



## Department of Energy

Bonneville Power Administration  
P.O. Box 491  
Vancouver, Washington 98666-0491

November 6, 2001

In reply refer to: CHP-1

Mr. Erwein L. Zapfe  
2106 NW 8<sup>th</sup> Avenue  
Battle Ground, WA 98604

COPY

Dear Mr. Zapfe:

This is written in response to your request for documents under provisions of the Freedom of Information Act. Your request refers to Job Announcement #000233-01-DE for Carpenter positions. Specifically, you requested a copy of the reason you were passed over for employment and the examining office response.

Page VIII-13, Section E of The Delegated Examining Operations Handbook (A Guide for Federal Agency Examining Offices) published by the Office of Personnel Management (OPM) addresses passing over preference eligibles. A note in Section E states that "a passover occurs **only** when a preference eligible is to be passed over in favor of a **non-preference eligible**. It is permissible to select a lower standing preference eligible, even if the selectee has a lesser category of preference. Thus, for example, a TP veteran may be selected instead of a higher ranking CP veteran as long as it occurs within the Rule of Three."

The above guidance shows that you were not passed over for employment. Three veterans were selected for the Carpenter vacancies. This was outlined in detail in the congressional responses to Senator Patty Murray and to Congressman Brian Baird. Because you were not passed over, the kinds of documents you requested from this office do not exist. You were non selected for three carpenter vacancies. OPM rules do not require managers to justify non-selections from a certificate of eligibles.

I note that I previously provided you (in my letter to you of June 21, 2001) with the following materials pertaining to referral and selection for the Carpenter vacancies: 1) a copy of your

application, 2) a copy of your rating sheet, 3) a copy of the referral (sanitized) which was issued for the Carpenter vacancies, and 4) a copy of the selection certificate.

Sincerely,



Susan P. Custard  
Manager, Acquiring and Positioning,  
Personnel Services

bcc:

Greg Mercer, Asst Director, Veterans' Employment & Training Service, U.S. Dept of Labor for  
Washington State

C. Jacobson – LC/7

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