



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



In reply refer to: FOIA BPA-2025-03854-F

August 28, 2025

SENT VIA EMAIL ONLY TO:

PII

Sarah Hawkins

PII

Dear Ms. Hawkins,

The Bonneville Power Administration (BPA) received your request for agency information made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). The agency received your request on July 31, 2025, and assigned tracking number BPA-2025-03854-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 of, and final response to, your information request.

Request

You seek, "For FY 2023 and FY 2024 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 the information broken down at the Tier One Level for E, P, T, J, D, C, N, F, H, and L. An example might be that the employees in J received 10% SEE, 40% EE, 50% ME. This is not a request for information about the organizations, or for any SES information, or for any personal information about individuals receiving the ratings. An informal response in the form of a letter or email is fine."

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 Service Center personnel collected 3 pages of responsive data. That data accompanies this communication, released in full. The responsive data includes percentages; 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-2025-03854-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, 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
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 or 503-230-7621.

Sincerely,

Candice D. Palen
Freedom of Information/Privacy Act Officer

Performance Rating Data for FY 2024

Tier 1 ORG	%	Rating
A	16.67%	ME
A	38.89%	EE
A	44.44%	SEE
C	29.82%	ME
C	49.12%	EE
C	21.05%	SEE
D	23.81%	ME
D	34.92%	EE
D	41.27%	SEE
E	25.76%	ME
E	59.09%	EE
E	15.15%	SEE
F	29.41%	ME
F	44.12%	EE
F	26.47%	SEE
H	45.16%	ME
H	30.11%	EE
H	24.73%	SEE
J	42.26%	ME
J	38.39%	EE
J	19.35%	SEE
K	100.00%	ME
L	17.65%	SEE
L	47.06%	EE
L	35.29%	ME
M	43.21%	ME
M	48.15%	EE
M	8.64%	SEE
N	0.32%	FME
N	36.57%	ME
N	46.28%	EE
N	16.83%	SEE
P	48.01%	ME
P	39.40%	EE
P	12.58%	SEE
T	0.18%	FME
T	36.36%	ME
T	43.84%	EE
T	19.62%	SEE

Performance Rating Data for FY 2023

Tier 1 ORG	%	Rating
A	18.75%	ME
A	31.25%	EE
A	50.00%	SEE
B	16.67%	ME
B	16.67%	EE
B	66.67%	SEE
C	30.00%	ME
C	50.00%	EE
C	20.00%	SEE
D	14.04%	ME
D	49.12%	EE
D	36.84%	SEE
E	25.40%	ME
E	46.83%	EE
E	27.78%	SEE
F	33.33%	ME
F	39.58%	EE
F	27.08%	SEE
H	48.10%	ME
H	39.24%	EE
H	12.66%	SEE
J	41.97%	ME
J	34.72%	EE
J	23.32%	SEE
K	27.27%	ME
K	63.64%	EE
K	9.09%	SEE
L	38.00%	ME
L	42.00%	EE
L	20.00%	SEE
M	34.92%	ME
M	57.14%	EE
M	7.94%	SEE
N	0.36%	FME
N	30.91%	ME
N	47.27%	EE
N	21.45%	SEE
P	49.83%	ME
P	37.63%	EE

P	12.54%	SEE
T	0.23%	FME
T	38.80%	ME
T	42.67%	EE
T	18.29%	SEE