



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



In reply refer to: BPA-2026-01030-F

February 24, 2026

SENT VIA EMAIL ONLY TO: [REDACTED]

Mark Gruenewald
[REDACTED]

Dear Mr. Gruenewald,

The Bonneville Power Administration (BPA) received your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA) on January 26, 2026, and assigned it tracking number BPA-2026-01030-F. Please use that tracking number in any correspondence with the agency regarding your FOIA request. This communication is the agency's formal acknowledgement and response to your FOIA request.

Request

"I would like information on recruitment and relocation incentives for the last 3 years. The particular information I would like is the percentage of base pay along with the dollar amount and service commitment required for the incentive."

Acknowledgement

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

Response

BPA gathered responsive records from the agency's Human Resources Service Center. Those records accompany this communication, released in full.

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 release described above. Your FOIA request BPA-2026-01030-F is now closed with all available responsive 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 FOIA Program Lead Jason Taylor at 503-230-3537 or jetaylor@bpa.gov.

Sincerely,

**CANDICE
PALEN**

Candice D. Palen
Freedom of Information/Privacy Act Officer

 Digitally signed by CANDICE
PALEN
Date: 2026.02.24 13:49:49
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[Responsive agency files accompany this communication.](#)

RELOCATION-RECRUITMENT INCENTIVES
APPROVAL DATES: 01/01/2023 THROUGH 01/01/2026

Row	Earn Code Descr	Incentive Year	Incentive Percentage	Incentive Amount	Service Requirement (In months)
1	Recruitment Bonus	2023	10%	\$7,907.90	13
2	Recruitment Bonus	2023	3%	\$2,754.66	13
3	Recruitment Bonus	2023	12%	\$11,728.94	19
4	Recruitment Bonus	2023	5%	\$5,987.65	7
5	Recruitment Bonus	2023	12%	\$15,000.00	37
6	Recruitment Bonus	2023	25%	\$14,193.25	25
7	Recruitment Bonus	2023	10%	\$13,031.90	13
8	Recruitment Bonus	2023	6%	\$4,166.64	12
9	Recruitment Bonus	2023	6%	\$4,027.75	12
10	Recruitment Bonus	2023	1%	\$815.49	7
11	Recruitment Bonus	2023	10%	\$10,663.20	12
12	Recruitment Bonus	2023	23%	\$15,000.00	24
13	Recruitment Bonus	2023	12%	\$11,863.00	19
14	Recruitment Bonus	2023	24%	\$29,760.00	37
15	Recruitment Bonus	2023	37%	\$44,609.40	36
16	Recruitment Bonus	2023	0%	\$103.45	12
17	Recruitment Bonus	2023	10%	\$11,255.60	12
18	Recruitment Bonus	2023	10%	\$13,000.00	19
19	Recruitment Bonus	2023	12%	\$15,000.00	25
20	Recruitment Bonus	2023	7%	\$4,000.00	12
21	Recruitment Bonus	2023	10%	\$11,551.80	13
22	Recruitment Bonus	2023	10%	\$13,022.88	13
23	Recruitment Bonus	2023	15%	\$7,514.10	13
24	Recruitment Bonus	2023	5%	\$5,987.65	13
25	Recruitment Bonus	2023	10%	\$6,127.50	12
26	Recruitment Bonus	2023	11%	\$12,000.00	19
27	Recruitment Bonus	2023	10%	\$7,148.60	12
28	Recruitment Bonus	2024	10%	\$20,000.00	25
29	Recruitment Bonus	2024	10%	\$12,235.90	13
30	Recruitment Bonus	2024	11%	\$15,499.00	19
31	Recruitment Bonus	2024	8%	\$10,000.00	13
32	Recruitment Bonus	2024	19%	\$25,738.76	25
33	Recruitment Bonus	2024	10%	\$9,354.30	13
34	Recruitment Bonus	2024	38%	\$51,477.52	25
35	Recruitment Bonus	2024	19%	\$25,315.31	25
36	Recruitment Bonus	2024	9%	\$9,296.70	25
37	Recruitment Bonus	2024	4%	\$5,000.00	13
38	Recruitment Bonus	2024	10%	\$5,273.40	13
39	Recruitment Bonus	2024	10%	\$11,048.80	6
40	Recruitment Bonus	2024	12%	\$14,238.00	13
41	Recruitment Bonus	2024	15%	\$20,252.25	19
42	Recruitment Bonus	2024	11%	\$11,841.17	19
43	Recruitment Bonus	2024	6%	\$9,990.00	13
44	Recruitment Bonus	2024	10%	\$9,354.30	13
45	Recruitment Bonus	2024	6%	\$5,612.00	12
46	Recruitment Bonus	2024	2%	\$1,500.00	13
47	Recruitment Bonus	2024	3%	\$2,098.38	13
48	Recruitment Bonus	2024	1%	\$1,000.00	7
49	Recruitment Bonus	2024	18%	\$9,492.12	19
50	Recruitment Bonus	2024	9%	\$6,295.14	13
51	Recruitment Bonus	2025	5%	\$3,266.00	12
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1	Relocation Bonus	2023	25%	\$32,010.75	25
2	Relocation Bonus	2023	18%	\$20,062.20	24
3	Relocation Bonus	2023	23%	\$25,000.00	18
4	Relocation Bonus	2023	8%	\$7,908.72	13
5	Relocation Bonus	2023	25%	\$36,718.50	24
6	Relocation Bonus	2023	9%	\$10,000.00	13
7	Relocation Bonus	2023	7%	\$9,271.64	13
8	Relocation Bonus	2023	8%	\$10,000.00	25
9	Relocation Bonus	2023	7%	\$9,290.00	13
10	Relocation Bonus	2023	25%	\$33,198.25	13
11	Relocation Bonus	2023	5%	\$4,000.00	13
12	Relocation Bonus	2024	15%	\$23,016.30	19
13	Relocation Bonus	2024	5%	\$8,331.30	49
14	Relocation Bonus	2024	30%	\$41,481.02	25
15	Relocation Bonus	2024	7%	\$10,000.00	13
16	Relocation Bonus	2024	3%	\$4,000.00	13
17	Relocation Bonus	2024	25%	\$18,138.25	13
18	Relocation Bonus	2024	10%	\$6,994.60	13
19	Relocation Bonus	2024	15%	\$19,917.75	25
20	Relocation Bonus	2024	4%	\$4,100.00	13
21	Relocation Bonus	2024	7%	\$9,956.00	13
22	Relocation Bonus	2024	9%	\$8,000.00	13
23	Relocation Bonus	2024	15%	\$19,475.00	37
24	Relocation Bonus	2024	1%	\$1,342.47	13
25	Relocation Bonus	2024	13%	\$12,160.59	36
26	Relocation Bonus	2024	5%	\$5,145.00	13
27	Relocation Bonus	2024	7%	\$8,342.00	13
28	Relocation Bonus	2024	1%	\$1,500.00	13
29	Relocation Bonus	2025	5%	\$7,619.64	49
30	Relocation Bonus	2025	6%	\$8,000.00	13