	12. Emergency generators

1. Provide at least 2 examples leading or supervising others in applying troubleshooting techniques to solve equipment problems.

#2: When I was working for an electrical contractor in Portland Oregon, I was called out to a medical supplies facility to trouble shoot why their automated conveyor system stopped working. When I arrived with my apprentice there were many people standing around and the plant manager told me that I needed to fix it right away so work could resume. The challenges that I faced were: I did not install the system, I was not familiar with the system, I had my apprentice with me that I needed to teach and there were many people watching me. I began with looking at the prints and the ladder diagram to familiarize myself with the system. I then started trouble shooting by checking all of the obvious things first, voltage etc. By using the prints and wiring diagram I was able to isolate it to one section of the automated conveyor system. I then began to trouble shoot more complicated items like photo eyes, limit switches and motors. I was able to trace down the problem in a short amount of time. The problem ended up being a set of electronic motor overloads that were set to low for the amount of weight that was on the conveyor. I adjusted the overloads to the correct setting, tested the system and everyone went back to work.

#3: Another example would be when I was in charge of a diagnostic on an FSA-2 mech. The crew included two journeymen and one apprentice. My crew and I performed a diagnostic on the PCB and rebuilt the trip and close latches. After reinstalling the latches the mechanism would continuously try to charge the springs. I looked at the manufacturer's book and pictures from technical services to determine that one of the pieces had been installed backwards. I tore apart the close latch flipped the piece over, reinstalled it, tested it and it performed just like it was supposed to. I had an apprentice working with me so he could see how to troubleshoot and use the resources that were available to us.

ELEMENT 5: ABILITY TO SUPPORT AND IMPLEMENT DIVERSITY

Check all that apply.

X	1. Participation in EEO/Diversity Programs	X	2. Making recommendation for selections
X	3. Considered Diversity in making recommendation for training	X	4. Community involvement
X	5. Development of subordinates	X	6. Provided Diversity instruction
X	7. Diversity training received	X	8. Considered Diversity in assigning work
X	9. Application of rules and regulations		

Some people think that EEO, Affirmative Action and Diversity have synonymous meanings. This is not correct. EEO means to protect employees and applicants from employment discrimination. Affirmative Action means to correct the effects of past discrimination and to achieve the goal of a workforce that represents our nation's diverse population. Diversity means embracing the wide difference in all people, age, education, ethnic origin, gender, physical abilities, race, religious beliefs, work background, and other perceived differences.

1. Provide a narrative description of your involvement for the boxes you have checked above.
- 2.

1. Participation in EEO/Diversity Programs

I am and have been a daily participant in BPA's EEO/Diversity programs. As an Electrician and BPA employee I have not and do not practice, condone or tolerate any Job Related Discrimination based on any non-merit factors. It is my responsibility as part of the BPA community to ensure employees are treated fairly and are not judged by personal biases.

2. Making Recommendations for selections

I have interviewed and made recommendations on new hires for the contracting company that I worked at before coming to BPA. I was also involved in the Electrical Apprenticeship program in Portland and I had to make recommendations on whether or not the apprentice should advance to the next level. Also, while on detail in Force Account I had to make recommendations and selections on contractors that were coming in to do work for us.

3. Consider diversity in making recommendation for training

I have as a Journeyman at BPA and as a Foreman before coming to BPA, counseled co-workers and employees in ways to further their careers at BPA and in the outside world. I have done this by helping them start or develop their Individual Development Plan. I have provided them with the resources to increase their development, knowledge and potential.

4. Community involvement

I am a certified Electrical Continuing Education Instructor for both Oregon and Washington. I routinely provide free classes for Journeyman Electricians that need help with their continuing education. I also provide help with electricians that are struggling to pass their Journeyman Electrician tests.

5. Development of subordinates

I have always encouraged my coworkers and employees to be upgraded or take details as they come up. I encourage all of my crewmembers to better their skills so that they may become better Journeyman and better leaders. I have worked closely with and helped individuals to develop their skills so that they might be qualified to apply for other positions. I have and will help any employee complete their Individual Development Plan and recommend classes and /or training that will assist in their development. I provide any information that would help any employee to succeed in whatever direction they want their career to go.

6. Provide diversity instruction

When working outside of BPA I have had to instruct a couple crewmembers on different occasions on diversity after situations developed. I informed these employees that certain behavior would not be tolerated and that we all need to accept others based on their abilities to perform their job, not on personal biases and non-merit factors.

7. Diversity training received

I have received and participated in diversity classes here at BPA and when working at other companies before coming to BPA on yearly bases.

8. Considered diversity in assigning work

As a Foreman before coming to BPA and as an Electrical Apprentice Instructor, I have worked with women, men, all nationalities, all ages, all abilities and many with strong heritage or religious convictions. In assigning of work assignments, I assign work based on the ability of an individual, their strengths and weaknesses, often placing someone with strength with someone who has a weakness in order to develop an individual's performance.

9. Application of rules and regulations

As a Foreman before coming to BPA, I always maintained a good working environment, and held each person and myself accountable for their actions and did not allow discriminating or harassing behaviors. New crewmembers are counseled on their accountability of their action while present on my crew.

ELEMENT 6: ABILITY TO PLAN, ORGANIZE, AND MANAGE CONSTRUCTION PROJECTS

- 1. Describe how you implemented a plan for a major construction project (e.g., major yard expansion, breaker installation, transformer installation, etc.), and completed the work with available resources within an allotted time period.**

While working in my Detail in Force Account, I was tasked with installing new control batteries and chargers throughout the BPA system. I had to develop working relationships with the Project Manager, Design Engineer, the Contracting Officer, contractors, local and regional BPA managers, switchboard shop, warehouse and local crews. I performed plan reviews to look for mistakes and worked with the design engineer to correct them before we put the job out to bid. I had to do research to find out what contractors would be good at this type of work and invite them to the job walks. I had to do bid reviews and make recommendations on which contractors to hire. I had to work with the region, operations and the local electrical crews to come up with a work plan as far as what substations would be done first. I had to set up outages and oversee the work that was being performed. This was difficult due to the fact that I had multiple jobs going on at the same time in different locations. This meant a lot of traveling and I had to be very organized. Usually the jobs ended up being more than just installing new control batteries and chargers. I ran into lead and asbestos issues on some jobs. This meant that I would have to get an abatement contractor in to do hazardous clean up, while still keeping the job on track and on time. I would also try to make the battery rooms look new again. I would usually be able to fix lights, fans, and repaint the walls and epoxy the floors. This job took me from one end of BPA's system to the other. The major challenge was to get all of the jobs done before my detail ended. The jobs were completed except for two and that was due to material issues. The project was a success and the jobs were done with quality.

ELEMENT 7: ABILITY TO ENFORCE SAFE WORKING PRACTICES ASSOCIATED WITH HIGH VOLTAGE TRANSMISSION SYSTEMS AND ABILITY TO ADMINISTER A SAFETY PROGRAM

1. **Describe examples that illustrate your active participation and support for a safety program, e. g., safety meetings, safety proctor, Central Safety and Health Committee, development of new safety rules for equipment, development or revision of APM, giving instruction others, switching and clearance procedures, etc.**

As an upgraded Foremen One and as JIC, I have enforced all BPA safety polices like lock out tag out of electrical circuits this is very important as on most construction jobs there is a lot of work and movement, checking and observing electrical circuits being worked on and talking at morning job briefings alert workers to be aware of electrical circuits being worked on. While working in my detailed position in Force Account, I had to stop the work that the contractors were performing for us on two occasions. I stopped work because the contractors were working without proper arc flash gear and I also stopped them because they were working without performing lock out tag out on the circuits they were working on. I explained to them what the OSHA rules were and the dangers of what they were doing. The stoppage of work and the discussion that followed were done in a positive manner in order to keep a good working relationship with them and in order to get them to comply more easily.

As an upgraded Foreman One and JIC, I have enforced the wearing of fall protection making sure that before any workers go aloft that they have fall protection gear on and gear is properly worn. I have demonstrated to new journeyman, apprentices in the proper way of wearing fall protection equipment. Safety is a number one priority here at BPA enforcing all safety policies is a must, keeping people safe for me is of top priority.

My commitment to safety has always been shown by willingness to take on different project along with my normal commitment to my job. I was the Safety Proctor for two years while I was at Ross Substation. Since I am a licensed Electrical Inspector, I have also performed Electrical safety inspections for various contract jobs at BPA.

I have also instructed Journeyman, new-hires and apprentices on switching and clearance procedures along with performing a proper J-1.

2. **Describe your assessment of the responsibilities of the Electrician District Foreman for ensuring safe working practices (e.g., monitoring, correcting unsafe practices, and training).**

Enforces Safety Rules. Leads crew safety meetings to review regulations as they apply to crew activity. Enforces and insists on safe work practices to minimize risk of injury to employees or damage to equipment. Investigates all accidents, including near-misses, involving persons under personal supervision. Completes required accident reports.

ELEMENT 8: ABILITY TO WORK WITH OTHERS

1. **Provide examples of training or experience related to work or outside activities that illustrate your ability to deal with and gain cooperation of others: Include enforcing rules, policies, or maintenance practices, giving instruction to others, settling disputes, etc.**

As an Electrical Inspector I had to have the ability to interact appropriately in highly-charged emotional situations. I had to be able to influence contractors, the general public, sometimes management, and other officials to accept and implement findings and recommendations for justifying and resolving matters involving significant code issues that could sometimes be controversial. On one occasion I had to give correction notices to a contractor who had several violations. The contractor was very upset, yelling and threatening. I remained calm, despite the highly charged atmosphere. I spoke calmly and quietly and was able to show the contractor professional publications and documentation to justify the citation. The individual was still upset but did look over the documentation I provided. He contacted me the next day and apologized and agreed that my recommendations were justified and the matter was then resolved.

Another time as an inspector, a similar situation occurred. I again remained calm and provided documentation justifying my findings. This person continued to protest the citation and called the City to complain. I had to provide the documentation to my manager, who initially agreed with the contractor, but after reviewing my written information he accepted my recommendations and my findings were implemented. The contractor and my manager both ended up agreeing and the matter was resolved. In both of these situations I was able to establish and maintain effective relationships and interact appropriately in highly-charged emotional situations.

During my time as a General Journeyman, Foreman, Inspector, Plans Examiner, and Instructor I have had the ability to establish and maintain effective working relationships. I have always had the ability to get along well with others and be an effective team player. I am in contact with most of my co-workers and peers from all of my past

employment as well as various contractors and former students. Even though there were occasions that required appropriate interaction during highly-charged emotional situations (disgruntled students, contractors with citations, and disagreements with decisions as a foreman) I have always been able to communicate effectively, diffuse the situation, and come up with recommendations for justifying and resolving issues.

United States Government

Department of Energy
Bonneville Power Administration

memorandum

DATE: July 14, 2015

REPLY TO
ATTN OF: NHQ-1

SUBJECT: Notification of Evaluation for: Electrician Foreman II/III (Maintenance)

TO: Cochran, Robert A
TFSE - BELL-1

The evaluation panel consisting of subject-matter-experts rated your application, resume and supplemental questionnaire for the job of: **ELECTRICIAN FOREMAN II/III (MAINTENANCE)**

To be referred to the Selecting Official, a candidate must be rated as Best Qualified.

You were ranked as "Best Qualified" by subject-matter-experts, with a score of **(b)(6)** "Best Qualified" candidates are referred to selecting officials on Selection Certificates in alphabetical order, with absolutely no mention of numerical scores. This rating is good for five years or if you are selected for a **ELECTRICIAN FOREMAN II/III (MAINTENANCE)**

Rating Expiration Date: 07/13/2020

If you desire further clarification or additional information, please email **Hourly Bid** applications should be e-mailed to: Hourlybids@bpa.gov.

Human Capital Management | Bonneville Power Administration
@bpa.gov | (503) 230-4238
HR Help: 503 230-3230 | HRHelp@bpa.gov

Introduction - Thank you for participating as a subject-matter expert in the rating process! The Human Resources office, upon receipt of applications, screens candidate's eligibility and minimum qualifications and removes candidates from consideration that do not meet eligibility and/or minimum qualification requirements. Your role as a subject-matter expert (SME) is to rate and rank candidates for the purpose of determining the group of candidates that will be referred to the selecting official for consideration.

If you have any questions during the ranking process, please contact Dima Craig at 503-230-5370.

Confidentiality and Examination Process Integrity - To maintain the integrity of the merit staffing process, confidentiality is critical. **Panel members may only discuss the rating and ranking process with the Human Resource Specialist (HRS) coordinating the panel.** As a SME, you are also responsible for safeguarding and securing applications and rating documentation at all times (**NOTE: Applications and rating materials contain confidential information and may not be taken outside Government facilities. No information, including applicant name(s) and rating scores may be removed from the application packages or taken from this room where you**). You are not allowed to contact the selecting official directly to ask questions regarding the crediting plan or applicants. All questions regarding a candidate's application, the rating process, etc., should be referred to the RSA coordinating the panel.

If you believe that your participation in the rating and ranking process creates a conflict of interest, or you feel you cannot be objective in evaluating the experience of an applicant(s), you are obligated to excuse yourself from the rating and ranking process before it begins.

Documents - You should have the following documents: 1) One copy of each candidate's application; 2) Rating Sheet(s) for each candidate; 3) Crediting plan; and 4) Extra Rating Sheets, in case they are needed.

Panel Process and Application Review

1. When the panel convenes, the RSA coordinating the rating and ranking panel will provide an overview of the panel process, these instructions, and your responsibilities.
2. Raters will review the technical interview crediting plan carefully to ensure that the differences in the credit levels for each Element statement are clear. If you have questions, please direct them to the RSA coordinating the panel for clarification.
3. If a full rating and ranking panel is convened, each panel members should begin by individually rating 2 to 3 applications after the interview is completed discuss any differences in ratings between panel members; and agree on the interpretation and application of credit levels before rating the remaining applications.
4. Each rater independently evaluates the applicant's experience, in comparison to the credit level descriptions for each Element contained in the crediting plan.

Completion of Qualifications Rating Sheets

1. Record the point value awarded (i.e., 4, 3, 2, 0) for each Element in the "Individual Rater Score" column of the rating sheet. You must award points based upon the crediting plan rating schedule (i.e., scores of 1, 2.5, and 3.5 may not be awarded).
2. **If the rating given for a particular Element is two (2) points or less, the rater must provide comments explaining the decision; however, it is advisable to provide comments for each element**

to support the rating. If BPA has to defend the selection in a third-party proceeding (e.g., court) the comments are vital in defending the rating decision. The following are general principles associated with making comments on rating sheets:

- Comments regarding lack of BPA or government experience are inappropriate when rating for an external open competitive announcement.
 - Comments regarding the age, gender, or any other non-job related factor are inappropriate and would be considered discriminatory.
 - The length of time spent doing a particular duty is not considered acceptable criteria. Therefore, a comment that states, "the applicant has performed working using tools for only 2-months," would be inappropriate. An acceptable comment might be, "applicant has minimal experience using tools required for this position."
3. After each individual rater has applied the crediting plan and recorded his/her score in the "Individual Rater Score" column, the rating panel is required to determine each applicant's composite score and/or final rating, which is entered in the column titled "Final Panel Score". Composite scores can be determined by averaging (averaged scores will be rounded up...2.5 is rounded to 3), or by group agreement on each rating. If there is a significant difference in scoring among raters on a same Element (e.g., rater #1 assigns a score of 2, and rater #2 assigns a score of 4), the reasons should be discussed to make sure that the crediting plan is being interpreted consistently.
4. At the conclusion of the rating process, the RSA will meet with the full panel to closeout the panel, review candidate-rating documentation, and obtain feedback on the rating process.

Non-disclosure Agreement – *By signing below, I certify that I have read and understand my responsibilities as a rating official, and I agree to abide by the processes and procedures contained herein. I further understand that I am prohibited from disclosing information regarding applicant qualifications; the names of applicants; and examination criteria. I further understand that if I disclose information pertaining to the rating and ranking panel process that I may be subject to disciplinary action, up to and including removal from the Federal service.*

(b) (6)

7/14/15
Date

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(b) (6)

Print Rater's Name

Rater's Signature

Date

7/14/15

**RATING/RANKING SHEET FOR
Electrician Foreman II, III, IIIT (MAINT) JOBS
HOURLY BIDLIST/VACANCY ANNOUNCEMENT**

BIDLIST/VACANCY No: 2015 BidList NAME OF CANDIDATE: COCHRAN, ROTB

JOB TITLE: ELECTRICIAN FOREMAN II, III, IIIT (MAINT.)

Job Elements (Title & Number)	Checklist		Narrative Rating Wt. 3	Tentative Final Element Rating	Ranking Interview (Optional)	Adjusted Final Element Score
	Raw Score	Rating				

(Screenout Element)

- 1) Ability to Lead or Supervise.
- 2) Knowledge of high voltage and low voltage electrical equipment.
- 3) Technical practices used in power system electrician work.
- 4) Troubleshooting (Electrical & Mechanical).
- 5) Ability to support and implement Diversity.
- 6) Ability to plan, organize, a District Maintenance Program.
- 7) Ability to enforce safe working practices associated with high voltage transmission systems and administer a District Safety Program.
- 8) Ability to work with others.



TOTAL RAW SCORE

TRANSMUTTED SCORE

SME Rater Signature

7/14/15

7/17/15

DATE

(b) (6)

*Element #2 question #1 - credit for training on PPE
Element #7 question #1 - good understanding on feet protection and handling
work cloths improper safety PPE*

**Department of Energy - Bonneville Power Administration
Continuous Bid Program Certificate List of Applicants**

Certificate # 12677-00

Job Opening # 12677 Status 045 Type Bid List

Jobcode J01300 BS - 2810 - 00 Electrician Foreman III (Const)

Location Vancouver

Non-Competitive Other

Employee	Name	Current Position	Current Location	Priority Placement
(b) (6)		Electrician Foreman I(Const)	Vancouver	
(b) (6)	Cochran, Robert A ✓✓	Electrician	Spokane	
(b) (6)		Electrician Foreman I(Const)	Vancouver	
(b) (6)		Electrician Foreman II(Const)	Vancouver	
(b) (6)		Electrician	Vancouver	
(b) (6)		Electrician Foreman I(Const)	Vancouver	
1270	Lloyd, Darrell E ✓✓	Electrician Foreman I(Const)	Vancouver	
(b) (6)		Electrician Foreman I(Const)	Vancouver	
(b) (6)		Electrician Foreman I(Const)	Vancouver	

Report ID: HRS82B

Bonneville Power Administration
Evaluation Of Candidates List By Name

Page No: 1 of 1
Run Date: 02/27/2018
Run Time: 07:53:30

Job Opening#: 12677	Status: 045-Best Qualified
Type: Bid List	
Job Code: J01300 -2810 - BS 00	Electrician Foreman III (Const)

Name	Person Id	Applicant Status	Qualification Determination	Status Code	Status Reason	Veteran's Pref	Priority Plcemat	Final Score
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
Cochran,Robert A	(b) (6)	Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
Lloyd,Darrell E	1270	Employee	Best Qualified	045 - BestQual		NV		73.00
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)
(b) (6)		Employee	Best Qualified	045 - BestQual		(b) (6)		(b) (6)

End of Report

Department of Energy - Bonneville Power Administration
Continuous Bid Program Certificate Summary

Certificate #: 12677-00

Issued: 2/27/2018

Return: 3/14/2018

Job Opening #: 12677

Business Unit: Transmission Business Line

Job: J01300 BS-2810-00 Electrician Foreman III (Construction)

Location	Openings
Vancouver	3

Issued To: Bradley Eolden

From: (b) (6)

The TF Management Team must approve the placement of apprentices in the last year of their apprenticeship before a selection is made.

Please complete the following when you have made your decision.



I have made the following selection from the certificate to fill this position. Attached is a summary of my reasons for selecting this candidate.

I have selected JOHN KUTNOWSKI, MARK PARSON & ROB COCHRAN



I did not make a selection from the certificate.

Please offer the position to _____



I am not making a selection at this time because _____

Effective date: 2/15/18

Employee advised: YES

In making this selection, I did not discriminate based on politics, religion, union affiliation or non-affiliation, marital status, race, color, national origin, sex, age, non-disqualifying physical handicap, personal relationship, patronage, or nepotism.

Attached: All applications referred for this vacancy

(b) (6)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
SELECTION DOCUMENTATION CHECKLIST

Name of Person Selected ROBERT COCHRAN	Home Phone Number	Home e-mail address	Title, Series, Grade of Advertised Position ELECTRICIAN FOREMAN III CONST.	Vacancy Announcement Number 2017 CONTINUOUS
Continuous Bid Program Certificate Number 12477-00	Position Number BS2810-00	Duty Station of Selection WADSWORTH	Employee's New Org TFHE	Proposed Effective Date of the Selection 11-15-18
Selectee's Previous Position Number BB2810	Previous Duty Station SPOKANE WA.	Previous Position Title, Series, Grade of Selectee POWER SYSTEM ELECTRICIAN MAINTENANCE		

BASES FOR SELECTION

<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Application	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Interview Conducted
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Response to KSAs	<input type="checkbox"/> YES <input type="checkbox"/> NO Competency Based Interview Used?

CHANGE OF STATION AUTHORIZED FOR NEW HIRE EMPLOYEE: YES NO

CHANGE OF STATION AUTHORIZED FOR EXISTING FEDERAL EMPLOYEE: YES NO

Type of Move (needed for hourly employees only)

<input type="checkbox"/> YES <input type="checkbox"/> NO Management-Directed Position Change
<input type="checkbox"/> YES <input type="checkbox"/> NO Graduating Apprentice
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Promotion
<input type="checkbox"/> YES <input type="checkbox"/> NO Voluntary Position Change (Reassignment, Change to Lower Grade)

DISCRETIONARY ENTITLEMENTS AUTHORIZED

<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Temporary Quarters	Number of days authorized: _____ days	<input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days (max)
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Advanced Round Trip	Number of days authorized: 5	(NTE 10 days)

ACCOUNTING INFORMATION

CHARGE TO DEPT I.D. TFHE	ABM LSFB	WORK ORDER 107625	TASK 01	DCE REL	GL (Select One) <input type="checkbox"/> <input type="checkbox"/>
------------------------------------	--------------------	-----------------------------	-------------------	-------------------	---

SELECTION JUSTIFICATION: Fully describe your business reason(s) for selecting this person for this position. Include a description of the selected person's job-related qualification(s), experience(s), knowledge, abilities, competencies, and unique and/or specialized skills he/she brings to this position.

ROBERT COMES WITH A GREAT DEAL OF SKILLS WORKING WITH INTERNAL CREWS, EXTERNAL CONTRACT CREWS ALONG WITH VENDORS. ROB HAD A VERY IMPRESSIVE INTERVIEW & WAS DEEMED ONE OF THE TOP CANDIDATES FOR THIS POSITION.

CERTIFICATION & ACCOUNTABILITY: I understand as a BPA manager and the selecting official, I am solely responsible and accountable for implementing and maintaining a non-discriminatory work environment, and applying merit system principles to my decision regarding recruitment, staffing, and competitive training opportunities. I am familiar with the areas of under-representation within BPA, and specifically, in my organization. I certify that my decision is based on job-related criteria and that all candidates were given thorough consideration for the advertised position(s).

Printed Name and Title of Selecting Official (b) (6)	Signature of Selecting Official (b) (6)	Date 3-28-18
--	---	------------------------

NOTE: Completed forms sent via E-mail are not acceptable, original signature of SO is required.

Distribution: Administrative Staff will return the original SDC and selection file to Talent Acquisition NHQ-1 with a copy of the SDC to Travel (if change of station authorized) - FTDP-2; Talent Acquisition provides a copy of final SDC to Civil Rights & EEO - DGE-1. File Code: PE-36 Retention: DGE = 3 YRS; OR S; Others = 1YR OR S