



## Department of Energy

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

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

November 15, 2023

In reply refer to: FOIA BPA-2024-00392-F

**SENT VIA EMAIL ONLY TO:** (b) (6)

Dear Ms. Lowrance,

The Bonneville Power Administration (BPA) received your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). The agency received your request on November 10, 2023, and assigned tracking number BPA-2024-00392-F to your request. Please use that tracking number in any correspondence with the agency regarding your FOIA request. This communication is the agency's formal acknowledgment and response to your information request.

### **Request**

"For FY2022, please provide either the PERCENTAGE or NUMBER of federal employees who received a performance rating of Significantly Exceeds Expectations, Exceeds Expectations, Meets Expectations, and Fails To Meet Expectations. Please provide this information broken down at the Tier One level for E, P, T, J, D, C, N, F, H, and L. (A responsive record might reflect that, for instance, 40% of people in J received an ME, 30% received an SE, 25% received an SEE and 5% received an FME.) Please note that I am not requesting: - Information about A, B, D, or K. - Information about individuals categorized as SES. - Any personal information or information that would reveal which individuals received which ratings. If it is more efficient, I would accept this information in a letter, rather than receiving copies of responsive documents."

### **Acknowledgement**

BPA reviewed your request and determined that it fulfills all criteria of a proper request under the FOIA and the U.S. Department of Energy's (DOE) FOIA regulations at Title 10, Code of Federal Regulations, Part 1004.

### **Response**

The agency's Human Resources office collected one page of responsive records which is being released in full. The responsive record includes both number and percentage; the percentages are rounded for ease of use and are not exact.

### **Fees**

There are no fees associated with processing your FOIA request.

**Certification**

Pursuant to 10 C.F.R. § 1004.7, I am the individual responsible for the records search and information release described above. Your FOIA request BPA-2024-00392-F is now closed with the responsive agency information provided.

**Appeal**

Note that the records release certified above is final. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of the records search, and the completeness of this final records release, within 90 calendar days from the date of this communication. 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 by e-mail to [OHA.filings@hq.doe.gov](mailto:OHA.filings@hq.doe.gov), including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all 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.

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](mailto:ogis@nara.gov)  
Phone: 202-741-5770  
Toll-free: 1-877-684-6448  
Fax: 202-741-5769

Questions about this communication may be directed to James King, FOIA Public Liaison, at [jjking@bpa.gov](mailto:jjking@bpa.gov) or 503-230-7621.

Sincerely,

**RACHEL HULL** Digitally signed by RACHEL  
HULL  
Date: 2023.11.15 13:46:24 -08'00'

Rachel L. Hull  
Freedom of Information/Privacy Act Officer

Org	Rating	Descr	Count
C	5	Significantly Exceeds	9
C	4	Exceed Expectations	34
C	3	Meets Expectations	12
E	5	Significantly Exceeds	18
E	4	Exceed Expectations	57
E	3	Meets Expectations	47
F	5	Significantly Exceeds	19
F	4	Exceed Expectations	40
F	3	Meets Expectations	34
H	5	Significantly Exceeds	16
H	4	Exceed Expectations	18
H	3	Meets Expectations	39
H	1	Fails to Meet Expectations	1
J	5	Significantly Exceeds	39
J	4	Exceed Expectations	62
J	3	Meets Expectations	93
L	5	Significantly Exceeds	8
L	4	Exceed Expectations	21
L	3	Meets Expectations	20
N	5	Significantly Exceeds	52
N	4	Exceed Expectations	114
N	3	Meets Expectations	80
P	5	Significantly Exceeds	54
P	4	Exceed Expectations	88
P	3	Meets Expectations	131
T	5	Significantly Exceeds	271
T	4	Exceed Expectations	670
T	3	Meets Expectations	667

C - Corporate:

16.4% SEE

61.8% EE

21.8% ME

E - Environment, Fish & Wildlife:

14.8% SEE

46.7% EE

38.5% ME

F - Finance

20.4% SEE

43.0% EE

36.6% ME

H - Human Resources

21.6% SEE

43% EE

36.6% ME

1.4% FME

J - Information Technology

20.0% SEE

32% EE

48% ME

L - General Counsel

16.3% SEE

42.9% EE

40.8% ME

N - Administration

21.1% SEE

46.4% EE

32.5% ME

P - Power

19.8% SEE

32.2% EE

48% ME

T - Transmission

16.9% SEE

41.6% EE

41.5% ME