



Department of Energy

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

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

September 22, 2014

In reply refer to: FOIA # BPA 2013-01309-F

Ted Sickinger
The Oregonian
1500 SW First Avenue, Suite 400
Portland, OR 97201

Dear Mr. Sickinger:

This is a final response to your July 17, 2013, request for records that you made to the Bonneville Power Administration (BPA), under the Freedom of Information Act (FOIA), 5 U.S.C. § 552.

You requested the following:

“[A]ll e-mail[s] to and from Bill Drummond between November 2012 to present that mentions the Office of Inspector General (OIG), the U.S. Office of Personnel Management (OPM), or DOE Human Capital, or any inquiries, reviews and investigations into BPA hiring and promotion practices.”

Response:

FOIA generally requires the release of all government records upon request. However, FOIA permits withholding certain, limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)).

We have located 255 pages of material responsive to your request. We are releasing 128 pages in full; withholding 64 pages in their entirety; and releasing 63 pages with certain information redacted under Exemptions 5 (5 U.S.C. § 552(b)(5)) and 6 (5 U.S.C. § 552(b)(6)). Other information was withheld as non-responsive.

Exemption 5:

Exemption 5 protects “inter-agency or intra-agency memorandums or letters, which would not be available by law to a party other than an agency in litigation with the agency.” In plain language, the exemption protects privileged documents. The deliberative process privilege protects the decision-making processes of government agencies. Records protected under this privilege must be (1) pre-decisional – created before the adoption of an agency policy or course of action, and (2) deliberative – making recommendations or expressing opinions on a legal or policy matter.

In this case, BPA is asserting Exemption 5 to protect that information which could be considered documents in draft form, recommendations for action and discussions preceding a policy decision. Exemption 5 was asserted for deliberative and pre-decisional communication in Employee Equal Opportunity Office correspondence, information used in hiring decisions, prospective plans and strategic discussions. The ability to protect this material ensures the continued flow of honest advice and discussion between agency employees. Additionally, releasing draft documents can result in public confusion about the agency's reasoning behind a final decision or announcement.

Records protected by Exemption 5's pre-decisional and deliberative privilege may be discretionarily released. We considered discretionary release in accordance with the guidelines set forth in Attorney General Holder's March 19, 2009, FOIA Memorandum. Agencies may decline to discretionarily release material when they reasonably foresee that disclosure would harm an interest protected by the statutory exemption. The deliberative process privilege protects the decision-making processes of government agencies, and Exemption 5 encourages open, frank discussions on matters of policy and protects against public confusion and the premature disclosure of proposed policies. Disclosure of the redacted internal discussions would have a chilling effect on future BPA discussions and decisions, and we have determined that in this instance, a discretionary release of this material is not proper.

Additionally, Exemption 5 protects privileged documents considered attorney work-product (5 U.S.C. § 552(b)(5)). The attorney work-product privilege protects documents prepared in anticipation of foreseeable litigation, including civil, criminal, and administrative proceedings. In this case, we assert Exemption 5 to protect that information in which an attorney was providing advice and draft communication language to BPA officials in responding to requests, recommending a course of action on a case or notifying individuals of a pending litigation hold.

Exemption 5 also protects records that qualify as privileged under attorney-client privilege. This privilege protects confidential communications between an attorney and his client relating to a legal matter for which the client has sought professional advice. The privilege encompasses facts provided by the client and opinions provided by the attorney. In this case, we assert Exemption 5 to protect a limited amount of communications between BPA staff and attorneys on legal matters related to hiring and personnel issues.

Exemption 6:

The redacted information under Exemption 6 (5 U.S.C. § 552(b)(6)), consists of the personal information (name, personal email and cell phone numbers, and other personal information) of individuals. BPA asserts Exemption 6 for information, which could reasonably be expected to constitute an unwarranted invasion of personal privacy if disclosed. The exemption is asserted to redact a limited amount of personal information, including non-governmental email addresses, home addresses, individuals whose hiring process is under review, personal family information and decertified staff within Human Capital Management. Although the information may be of public interest, it has been determined that the information of those on the emails will not shed

any light on how BPA has performed its statutory duties and therefore, the individual privacy interest outweighs the public interest in the disclosure of this information.

Information that falls under Exemption 6 cannot be discretionarily released; the right of privacy belongs to the individual, not to the agency. Therefore, we did not analyze this information under the discretionary release guidelines in Attorney General Holder's March 19, 2009, FOIA Memorandum.

Appeal:

Pursuant to Department of Energy FOIA regulations at 10 C.F.R. § 1004.8, you may administratively appeal this response in writing within 30 calendar days. If you choose to appeal, please include the following:

- (1) The nature of your appeal: denial of records, partial denial of records, adequacy of the search, or denial of fee waiver;
- (2) Any legal authorities relied upon to support the appeal; and
- (3) A copy of the determination letter.

Clearly mark both your letter and envelope with the words "FOIA Appeal," and direct it to the following address:

Director, Office of Hearings and Appeals:
Department of Energy
1000 Independence Avenue SW
Washington DC 20585-1615

I appreciate the opportunity to assist you. If you have any questions, please contact Kim Winn, FOIA Public Liaison, at (503) 230-7305.

Sincerely,



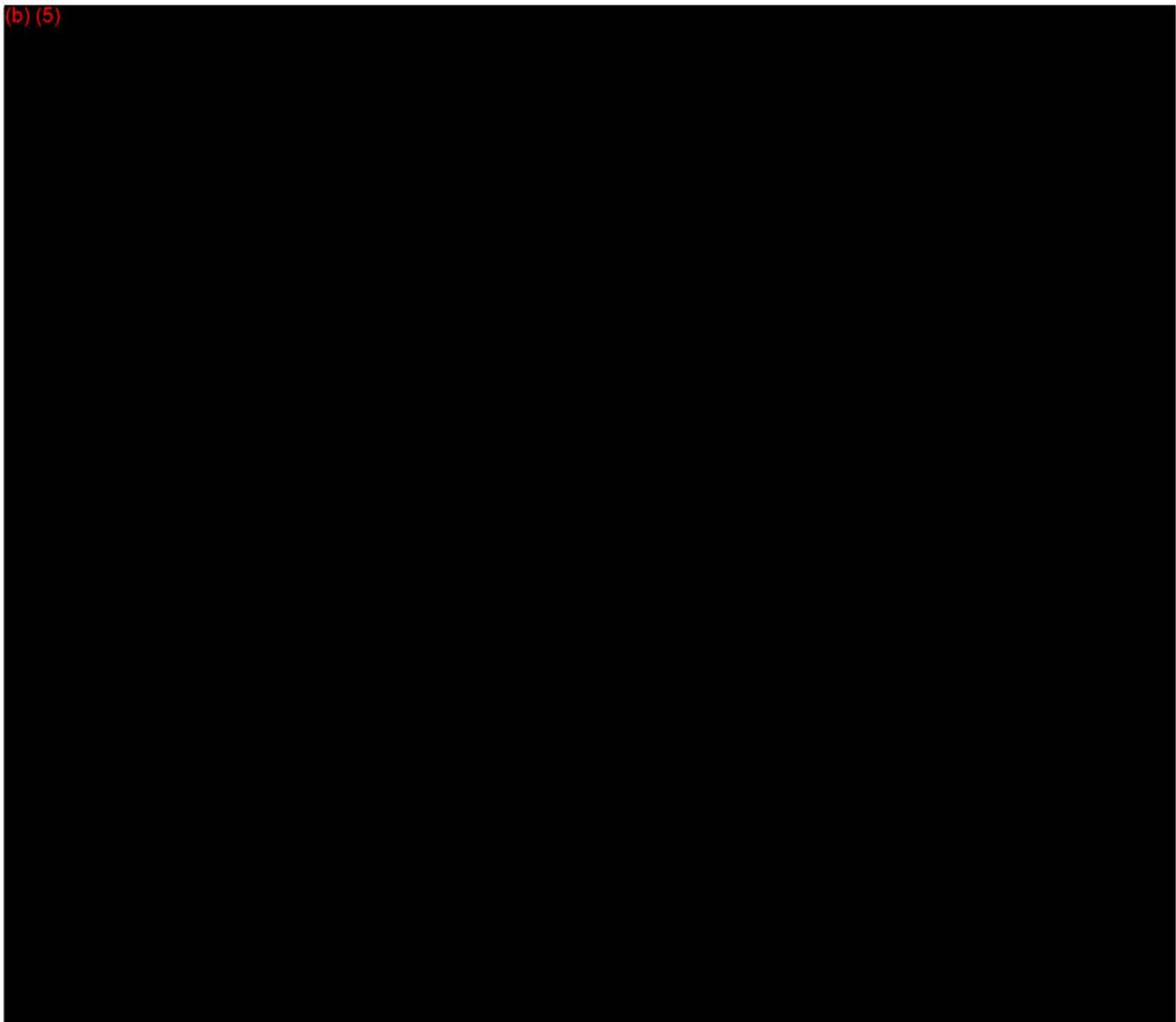
C.M. Frost
Freedom of Information Act Officer

Enclosure:
Responsive documents

Message

From: raroach@bpa.gov [raroach@bpa.gov]
Sent: 4/3/2013 2:16:40 AM
To: Decker, Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Fox, Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: Re: A couple of key points:

(b) (5)



Sent from my iPad

On Apr 2, 2013, at 5:17 PM, "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

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BPA HCM Training 2008 - Present (as of May 2013)

Dept	Name	DOB	DOB Expiry	PostDate	Employment Type	Paralegal	Admission Agency Visa	Frontier Classification	Competitive	Job Analysis	Active	Position	Position Mgmt	Position Title	Position Grade	Position Salary	Position Location	AA/2011 (Unemployment) Qualification	AA/2011 Regulatory Compliance	AA/2011 Recalling	AA/2011 Using AED	AA/2011 (Continuing) Using Proficiency
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Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/24/2013 6:32:45 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Re: Update for your DOE call

How did the call go?

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

On May 24, 2013, at 10:13 AM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:

> Thanks, Roy and Anita. This was what I was looking for. I will let you know how my conversation goes.

>
> Regards,
> Bill

>
> On May 24, 2013, at 8:59 AM, "Fox,Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

>
>> Bill:

>> This is an email that integrates both Anita's and Roy's material. We believe he is call about the first item, but are not sure. Neither of us has had an opportunity to learn a whole lot about this. The attached document is fairly short if you want to take a quick read.

>>
>>
>> 1. An emerging issue is Bob's desire to create a 'service center' where all transaction type work would be done centrally through an HR service center. Bob has asked me to serve on the Executive Steering Team, but I have not seen anything formal. I understand Bob recently got this approved - but don't know what 'approval' constitutes. I understand there will be a working team to evaluate options and put together a business case. Whether BPA agrees with any final recommendations remains to be seen. In agreeing to serve, I did clearly state to Bob that being on a Steering Team in no way should be seen as my agreement or support of BPA being included in any final recommendations. Bob said he understood that. The charter is attached.

>>
>> There may be other reasons for your call. Anita spoke with Bob yesterday morning on three issues:

>>
>>
>> 2. Meeting with him next Thursday at 7:30 for a catch-up.

>>
>> 3. Confirming that they are coming out Jun 17 to finish routine HMAP (Human Capital Management Audit that was previously scheduled to be complete in Aug of this year). A bit of an issue with the timing is that BPA's HCM team will be substantially telecommuting while their floor space is reconfigured and much of what they may be wanting could be in boxes. I did let Bob know this. Roy was going to follow up with a note to confirm back to Bob's staff and inquire if they could come out the following Monday when things will still be a mess, but at least more people will be on-site.

>>
>>
>> 4. Inquired whether Bob had any additional information on OPM progress, which he did not. He did say that his understanding from his staff is that OPM is still going to decertify all of our staff. I said that was not the indication we were getting. What he understands is that our training records are not substantial enough for OPM to leave us with anyone certified.

>>
>> Both #4 and #5 have been in a suspend mode in Revcom. Bob has not commented or reached back to Anita on these:

>>
>>
>> 5. On May 3, Anita provided Bob with BPA's old policy (2003) and our new draft update for Disciplinary Action and Table of Discipline, which is a directive that DOE HCM has in Revcom for comment now. We are asking to continue to be exempt as we believe our policy better meets our business needs. The purpose of sharing our draft with Bob was for DOE HCM to compare and hopefully strengthen their version, but for BPA to continue to NOT be included in DOE's policy which is inferior to ours.

>>

>>
>> 6. The other directive on HCM Audits that is also in Revcom that includes BPA as coming under the policy. We have never objected to DOE HCM audits, but there is a new clause in this Directive that states that the DOE Chief Human Capital Officer (Bob) will concur on departmental elements hiring of HCM heads (ie, Roy). We do not agree with this and I did communicate directly to Bob that we would have to non-concur. Bob's view is that he wants to weigh in if someone does not have previous Federal experience. Rather than agree to concur, I did offer that IF we were to hire someone with no Federal experience we would work with his staff to put together a development plan for the person.
>>
>> Update on IG, OPM audit and DOE case file review
>>
>>
>> 7. IG inspection
>>
>> a. IG is on site May 28 - May 31
>>
>> b. From their most recent document request, they continue to probe veteran's issues
>>
>> c. They've added a dimension in that they seem to be probing a series of HR folks who had no role in veteran hiring or terminations
>>
>> d. They've also added a focus on the Chief Public Affairs Officer recruitments
>>
>>
>> 8. OPM audit
>>
>> a. We now have the decertification of the BPA delegated examining (meaning those hires often usually from outside the federal government and for which veterans preference applies) staff
>>
>> b. OPM did not decertify BPA and has indicated to us orally that from their perspective this is a training issue and that DE work can continue using other DE certified staff (such as our Avue contractors)
>>
>> c. OPM has been in dialogue with DOE however DOE has shared none of this with BPA
>>
>> d. DOE could decide that they do not want even our Avue contractors to conduct DE work - this would be a DOE call and is not something OPM recommending.
>>
>> e. OPM found no ill intent with any of the violations they found
>>
>> f. The OPM audit is not complete, but they have found no other significant issues in the case files still under review
>>
>>
>> 9. DOE case file review
>>
>> a. DOE has not acknowledge any of the material we've sent them in response to their information calls contained in their April 2, 2013 memo to you
>>
>> b. I and Avue conducted a briefing of DOE staff on the Avue system audit capabilities two weeks ago
>>
>> c. I met with Ken Venuto, David Amaral and Loretta Robinson at DOE headquarters two weeks ago to discuss a path forward but secured no commitments for moving forward
>>
>> d. DOE has cleared 8 or so student hires (Pathways) but has not cleared our other DE hires, some of which have been there in excess of a month
>>
>> e. There has been no evidence that the hiring practice that likely triggered the case file review ("moving the line" in the context of category rating) continued past May of 2012
>> What we want coming out of 8 and 9 is that DOE collaborate with us in a timely way on an effective way forward. To this point we have experienced zero collaboration. DOE has never met with us to convey, explain or ask questions about their April 2 memo. DOE has excluded us from any calls they've had with OPM (I was in DC on the day of one call and offered to participate - my offer was declined) and has never relayed any of their conversations with OPM. We've only heard from OPM. Candidly, the department has been of no help given their lack of communication regarding their intent or direction forward.
>> The OPM audit is not complete but as far as it has gone they have not found a reason to decertify BPA. They've indicated to us that they see this as a training issue. The category rating issue is a practice

that is behind us. As far as we know, there is no reason for the department to withhold our ability to move forward using other DE certified staff (in this case, Avue). We can only speculate on the IG issues.

>>

>> Call me at 4234 or (b) (6) if you have any questions.

>>

>> Roy

>> <Project Charter SIGNED v2013-05-14.pdf>

-

Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 5/24/2013 7:55:44 PM
To: Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: FW: Suspension of BPA's Delegated Examining Authority
Attachments: Signed-dtd BPA Loss of Authority Memo.pdf

This is DOE only acting. OPM has been clear that this is NOT a necessary action. There has been no communication with us beyond this memo.

-----Original Message-----

From: Venuto, Kenneth [mailto:Kenneth.Venuto@hq.doe.gov]
Sent: Friday, May 24, 2013 12:40 PM
To: Drummond,William K (BPA) - A-7
Cc: Gibbs, Robert; Decker,Anita J (BPA) - K-7; Amaral, David; Robinson, Loretta; Fox,Roy B (BPA) - NH-1
Subject: Suspension of BPA's Delegated Examining Authority

Bill,

Attached is a memorandum signed by me that suspends BPA's Delegated Examining Authority based on the results of the audit reviews conducted to date specifically related to this type of HR hiring activity at BPA. If your staff has any questions, they may contact either me at (202) 586-7138 or Loretta Robinson at (202) 586-9239.

Ken



Department of Energy

Washington, DC 20585

MAY 24 2013

MEMORANDUM FOR WILLIAM K. DRUMMOND, ADMINISTRATOR
BONNEVILLE POWER ADMINISTRATION

FROM: 
KENNETH T. VENUTO, DIRECTOR
OFFICE OF HUMAN CAPITAL MANAGEMENT

SUBJECT: TEMPORARY SUSPENSION OF DELEGATED EXAMINING ACTIVITIES FOR
BONNEVILLE POWER ADMINISTRATION

Pursuant to notification of possible Merit System Principles and Prohibited Personnel Practice violations reported to the Department of Energy's Office (DOE) of Inspector General (OIG), the DOE Office of the Chief Human Capital Officer (HC) conducted a review of various Bonneville Power Administration (BPA) hiring activities over the last year. In addition, the Office of Personnel Management (OPM) conducted a separate audit with the assistance of an HC accountability audit team. All the reviews revealed consistent improper hiring practices occurred, specifically in the application and adjudication of veterans' preference and misapplications of qualifications procedures. These practices have resulted in numerous inappropriate hires, violations of merit system principles, and violations of veterans' preference. As a result of the findings, it is necessary to suspend BPA's delegated examining authority, per Re-delegation Agreement Order No. 00-010.01-01.13A.

HC will conduct an additional review in June 2013, to complete the evaluation of personnel practices at BPA.

Title 5 U.S.C. § 2302(c) states "*The head of each agency shall be responsible for the prevention of prohibited personnel practices, for the compliance with and enforcement of applicable civil service laws, rules, and regulations, and other aspects of personnel management, and for ensuring... that agency employees are informed of the rights and remedies available to them under this chapter and chapter 12 of this title.*"

As required by 5 C.F.R. § 250.203 (2) the Department is required to maintain the agency's Human Capital Accountability Program which includes the responsibility to:

- (iv) "*Measure and assess human capital management systems for mission alignment, effectiveness, efficiency, and compliance with merit system principles, laws, and regulations;*" and
- (vi) "*Ensure that action is taken to improve human capital management programs and processes and to correct deficiencies...*"



Printed with soy ink on recycled paper

The Department of Energy has been granted delegated examining authority from OPM and within that delegation is the requirement to ensure all offices within the Department carry out delegated examining functions within the parameters of Federal law and regulations. The OPM delegation to DOE states that should OPM revoke or suspend certification of delegated examining authority, the Department of Energy will not be permitted to fill positions using competitive examining procedures.

HC has a regulatory obligation to ensure all practices and policies throughout the Department comply with federal law. While the DOE Human Capital Management Accountability Program (HCMAP) audit of BPA is not complete, there is sufficient concern over the delegated examining process, that it is necessary to suspend BPA's delegated examining functions until the violations and inappropriate actions have been identified, corrective actions have been implemented, and the BPA Human Resources (HR) staff has been sufficiently trained and demonstrates the competence to resume the HR work.

Therefore, BPA must immediately cease execution of all delegated examining activities. Subject to my approval, BPA may enter into an agreement with another HR office with delegated examining authority or procure contractor services to conduct these activities. Additionally, BPA must undertake the following actions immediately:

- BPA must immediately cancel any hiring action that have not yet taken place where a category rating cutoff score was changed after the announcement was published.
- BPA staff must undergo specialized delegated examining training and/or be detailed to work with experienced Human Capital Management (HCM) specialists in the Department within 90 days of the date of this memorandum.
- BPA must arrange for either an independent contractor or other qualified federal human resources office, subject to my concurrence, to conduct an in-depth 100% review of all delegated examining cases from the last 12 months, and reconstruct each case by re-adjusting the Best Qualified score to the "pre-determined" category score of 90.0. Additionally, this review should identify all inappropriate appointments and prepare proposed strategies for regularizing; and provide priority consideration where otherwise applicable.
- The independent contractor and/or qualified human resources office shall provide regular status reports directly to the Human Capital Policy Division (HC-11) during the corrective action phase. All corrective actions or identified discrepancies in the report must be reviewed and approved by the Director, Human Capital Policy Division (HC-11) prior to execution of any transaction.
- BPA must develop and execute an effective process improvement plan to include the transfer of the current delegated examining workload to the selected contractor or HR

office and identify appropriate training and developmental opportunities for the staff. Monthly status reports on BPA's progress with regard to these mandates must be provided to HC-11 commencing one month from the date of this memorandum.

All required actions identified and any additional discrepancies identified during the contractor review must be completed not later than August 1, 2013.

Once the training of the staff and the corrective action plans have been completed, I will make a determination on the return of delegated examining authorities to BPA if (1) BPA demonstrates it has successfully corrected all identified discrepancies and (2) BPA HR staff demonstrates it has the knowledge, skills, and abilities to properly execute HCM responsibilities in accordance with applicable laws, rules, regulations and policies.

I am obligated to take these actions on behalf of the Department in order to protect the HR authorities delegated to the Secretary from the Office of Personnel Management. My staff is available to provide guidance and assistance as you execute all corrective actions and improve staff technical competencies.

Should you have any questions or need clarification, please contact me directly or have your staff contact Loretta Robinson, Director, Human Capital Policy Division (HC-11) at (202)586-9239 or loretta.robinson@hq.doe.gov.

Message

From: (b) (5) [redacted]
Sent: [redacted]
To: [redacted]
CC: [redacted]
Subject: [redacted]

[redacted]

[redacted] [redacted]

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[redacted]
[redacted]

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/25/2013 6:06:32 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Re: Suspension of BPA's Delegated Examining Authority

Randy Roach. When I was leaving yesterday I went to talk with Roy and headed back up to catch Randy and I had just missed him. Shall I send a note for everyone to convene at 7:30 on Tues? We have the consultants in for the Decision Making Model with the first session with one of them at 9 - we could meet from 7:30 - 8:30, realizing we need at least 30 minutes to prepare for the consultant interviews.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 25, 2013, at 9:26 AM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:
Anita;

This is hugely helpful to me as background on what has transpired between us and DOE. Let me go through it more thoroughly and look at Ken's cc list before you launch this. I will have a chance to do that tomorrow.

In addition to the things you describe, I am really frustrated that we will be unable to answer questions directly or defend ourselves. Even the Delegation???

At this point, who in BPA is aware of the situation? I mentioned it to Sandy before talking to you and obviously Roy and I assume Larry. I think we need to bring Peter in quickly in the event of media inquiries and also Sonya for DC strategy. Anyone else right now?

Bill

On May 25, 2013, at 5:28 AM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill - I'm not sure if I've written this to make me feel better or to actually send it. Your reaction? I would actually want to send it to everyone on Ken's to and cc list.

Bob,
A couple of things are most disturbing about this action. The first is that there has been a complete lack of collaboration in this process. BPA has provided all information requested in the prior memo from Ken and yet received no acknowledgement of such from Ken or Loretta.

On May 8, Roy Fox from BPA arranged for the AVUE overview with your staff at our request. While he was there, Ken alluded that there was going to be a call with OPM. Roy asked to attend and was not allowed to. It would have been an excellent opportunity to have initiated an inclusive transparent collaborative way forward. There has been nothing

transparent or inclusive about this even though we have made inquiry as to the status, including my several calls directly with you.

The OPM review is not completed and yet your staff has seen its way to issue this memo without any involvement or conversation with anyone at BPA. At the last BPA site meeting with your staff and BPA staff, OPM stated that while we incorrectly applied the category rating on some hiring actions (it seems that the fact that these actions are now a full year past and that we SELF-identified and disclosed and corrected our error continues to be unacknowledged) they did not see the actions to warrant a suspension of our DE. The very first bullet on page 2 reflects that there is some misguided and incorrect belief that BPA has hiring actions open today where cutoff scores were changed. This is completely unfactual and misleading.

In regard to bullet two, we have provided your staff with a training plan that has gone unacknowledged. We provided a suggestion on a way forward that has also gone unacknowledged.

We agree with the audit noted in bullet three and believe it will confirm that since May 2012 when we SELF-identified and disclosed and corrected our error in application there will be no further findings of irregularities in the application of category rating.

We have repeatedly asked for your office's assistance to reconcile those hires where a Veteran may have been disadvantaged and have been making this request since October of 2012 on those hiring actions that are now a year old. To date, there has been no action, discussion or guidance. This memo refers to regularizing any findings for the past 12 months. The issues are all prior to the past 12 months. When will we receive a response on the cases that are the actual reason for the review?

I will only add that to-date, your office has four DE cases, one in possession for over 30 days and another for over 20 days and the last two more recently at just over two weeks. The commitment was that these would be turned around quickly. In the case where additional information was requested, it was provided within 2 days, so we are unaware of why they are not being released.

You and I are meeting this Thursday morning. What is your interest in having a working meeting from 9 to 10 with you, Ken and Loretta and Roy and I. We have to get to a more transparent and healthy relationship. The unresponsiveness being perceived by all parties - your staff and mine - is just not serving either of us. We cannot expect a full recovery without the support of your staff and the belief in our staff that there is positive intent from your staff.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 24, 2013, at 12:40 PM, "Venuto, Kenneth" <Kenneth.Venuto@hq.doe.gov> wrote:
Bill,

Attached is a memorandum signed by me that suspends BPA's Delegated Examining Authority based on the results of

the audit reviews conducted to date specifically related to this type of HR hiring activity at BPA. If your staff has any questions, they may contact either me at (202) 586-7138 or Loretta Robinson at (202) 586-9239.

Ken

<Signed-dtd BPA Loss of Authority Memo.pdf>

Message

From: Clark,David C (BPA) - NHI-1 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DXC7678]
Sent: 5/27/2013 8:43:34 PM
To: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: FW: BPA corrective actions
Attachments: Copy of 2013May10DOEcorrectiveactioncases.xlsx; (b) (6) 8896.pdf; CATEGORY RATING REVIEW - BQ SCORE RANGE.docx; Nov 2010 Category Rating SOP.pdf

Here's what I sent to DOE on 5/20. No response.

From: Clark,David C (BPA) - NHI-1
Sent: Monday, May 20, 2013 2:00 PM
To: 'Robinson, Loretta (Loretta.Robinson@hq.doe.gov)'
Cc: 'tiffany.wheeler@hq.doe.gov'; Wentworth,Julia J (BPA) - NHI-1
Subject: BPA corrective actions

Loretta,

This forwards BPA's corrective response to Ken's April 2nd memo.

BPA Corrective actions

1. The first attachment is our corrective action plan to address the DOE cases which are not part of the OPM process. This attachment outlines BPA's proposed corrective actions to address the erroneous appointments. We need your help on a few questions: Will DOE establish a department-wide priority placement list to have the broadest range of jobs to consider for potential placement? Can we use this list to absorb the eligible applicants from the OPM audit and our internal review from last summer? Finally, It seems like we should establish a clear process and protocols to manage these placements and our process to regularize our previous selections. Do you want to set up a call and work out these details?

2. Given the DOE case review overlap between the OPM-lead audit and your April 2nd note, we wish to confirm OPM final jurisdiction on these DOE cases:

(b) (6)
[Redacted]

3. Do we agree that (b) (6) is not an illegal appointment because we did hire a vet? We've attached the supporting documentation(see (b) (6) pdf).
4. Can we agree that case file (b) (6) is not an illegal appointment? When we reconstructed the case file, there is no need to merge categories since we had three candidates in the BQ pool and final selectee was already in the BQ category. Tiffany was working resolution of this case issue.

5. Do we have your agreement for BPA to use 91 as our cut-off score when we reconstruct all our DE files prior to June 4, 2012? During our call with Tiffany on May 2, she requested we formally request this in writing. This request is attached along with our existing SOP at the time.
6. Thank you for resolving our pending DE cases!

Dave

Job Requisition: (b) Requisition Type: Open Competition

Announcement Opened: 03/22/2011 Announcement Closed: 04/04/2011

Job Code: (b) (6)

Type of Appointment: Regular

Organization: NJND Location: Portland

Selection Certificate Standard Applied: Yes__ No__ Waiver Request: Yes__ No__ Date Waiver Granted: _____

	Total	Hispanic or Latino		----- Non- Hispanic or Latino -----										Not Specified			
				White		Black		Asian		Native Hawaiian/ Pacific Island		American Indian/ Alaska Native		Two or More Races			
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Applicants Received	23	0	0	12	1	1	0	0	1	0	0	0	0	0	0	0	8
Disabled	0																
Applicants Qualified	7	0	0	5	0	1	0	0	0	0	0	0	0	0	0	0	1
Disabled	0																
Applicants Best Qualified	6	0	0	4	0	1	0	0	0	0	0	0	0	0	0	0	1
Disabled	0																
Applicants Referred	6	0	0	4	0	1	0	0	0	0	0	0	0	0	0	0	1
Disabled	0																
Applicants Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disabled	0																

Position filled with: Internal Applicant: 0 External Applicant: 0

Vicki McCarty
Prepared by

6/3/11
Date

Department of Energy - Bonneville Power Administration
DEU Certificate Summary

Bureau of Field of Establishment:

Bonneville Power Administration
Human Resources
Delegated Examining Unit
Portland OR 97208

Issued To: (b) (6)

Certificate #: (b) (6)

Requested:

Issued: 6/3/2011

Expiration: 7/3/2011

Business Unit: Corporate Business Line

Job: (b) (6)

Location

Openings

Portland

1

Type of Appointment:

Work Schedule: Full-time Regular

Required Travel: None

Return certificate to: Talent Acquisition, NHQ-1

For more information contact: Jonathan Makela x4425

Approved by: Jonathan Makela

To: Talent Acquisition, NHQ-1

As required, I am returning all original applications (and attachments) to Talent Acquisition.

I am requesting additional names because:

the original certificate resulted in less than three available candidates per vacancy, OR
there are now additional vacancies.

Applicant Selected: (b) (6)

EOD: 9/25/2011

DO NOT NOTIFY APPLICANTS OF NON-SELECTION UNTIL _____ (Date)

*Post Acceptance
of offer*

ADDITIONAL SELECTIONS WILL BE MADE BY _____ (Date). Do not notify applicants of non-selection at this time.

(b) (6)

(b) (6)

BEEN COMPLETED ON THE SELECTEE

8/22/2011
Date

*Do not notify
NS until after
offer accepted.*

Print Date: 6/3/2011

form prepared by Vicki McClary

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

NAME OF PERSON SELECTED (b) (6)	HOME PHONE NUMBER (b) (6)	HOME E-MAIL ADDRESS (b) (6)	TITLE, SERIES, GRADE OF ADVERTISED POSITION (b) (6)	VACANCY ANNOUNCEMENT NUMBER
CONTINUOUS BID PROGRAM CERTIFICATE NUMBER		POSITION NUMBER	DUTY STATION OF SELECTION Portland	PROPOSED EFFECTIVE DATE OF THE SELECTION 09/11/2011
SELECTEE'S PREVIOUS POSITION NUMBER		PREVIOUS DUTY STATION		PREVIOUS POSITION TITLE, SERIES, GRADE OF SELECTEE

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 REPOSE TO KSAs	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO COMPETENCY BASED INTERVIEW USED?
CHANGE OF STATION AUTHORIZED FOR NEW HIRE EMPLOYEE : <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
CHANGE OF STATION AUTHORIZED FOR EXISTING FEDERAL EMPLOYEE : <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	

<p>TYPE OF MOVE <i>(needed for hourly employees only)</i></p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO Management- Directed Position Change</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO Graduating Apprentice</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO Promotion</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO Voluntary Position Change <i>(Reassignment, Change to Lower Grade)</i></p>	<p align="center">DISCRETIONARY ENTITLEMENTS AUTHORIZED</p> <p><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO TEMPORARY QUARTERS</p> <p>Number of days authorized: <u> </u> days <input type="checkbox"/> 30 days <input type="checkbox"/> 60 days (max)</p> <p><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO ADVANCED ROUND TRIP</p> <p>Number of days authorized: <u> </u> <i>(NTE 10 days)</i></p>
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ACCOUNTING INFORMATION

CHARGE TO DEPT I.D.	ABM	WORK ORDER	TASK	DCE	GL <i>(Select One)</i>
NJND	LSFC	00269213	01	REL	<input type="checkbox"/> 600420 <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.

(b) (6) previous experience in the IT sector along with his demonstration of the competency during the interview process provides **(b) (6)** necessary skills and leadership abilities o be selected as the **(b) (6)**

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)	DATE 08/25/2011
--	--------------------

NOTE: Completed forms sent via E-mail are not accepted. SO is required.

Distribution: Administrative Staff will return the original SDC and selection file to Talent Acquisition (change of station authorized) – FTDP-2; Talent Acquisition provides a copy of final SDC to Civil Rights & EEO – DGE-1. OR S; Others = 1YR OR S

**Department of Energy - Bonneville Power Administration
Delegated Examining Certificate Request**

Certificate # (b) (6)
 Job Opening # (b) Status 045-Best Qualified Type Open Competition
 Jobcode (b) GS - [redacted] (b) (6)

Competitive

Action	Applicant	Name	Priority Plcmt	Vets Pref
<u>A</u>	37540	(b) (6)	-	TP ✓
<u>NS</u>	38202	[redacted]	-	TP ✓
<u>NS</u>	35824	(b) (6)	-	TP ✓
<u>NS</u>	38298	(b) (6)	-	NV
<u>NS</u>	38286	(b) (6)	-	NV ✓
<u>NS</u>	38195	(b) (6)	-	NV

Delegated Examining Unit Selection Review

Date Returned: 8/26/11

I have determined that this selection is legal and, if applicable, veteran's preference was applied.

RSA Review Initials: *[Signature]*

HRA Review Initials: *[Signature]*

HRA Audit Review Initials:

Failure to apply veteran's preference, resulting in an illegal hire or missed consideration, will result in an unacceptable performance rating and possible disciplinary action.

Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 5/28/2013 11:43:11 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]
Subject: RE: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.
Attachments: Decertification; Decertification of Bonneville Power Administration HR Staff; RE: Understanding of decertification; RE: Training plan and schedule for BPA's ; RE: Response to OPM audit; FW: Response to OPM audit; RE: BPA; BPA Evaluation Follow up; Training plan and schedule for BPA's

There have been many emails with OPM as a result of the OPM-lead audit. Primary communications have been with me, Dave Clark and a variety of staff dealing with audit-related work (arranging for training, securing information on certifications, providing written responses to "yellow sheets" (OPM's form for requesting additional information associated with a recruitment case file -- used to be on yellow paper). Here are what I think are the most important ones with me. They principally deal with audit findings, corrective actions and training plans.

Roy

From: Drummond,William K (BPA) - A-7
Sent: Tuesday, May 28, 2013 6:51 AM
To: Fox,Roy B (BPA) - NH-1; Decker,Anita J (BPA) - K-7
Subject: RE: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.

Roy;

Would you please send me all correspondence between Bonneville and OPM, including any correspondence regarding their preliminary findings?

Thanks,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Fox,Roy B (BPA) - NH-1
Sent: Sunday, May 26, 2013 9:24 AM
To: Decker,Anita J (BPA) - K-7; Drummond,William K (BPA) - A-7
Subject: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.

Anita/Bill: This was written without having seen Anita's draft. Please take it for what it is, my attempt to be factual yet also transparent as to how the relationship feels (to me at least). In terms of who has seen the DOE memo, it is

minimally me, my assistant and Dave Clark of my staff. There are some auto forwards within HCM that I will need to check on.

I am in a bit of a bind in that I have direct communication from OPM asking me questions. OPM has been very clear to this point that the audit is their lead. I've never heard of inserting a filter between an auditor and the person/org being audited. The IG cautioned us on this exact point when they thought we were reviewing staff documents before going to them (that wasn't our intent or practice and we issued clarification on that point to HCM staff).

In terms of communications, I have no idea what I should be telling staff this week. Once my staff knows, their clients will want to know. What would DOE have us tell hiring managers and our executive team?

We do have a path forward that should meet those needs that can be spoken about. I simply do not know if there is another agenda at play here.

Roy

Bob, last week it was indicated that BPA has not been responsive to the Department's requests. I am confused by that because my staff have been telling me that they've provided both data and access to our systems in response to Department requests and directives. They've also told me that the Department has not acknowledged the receipt of any of the major data responses nor engaged in any collaborative process. To get to the bottom of this I asked for documentation of what our responses have been. Here is what I believe the facts are:

System access

1. eOPF – access has been granted (April 2013)
2. HRMIS - access has been granted to the individuals requested by DOE (April 2013)
3. Avue – audit access granted by Avue to the individuals requested by DOE (May 2013)

Your staff continue to make ad hoc requests for individuals to be granted various access and we provide this in a timely fashion. The level of access is unprecedented for us.

Case file requests

4. August 8, 2012 request for case files – all case files were sent to your office on August 21, 2013

DOE staff secured copies of 4 additional case files without coordinating this with any management official at BPA.

Data requests

April 2, 2013 CORRECTIVE ACTIONS RELATED TO HIRING PRACTICES AT BONNEVILLE POWER ADMINISTRATION memo from Venuto to Drummond directing certain actions and requesting certain data:

5. Effective immediately, all outstanding and future BPA hiring actions stemming from delegated examining activities must be submitted to DOE HC (HC-11) for review and approval. – BPA complied immediately. XX actions have been with the department for over a month.
6. BPA must immediately cancel any hiring action that has not yet taken place where a category rating cut-off score was changed after the announcement was published. – BPA has informed the Department on multiple occasions that this practice was halted in May 2012.
7. Provide HC-11 with data on all new BPA hires that were separated during their probationary period in FY-11, FY-12, and FY-13 to date. This must include the name of the individual and whether they were a veterans' preference or non-veterans' preference hire. – File provided on 22 April 2013.
8. Provide HC-11 with data on all new BPA hires in FY-10, FY-11, FY-12, and FY-13 to date. This must include identifying them as either a veterans' preference or a non-veterans' preference hire. –File provided on 22 April 2013.
9. Arrange for HR staff to undergo specialized delegated examining training from OPM and/or be detailed to work with experienced HCM specialists in the Department within 90 days of the date of this memorandum. – BPA requested on 22 April 2013 clarification of specialized training. DOE has not responded. BPA copied DOE on a training plan that complied with OPM's direction. DOE has not acknowledge receipt or indicated whether this meets their expectations per their April 2, 2013 memo. OPM has already provided some helpful suggestions on the plan.
10. Complete all required actions detailed on the attached chart. These actions must be submitted to HC-11 for review and approval prior to execution. – BPA requested on 22 April 2013 a representative of DOE HQ to collaborate with on final corrective actions. DOE has engaged BPA staff though has not closed on all outstanding issues. Because of DOE's withdrawal of our delegation, we are now unable to comply with this.
11. Allocate sufficient resources (staff and funding) to ensure these actions are accomplished in a timely fashion. – BPA provided such assurance on 22 April 2013. DOE has not acknowledged.

If the information I've provided here does not seem accurate to you, please let me know what specifically you take exception to or how we've failed to meet your needs with the responses we have provided. I believe it is only with this kind of specificity we can improve what seems to me a somewhat broken relationship between HQ and BPA.

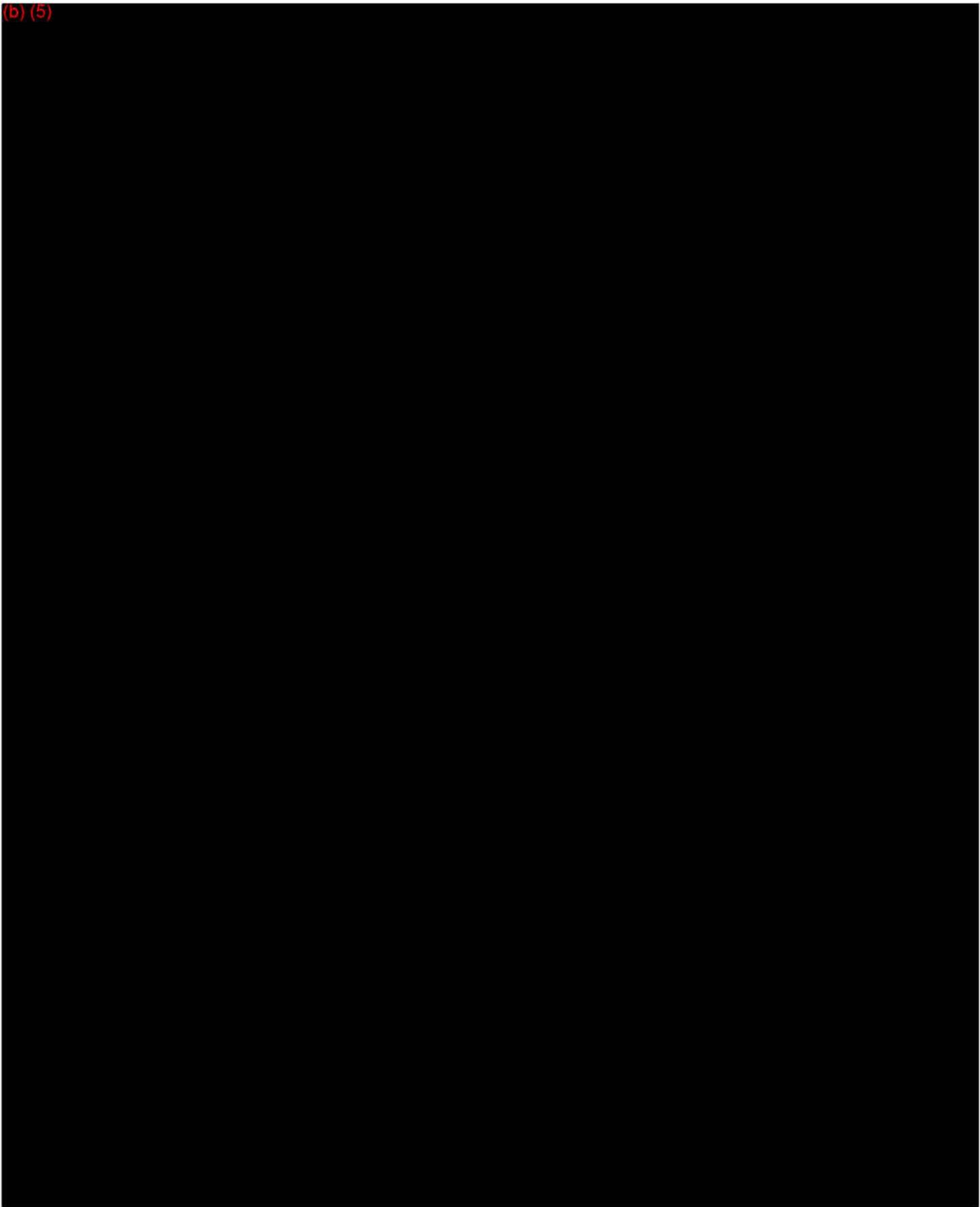
The relationship we've had with the OPM throughout their audit seems radically different from what we have with our own headquarters. Frankly, I do not understand that. I have spoken with the audit team when they were here and have seen correspondence with OPM that is far more supportive of BPA improving its skill levels. OPM lead auditor made the factual observation that they haven't even had the chance to finish the audit. And while they've reported serious issues in the out brief, they believe these will be addressed by training. Roy has been informed that they do not see the need for another out brief because they are not seeing anything other than what they've already reported to us. Given these findings, OPM chose to decertify staff, not BPA. They did not take the precipitous step that your staff have taken. They have advised us on the training and are reviewing our proposed corrective actions drawn from the preliminary audit findings.

As you know, Roy was in DC and arranged to meet with your staff at his initiative. He ensured that your staff had access to the Avue system experts in the convenience of your offices. He met separately with Ken, David and Loretta. He tells

me that he was unable to engage your folks in the substance of the issues at hand, with your people largely indicating that we had to await the outcome of the OPM audit. Neither Roy nor I have any correspondence from your staff indicating how they would like to move forward. In the continued absence of DOE communication, I propose that the 6 of us (you, Ken, David, Loretta, Roy and me) meet together next week. If you have information that we do not have but that would be helpful to us understanding why the only communications we get on this are surprise memos from Ken, please share that. We will come prepared to share what we believe is a solid plan for moving forward.

I am frustrated and a little angry about the situation we are in. I've said that BPA clearly has opportunity to improve. I acknowledge that again today. But what I want is a partner in moving forward, someone dedicated to helping us get better. Right now it does not feel nor factually seem that that is the position we are in together. I do appreciate that you and I can exchange our thoughts candidly and look forward to following up with you in person.

Anita



Attachments not present are redacted in their entirety in other parts of production.

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/28/2013 4:57:28 AM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Re: HCM Issue Rm 719 @ 7:30 am Tues

I'll be there at 7:00.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 27, 2013, at 8:02 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:
Anita;

Knowing you, the lights in the office will be on early tomorrow. If you are around at 7:00 tomorrow, let's talk. If you will be driving back or that time doesn't work, we can talk later.

Regards,
Bill

On May 26, 2013, at 9:21 AM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill has asked me to convene everyone at 7:30 Tuesday morning for an urgent discussion regarding HCM.

Larry may not be available and I have included John as this issue will span G&E transition between Larry and John.

Please respond all that you have recd this request.

Thank you,
Anita

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 5/29/2013 11:22:33 AM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]
Subject: FW: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.
Attachments: BPA Evaluation Follow up; RE: Understanding of decertification; Training plan and schedule for BPA's ; FW: Response to OPM audit; Decertification of Bonneville Power Administration HR Staff; RE: BPA; Decertification; DOE BPA Agenda; OPM words of encouragement ; BPA Responses to OPM Yellow Sheet Questions

Here is a more logical way to understand these emails and sequence. You will see that many communications are somewhat informal in tone and reflect a collaborative spirit between OPM and BPA. From day one OPM and DOE were clear with us that the audit was OPM's and DOE was supporting cast. OPM played that role clearly and always communicated directly with us with no visible copies to DOE. We were told that OPM would coordinate information flow among audit team members. See the 5/2-3/13 email for some insight.

Not Attached: numerous emails back and forth with OPM regarding their data requests and case file list prior to the audit beginning on site.



DOE BPA Agenda

4/15/13 OPM's email setting the audit schedule



OPM words of encouragement

4/29 email that shows the tone and approach OPM used



RE: BPA

5/2-3/13 OPM's email re decertification process and discussions with DOE

5/3/13 OPM's email with initial thoughts on decertification and information needs prior to implementation



BPA Evaluation
Follow up



FW: Response to
OPM audit

5/10/13 email chain detailing BPA staff training history and corrective action plan per OPM's direction



Training plan and
schedule for BP...

5/17/13 email to OPM with training plan per OPM's direction for staff recertification (copied to DOE)

5/20/13 BPA response to "yellow sheet" questions coming out of the audit provided to OPM per direction during audit



BPA Responses
to OPM Yellow S...



RE:
Understanding o...

5/22 and 23 email to and from OPM to clarify activities OPM would allow/not allow after decertification
5/23 email from OPM to me decertifying staff and confirming training requirements previously all in accordance with



Decertification of
Bonneville Powe...

their out brief of 26 April – no surprises

5/24 email from OPM describing path forward on training (WE HAVE NOT RESPONDED EVEN THOUGH OPM IS



Decertification

AWAITING A RESPONSE TO CONFIRM TRAINING)

From: Fox,Roy B (BPA) - NH-1

Sent: Tuesday, May 28, 2013 4:43 PM

To: Drummond,William K (BPA) - A-7

Cc: Decker,Anita J (BPA) - K-7

Subject: RE: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.

There have been many emails with OPM as a result of the OPM-lead audit. Primary communications have been with me, Dave Clark and a variety of staff dealing with audit-related work (arranging for training, securing information on certifications, providing written responses to "yellow sheets" (OPM's form for requesting additional information associated with a recruitment case file – used to be on yellow paper). Here are what I think are the most important ones with me. They principally deal with audit findings, corrective actions and training plans.

Roy

From: Drummond,William K (BPA) - A-7

Sent: Tuesday, May 28, 2013 6:51 AM

To: Fox,Roy B (BPA) - NH-1; Decker,Anita J (BPA) - K-7

Subject: RE: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.

Roy;

Would you please send me all correspondence between Bonneville and OPM, including any correspondence regarding their preliminary findings?

Thanks,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103

wkdrummond@bpa.gov

From: Fox,Roy B (BPA) - NH-1

Sent: Sunday, May 26, 2013 9:24 AM

To: Decker,Anita J (BPA) - K-7; Drummond,William K (BPA) - A-7

Subject: My version of a communciation with DOE. I'd attached the specific correspondence that is referred to.

Anita/Bill: This was written without having seen Anita's draft. Please take it for what it is, my attempt to be factual yet also transparent as to how the relationship feels (to me at least). In terms of who has seen the DOE memo, it is minimally me, my assistant and Dave Clark of my staff. There are some auto forwards within HCM that I will need to check on.

I am in a bit of a bind in that I have direct communication from OPM asking me questions. OPM has been very clear to this point that the audit is their lead. I've never heard of inserting a filter between an auditor and the person/org being audited. The IG cautioned us on this exact point when they thought we were reviewing staff documents before going to them (that wasn't our intent or practice and we issued clarification on that point to HCM staff).

In terms of communications, I have no idea what I should be telling staff this week. Once my staff knows, their clients will want to know. What would DOE have us tell hiring managers and our executive team?

We do have a path forward that should met those needs that can be spoken about. I simply do not know if there is another agenda at play here.

Roy

Bob, last week it was indicated that BPA has not been responsive to the Department's requests. I am confused by that because my staff have been telling me that they've provided both data and access to our systems in response to Department requests and directives. They've also told me that the Department has not acknowledged the receipt of any of the major data responses nor engaged in any collaborative process. To get to the bottom of this I asked for documentation of what our responses have been. Here is what I believe the facts are:

System access

1. eOPF – access has been granted (April 2013)
2. HRMIS - access has been granted to the individuals requested by DOE (April 2013)
3. Avue – audit access granted by Avue to the individuals requested by DOE (May 2013)

Your staff continue to make ad hoc requests for individuals to be granted various access and we provide this in a timely fashion. The level of access is unprecedented for us.

Case file requests

4. August 8, 2012 request for case files – all case files were sent to your office on August 21, 2013

DOE staff secured copies of 4 additional case files without coordinating this with any management official at BPA.

Data requests

April 2, 2013 CORRECTIVE ACTIONS RELATED TO HIRING PRACTICES AT BONNEVILLE POWER ADMINISTRATION memo from Venuto to Drummond directing certain actions and requesting certain data:

5. Effective immediately, all outstanding and future BPA hiring actions stemming from delegated examining activities must be submitted to DOE HC (HC-11) for review and approval. – BPA complied immediately. XX actions have been with the department for over a month.
6. BPA must immediately cancel any hiring action that has not yet taken place where a category rating cut-off score was changed after the announcement was published. – BPA has informed the Department on multiple occasions that this practice was halted in May 2012.
7. Provide HC-11 with data on all new BPA hires that were separated during their probationary period in FY-11, FY-12, and FY-13 to date. This must include the name of the individual and whether they were a veterans' preference or non-veterans' preference hire. – File provided on 22 April 2013.
8. Provide HC-11 with data on all new BPA hires in FY-10, FY-11, FY-12, and FY-13 to date. This must include identifying them as either a veterans' preference or a non-veterans' preference hire. –File provided on 22 April 2013.
9. Arrange for HR staff to undergo specialized delegated examining training from OPM and/or be detailed to work with experienced HCM specialists in the Department within 90 days of the date of this memorandum. – BPA requested on 22 April 2013 clarification of specialized training. DOE has not responded. BPA copied DOE on a training plan that complied with OPM's direction. DOE has not acknowledge receipt or indicated whether this meets their expectations per their April 2, 2013 memo. OPM has already provided some helpful suggestions on the plan.
10. Complete all required actions detailed on the attached chart. These actions must be submitted to HC-11 for review and approval prior to execution. – BPA requested on 22 April 2013 a representative of DOE HQ to collaborate with on final corrective actions. DOE has engaged BPA staff though has not closed on all outstanding issues. Because of DOE's withdrawal of our delegation, we are now unable to comply with this.
11. Allocate sufficient resources (staff and funding) to ensure these actions are accomplished in a timely fashion. – BPA provided such assurance on 22 April 2013. DOE has not acknowledged.

If the information I've provided here does not seem accurate to you, please let me know what specifically you take exception to or how we've failed to meet your needs with the responses we have provided. I believe it is only with this kind of specificity we can improve what seems to me a somewhat broken relationship between HQ and BPA.

The relationship we've had with the OPM throughout their audit seems radically different from what we have with our own headquarters. Frankly, I do not understand that. I have spoken with the audit team when they were here and have seen correspondence with OPM that is far more supportive of BPA improving its skill levels. OPM lead auditor made the factual observation that they haven't even had the chance to finish the audit. And while they've reported serious issues in the out brief, they believe these will be addressed by training. Roy has been informed that they do not see the need for another out brief because they are not seeing anything other than what they've already reported to us. Given these findings, OPM chose to decertify staff, not BPA. They did not take the precipitous step that your staff have taken. They have advised us on the training and are reviewing our proposed corrective actions drawn from the preliminary audit findings.

As you know, Roy was in DC and arranged to meet with your staff at his initiative. He ensured that your staff had access to the Avue system experts in the convenience of your offices. He met separately with Ken, David and Loretta. He tells me that he was unable to engage your folks in the substance of the issues at hand, with your people largely indicating that we had to await the outcome of the OPM audit. Neither Roy nor I have any correspondence from your staff indicating how they would like to move forward. In the continued absence of DOE communication, I propose that the 6 of us (you, Ken, David, Loretta, Roy and me) meet together next week. If you have information that we do not have but that would be helpful to us understanding why the only communications we get on this are surprise memos from Ken, please share that. We will come prepared to share what we believe is a solid plan for moving forward.

I am frustrated and a little angry about the situation we are in. I've said that BPA clearly has opportunity to improve. I acknowledge that again today. But what I want is a partner in moving forward, someone dedicated to helping us get better. Right now it does not feel nor factually seem that that is the position we are in together. I do appreciate that you and I can exchange our thoughts candidly and look forward to following up with you in person.

Anita

Message

From: (b) (6) [REDACTED]
[REDACTED]
Sent: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]

(b) (6) [REDACTED]

(b) (5) [Redacted]

Message

From: (b) (5) [REDACTED]
Sent: (b) (6) [REDACTED]
To: (b) (5) [REDACTED]
Subject: (b) (5) [REDACTED]

(b) (5) [REDACTED]

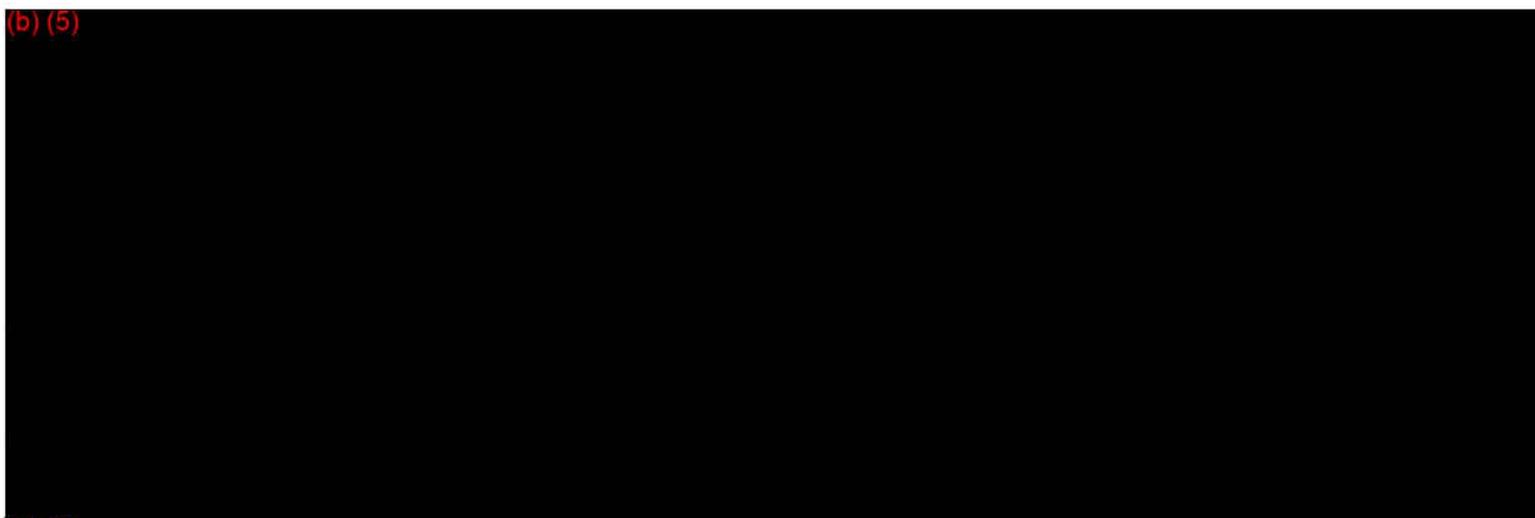
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(b) (5) [REDACTED]

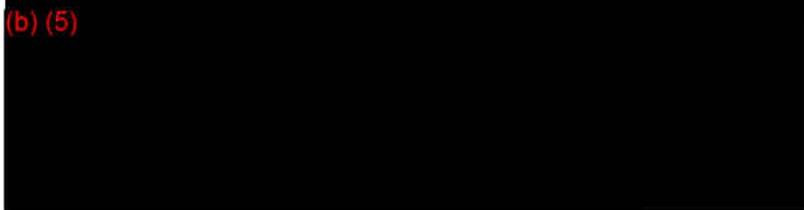
Message

(b) [REDACTED] |
(5) [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

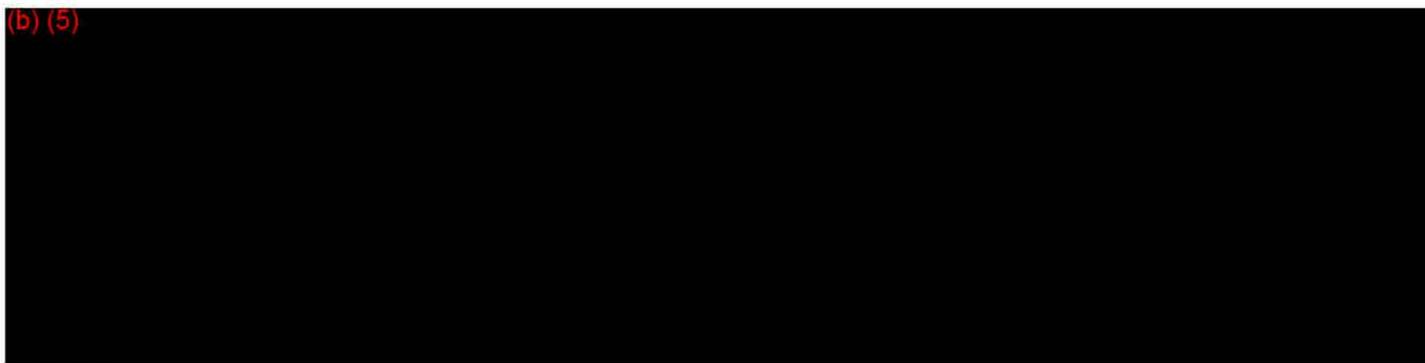
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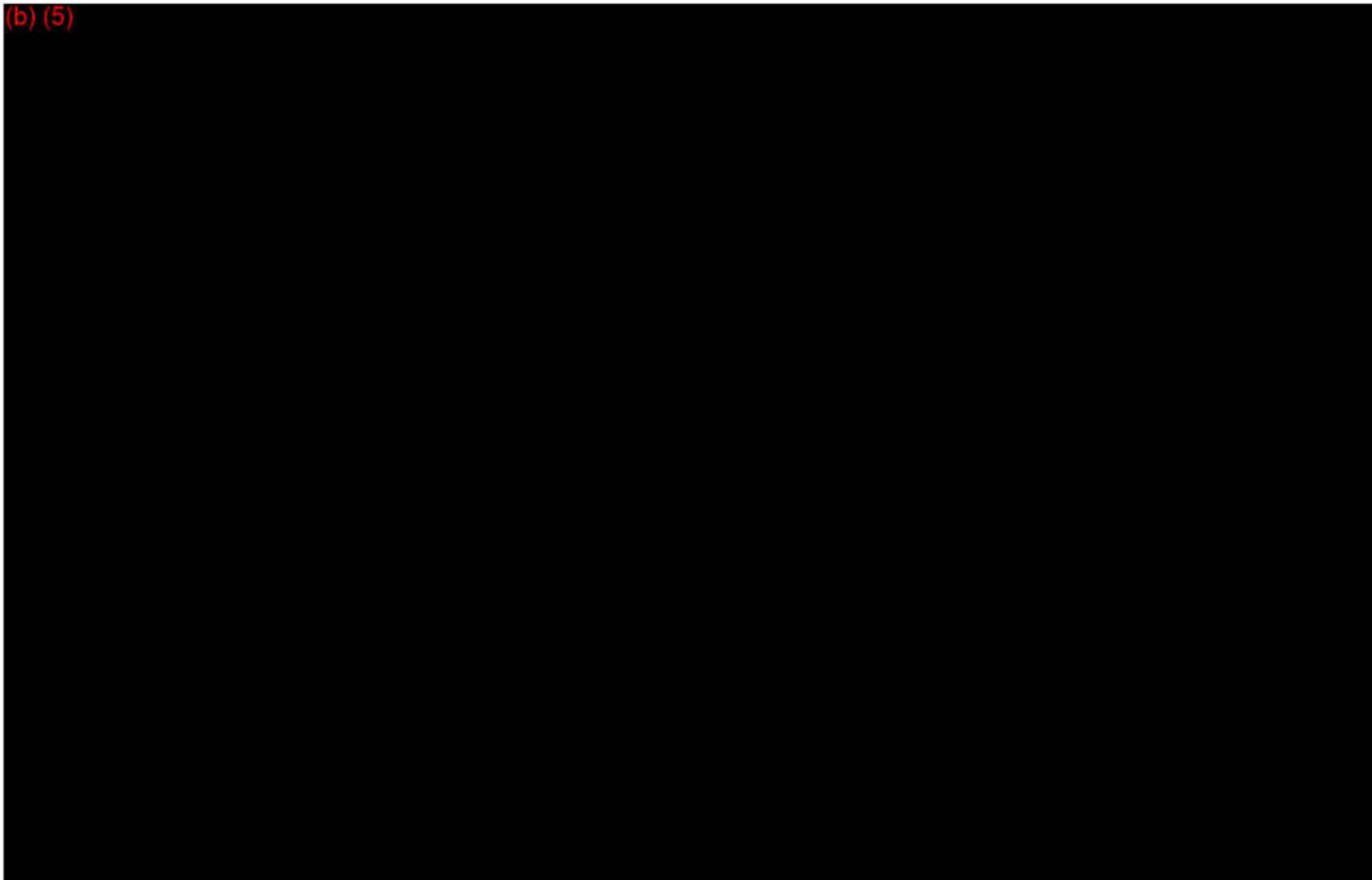
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(b) (5)



(b) (5)



BPA HCM Training 2008 - Present (as of May 2013)

DeptID*	Name	DEU	DEU Expires	Pay Setting for GS Positions	EOLC Veteran Employment - FHRP	Basic Staffing & Placement	Adjudicating/ Applying Vets Preference	Position Classification	Job Analysis	Processing Personnel Actions	AVUE #1: Classification / Position Mgmt In ADS Basics	AVUE #2: Collaborating w/ Mgmt	AVUE #3: Using ADS Assessment Tools	AVUE #4: Understanding Qualifications Criteria	AVUE #5: Legal/ Regulatory Compliance Issues	AVUE #6: Recruiting	AVUE #7: Selections Using ADS	AVUE #8: Developing/ Using Freestyle Questions
(b) (6)		3/22/2011	3/21/2014		12/31/2012						9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/5/2010	11/4/2013		12/31/2012						9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/14/2012	11/15/2015	2/28/2010	12/31/2012	5/9/2008	9/8/2008	9/16/2011			9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		9/17/2010	9/16/2013	5/5/2010	12/31/2012	12/11/2009		9/16/2011			9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		10/30/2012	10/30/2015	2/28/2010	12/31/2012	5/9/2008		9/16/2011			9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		12/3/2012	12/3/2015		12/31/2012		9/8/2008	7/11/2008	1/26/2011		9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		9/17/2010	9/16/2013	5/5/2010	12/31/2012	7/31/2010		9/16/2011	1/26/2011		9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		9/17/2010	9/16/2013		12/31/2012		9/8/2008	7/11/2008						10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		8/18/2012	8/19/2015	2/28/2010	12/31/2012	7/31/2010	9/8/2008	9/16/2011	1/26/2011		9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		2/10/2012	2/9/2015	2/28/2010	12/31/2012		9/8/2008							10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		1/6/2012	1/5/2015		12/31/2012		9/8/2008							10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/7/2012	11/7/2015		12/31/2012									10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/29/2012	11/30/2015		12/31/2012		9/8/2008	7/11/2008			9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/7/2012	11/8/2015		12/31/2012									10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		10/26/2011	10/25/2014	8/1/2012	12/31/2012	12/16/2011		9/16/2011			9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		9/3/2010	9/2/2013		12/31/2012									10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		9/3/2010	9/2/2013		12/31/2012									10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		11/29/2012	11/30/2015		9/12/2012	5/9/2008	9/8/2008	7/11/2008	1/26/2011	12/9/2011	9/25/2012	9/25/2012	9/27/2012	10/16/2012	10/17/2012	10/18/2012	10/18/2012	10/18/2012
(b) (6)		10/26/2011	10/25/2014	8/1/2012		8/26/2011												
(b) (6)		11/7/2011	11/8/2014	8/21/2010			9/8/2008											
(b) (6)		10/26/2011	10/25/2014	3/31/2011		6/20/2011												
(b) (6)		11/7/2012	11/7/2015															
(b) (6)		12/5/2012	12/5/2015	8/21/2010		2/1/2011				12/10/2010								
(b) (6)		10/26/2011	10/25/2014	8/21/2010		2/1/2011	9/8/2008											
(b) (6)		10/26/2011	10/25/2014	8/1/2012		8/26/2011				9/16/2011								
(b) (6)		10/26/2011	10/25/2014															
(b) (6)		11/6/2012	11/7/2015				9/8/2008											
(b) (6)		3/21/3013	3/20/3016															
(b) (6)		11/7/2012	11/7/2015															
(b) (6)		11/7/2012	11/8/2015															
(b) (6)		11/7/2012	11/8/2015															
(b) (6)		11/7/2012	11/7/2015					9/16/2011										

HCM Staff have also take additional training in January 2011 but do not have the roster, including:

- Adjudicating and Applying Vet's Preference
- OPM workshop Job Analysis
- OPM workshop Recruitment Strategies
- OPM workshop Category Rating
- OPM workshop VA Development
- OPM workshop KSA development
- FLSA

*NHO = Delegated Examining Unit
 *NHO = Processes personnel actions
 *NHI = Policy and compliance support

ADS = Avue Digital Services

OPM CASE FILE REVIEW - CATEGORY RATING W/MOVED CUTOFF SCORES*

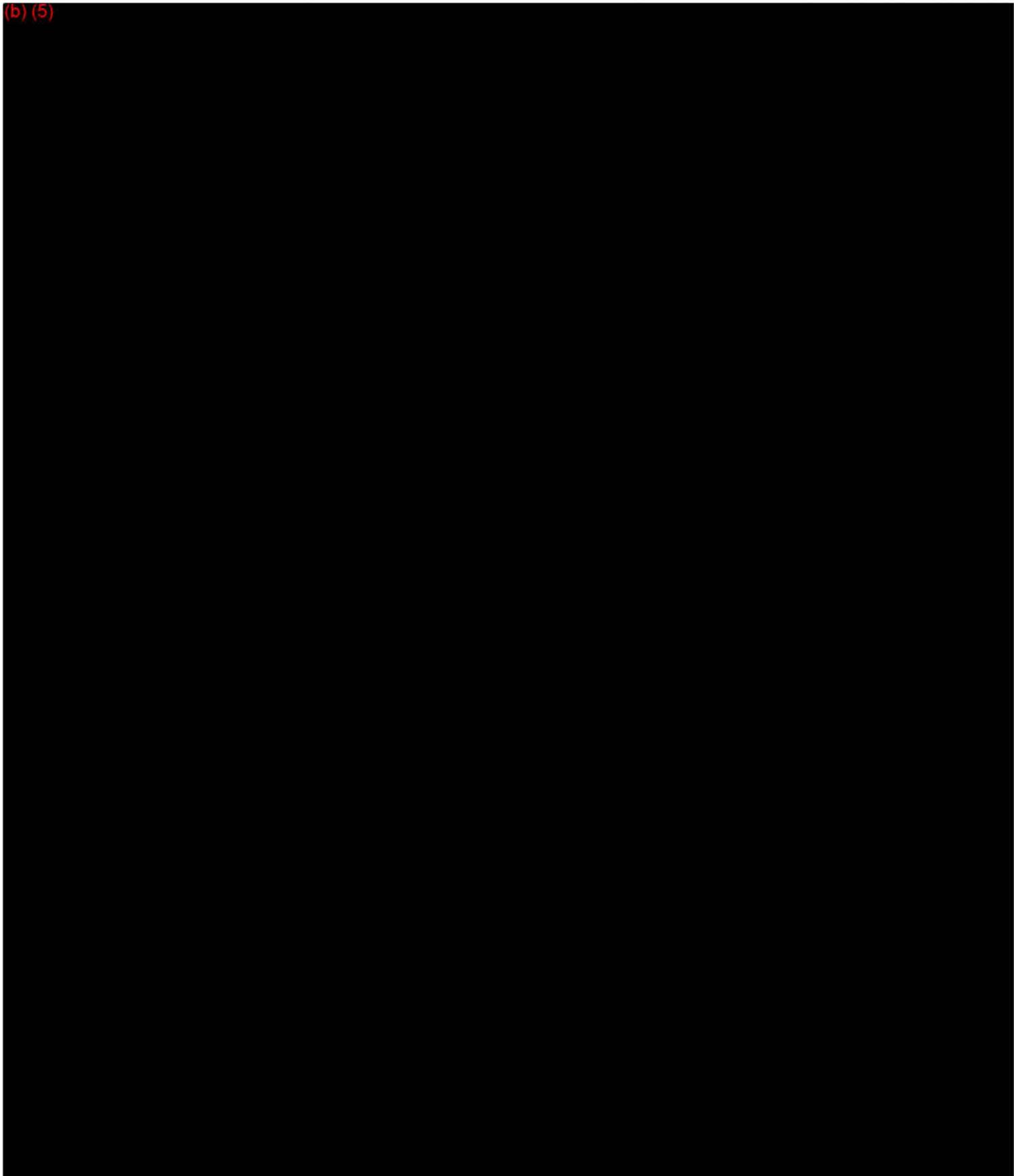
CASE FILE NUMBER	JOB OPEN #	TITLE	HIRED If Erroneous Appointment***	VET CODE	MAY 2, 2013 CASE REVIEW FINDINGS - # erroneous appt. # lost empl. cons. # lost certif.	Corrective Action		
						PRIORITY CONSIDERATION (Lost certification)	PRIORITY CONSIDERATION (Lost Employment Consideration)	REGULARIZE ERRONEOUS APPOINTMENT
(b) (5)		Project Management Coordinator	(b) (6)	NV	1 erroneous appt. 1 lost empl. cons 11 lost certif.	NONE REQUIRED: 11 lost certification	REQUIRED (b) (6) (TP vet)	REQUIRED: Request variation for (b) (6)
		Program Analyst		NV NV	0 erroneous appt. 0 lost empl. cons 6 lost certif. (3 people twice)	NONE REQUIRED: 6 lost certification (3 people twice)	NONE REQUIRED	NONE REQUIRED
		Interior Designer		NV	1 erroneous appt. 1 lost empl. cons 30 lost certif.	NONE REQUIRED: 30 lost certification	REQUIRED (b) (6) (TP vet)	REQUIRED: Request variation for (b) (6)
		Human Resources Specialist GS-12		NV	1 erroneous appt. 1 lost empl. cons 0 lost certif.	NONE REQUIRED	REQUIRED (b) (6) vet)	REQUIRED: Request variation for (b) (6)
		Human Resources Specialist GS-9		CPS	0 erroneous appt. 0 lost empl. cons 4 lost certif.	NONE REQUIRED: 4 lost certification	NONE REQUIRED	NONE REQUIRED
		Fish And Wildlife Project Manager (Research)		NV	Potential TP vet pref errors	NONE REQUIRED	NONE REQUIRED: based on 5/2/13 review	NONE REQUIRED
		Operations Research Analyst		NV	1 erroneous appt. 1 lost empl. cons 0 lost certif.	NONE REQUIRED	REQUIRED (b) (6) vet)	REQUIRED: Request variation for (b) (6)
		Management Analyst		NV	1 erroneous appt. 1 lost empl. Cons 0 lost certif.	NONE REQUIRED	REQUIRED (b) (6) vet)	REQUIRED: Request variation for (b) (6)
		Auditor		NV	1 erroneous appt. 1 lost empl. cons 4 lost certif.	NONE REQUIRED: 4 lost certification	REQUIRED (b) (6) vet)	REQUIRED: Request variation for (b) (6)
	Accountant	NV	1 erroneous appt.	NONE REQUIRED: Can determine # when file returned from OPM	REQUIRED: Will identify name when file returned from OPM	REQUIRED: Request variation for (b) (6)		

OPM CASE FILE REVIEW - CATEGORY RATING W/MOVED CUTOFF SCORES*

CASE FILE NUMBER	JOB OPEN #	TITLE	HIRED If Erroneous Appointment***	VET CODE	MAY 2, 2013 CASE REVIEW FINDINGS - # erroneous appt. # lost empl. cons. # lost certif.	PRIORITY CONSIDERATION (Lost certification)	PRIORITY CONSIDERATION (Lost Employment Consideration)	REGULARIZE ERRONEOUS APPOINTMENT
(b) (6)	(b) (6)	Fish Biologist, GS 12	(b) (6)	NV NV	2 erroneous appts. 2 lost empl. cons (1 person) 0 lost certif.	NONE REQUIRED	REQUIRED: (b) (6) (TP vet) - twice (1 for each position filled)	REQUIRED: Request variation for both: (b) (6)
		Best Qualified (BQ) score						

(b) (5)

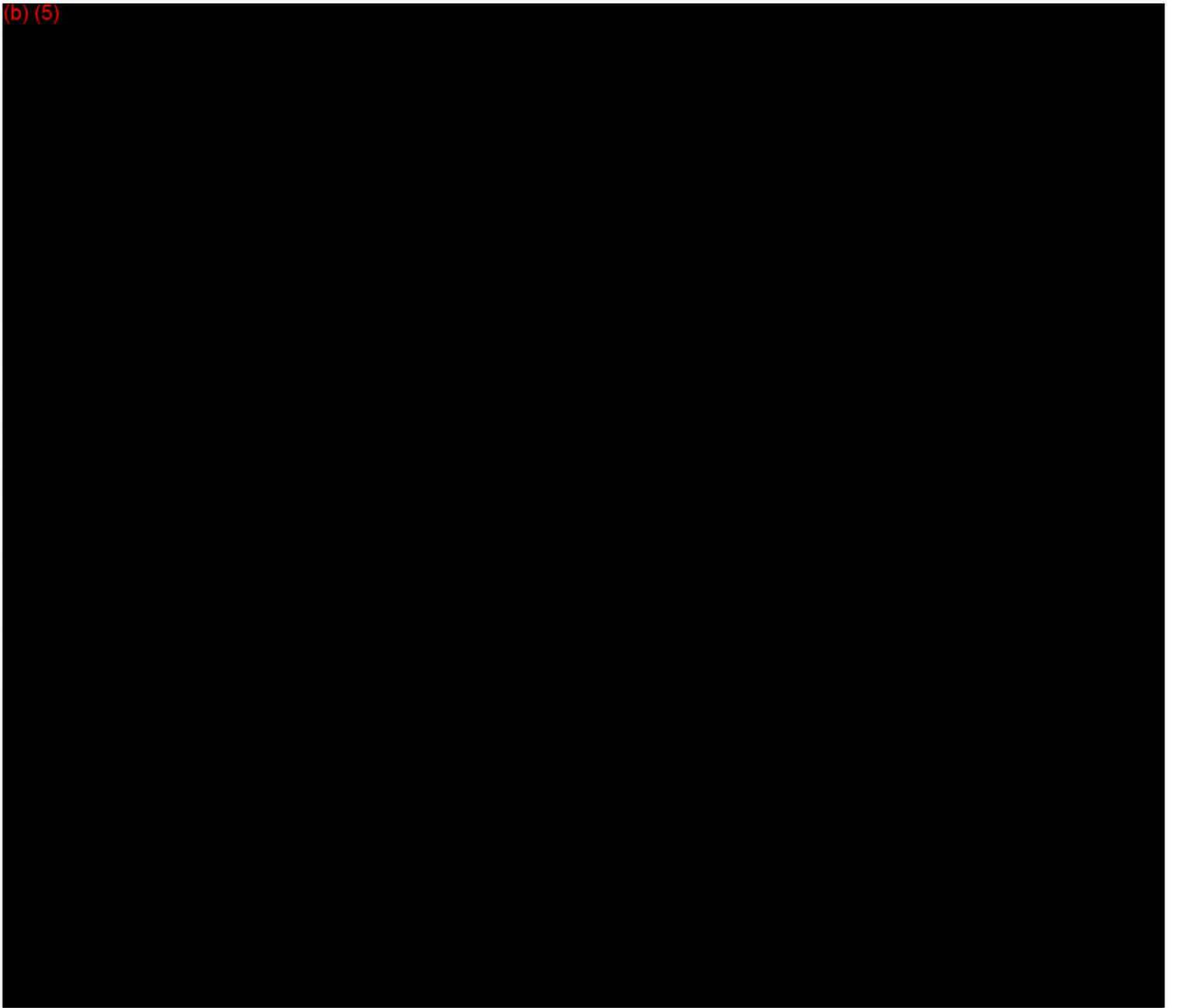




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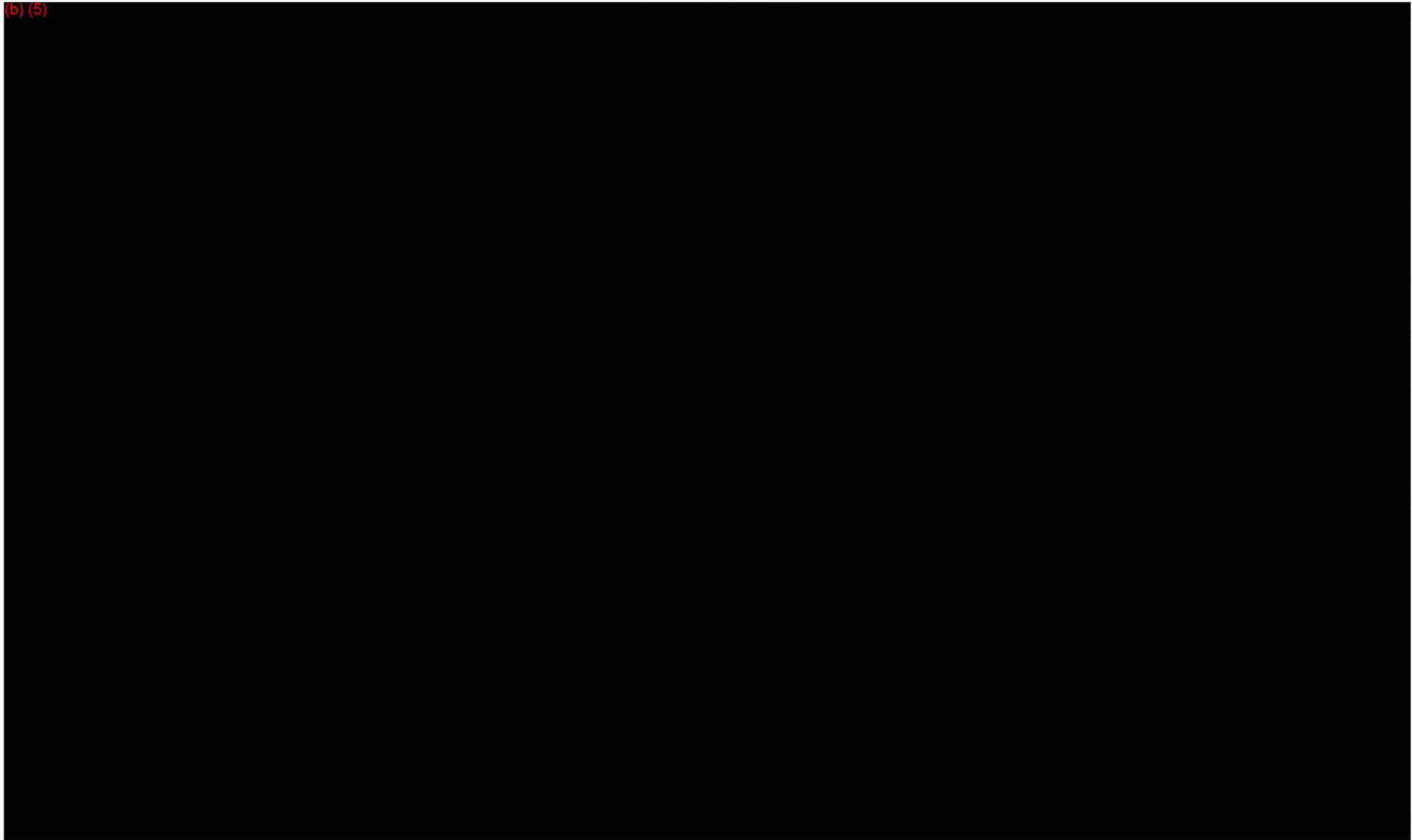
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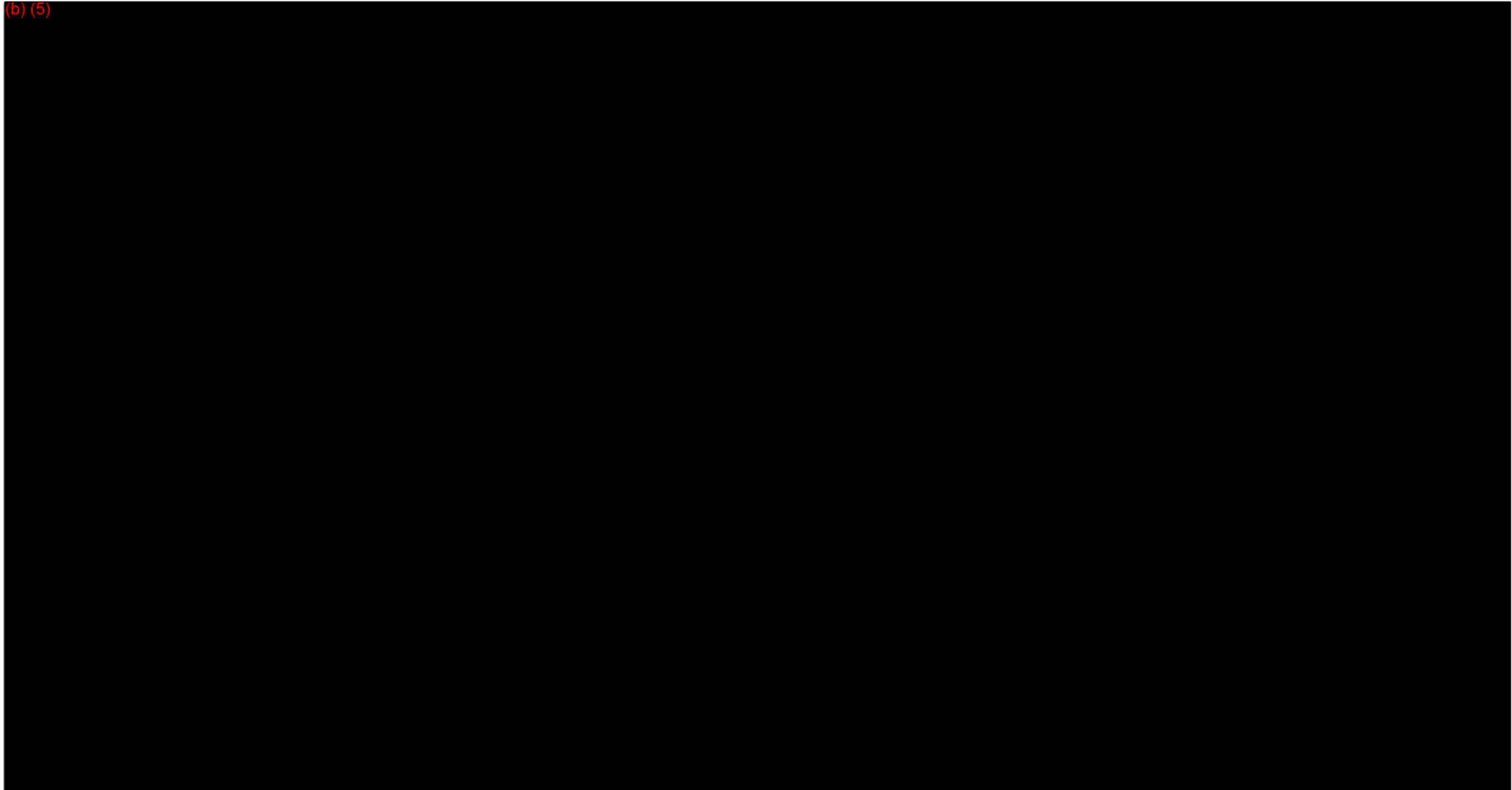
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(b) (5)



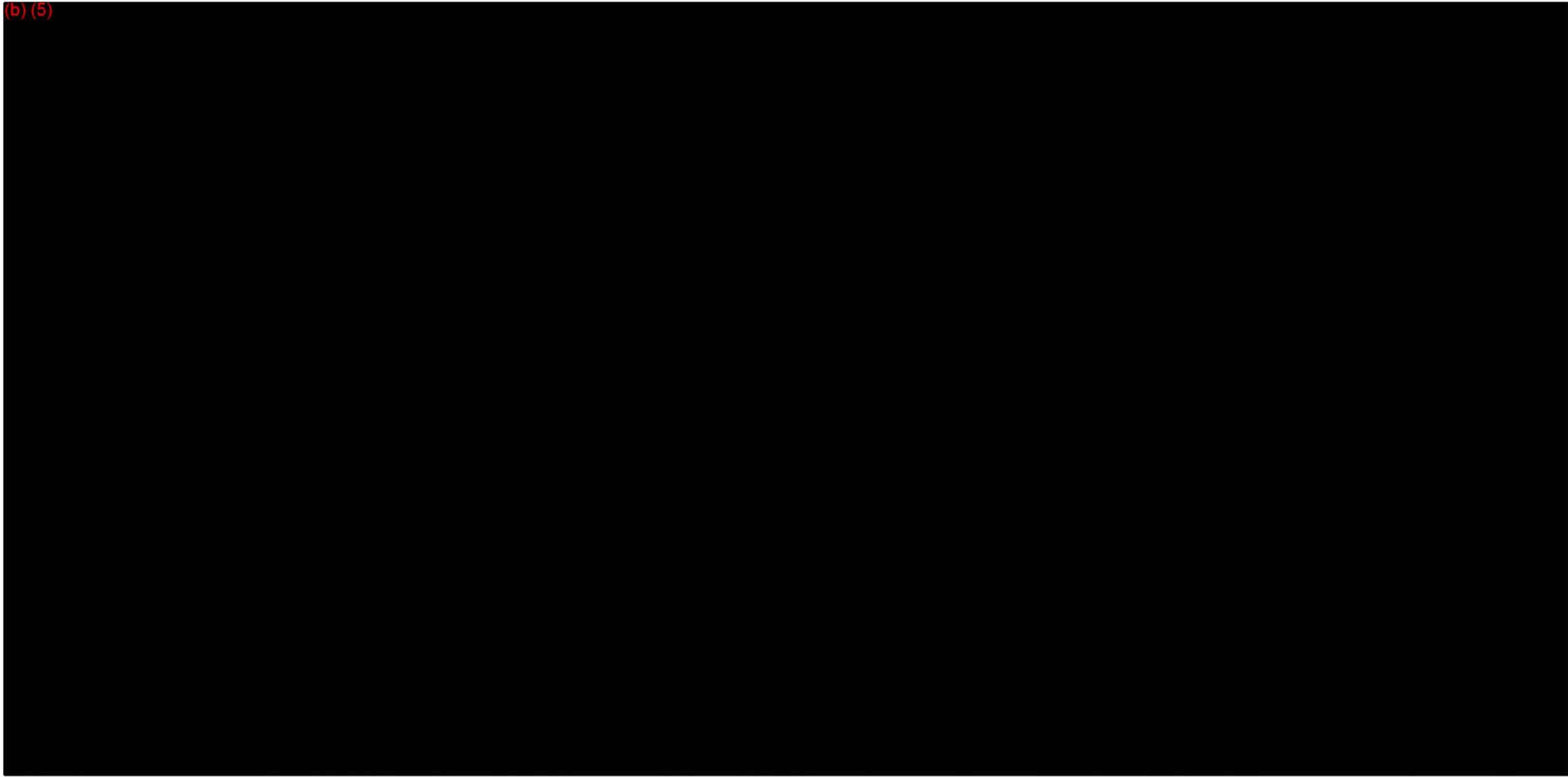
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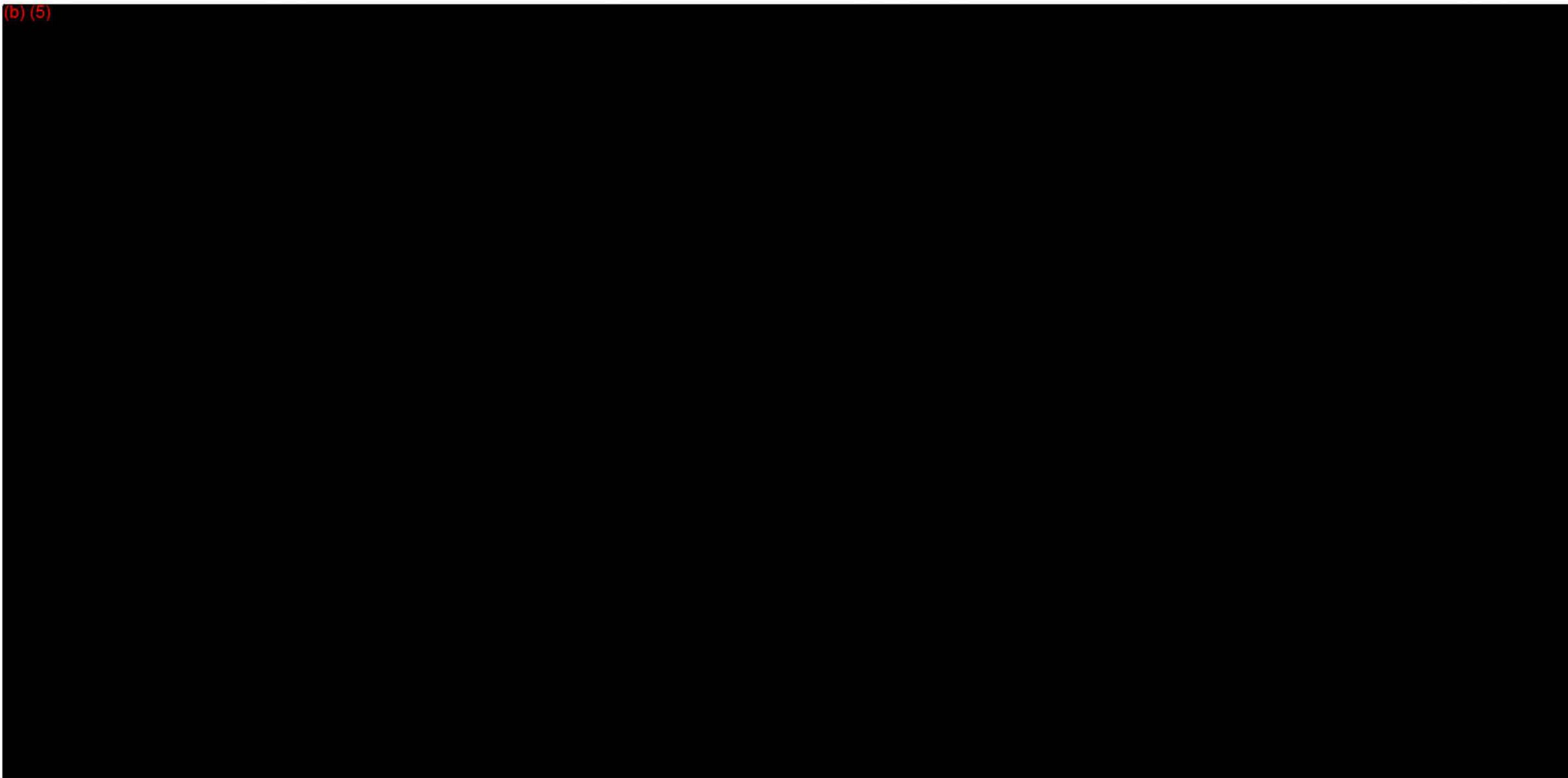
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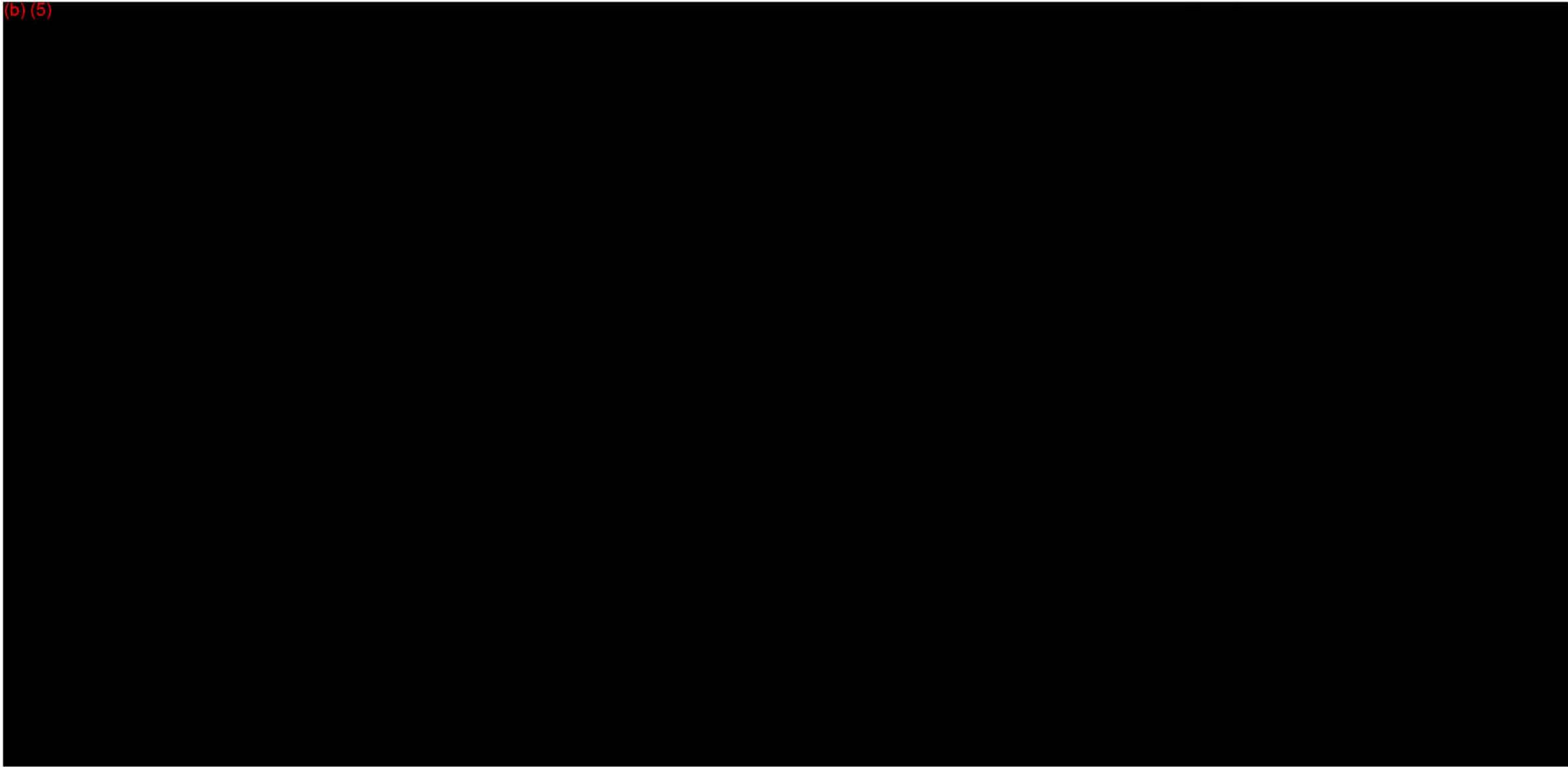
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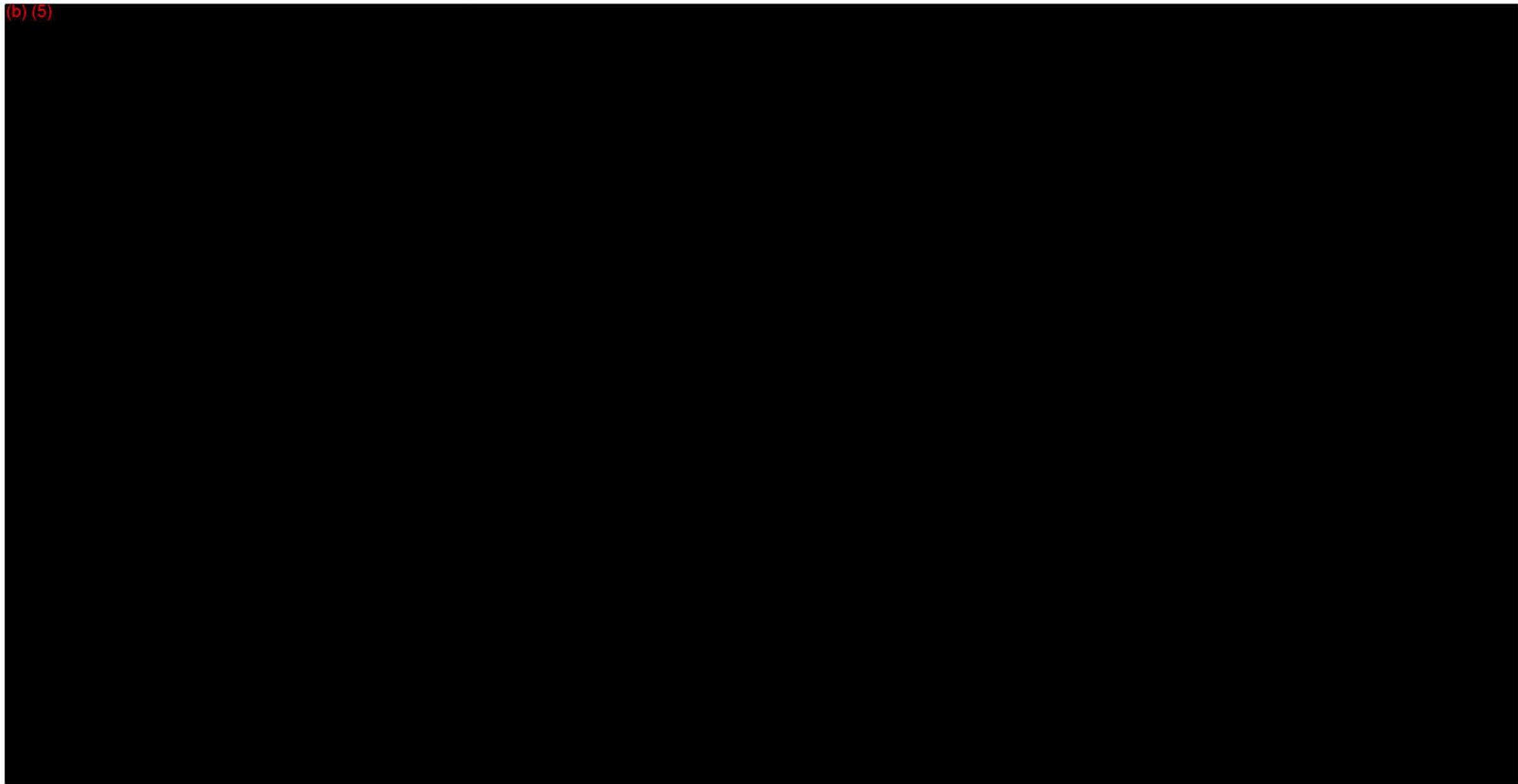
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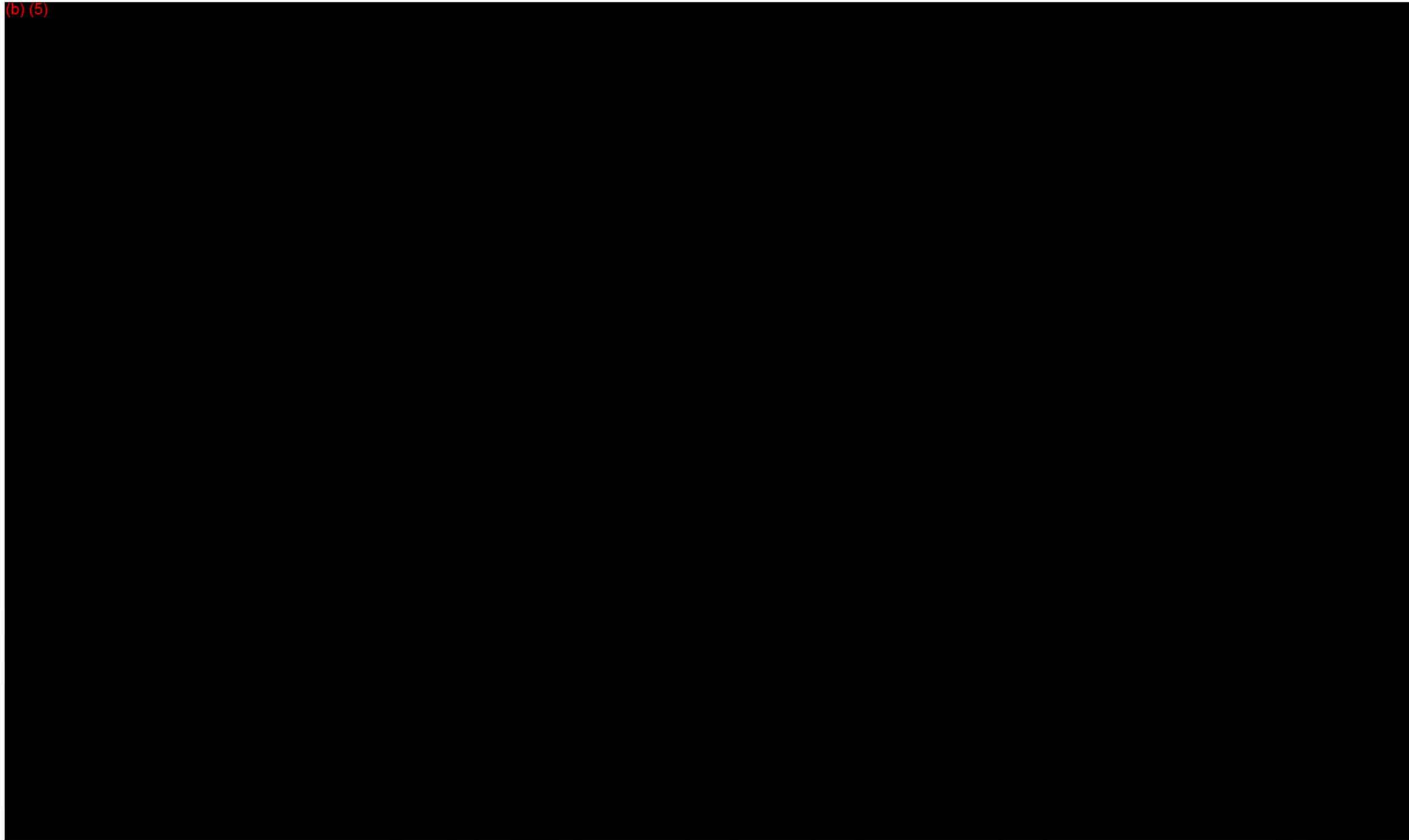
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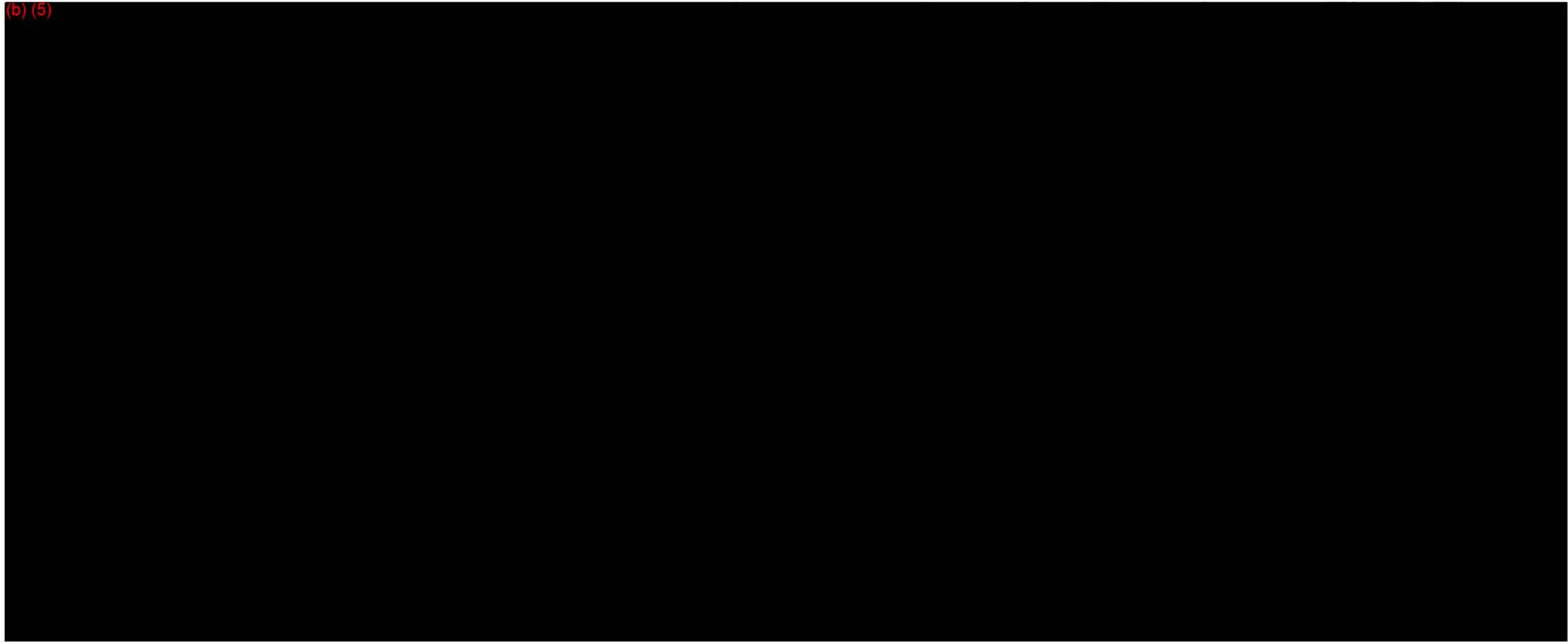
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(b) (5)

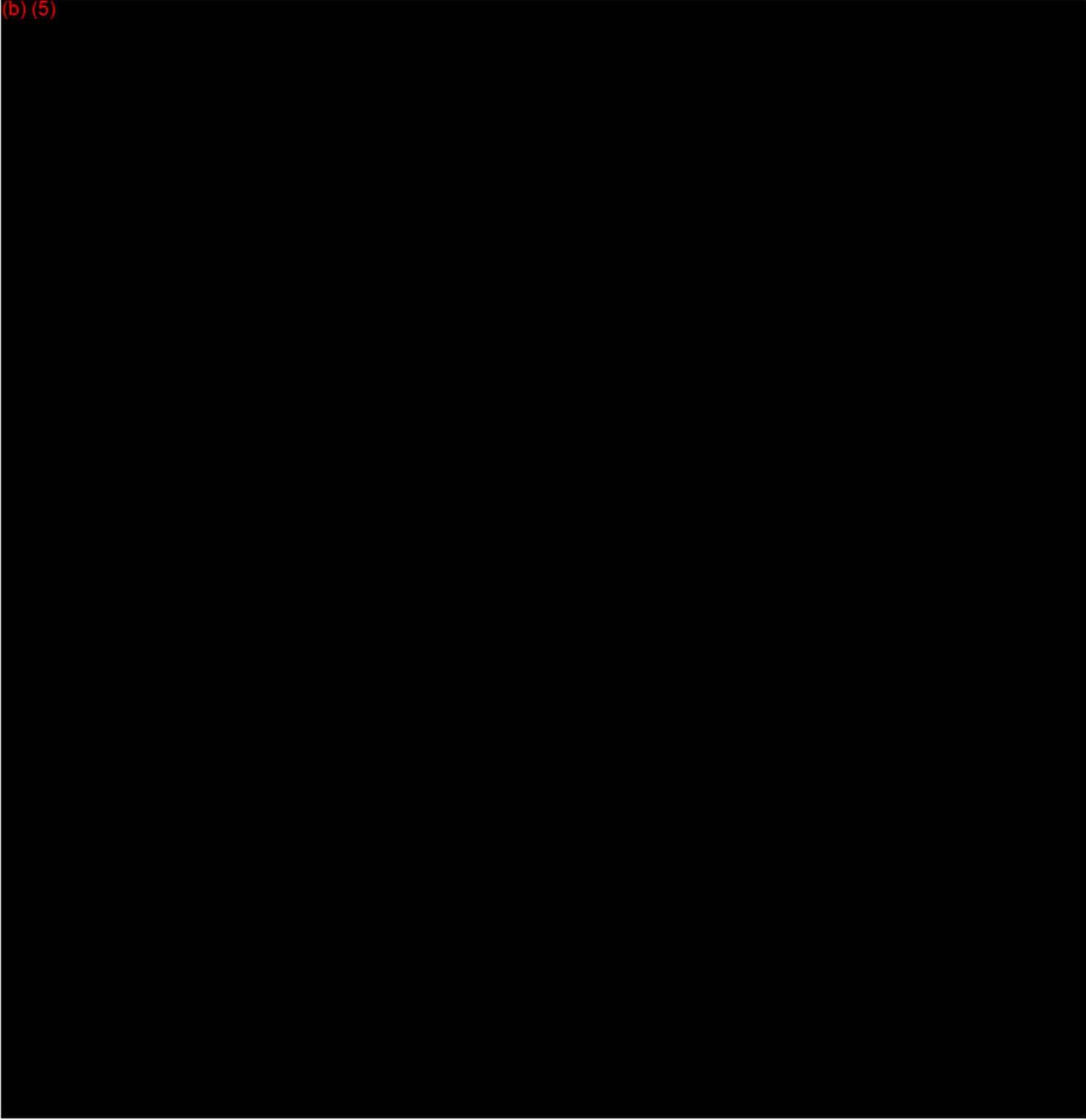


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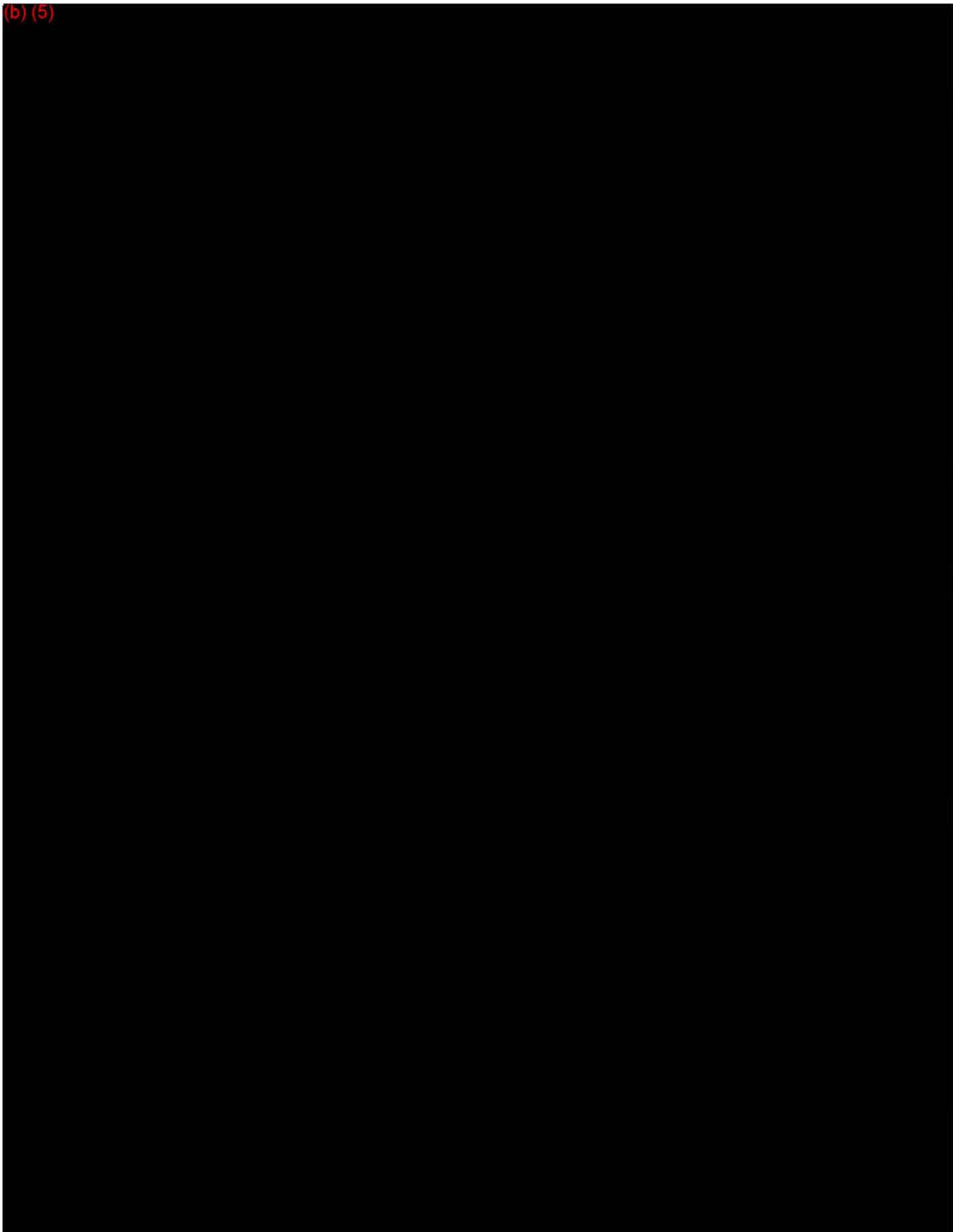


COMPLIANCE REVIEW QUESTION

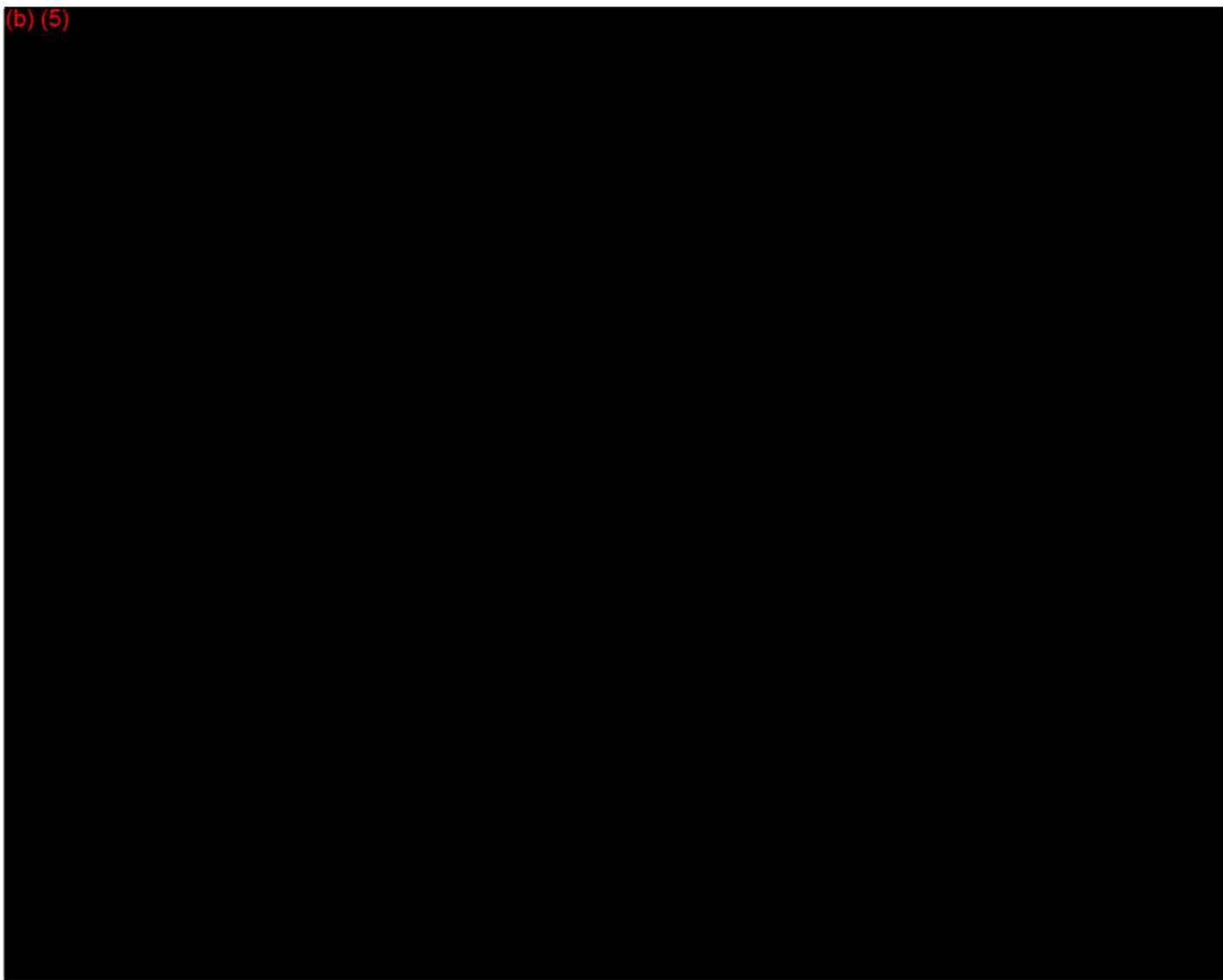
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(b) (5)



(b) (5)



Yellow Sheet 46 Response:

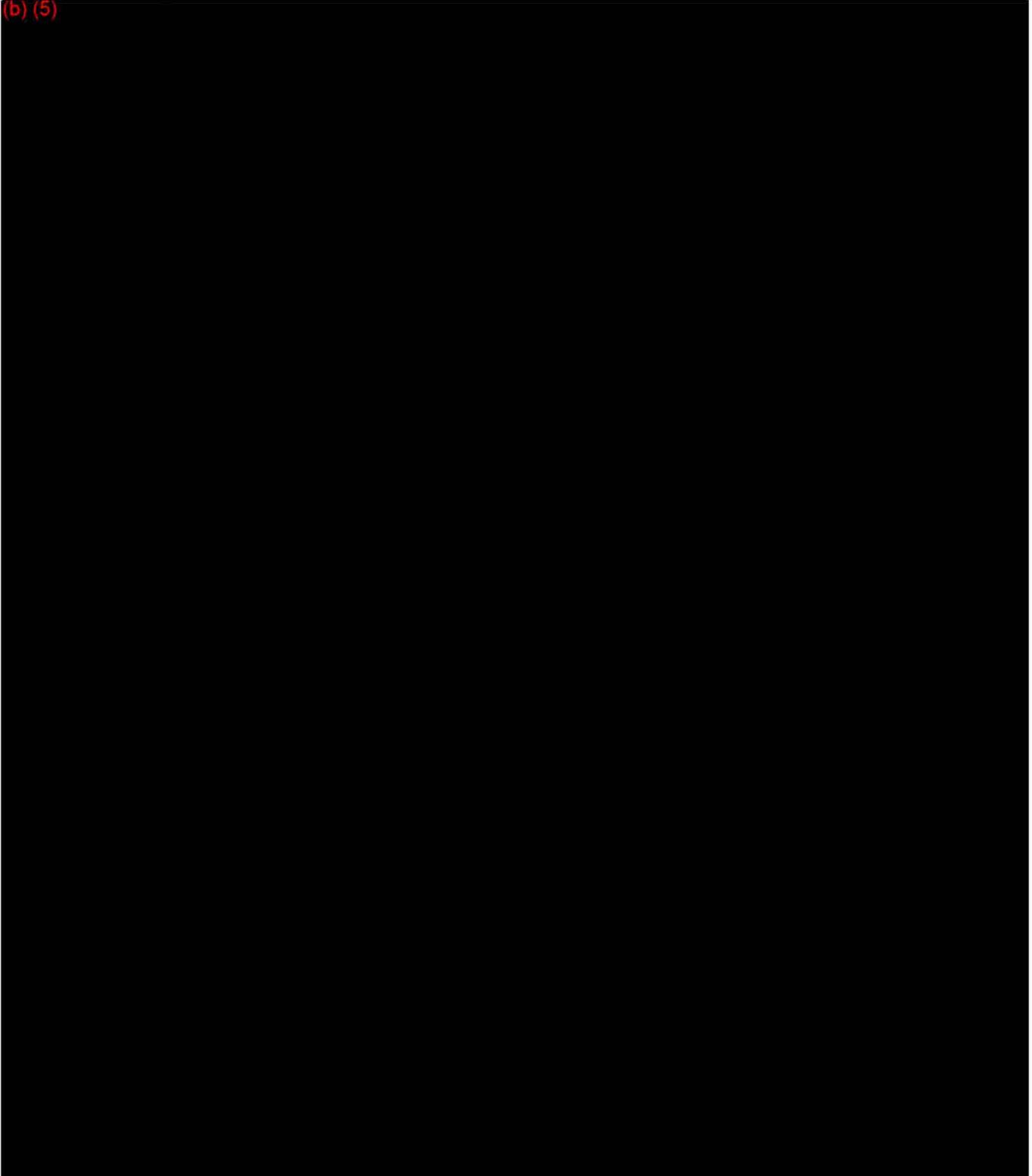
**POSITION CLASSIFICATION STANDARDS
FES EVALUATION STATEMENT**

Title, Series, and Grade: Program Analyst (Budget), GS-343-12

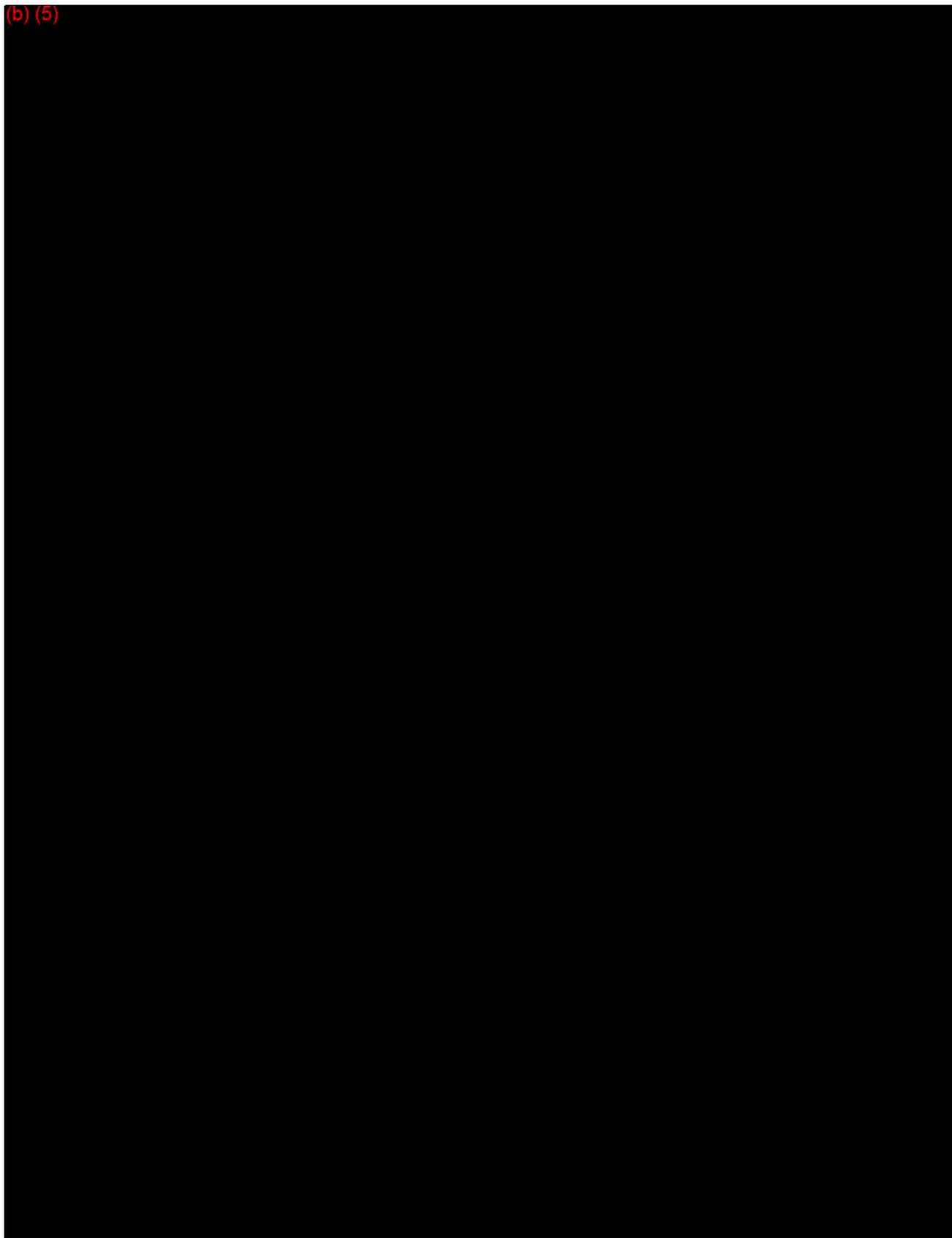
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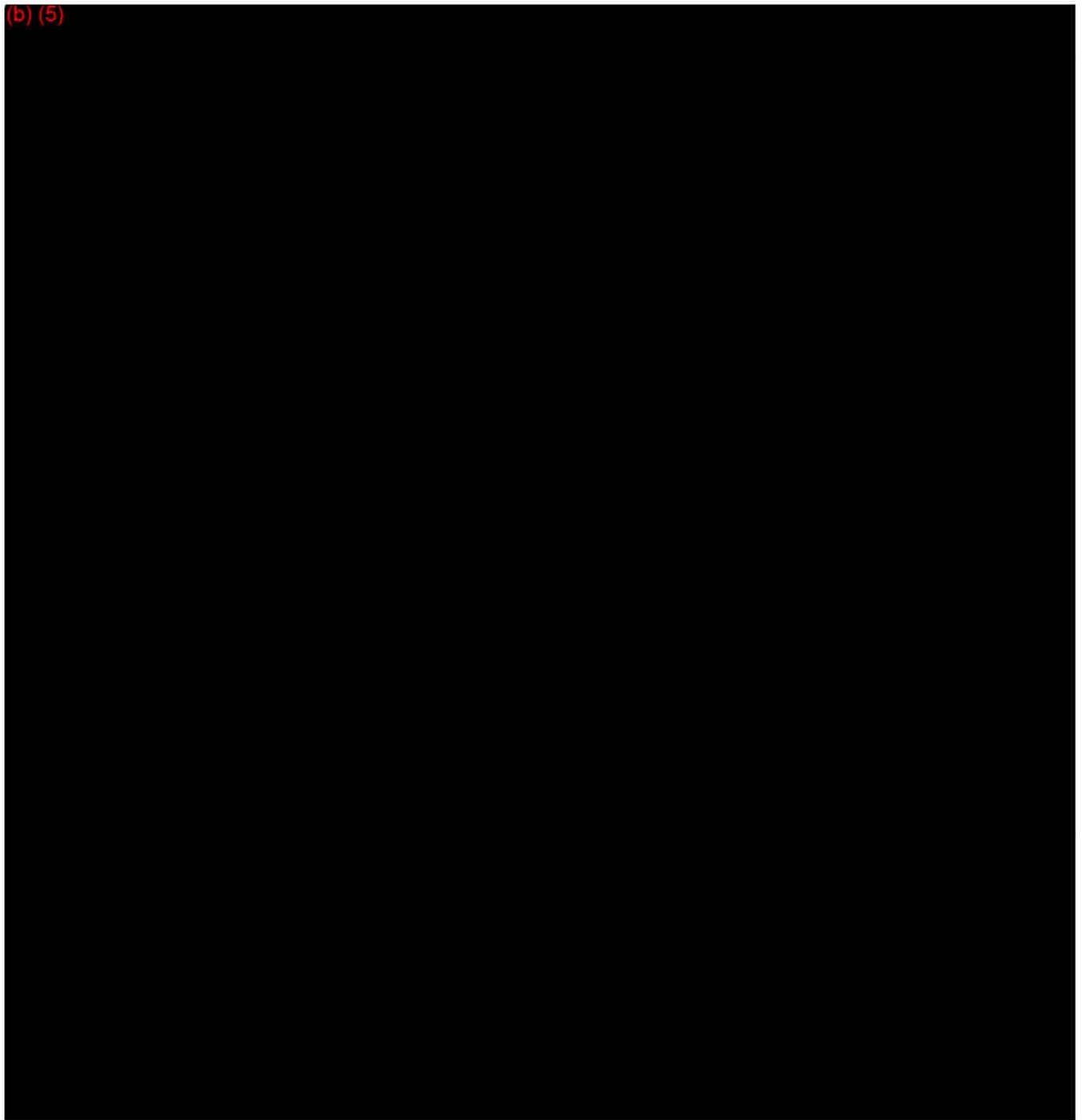
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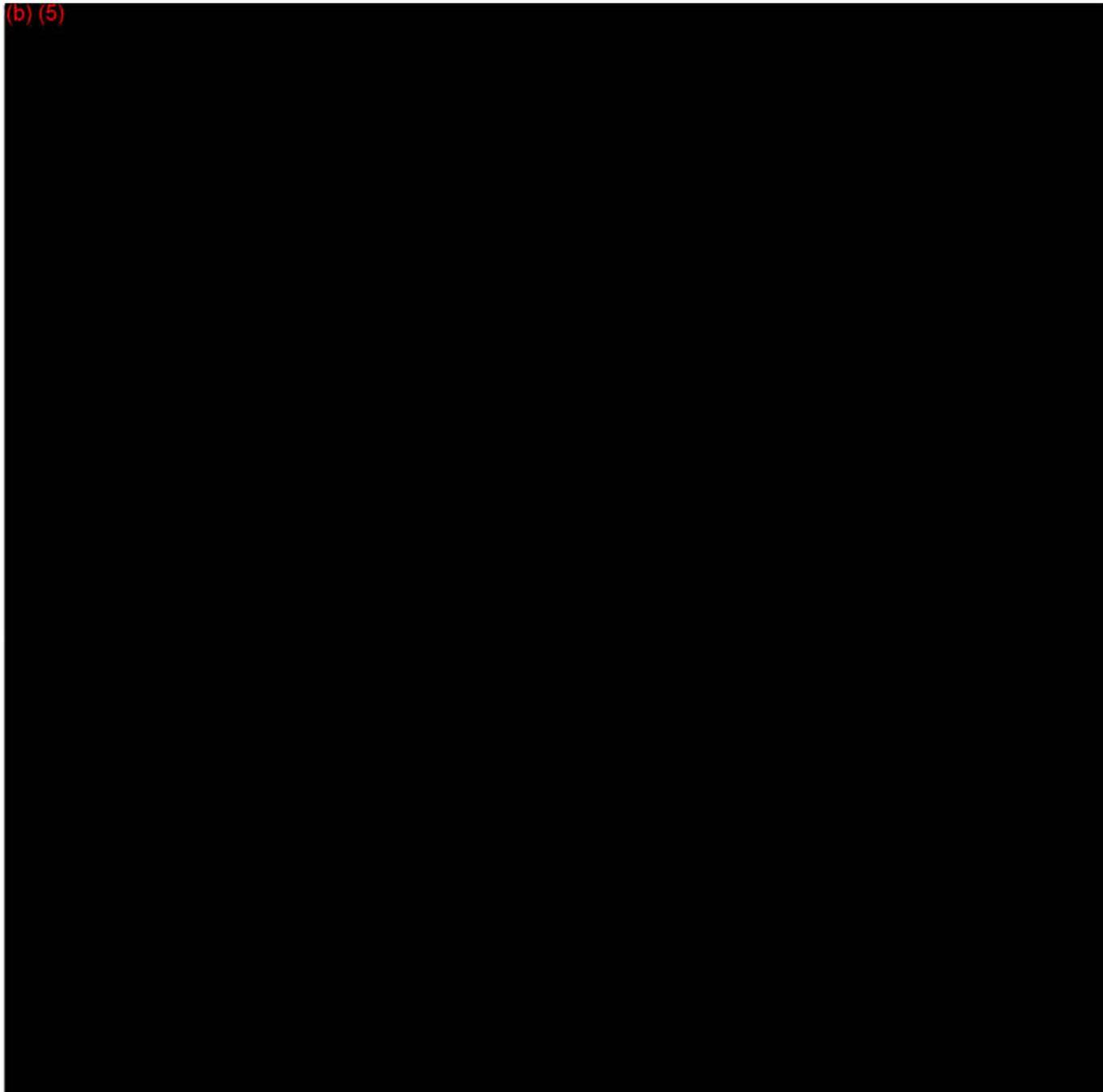
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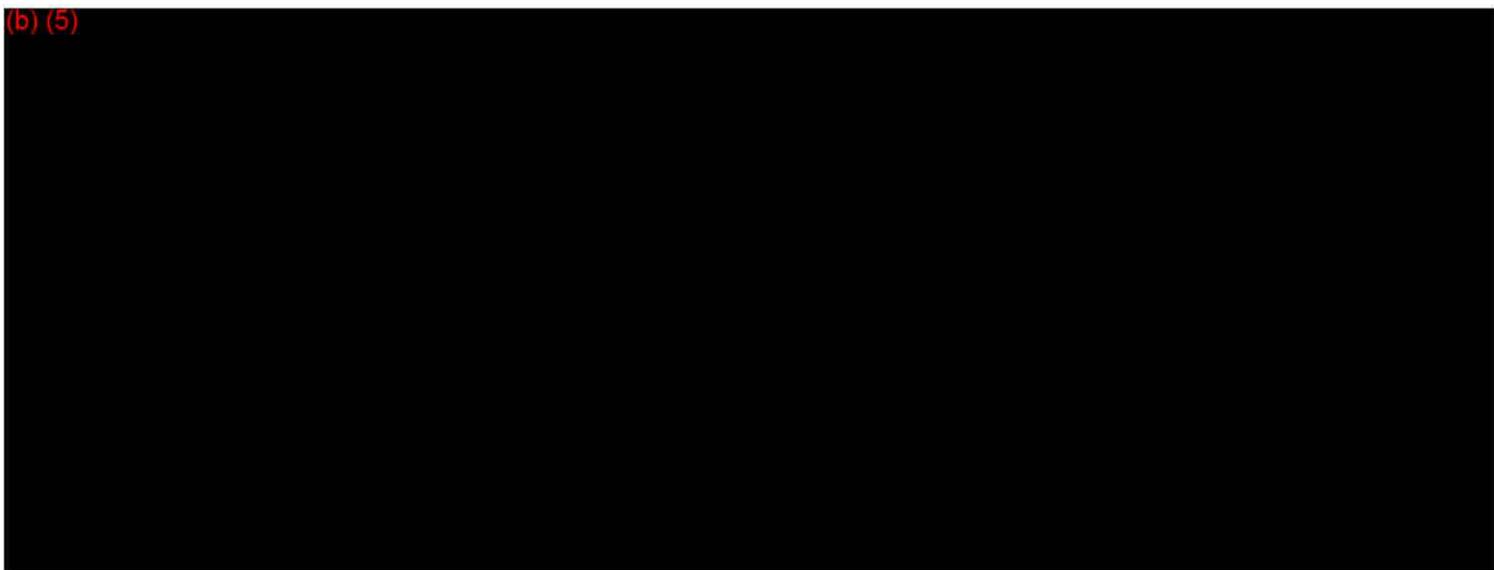
Final Classification: Program Analyst (Budget), GS-0343-12

Approved by: Jonathan Makela

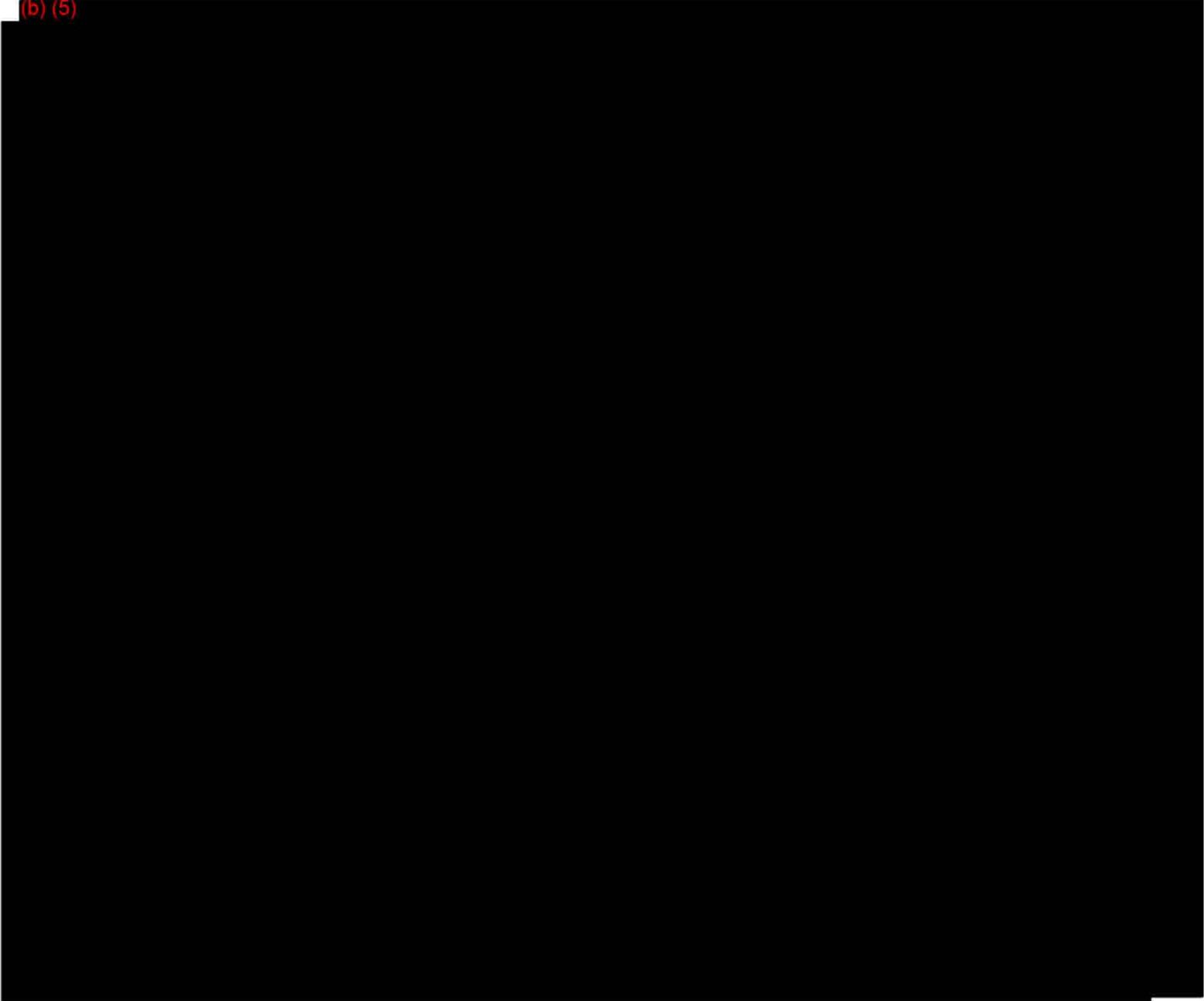
Date: May 3, 2013

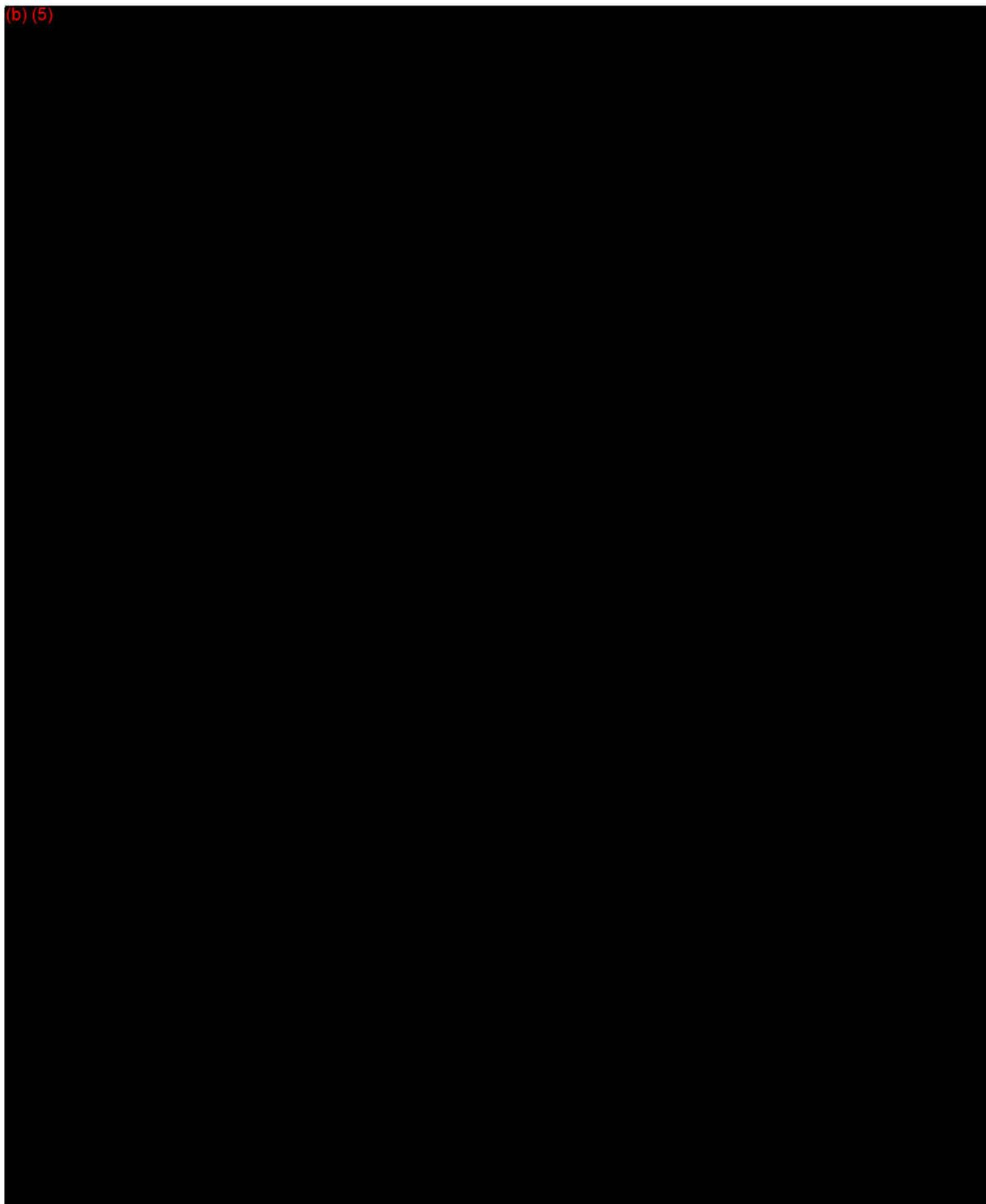
(b) (5)

(b) (5)



(b) (5)





Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 5/29/2013 11:59:02 AM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: BPA response to DOE's 2 April memo
Attachments: RE: My version of a communication with DOE. I'd attached the specific correspondence that is referred to.; FW: BPA corrective actions; My version of a communication with DOE. I'd attached the specific correspondence that is referred to.

In addition to the other actions such as IT system access and data that BPA provided to DOE in response to their 2 April



My version of a
communication w...

memo (see item 10 of this email I sent you all on Sunday), we also began to resolve the necessary corrective actions. This first email is a chronology of staff communications and was prepared by Dave Clark:



RE: My version of
a communication...

You will see that we promptly engaged the department to resolve *all* items.

The second email relays the very specific content and requests related to corrective actions. To date DOE has not closed on these issues with us.



FW: BPA
corrective actions

At this point we can take no further actions pending a path forward with DE hiring. We need to assure ourselves that the combined set of corrective actions (OPM audit and DOE case file review) are appropriate and resolve the outstanding issues. This is best done with involved parties all in one conversation.

Roy

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/29/2013 2:32:10 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: Re: BPA response to DOE's 2 April memo

Bill,

Mixing two different things. Last August we asked for DOE help with the case files we already knew were in error. This is separate and distinct from the routine DOE HCMA audit.

When they were here in April, I did ask that DOE HCM do the rest of the routine audit that was already scheduled for August 2013.

Does that clarify?

Anita
Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 29, 2013, at 7:24 AM, "Drummond,William K (BPA) - A-7" <wkdummond@bpa.gov> wrote:

Thanks, Anita. My recollection from yesterday's discussion, which I may have wrong, was that we asked for the audit to be moved up. Was this the DOE audit that normally would have occurred in August 2013 that was started in April? I thought it was to have started last August and we asked it to be moved up.

Thanks for the clarification.

Bill

On May 29, 2013, at 9:58 AM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

In case you need this before Roy is in.

The audit that was scheduled for August is DOE HCM's normal routine for audits -- its not OPM's. Sometimes OPM may accompany DOE, but these are DOE's audits that routinely occur every three years and are referred to as the HCMA audits.

When DOE came out in April, I did ask if they could do their whole review while looking at the files in question. Roy and I have different views of this. He would have liked to have the time to prepare for the audit - I just wanted them to get done as they were going to be here anyway and having folks here is disruptive to the normal operations of the department. At one point they were going to do this. Later, Bob said they were not going to do the whole thing but he had asked his staff to accelerate the date so they could get us behind them. I also supported this - until I learned that the BPA HC team would be telecommuting while the office space is reconfigured.

The last I heard, DOE was wanting to come on-site on June 17, (a Thursday is an odd day to show up, but whatever) if they are going to come out, June 20, after the weekend would be a better time as people will start back in the office. I did let Bob know that much of our files will be boxed up due to the move, and it will be clunky, but we will work to make whatever they determine work.

In June 2012 the IG was not involved. BPA found 17 cases originally and later found 3 more. They were not discovered by the IG.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 29, 2013, at 5:17 AM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:
Roy;

Thanks for the emails. A couple of quick questions:

In June of 2012, did BPA discover the 20 cases of move the line or was it the IG?

Was it BPA that asked OPM to advance its audit, normally scheduled for August? When was that request made?

Thanks,
Bill

On May 29, 2013, at 7:59 AM, "Fox,Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

In addition to the other actions such as IT system access and data that BPA provided to DOE in response to their 2 April memo (see item 10 of this email I sent you all on Sunday , we also began to resolve the necessary corrective actions. This first email is a chronology of staff communications and was prepared by Dave Clark:

You will see that we promptly engaged the department to resolve *all* items.

The second email relays the very specific content and requests related to corrective actions. To date DOE has not closed on these issues with us.

At this point we can take no further actions pending a path forward with DE hiring. We need to assure ourselves that the combined set of corrective actions (OPM audit and DOE case file review) are appropriate and resolve the outstanding issues. This is best done with involved parties all in one conversation.

Roy

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Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 5/29/2013 3:06:54 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]
CC: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: RE: BPA response to DOE's 2 April memo

1. BPA discovered the potential error in May 2012 via an employee raising the concern. Immediate action was taken to stop the practice.
2. Our understanding is that in early April 2013 DOE decided to advance the staffing part of the HCMAP audit (the case file review) and informed OPM of this. The audit was not mentioned in DOE's 2 April memo to you. Again, we understand that it was at that point that OPM decided to assume the lead role for the audit. The OPM audit was conducted just as we had experienced prior HCMAP audits related to staffing.
3. We do not know what the employee(s) actually sent to the IG or even the dates. We can assume that it was sometime in July +/- . DOE sent us a request for the case files on 8 August 2012, so clearly they had information from IG prior to that point. As of that date we had not yet contacted the department as we were finishing our own review of all files.

From: Drummond,William K (BPA) - A-7
Sent: Wednesday, May 29, 2013 7:48 AM
To: Decker,Anita J (BPA) - K-7
Cc: Fox,Roy B (BPA) - NH-1
Subject: Re: BPA response to DOE's 2 April memo

Thanks, Anita. That clarifies the some of my confusion. Another question: Did we ask DOE for help before or after the BPA employee sent the files to the IG?

Just trying to get a sense of how proactive we have been with DOE.

Bill

On May 29, 2013, at 10:32 AM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill,

Mixing two different things. Last August we asked for DOE help with the case files we already knew were in error. This is separate and distinct from the routine DOE HCMA audit.

When they were here in April, I did ask that DOE HCM do the rest of the routine audit that was already scheduled for August 2013.

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Anita J Decker

Chief Operating Officer

Bonneville Power Administrator

ajdecker@bpa.gov

503-230-5105

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Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

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Roy

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Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/30/2013 9:17:07 AM
To: Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Fwd: 2013 Human Capital Management Accountability Audit

FYI. My intent is to set the tone.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Begin forwarded message:

From: "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov>
Date: May 30, 2013, 5:16:17 AM EDT
To: "Robinson, Loretta" <Loretta.Robinson@hq.doe.gov>
Cc: "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov>, "Amaral, David" <David.Amaral@hq.doe.gov>, "Venuto, Kenneth" <Kenneth.Venuto@hq.doe.gov>, "Wheeler, Tiffany" <Tiffany.Wheeler@hq.doe.gov>, "Jones, Svet" <Svet.Jones@hq.doe.gov>, "Sexton, Shannon" <L.Sexton@Hq.Doe.Gov>, "Buckner, Lorrenda" <Lorrenda.Buckner@hq.doe.gov>, "Hillsmith, Judith" <Judith.Hillsmith@Hq.Doe.Gov>, "Tyson, Michelle" <Michelle.Tyson@hq.doe.gov>, "Murray, Bruce W." <Bruce.Murray@hq.doe.gov>, Robert Gibbs <Robert.Gibbs@Hq.Doe.Gov>
Subject: Re: 2013 Human Capital Management Accountability Audit

Loretta,

Thank you for the advance communication. As I mentioned to Bob, we are in the middle of space reconfiguration with the HCM team at BPA and this will really help us to make sure we have ready access to information being requested and can prepare in advance as well.

Looking forward to having you and your team back so we can move ahead.

Anita

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

On May 29, 2013, at 7:33 PM, "Robinson, Loretta" <Loretta.Robinson@hq.doe.gov> wrote:
Good Evening Roy,

This serves as official notification that the Bonneville Power Administration's (BPA) Human Resource Office will undergo an accountability audit beginning Monday, June 17 through Friday, June 21, 2013. The purpose of the Human Capital Management Accountability Program (HCMAP) review is to measure levels of compliance, effectiveness and efficiency for each of the following drivers:

- Talent Management
- Results-Based Performance Culture
- Leadership and Knowledge Management
- Workforce Planning and Strategic Alignment

Talent Management is divided into two components (Staffing and Classification). The staffing component will include an assessment of the organizations recruitment and placement program to include Merit Promotion, Delegated Examining, use of Student Employment Programs covered under Pathways (or under the previous SCEP, STEP, PMF and CIP programs), Direct Hiring Authorities, and any authorized Recruitment/Retention Incentives to include student loan repayments, advance-in-hires, superior qualifications appointments, and approvals of service credit for related experience for non-Federal work.

Our original objective was to access your HR IT systems to pull together a sampling list of actions to be reviewed, however, because our office has still not been able to obtain proper access to your systems in order to compile these listings, we will need your office to provide access to all case files, personnel actions, employee eOPF's and any additional associated documentation in the areas described above for the period covering October 1, 2010 – April 30, 2013. Access to these cases, both hardcopy, and any related systems information must be readily available to our audit team upon arrival. You may omit the cases that were reviewed as part of the OPM audit conducted in April of this year, and the case files we requested in a memorandum from Ken Venuto on August 8, 2012.

The assessment of the classification system may include a cursory review of position descriptions associated with the DE, MP or excepted service hiring cases we review, and if warranted, desk audits of selected positions may be conducted when we arrive onsite. Requests from our audit team for information and documentation associated with classification actions may be made once we arrive onsite and begin reviewing cases. We will provide as much notice as possible regarding any onsite desk audits we will be conducting, as these will require interviews of the employees and supervisors of the positions identified. Additionally, there may be interviews conducted of HR Staff members responsible for classification.

Performance Management will include a review of BPA's awards program along with a comprehensive review of selected performance appraisals and plans.

Leadership and Knowledge Management will consist of a comprehensive review of training programs, tuition assistance programs, courses that relate to leadership/succession planning, and any other professional development.

The Strategic Alignment and Workforce Planning review is designed to measure your organizations compliance as it relates to the agency's as well as your organizations strategic goals.

It is important that you make note that if needed, additional information may be requested at a later date. Our objective is to effectively and efficiently expedite the audit process for all parties.

At the end of the review, our team will analyze all the information gathered in order to issue a formal report to you and the facility manager, as well as senior leadership within the Office of The Chief Human Capital Officer. There will be an opportunity for your office to provide comments upon receipt of the final report.

Attached you will find a check list of advance information, and questionnaires that we will need prior to your audit review. Please let me know if you have any questions regarding this upcoming audit.

Thanks.

Loretta Robinson

Director,

Human Capital Policy Division

U.S. Dept. of Energy

(202) 586-9239

<http://humancapital.doe.gov/>

<image001.jpg>

Providing quality service is our business. Please let us know if we've hit the mark by completing a short comment card

<Strategic Alignment Questionnaire- SITE.docx>

<Leadership and Knowledge Management Questionnaire- SITE.docx>

<Performance Culture Questionnaire- SITE.docx>

<DOE advance information request for HCMAP audit's.docx>

No Attachments Found

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/30/2013 6:25:37 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Cogswell,Peter (BPA) - DKR-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=PTC2324]
Subject: Fwd: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

We need to work on some talking points we can get out to folks. We'll also need to coordinate this with Gibbs/Dan.

I will be working on some high levels on the next hour or so and get something to Peter.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Begin forwarded message:

From: "Delwiche, Gregory K (BPA) - P-6" <gkdelwiche@bpa.gov>
Date: May 30, 2013, 1:31:39 PM EDT
To: "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov>
Subject: **Re: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE**

Thx, I was simply relaying what I've been hearing and have been asked, and thought you should be aware. Having said that, the optics are that of major disarray in HCM.

From: Decker, Anita J (BPA) - K-7
Sent: Thursday, May 30, 2013 10:13 AM
To: Delwiche, Gregory K (BPA) - P-6
Subject: Re: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

Greg,

First and foremost, there has been no finalization of any findings. Not the IG report, the OPM review or the DOE HCM audit that will be finished off I'm July. So, given that there isn't anything final, I would submit that folks are jumping the gun.

Further, to the degree there are repercussions, how do folks know there haven't been any? Sounds like several bad assumptions and rumors.

We are not at a point of communications more fully. It will be a topic when both Bill and I are in the office tomorrow.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

On May 30, 2013, at 1:08 PM, "Delwiche, Gregory K (BPA) - P-6" <gkdelwiche@bpa.gov> wrote:

Anita - As an FYI, I have been getting questions from my direct reports about repercussions for mgt in HCM as a result of the adverse IG findings and decertification - the theme is that HCM has been quite vocal about the importance of managing performance, this looks like a series of mgt failures and if we're serious about walking the talk regarding performance/accountability, then there should be some sort of repercussion. Greg

From: Yannello, Alisa J (BPA) - NH-6

Sent: Thursday, May 30, 2013 09:30 AM

To: Delwiche, Gregory K (BPA) - P-6; Cooper, Suzanne B (BPA) - PT-5; Gendron, Mark O (BPA) - PS-6; Oliver, Stephen R (BPA) - PG-5; Evans, Elizabeth A (BPA) - PB-6; Géneccé, Richard B (BPA) - PE-1; Bodi, Lorri (BPA) - KE-4; Maichel, Chuck (BPA) - KS-4

Subject: RE: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

I wanted to reinforce again that this email chain not be forwarded on to anyone beyond those on this distribution list. We are still waiting to hear back from Bill and Anita who are visiting DOE and we hope to hear more about how we proceed in light of these findings.

In the meantime, recertification training will begin for the HCM staff next week and OPM will now train up to 30 individuals per session so the training should go faster than originally anticipated.

Alisa J. L. Yannello, SPHR

Strategic Business Partner

Bonneville Power Administration

Department of Energy

Office: 503.230.3581

Cell: 503.490.7176

Email: ajyannello@bpa.gov

From: Yannello, Alisa J (BPA) - NH-6

Sent: Friday, May 24, 2013 8:08 AM

To: Delwiche, Gregory K (BPA) - P-6; Cooper, Suzanne B (BPA) - PT-5; Gendron, Mark O (BPA) - PS-6; Oliver, Stephen R (BPA) - PG-5; Evans, Elizabeth A (BPA) - PB-6; Géneccé, Richard B (BPA) - PE-1; Bodi, Lorri (BPA) - KE-4; Maichel, Chuck (BPA) - KS-4

Subject: FW: Decertification of Bonneville Power Administration HR Staff

Hello All:

I wanted to forward you the email chain to communicate that certain HCM staff have been formally decertified by OPM. I sent the entire email chain so that you have all of the details that we have (transparency) and to demystify where we currently stand. It is not something that I intend to share with all of the managers and an email will be coming from Roy Fox that can then be forwarded to the managers appropriately.

I am sure that we will continue to hear more about this and receive direction from both OPM and DOE and will keep you informed as this evolves.

Alisa

Alisa J. L. Yannello, SPHR
Strategic Business Partner
Bonneville Power Administration
Department of Energy
Office: 503.230.3581
Cell: 503.490.7176
Email: ajyannello@bpa.gov

From: Clark,David C (BPA) - NHI-1
Sent: Friday, May 24, 2013 6:35 AM
To: Strategic Partners; Fickes,Anne Macron (BPA) - NHE-1; Hale-Mockley,Sharon K (BPA) - NHS-1; Adams,Tracey L (BPA) - NHT-1; Henderson,Robin Y (BPA) - NHO-1; Bargen,Tim J (BPA) - NHL-PSB-1
Cc: Wentworth,Julia J (BPA) - NHI-1; Winchester,Jamey S (BPA) - NHI-1; Hodges,Allegra (BPA) - NHI-1; Mantei,Charles T (BPA) - NHI-1
Subject: Fw: Decertification of Bonneville Power Administration HR Staff

All

Fyi. It is here. Read both emails.

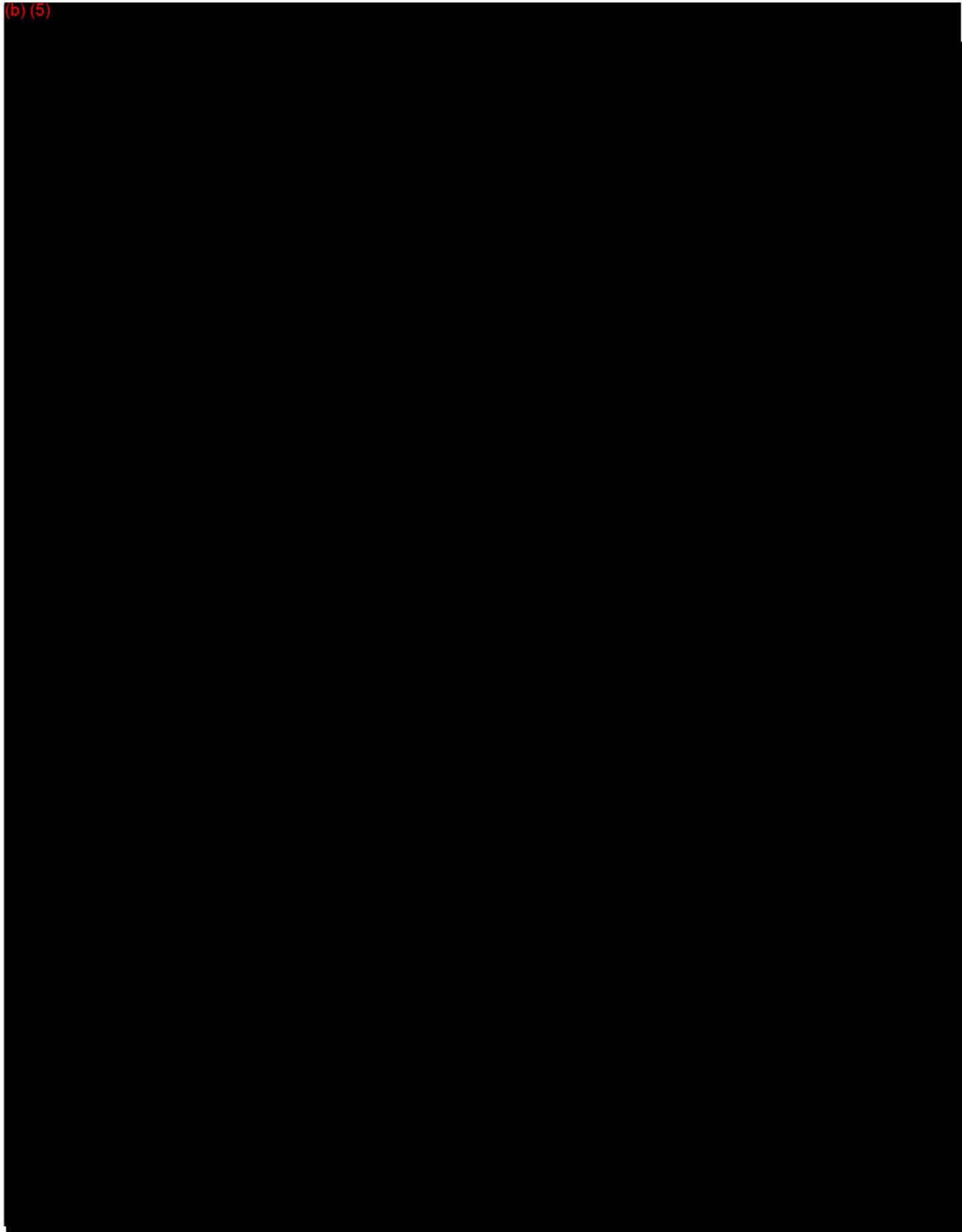
Dave

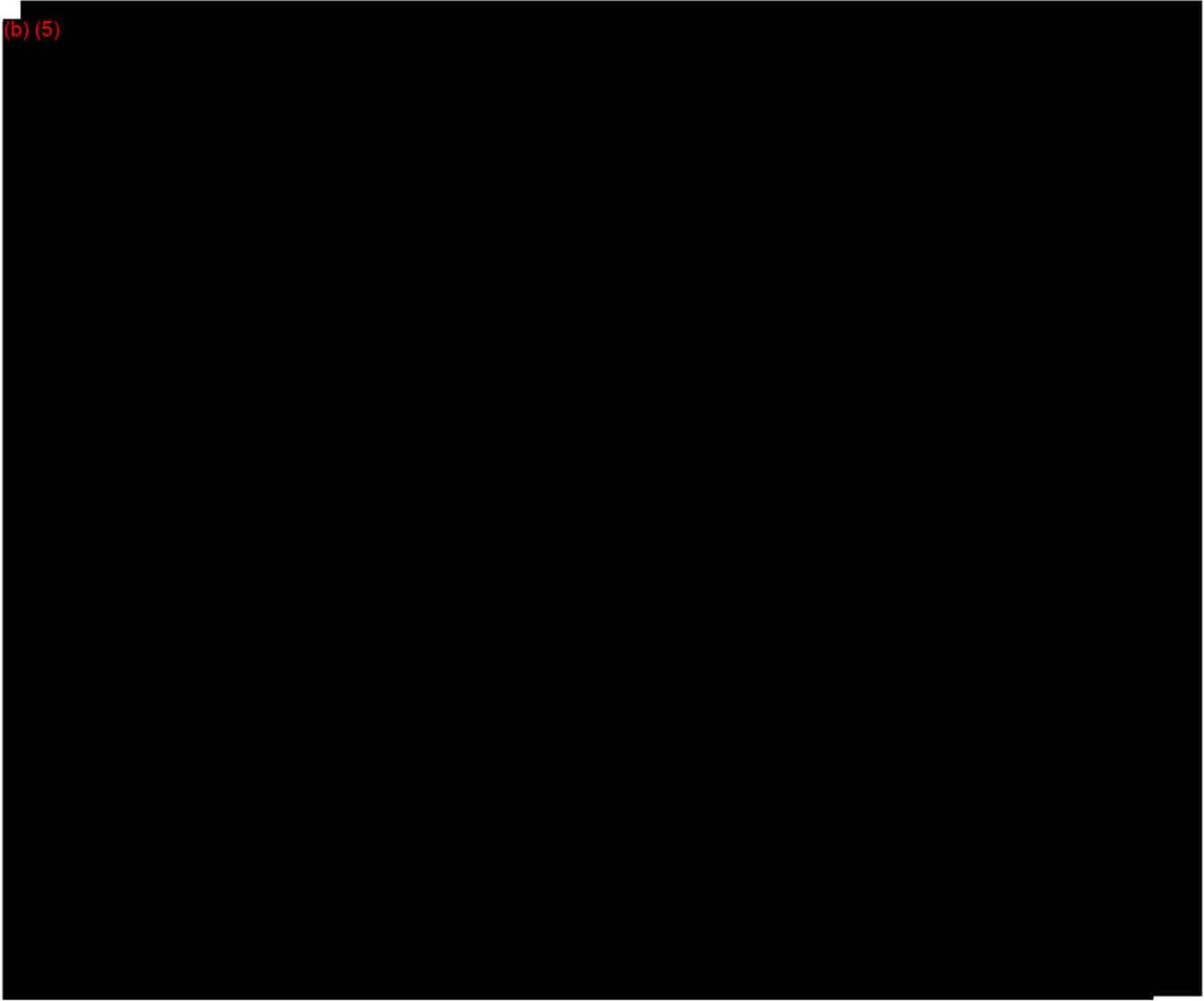
From: Fox,Roy B (BPA) - NH-1
Sent: Thursday, May 23, 2013 05:15 PM
To: Buttress,Larry D (BPA) - N-4; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; O'Leary,Launie A (BPA) - NHQ-1; Cockrum Jr,Mitchell A (BPA) - NHQ-1; Wachal,Ellen E (BPA) - NHQ-1
Subject: FW: Decertification of Bonneville Power Administration HR Staff

I spoke with Connie for approx. 1 hour prior to this being sent. OPM did not grant us the request to leave a couple of certified folks on staff. However, they did not decertify our contractors, though this was an authority issue for them more than anything else. Our new RSA, Ed Agooda, is not decertified. Our Avue staff are allowed to work DE cases. Again, this only affect DE (generally hires from outside the federal government) and not merit promotion hires (hires generally from within BPA or the rest of the federal government). Merit hires are the majority of our hires. Our staff can continue to make job offers and set compensation after a selection is made by the hiring manager off a DE certificate.

There are a number of issues to be worked between us and DOE. I can only hope that DOE becomes more transparent and engaging of us. We have a plan in place to have move hires forward, to train our staff and to have them undergo the DEU certification process. We will work with DOE to secure there approval.

And remember, BPA was NOT decertified meaning that we can continue to run our program so long as DE certified staff are used (like Avue). The department could chose otherwise. But that would be their decision and not something that OPM is saying is required.





Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/30/2013 10:47:09 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Robert Gibbs [Robert.Gibbs@Hq.Doe.Gov]
Subject: Re: 2013 Human Capital Management Accountability Audit

Bob and I talked about this this morning. He is going to get more specifics from his staff on what they are actually saying.

You're correct they do have access. As we talked this morning, it was unclear what specific system and what specific access. I thought he meant the HRMIS system and he was thinking it was AVUE.

I think we're in a good place to keep moving ahead.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 30, 2013, at 6:33 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:
Good tone. I am a little concerned about her comments about not being able to access our systems. I thought we had given them the access and it was really a question of them not understanding the system itself.

Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Decker,Anita J (BPA) - K-7
Sent: Thursday, May 30, 2013 2:17 AM
To: Drummond,William K (BPA) - A-7
Subject: Fwd: 2013 Human Capital Management Accountability Audit

FYI. My intent is to set the tone.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Begin forwarded message:

From: "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov>

Date: May 30, 2013, 5:16:17 AM EDT

To: "Robinson, Loretta" <Loretta.Robinson@hq.doe.gov>

Cc: "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov>, "Amaral, David" <David.Amaral@hq.doe.gov>, "Venuto, Kenneth" <Kenneth.Venuto@hq.doe.gov>, "Wheeler, Tiffany" <Tiffany.Wheeler@hq.doe.gov>, "Jones, Svet" <Svet.Jones@hq.doe.gov>, "Sexton, Shannon" <L.Sexton@Hq.Doe.Gov>, "Buckner, Lorrenda" <Lorrenda.Buckner@hq.doe.gov>, "Hillsmith, Judith" <Judith.Hillsmith@Hq.Doe.Gov>, "Tyson, Michelle" <Michelle.Tyson@hq.doe.gov>, "Murray, Bruce W." <Bruce.Murray@hq.doe.gov>, Robert Gibbs <Robert.Gibbs@Hq.Doe.Gov>

Subject: Re: 2013 Human Capital Management Accountability Audit

Loretta,

Thank you for the advance communication. As I mentioned to Bob, we are in the middle of space reconfiguration with the HCM team at BPA and this will really help us to make sure we have ready access to information being requested and can prepare in advance as well.

Looking forward to having you and your team back so we can move ahead.

Anita

Anita J Decker

Chief Operating Officer

Bonneville Power Administration

ajdecker@bpa.gov

503-230-5105

On May 29, 2013, at 7:33 PM, "Robinson, Loretta" <Loretta.Robinson@hq.doe.gov> wrote:

Good Evening Roy,

This serves as official notification that the Bonneville Power Administration's (BPA) Human Resource Office will undergo an accountability audit beginning Monday, June 17 through Friday, June 21, 2013. The purpose of the Human Capital Management Accountability Program (HCMAP) review is to measure levels of compliance, effectiveness and efficiency for each of the following drivers:

- Talent Management
- Results-Based Performance Culture
- Leadership and Knowledge Management
- Workforce Planning and Strategic Alignment

Talent Management is divided into two components (Staffing and Classification). The staffing component will include an assessment of the organizations recruitment and placement program to include Merit Promotion, Delegated Examining, use of Student Employment Programs covered under Pathways (or under the previous SCEP, STEP, PMF and CIP programs), Direct Hiring Authorities, and any authorized Recruitment/Retention Incentives to include student loan repayments, advance-in-hires, superior qualifications appointments, and approvals of service credit for related experience for non-Federal work.

Our original objective was to access your HR IT systems to pull together a sampling list of actions to be reviewed, however, because our office has still not been able to obtain proper access to your systems in order to compile these listings, we will need your office to provide access to all case files, personnel actions, employee eOPF's and any additional associated documentation in the areas described above for the period covering October 1, 2010 – April 30, 2013. Access to these cases, both hardcopy, and any related systems information must be readily available to our audit team upon arrival. You may omit the cases that were reviewed as part of the OPM audit conducted in April of this year, and the case files we requested in a memorandum from Ken Venuto on August 8, 2012.

The assessment of the classification system may include a cursory review of position descriptions associated with the DE, MP or excepted service hiring cases we review, and if warranted, desk audits of selected positions may be conducted when we arrive onsite. Requests from our audit team for information and documentation associated with classification actions may be made once we arrive onsite and begin reviewing cases. We will provide as much notice as possible regarding any onsite desk audits we will be conducting, as these will require interviews of the employees and supervisors of the positions identified. Additionally, there may be interviews conducted of HR Staff members responsible for classification.

Performance Management will include a review of BPA's awards program along with a comprehensive review of selected performance appraisals and plans.

Leadership and Knowledge Management will consist of a comprehensive review of training programs, tuition assistance programs, courses that relate to leadership/succession planning, and any other professional development.

The Strategic Alignment and Workforce Planning review is designed to measure your organizations compliance as it relates to the agency's as well as your organizations strategic goals.

It is important that you make note that if needed, additional information may be requested at a later date. Our objective is to effectively and efficiently expedite the audit process for all parties.

At the end of the review, our team will analyze all the information gathered in order to issue a formal report to you and the facility manager, as well as senior leadership within the Office of The Chief Human Capital Officer. There will be an opportunity for your office to provide comments upon receipt of the final report.

Attached you will find a check list of advance information, and questionnaires that we will need prior to your audit review. Please let me know if you have any questions regarding this upcoming audit.

Thanks.

Loretta Robinson

*Director,
Human Capital Policy Division
U.S. Dept. of Energy
(202) 586-9239
<http://humancapital.doe.gov/>*

<image001.jpg>

Providing quality service is our business. Please let us know if we've hit the mark by completing a short [comment card](#)

<Strategic Alignment Questionnaire- SITE.docx>

<Leadership and Knowledge Management Questionnaire- SITE.docx>

<Performance Culture Questionnaire- SITE.docx>

<DOE advance information request for HCMAP audit's.docx>

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 5/31/2013 2:49:09 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: Re: IT Access

Roy and I and Dave Clark were on a call with Ken, Loretta and Dave at DOE at 7 this morning. We talked about this and Robin Henderson IS the central point of contact. We had provided the HelpDesk number - which caused DOE folks to be calling the HelpDesk, which for DOE purposes would not have been 'help'.

We all agreed that Robin Henderson is the central point of contact and we will also provide a back up person as well for direct contact. Further, Robin will be calling EACH person at DOE HCM who is needing access and ensuring they have what they need.

The gap with AVUE was that AVUE believed they were waiting for an email from either DOE or BPA and we (BPA) thought they had provided the access. Roy has already communicated with AVUE to provide full and open access. This was also covered on the call this morning.

Roy will be at DOE next Thursday to meet in person with Loretta to be CLEAR about roles and responsibilities and contractor support for both DOE and BPA.

We are also going to be setting up regular leadership calls.

We are turning the corner!!
Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On May 31, 2013, at 6:57 AM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:

Here is what I sent to Bob this morning. (b) (6)

[REDACTED]

[REDACTED] I will not get a second chance to establish my credibility on this, so it is important that I respond with the right person. Please get back to me by 9:00 AM this morning with the appropriate name so I can respond to Bob and Mr. Swanson.

Thanks,
Bill

Begin forwarded message:

From: "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov>
Date: May 31, 2013, 6:50:12 AM PDT

To: "Gibbs, Robert" <Robert.Gibbs@Hq.Doe.Gov>

Subject: Re: IT Access

Bob;

Good to meet you on Wednesday, although I obviously wish it could have been under better circumstances. I appreciate your open and honest conversation about what we need to do to rectify the current situation.

Regarding access to our IT systems, I understand that our HR staff was contacted by your staff yesterday and that we offered a single point of contact. I will talk with Anita this morning and get back to you and Mr. Swanson with the name and contact information of a person who I think should fill that role on a permanent basis.

I also will make certain that your staff has what access they need when they arrive in mid-June.

If there is anything else I can help with, please let me know.

Regards,

Bill

On May 30, 2013, at 2:10 PM, "Gibbs, Robert" <Robert.Gibbs@Hq.Doe.Gov> wrote:

Bill,

Following up on our conversation regarding IT connectivity- my folks put together a brief synopsis and individual requirements in the attachment;

Our office has been attempting to obtain access to several of BPA's HR systems since April 12, 2013, and we still don't have all of the appropriate access that we require. The attached spreadsheet describes our requirements and was transmitted to BPA on April 12, 2013. There have also been several email exchanges and phone calls to different points of contact at BPA trying to resolve our issues. Some of these include but are not limited to incorrect user ID/passwords, IP addresses and CITRIX versions. It appears that we have one level of access into BPA's internal website, but not the access required for the different systems.

On May 8, 2013, we met with Roy Fox and Avue for a demonstration after which we were supposed to receive logon credentials, but we haven't received any further instructions for gaining access to your Avue application.

To avoid further delays in gaining the system access we require, I would like a single point of contact designated at your site to coordinate and resolve system access issues; with a single point of contact for me, Matthew.Swanson@hq.doe.gov, 202-586-7788. Based on our experience thus far, it will save an enormous amount of time if our single point of contact can get the URL for each site, and the user IDs and passwords upfront without having to contact someone at BPA each time when working with the individuals who need access.

Lastly, my staff will require full and immediate access to all of the appropriate systems when they arrive onsite the week of June 17, 2013 to conduct their accountability audit. I believe Anita is working on this.

Thanks,

Bob

<Required Access For BPA Systems.xlsx>

Message

From: Cogswell, Peter (BPA) - DKR-7 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=PTC2324]
Sent: 5/31/2013 6:56:23 PM
To: Decker, Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Fox, Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]; Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: DRAFT message to managers
Attachments: Drummond to BPA Managers on HCM DRAFT.docx

Here's a start for discussion today. Written as a note to managers. Talking points proved awkward. I will bring copies.



Drummond to BPA
Managers on H...

To BPA Managers:

(b) (5)



Sincerely,

Bill Drummond.

Message

From: Cogswell, Peter (BPA) - DKR-7 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=PTC2324]
Sent: 6/4/2013 9:55:15 PM
To: Baskerville, Sonya L (BPA) - DKN-WASH [/O=BPA/OU=BPASite1/cn=Recipients/cn=SLB2138]; Fox, Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]; Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
CC: Hairston, John L (BPA) - DG-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=JLH6216]; Black, Kathy L (BPA) - LC-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=KLB1193]; Clark, David C (BPA) - NHI-1 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DXC7678]
Subject: RE: DRAFT final memo for DOE review
Attachments: DRAFT final Bill Drummond to BPA managers with SB suggestion.doc

Here it is with language proposed by SB....



DRAFT final Bill
Drummond to BP...

From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Tuesday, June 04, 2013 2:37 PM
To: Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Drummond, William K (BPA) - A-7
Cc: Hairston, John L (BPA) - DG-7; Black, Kathy L (BPA) - LC-7; Clark, David C (BPA) - NHI-1
Subject: RE: DRAFT final memo for DOE review

Agree, but it might sound a bit more deferential if we leave ourselves off right there. The optics will be helpful. Thanks.

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Fox, Roy B (BPA) - NH-1
Sent: Tuesday, June 04, 2013 4:46 PM
To: Baskerville, Sonya L (BPA) - DKN-WASH; Cogswell, Peter (BPA) - DKR-7; Drummond, William K (BPA) - A-7
Cc: Hairston, John L (BPA) - DG-7; Black, Kathy L (BPA) - LC-7; Clark, David C (BPA) - NHI-1
Subject: RE: DRAFT final memo for DOE review

Sort of. But in reality it probably is closer to the situation to just say BPA, DOE and OPM are working.... I mean I just signed off on a BPA OPM contract for the training.

From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Tuesday, June 04, 2013 1:37 PM

To: Fox,Roy B (BPA) - NH-1; Cogswell,Peter (BPA) - DKR-7; Drummond,William K (BPA) - A-7
Cc: Hairston,John L (BPA) - DG-7; Black,Kathy L (BPA) - LC-7; Clark,David C (BPA) - NHI-1
Subject: RE: DRAFT final memo for DOE review

Gotcha on "directly." I think we do need to avoid inadvertently agitating OPM, however. This appears to potentially minimize what they are doing.

Would this work?

"DOE and OPM are working closely together to determine actions to correct the hiring errors, initiate training for BPA's HCM staff to obtain recertification, and determine a path to restore BPA's delegated examining authority."

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Fox,Roy B (BPA) - NH-1
Sent: Tuesday, June 04, 2013 4:30 PM
To: Cogswell,Peter (BPA) - DKR-7; Drummond,William K (BPA) - A-7
Cc: Hairston,John L (BPA) - DG-7; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Clark,David C (BPA) - NHI-1
Subject: RE: DRAFT final memo for DOE review

While we do need OPM's involvement on corrective actions from their part of the audit, BPA is not working directly with OPM. Technically, the last word in the paragraph should be delegation rather than authority. It would read awkwardly – delegated examining delegation.

In terms on the serious implications paragraph, this is correct. But again, it should say delegation not authority for the last word of the paragraph.

From: Cogswell,Peter (BPA) - DKR-7
Sent: Tuesday, June 04, 2013 1:23 PM
To: Cogswell,Peter (BPA) - DKR-7; Drummond,William K (BPA) - A-7
Cc: Fox,Roy B (BPA) - NH-1; Hairston,John L (BPA) - DG-7; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH
Subject: RE: DRAFT final memo for DOE review

Hey all, hold the phone. I just talked to Sonya and she is concerned that we may not have appropriate references to OPM in the paragraph starting 'DOE further suspended...' and the paragraph beginning 'This situation has serious implications...' Kathy and Roy can you take another look and make sure we aren't missing something there?

From: Cogswell, Peter (BPA) - DKR-7
Sent: Tuesday, June 04, 2013 1:11 PM
To: Drummond, William K (BPA) - A-7
Cc: Fox, Roy B (BPA) - NH-1; Hairston, John L (BPA) - DG-7; Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH
Subject: DRAFT final memo for DOE review

Bill:

Kathy, John, Roy and I worked out some of the accuracy and other issues with the last version of the memo. Our proposed memo is attached for your review. I am sending it to you clean because with so many track changes, it was almost impossible to decipher.

Let me know if you have questions, concerns or I can help with anything else at this point.

<< File: DRAFT final, Bill Drummond to BPA managers.doc >>

I want to let you know about recent events affecting BPA external hiring.

In November 2010, BPA implemented a key element of President Obama's Hiring Reform Initiative known as Category Rating. This was a significant change from BPA's previous practice for rating and ranking candidates for open positions. In May of 2012, BPA's Human Capital Management changed its implementation of Category Rating after a serious concern was raised with our initial practices. The Office of Personnel Management has now determined that a practice BPA used from November 2010 to May 2012 was in error.

Unfortunately, the erroneous practice disadvantaged some external applicants, a number of whom were veterans. The DOE Office of the Inspector General is currently conducting an inquiry into the flawed practice and the DOE Human Capital Office and the Office of Personnel Management (OPM) are in the process of conducting audits of BPA's hiring practices.

The mistakes discovered to date are deeply troubling to me. I am committed to rectifying these errors and ensuring that they do not happen again.

As a result of the information developed to date, OPM determined that BPA's delegated examining certified staff need additional training to ensure compliance with Category Rating guidelines and other hiring practices. All of BPA's hiring staff have been decertified, meaning they can no longer manage external hiring actions.

DOE further suspended its delegation of authority to BPA to process external hiring actions. DOE and OPM are working closely together to determine actions to correct the hiring errors, initiate training for BPA's HCM staff to obtain recertification, and determine a path to restore BPA's delegated examining authority.

This situation has serious implications for hiring at BPA. Hiring actions for open positions will be delayed while we work with DOE on a plan on how to move forward. The recertification training plan will take a few months to complete in order to regain our staff certification. In the meantime, we are working with DOE to put in place a temporary approach for managing external hiring actions using certified individuals from DOE Human Capital and other sources, including BPA-procured contractors until such time as DOE restores our full hiring authority.

DOE will also oversee the reconciliation of improper hiring actions taken between November 2010 and May 2012 to address any impacts to veterans. This reconciliation process will require BPA to extend offers to qualified candidates who were adversely affected by our actions in a limited number of job series.

BPA has an outstanding record of recruiting and hiring veterans into its workforce. I am proud of that record and our commitment to Merit System

Principles for all. I regret that we have now fallen short of compliance with federal hiring requirements and the effects our actions have had on veterans. We will determine and are committed to a path forward that rectifies all issues our past practices created.

As we continue to work with DOE to chart a path forward, we will communicate as much as we are able. In the meantime, I ask for your patience.

Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 6/4/2013 12:11:05 AM
To: 'Robinson, Loretta' [Loretta.Robinson@hq.doe.gov]
CC: Clark,David C (BPA) - NHI-1 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DXC7678]; 'Amaral, David' [David.Amaral@hq.doe.gov]; 'Venuto, Kenneth' [Kenneth.Venuto@hq.doe.gov]; Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
BCC: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]
Subject: RE: Action: Review---May 31 DOE HC/BPA Conference Call Summary
Attachments: DEU Certification for Avue Training 9-20-2012.pdf; DEU Certification for D Vanderwerf & J Truitt Nov 5 2012.pdf; Avue Staff Resumes + DEU Training Certification Letters .pdf

Loretta, thanks for these revisions and our call. As we discussed today, everyone is trying to ensure we develop a clear path forward in the most efficient and effective way possible. Our first task is to get material to you per A.7 below. To that end, I am attaching the certification information from Avue for the staff they would be using. Additionally, attached are resumes for the Avue staff.

I am not sending the revised training plan tonight because OPM and BPA's procurement folks are working to revise the dates for the basic staffing classes. I expect to have that tomorrow and will forward just as soon as I do have it. The overall plan is what you've seen with the two modifications discussed -- dates for the basic staffing class and MSAC provision of the initial certification training.

I understand that you all did get your emails with Avue access and hope you get a chance to look around in the system. I agree, Avue did do a pretty good job with the overview from a couple weeks ago. As folks get more familiar with the system, let me or Robin Henderson know if there are any immediate issues or questions.

You asked me if it wasn't possible to deal with what we needed to accomplish by teleconference. Let's talk about that again tomorrow (unless you are on line now -- call me at 503.230.4234). You have a good point and the benefit to us would be more time to focus on getting you the audit material -- which we are committed to getting to you this week. If I don't hear from you tonight I will call you in the morning.

And if after looking at the Avue material there is anything else that you need, let me know. Thanks again for the conversation today. I found it really helpful as we figure our way forward.

Roy

From: Robinson, Loretta [mailto:Loretta.Robinson@hq.doe.gov]
Sent: Monday, June 03, 2013 2:29 PM
To: Clark,David C (BPA) - NHI-1; Amaral, David; Venuto, Kenneth; Decker,Anita J (BPA) - K-7; Fox,Roy B (BPA) - NH-1
Subject: RE: Action: Review---May 31 DOE HC/BPA Conference Call Summary

Good Afternoon,

I have made some revisions to the summary below regarding our May 31 conference call. Also, I just had a conversation with Roy, during which I think we cleared some of the question marks on things

we need to cover in our June 6 meeting. The things highlighted in yellow or with strike-outs are where I made changes.

Please let me know if you have any questions.

Thanks.

A. BPA's required actions from DOE's May 24th memo

- ~~1. On May 24, 2012 BPA stopped its practice of changing the category rating cutoff score after the published announcement. If DOE HC has information indicating this is incorrect, please forward it. (Note: the May 24 memo does not state that BPA is continuing the practice of changing the cut-off score, it states that BP must cancel any current DE action in which the cut score was changed after the vacancy announcement was posted. If this did not occur in any current action, then this requirement may be considered to be met.~~
2. Effective May 27, 2013 BPA stopped all DE hiring actions by its staff.
3. Effective immediately, Loretta Robinson and George Waldman of DOE HC will be the approving authority for all BPA DE certifications.
4. For BPA to regain its Delegated examining authority, it must do the following: a) BPA staff must successfully demonstrate it has corrected all identified hiring actions discrepancies; b) BPA staff must successfully complete specialized delegated examining training; and c) BPA staff must demonstrate it has the KSAs to properly execute delegated examining responsibilities. There is no set time frame that can be outlined as to when Delegated Examining authority will be returned to BPA. The CHCO's office will make a determination on when all required actions have been sufficiently met.
5. BPA has established a 90-day plan to undergo specialized delegated examining training with OPM for our entire recruiting staff. BPA will share the details of this plan in an upcoming meeting with DOE HC on June 6.
6. BPA will meet with DOE HC on June 6th to develop an effective process to transfer current delegated examining workload cases to a third-party contractor. Currently, BPA is using a qualified third-party contractor, Avue. BPA agreed to submit Avue's DE certification documentation for DOE HC approval ~~at the June 6th meeting.~~
7. BPA will retain independent contractor, approved by DOE HC to conduct and complete 1) an in-depth reconstruction of all the cases identified by the OPM and HC audits, 2) existing DE work for BPA, and 3) implementation of the corrective actions (i.e., priority placement, requests for variances). All activities performed by BPA contractors will be submitted for review and approval by DOE HC. The contractor retained will report directly to DOE HC and the organization and assignment of contractor work at BPA will be approved by DOE HC. BPA will cover the cost of the DOE HC contractors to support DOE HC's responsibilities in executing BPA HR activities which DOE HC estimates to be in the \$400-600K range for the next six months.

B. Corrective action plan to address BPA's improper hiring actions

1. Results from DOE HC case file review (20 cases) and OPM's April'13 audit determined BPA's hiring practices lead to a number of cases of erroneous appointments and misapplication of qualifications procedures. Separately, BPA's internal review of additional cases revealed additional erroneous appointments. To determine the full extent of possible erroneous appointments, DOE HC is requiring a 100% audit of all DE cases where BPA changed the category rating cutoff score after the published announcement and case files where we may have eliminated qualified candidates by improperly assessing minimum qualifications standards. The results of step #1 will lead to the creation of a Priority Consideration list which will be used to for priority placement of applicants who lost employment consideration in BPA's hiring process. BPA will use this list for placement in similar DE or merit promotion current or future openings. At this time, this priority consideration list will only apply to BPA openings, not across DOE.
2. DOE HC and BPA will meet on June 6th to establish the specific protocols to achieve items B1 and B2.

3. At the June 6th meeting, BPA will seek final resolution on category rating case findings discrepancies with DOE HC's case file review. (Not sure what this is referencing).

C. Regular DOE HC/BPA Communications

1. Both parties agreed to establish a regular meeting cadence to report and share status updates on all required corrective actions. A specific schedule will be established at the June 6th meeting.
2. BPA will provide a monthly written status report (due the 1st of each month) to DOE HC on its progress on addressing all items mandated in May 24th memo.

D. Additional Topics

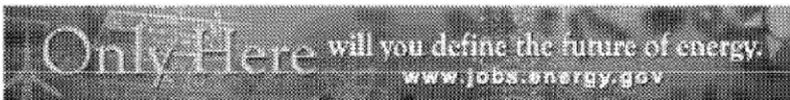
1. BPA communicated that Robin Henderson (ryhenderson@bpa.gov) will be HC's single point of contact for any BPA system access needs and issue resolution. This includes Avue.
2. Avue will meet with DOE HC on June 6th and address any concerns on manager's access of applicant data.
3. BPA's financial contact for budgeting the DOE HC independent contractors is Bryan Crawford (bvcrawford@bpa.gov).
4. BPA can proceed with merit promotion selections and work closely with DOE HC for potential matches off the Priority Consideration List.

Next Steps

1. BPA will meet with DOE HC on June 6th to address all items above.
2. DOE HC finance will work BPA Finance for funding of independent contractors.
3. BPA will resolve current DOE HC system access issues.

Loretta Robinson

Director,
Human Capital Policy Division
U.S. Dept. of Energy
(202) 586-9239
<http://humancapital.doe.gov/>



Providing quality service is our business. Please let us know if we've hit the mark by completing a short [comment card](#)

From: Clark, David C (BPA) - NHI-1 [<mailto:dcclark@bpa.gov>]
Sent: Monday, June 03, 2013 10:06 AM
To: Robinson, Loretta; Amaral, David; Venuto, Kenneth; Decker, Anita (BPA); Fox, Roy
Subject: Action: Review--May 31 DOE HC/BPA Conference Call Summary

All

This shares my summary of our 5/31 conference call between DOE HC and BPA. Participants included: Anita Decker, Roy Fox, Dave Clark from BPA and Ken Venuto, David Amaral, Loretta Robinson from DOE HC.

The purpose of the call was: 1) clarify required BPA actions to respond to DOE's May 24 memo; 2) develop a joint action plan to address BPA's DE improper hiring practices; 3) establish a regular communications and issue resolution cadence between DOE HC and BPA HCM.

E. BPA's required actions from DOE's May 24th memo

8. On May 24, 2012 BPA stopped its practice of changing the category rating cutoff score after the published announcement. If DOE HC has information indicating this is incorrect, please forward it .
9. Effective May 27, 2013 BPA stopped all DE hiring actions by its staff.
10. Effective immediately, Loretta Robinson and George Waldman of DOE HC will be the approving authority for all BPA DE certifications.
11. For BPA to regain its Delegated examining authority, it must do the following: a) BPA staff must successfully demonstrate it has corrected all identified hiring actions discrepancies; b) BPA staff must successfully complete specialized delegated examining training; and c) BPA staff must demonstrate it has the KSAs to properly execute delegated examining responsibilities.
12. BPA has established a 90-day plan to undergo specialized delegated examining training with OPM for our entire recruiting staff. BPA will share the details of this plan in an upcoming meeting with DOE HC on June 6.
13. BPA will meet with DOE HC on June 6th to develop an effective process to transfer current delegated examining workload cases to a third-party contractor. Currently, BPA is using a qualified third-party contractor, Avue. BPA agreed to submit Avue's DE certification documentation for DOE HC concurrence at the June 6th meeting.

F. Corrective action plan to address BPA's improper hiring actions

4. Results from DOE HC case file review (20 cases) and OPM's April'13 audit determined BPA's hiring practices lead to a number of cases of erroneous appointments and misapplication of qualifications procedures. Separately, BPA's internal review of additional cases revealed additional erroneous appointments. To determine the full extent of possible erroneous appointments, DOE HC is requiring a 100% audit of all DE cases where BPA changed the category rating cutoff score after the published announcement and case files where we may have eliminated qualified candidates by improperly assessing minimum qualifications standards. DOE HC will retain independent contractors to conduct and complete an in-depth review of all these cases by August 1, 2013. BPA will cover the cost of these contractors which DOE HC estimates to be in the \$400-600K range for the next six months.
5. The results of step #1 will lead to the creation of a Priority Consideration list which will be used to for priority placement of applicants who lost employment consideration in BPA's hiring process. BPA will use this list for placement in similar DE or merit promotion current or future openings. At this time, this priority consideration list will only apply to BPA openings, not across DOE.
6. DOE HC and BPA will meet on June 6th to establish the specific protocols to achieve items B1 and B2.
7. At the June 6th meeting, BPA will seek final resolution on category rating case findings discrepancies with DOE HC's case file review.

G. Regular DOE HC/BPA Communications

3. Both parties agreed to establish a regular meeting cadence to report and share status updates on all required corrective actions. A specific schedule will be established at the June 6th meeting.
4. BPA will provide a monthly written status report (due the 1st of each month) to DOE HC on its process on addressing all items mandated in May 24th memo.

H. Additional Topics

5. BPA communicated that Robin Henderson (ryhenderson@bpa.gov) will be HC's single point of contact for any BPA system access needs and issue resolution. This includes Avue.
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4. BPA will meet with DOE HC on June 6th to address all items above.
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United States
**Office of
Personnel Management**

Staff, Acquisition, San Francisco Service Branch
San Francisco Federal Building
90 Seventh Street, Suite 13-300
San Francisco, California 94103-6714

September 20, 2012

TO: Tonya R. Turner
Deputy Associate Director of Human Resources
Court Services and Offender Supervision Agency
655 15th Street, NW Suite 800
Washington, DC 20005

FROM: Irene K. Munze 
Manager, San Francisco Federal Staffing Group
Human Resources Solutions, Staff Acquisition Branch
U. S. Office of Personnel Management

Subject: Initial Delegated Examining Certification Training for the following Private Contractors:

(b) (6)
[Redacted]

(b) (6)
[Redacted]

This letter confirms that the aforementioned contractors have successfully completed the Initial Delegated Examining Certification training conducted by the U.S. Office of Personnel Management on September 18-20, 2012 in Tacoma, WA. Delegated examining training for private contractors is valid for a period of three years from the date of training. If the contractor leaves your agency or the contracting firm and later works for another, re-training is not required as long as no more than 6 months have elapsed between the two events. The aforementioned contractors' training is valid until September 20, 2015, at which time initial certification training must again be completed.

The delegated examining operations training provides individuals with the principles and guidelines for conducting competitive examining under your agency's Interagency Delegation Examining Agreement (IDEA) No. **CSOSA-1**. As a private contractor working with your agency's delegated examining unit, the aforementioned contractors are limited to the delegated examining functions and responsibilities described in your agreement.

We appreciate your commitment to ensuring that your employees and contractors are properly trained to comply with delegated examining regulations and guidelines. If we can be of any further assistance, please do not hesitate to contact this office at 415-281-7070.



United States
**Office of
Personnel Management**

Staff Acquisition, San Francisco Service Branch
San Francisco Federal Building
90 Seventh Street, Suite 13-300
San Francisco, California 94103-6714

November 5, 2012

TO: Tonya R. Turner
Deputy Associate Director of Human Resources
Court Services and Offender Supervision Agency
655 15th Street, NW Suite 800
Washington, DC 20005

FROM: Irene K. Munze 
Manager, San Francisco Federal Staffing Group
Human Resources Solutions, Staff Acquisition Branch
U. S. Office of Personnel Management

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(b) (6)


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We appreciate your commitment to ensuring that your employees and contractors are properly trained to comply with delegated examining regulations and guidelines. If we can be of any further assistance, please do not hesitate to contact this office at 415-281-7070.

Training Schedule for Recertification

Below is the training schedule to meet OPM’s requirement for recertification of Delegated Examining Certification for BPA HCM staff. In addition to the required courses, HR staff will practice the material by conducting strength building exercises held between courses. This will reinforce the training material; ensuring staff have the knowledge and ability to immediately implement required skills. Additional courses, listed below, are also planned for FY 14 Q1, once recertification has been completed.

Month FY & Qtr	Date	Course Sessions	Taught BY	Duration (Days)	Days of Week
Jun FY13 Q3	Jun 11-13	Basic Staffing – Sessions 1 & 2	OPM - HRS	3	Tues-Thurs
	Jun 14	HCMAP Audit Prep			
	June 17-21	HCMAP Audit			
	Jun 24-28	Processing Federal Personnel Actions	Grad. School	5	Mon-Fri
Jul FY13 Q4	Jul 1-5	<i>Strength building exercises for PAR*</i>			
	Jul 9-10	Best Practices in Assessment Questionnaire Development (Job Analysis)– Session 1 **	OPM- HRS	2	Tues-Wed
	Jul 11-12	Qualifications Analysis** – Session 1	OPM- HRS	2	Thur-Fri
	Jul 16-17	Best Practices in Assessment Questionnaire Development (Job Analysis)– Session 2	OPM- HRS		Tues-Wed
	Jul 18-19	Qualifications Analysis – Session 2	OPM- HRS	2	Thur-Fri
	Jul 22-26	<i>Strength building exercises for J&Q Analysis*</i>			
	30 July-22 Aug	Delegated Examining Certification – Sessions 1&2 (specific dates to be coordinated by OPM/BPA)	OPM- MSAC	3	Tues-Thurs
Aug FY13 Q4	Aug 26-30	<i>Strength building exercises for DE Cert*</i>			
Oct FY14 Q1	Oct 8	Merit System Principles and Prohibited Personnel Practices – Session 1	OPM- HRS	1	Tues
	Oct 9	Veteran’s Preference Adjudication Session 1	OPM- HRS	0.5	Wed
	Oct 22	Merit System Principles and Prohibited Personnel Practices – Session 2	OPM- HRS	1	Tues
	Oct 23	Veteran’s Preference Adjudication Session 2	OPM- HRS	0.5	Wed
	Oct 29-30	Federal Position Management	Grad. School	2	Tues-Wed
Nov FY14 Q1	Nov 04-08	Process Federal Personnel Actions – Session 2	Grad. School	5	Mon-Fri
Nov FY14 Q1	Nov 18-22	Principles of Classification	Grad. School	5	Mon-Fri

**Between courses, HCM management and staff will participate in exercises that will reinforce the course material.*

*** Best Practices in Assessment Questionnaire Development (Job Analysis) and Qualifications Analysis courses include KSA Development.*

Message

From: Cogswell, Peter (BPA) - DKR-7 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=PTC2324]
Sent: 6/5/2013 3:40:35 PM
To: Baskerville, Sonya L (BPA) - DKN-WASH [/O=BPA/OU=BPASite1/cn=Recipients/cn=SLB2138]; Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Fox, Roy B (BPA) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=RBF1276]; Black, Kathy L (BPA) - LC-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=KLB1193]; Hairston, John L (BPA) - DG-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=JLH6216]
Subject: RE: Question on memo to managers from BD

(b) (5)

From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Wednesday, June 05, 2013 8:34 AM
To: Drummond, William K (BPA) - A-7; Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Drummond, William K (BPA) - A-7
Sent: Wednesday, June 05, 2013 11:31 AM
To: Baskerville, Sonya L (BPA) - DKN-WASH; Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdummond@bpa.gov

From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Wednesday, June 05, 2013 8:11 AM

To: Fox,Roy B (BPA) - NH-1; Cogswell,Peter (BPA) - DKR-7; Black,Kathy L (BPA) - LC-7; Hairston,John L (BPA) - DG-7

Cc: Drummond,William K (BPA) - A-7

Subject: RE: Question on memo to managers from BD

(b) (5)

Sonya Baskerville

Manager, National Relations Office

Bonneville Power Administration

1000 Independence Ave., SW, 8G-061

Washington, DC 20585

202-586-5640 (o)

202-253-7352 (c)

From: Fox,Roy B (BPA) - NH-1

Sent: Wednesday, June 05, 2013 11:08 AM

To: Cogswell,Peter (BPA) - DKR-7; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7

Cc: Drummond,William K (BPA) - A-7

Subject: RE: Question on memo to managers from BD

(b) (5)

From: Cogswell,Peter (BPA) - DKR-7

Sent: Tuesday, June 04, 2013 5:40 PM

To: Black,Kathy L (BPA) - LC-7; Fox,Roy B (BPA) - NH-1; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7

Cc: Drummond,William K (BPA) - A-7

Subject: Question on memo to managers from BD

One question below from Bill and I think we are there. Roy, I think you are on point for this one. I am copying Bill on this email so you can just hit reply all.

Thanks.

Peter

From: Drummond,William K (BPA) - A-7

Sent: Tuesday, June 04, 2013 5:30 PM

To: Cogswell,Peter (BPA) - DKR-7

Subject: Re: HCM Update

Peter;

(b) (5)

Otherwise, it looks good to me and I will forward to DOE.

Bill

On Jun 4, 2013, at 5:23 PM, "Cogswell, Peter (BPA) - DKR-7" <ptcogswell@bpa.gov> wrote:

And for reference, this is final draft memo.

From: Drummond, William K (BPA) - A-7

Sent: Tuesday, June 04, 2013 5:20 PM

To: Fox, Roy B (BPA) - NH-1

Cc: Hairston, John L (BPA) - DG-7; Decker, Anita J (BPA) - K-7; Clark, David C (BPA) - NHI-1; Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell, Peter (BPA) - DKR-7

Subject: Re: HCM Update

Thanks for the update, Roy. Good progress.

Bill

On Jun 4, 2013, at 4:31 PM, "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

Just a quick note today on recent events. We'll get a more grooved process set up over the next few days. Likely set up a SharePoint site where we can have current update with relevant docs for folks to see if they want to. If you have any specific suggestions as to what process/technology would work best, let me know. I'm trying to keep this simple but useful.

4 June 2013

1. <!--[if !supportLists]--><!--[endif]-->Sent data to DOE relative to Avue's DE certification and staff experience. This was requested by DOE so they could determine Avue's acceptability as the contractor resource BPA provides to handle ongoing DE work, audit work and corrective action work.
2. <!--[if !supportLists]--><!--[endif]-->Sent to DOE training plan and statement of work we have with OPM. DOE needs to send to OPM to secure OPM's concurrence that this meets the training requirements they set for BPA's staff.
3. <!--[if !supportLists]--><!--[endif]-->Confirmed with DOE that we will meet by conference call on Thursday. Draft agenda being worked with DOE.
4. <!--[if !supportLists]--><!--[endif]-->Set up process with DOE to confirm that their IT access is as expected. Process will be implemented 6/5.
5. <!--[if !supportLists]--><!--[endif]-->Cogswell sent draft communication to Drummond for his review.
6. <!--[if !supportLists]--><!--[endif]-->Not directly related to DOE/IG/OPM audits and inspections, but today we sent to DOE our Performance Appraisal Assessment Tool report. This report evaluates the performance appraisal system against a number of established criteria and is done roughly every 3 years. The report ultimately goes to OPM and is scored. We past the last time and in the process pulled the DOE average up. We expect to do reasonably good this time as well.

Roy

<DRAFT final Bill Drummond to BPA managers with SB suggestion.doc>

Attachment not Supplied - On A Prior Email

Message

From: Fox,Roy B (BPA) - NH-1 [rbfox@bpa.gov]
Sent: 6/12/2013 1:07:22 AM
To: Hairston,John L (BPA) - N-4 [/O=BPA/OU=BPASite1/cn=Recipients/cn=JLH6216]; Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]
CC: Clark,David C (BPA) - NHI-1 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DXC7678]; Black,Kathy L (BPA) - LC-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=KLB1193]; Baskerville,Sonya L (BPA) - DKN-WASH [/O=BPA/OU=BPASite1/cn=Recipients/cn=SLB2138]; Henley, Virginia D (CONTR) - NH-1 [/O=BPA/OU=BPASite1/cn=Recipients/cn=VDH6625]; Cogswell,Peter (BPA) - DKR-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=PTC2324]; (b) (6)
Subject: RE: HCM Update

11 June 2013

1. Training in Basic Staffing began today. All staff showed up on time and returned on time with one exception (this employee is being talked to as this was a direct violation manager set expectations). Hallway feedback is very positive.
2. DOE continues to provide requirements for the audit. We have basic information but there are some specific position and case file information that is still pending.
3. Bill briefed managers on COO Call. Several questions were asked and many could be answered. Q&As are being finalized internally for review by department(?).
4. HR Specialist and manager training on veterans preference is being worked. This is a DOE-wide requirement not targeted just at BPA. It was announced Department-wide on June 6 by HQ for completion by July 8. We have technical challenges because DOE on line learning system is not functioning well via MyPC from BPA. Staff are working to identify most efficient way to deploy. Training takes approximately 20 minutes to complete.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Friday, June 07, 2013 4:38 PM
To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7 (b) (6)
Subject: RE: HCM Update

7 June 2013

1. DOE acknowledge receipt of all audit materials. They still need to send information to us to allow for complete audit preparation. Expect info sometime next week. We will have very limited time to respond.
2. Bill briefed the executive board on the hiring situation.

3. DOE cleared a DE hire today. This particular individual was a veteran who missed employment consideration (meaning we need to place him). While he was competitively selected by the hiring manager, this selection may be part of the overall corrective action needed.

Roy

From: Fox,Roy B (BPA) - NH-1

Sent: Thursday, June 06, 2013 4:53 PM

To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7

Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7; (b) (6)

Subject: RE: HCM Update

6 June 2013

1. Written communication for BPA audiences put on hold per Bill. Communication plan being finalized to not include written document.
2. BPA/DOE HQ call held. Overall tenor of call was very good; everyone worked to understand and solve issues. It is clear that much of the process forward will be invented – no fixed template to follow. Many issues engaged and will be detailed in a meeting summary that is being drafted now.
3. DOE's acceptance of Avue as our third party contractor going through staff level review now with recommendation to HC execs (don't know exactly who this is or they are) with final decision sometime next week. This is a very big deal.
4. OPM confirmed with DOE that our training plan was adequate with one minor tweak re dates for DE certification.
5. 100% of requested audit material will be in DOE's hands tomorrow morning, though we may need to slightly modify one write up to improve clarity (this is not a major issue) . We had committed to delivering it this coming Monday. This should help DOE prepare better and will enable them to get us remaining requests a bit earlier. Good for everyone.
6. IT access issues worked through and resolved. Everyone worked for resolution. Any new requests now being worked as a matter of standard practice.

Roy

From: Fox,Roy B (BPA) - NH-1

Sent: Wednesday, June 05, 2013 3:32 PM

To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7

Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7;(b) (6)

Subject: RE: HCM Update

5 June 2013

1. Draft communication intended for BPA audiences sent to Bill Drummond. Distribution within BPA pending Bill's OK.

2. First training for BPA staff (basic staffing – 2.5 days) confirmed for 11-13 June. 60 HCM staff will be involved. Will discuss with DOE tomorrow their plan for forwarding overall training plan to OPM.
3. Held an all-HCM meeting to fully brief them on the recent events. All DE staff and Operations and Strategy/Policy staff understood the decertification from outbrief by OPM and their own manager/supervisor. New news was the DOE suspension of delegation. Reactions were varied. I asked them to allow Bill's communication to carry the message to the agency.
4. I met with Finance to help them with the IPAC to cover the DOE contractor expenses. Finance should have that ready to send to DOE NLT Friday. Will update DOE on status on tomorrow's call.
5. We are approximately 80% ready with DOE-requested material for the upcoming audit. This puts us slightly ahead of schedule and will be appreciated by DOE.

Roy

From: Fox,Roy B (BPA) - NH-1

Sent: Tuesday, June 04, 2013 4:32 PM

To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7

Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7

Subject: HCM Update

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5. Cogswell sent draft communication to Drummond for his review.
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Roy

Message

From: Fox,Roy B (BPA) - NH-1 [/O=BPA/OU=BPASITE1/CN=RECIPIENTS/CN=RBF1276]
Sent: 6/12/2013 2:51:24 PM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]; Paynter,Julie A (BPA) - DKC-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=JAP4512]
CC: Saroka,Joan M (BPA) - DKC-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=JMS2296]; Mainzer,Elliot E (BPA) - D-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=EEM5862]; Decker,Anita J (BPA) - K-7 [/O=BPA/OU=BPASite1/cn=Recipients/cn=AJD0035]; Clark,David C (BPA) - NHI-1 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DXC7678]
Subject: RE: COO Call questions

Your answers are generally correct. Unfortunately, there are always the tail events. If, for example, we were to find that an unqualified person was hired (no evidence of that at this point), then we could have to both hire the qualified vet and remove the unqualified person. OPM works very hard with agencies to minimize the impact on those who were hired erroneously, meaning they typically regularize the appointment. But this is not a 100% guarantee. As far as I know, BPA has never had to remove a person.

From: Drummond,William K (BPA) - A-7
Sent: Tuesday, June 11, 2013 8:21 PM
To: Paynter,Julie A (BPA) - DKC-7
Cc: Saroka,Joan M (BPA) - DKC-7; Mainzer,Elliot E (BPA) - D-7; Fox,Roy B (BPA) - NH-1
Subject: Re: COO Call questions

Thanks, Julie. I appreciate your help during the call today.

Roy, would you please confirm my understanding of the answers:

The hiring issues that we are aware of started in November 2010.

The previous hires will not be reversed, but we may need to find positions for veterans that were disadvantaged.

Are those answers correct?

Regards,
Bill

On Jun 11, 2013, at 8:57 AM, "Paynter,Julie A (BPA) - DKC-7" <japaynter@bpa.gov> wrote:
Good morning, Bill.

There were a couple of questions that came in after we finished the discussion on hiring authority. These may be questions asked again at the all employee meeting tomorrow.

How far back do these hiring issues go?

Portland

Is there any chance that previous hires could be reversed?

Vancouver

Have a lovely day,

Julie Paynter
Public Affairs

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 6/14/2013 1:25:27 AM
To: Drummond,William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Re: Update and HRD

Thanks Bill. For your consideration - would you consider just copying me in when you respond to Bob? As I understand in watching the email traffic, there is only one finalist, which is (b) (6).

This is something we should have a visit about. One of things we are rejecting in one of the directives is for the DOE HCM Chief HR Officer to 'concur' on who we hire as our HCM Director. I didn't realize you'd offered for Bob to be involved. I had given him a different message as I'm not sure its in our best interest to have someone from DOE determining who we hire. I had offered that Bob could help me with a development plan for whoever we did hire.

The second candidate - and by all accounts - Greg, Larry, Lorri - all agree that the second candidate is quite a cliff behind (b) (6). If Bob determines differently, this could set up a difficult situation internally.

We probably should determine who is going to be the main point of contact with Bob - you or me. I'm good either way.

Just some things for your consideration.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On Jun 13, 2013, at 9:04 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:
FYI

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Drummond,William K (BPA) - A-7
Sent: Thursday, June 13, 2013 6:04 PM
To: 'Gibbs, Robert'
Subject: RE: Update and HRD

Bob;

Thanks for the note. I have been getting daily updates and it sounds like we are pretty well positioned going into the audit Monday. Please let me know if your folks need anything or they find any resistance to getting what they need.

I appreciate you making Mr. Waldmann available and look forward to meeting him. It will be a huge help to us as we move forward to have him here and then heading the team back at HQ.

Regarding our selection of Roy's replacement, we have finished the preliminary interviews with the technical and stakeholder panels. Final interviews with the top two candidates have not been scheduled, in part because Anita Decker has been on annual leave, returning Monday. I understand that Loretta Robinson has requested the position description with the intent of comparing it to the resumes we received. We would welcome help with the interview process and I will alert Anita to that offer when she returns.

I appreciate you reaching out to me. If you need any other information or have any questions, please do not hesitate to contact me.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Gibbs, Robert [<mailto:Robert.Gibbs@Hq.Doe.Gov>]
Sent: Thursday, June 13, 2013 10:58 AM
To: Drummond, William K (BPA) - A-7
Subject: Update and HRD

Bill,

My folks will be out there from the 17-21st to conduct the remaining portions of the HCMAP audit. Our goal is to get an initial read out by mid July, hopefully wrapping in whatever the OPM findings are as well.

It seems like the IT access issues have been resolved- thanks for your help.

Starting on the 1st of July and tentatively scheduled through the 12th, I will have George Waldmann from my staff on site to help BPA with their HR functions. George is one of the best I have and will be there in an evaluate and assist role, looking at current practice, operations and structure and provide recommendations to BPA management on suggested improvements. When he returns to DC, George will be leading the BPA support team.

You offered to have us involved in the selection of your next Human Resource Director as Roy is retiring. I would like to take you up on that offer and have one of my folks sit in on the final interviews after BPA has narrowed the field. I think the perspective might help BPA get the right person for the job.

Hope all is well,
Bob

Non-

From: Drummond,William K (BPA) - A-7

Sent: Sunday, June 16, 2013 2:46 PM

To: (b) (6)

Cc: Rush,Judy L (BPA) - DGE-1; Beckett,Godfrey C (BPA) - DGE-1; Black,Kathy L (BPA) - LC-7

Subject: RE: Inspiration

(b) (6),

I appreciate you taking the time to write to me and I'm pleased to hear that my statements were inspiring to you. That is encouraging for me as well, as BPA needs everyone to engage in and embrace change.

I am committed to correcting inappropriate hiring procedures and I am committed to ensuring a BPA workplace free of harassment. Your message indicates that you are using the various formal forums available to address your concerns. It would not be appropriate for me to interfere in those processes.

I cannot address your specific concerns regarding your EEO complaint concerns. I understand that you have requested a hearing before an Administrative Judge and that Ms. Kathy Black, Attorney-Advisor, will be representing the agency. I trust that you will be hearing from Ms. Black soon.

Regards,

Bill Drummond

William K. Drummond

Administrator

Bonneville Power Administration

(503) 230-5103

wkdummond@bpa.gov

From: (b) (6)

Sent: Wednesday, June 12, 2013 12:01 PM

To: Drummond,William K (BPA) - A-7

Subject: Inspiration

Importance: High

(b) (6),

I just watched your all employees meeting. I was inspired by your statements to make one last effort to address these issues within the agency.

As I have included you in many of the communications having to do with the most recent issue with my EEO complaint you are most likely somewhat familiar with me and my case. Let me start out by saying that I do not enjoy this process and I would love nothing more than to reach a result that addresses the issues I have brought forth without having to rely on the courts. As you are not aware of the full breadth of the issues I will provide a short narrative:

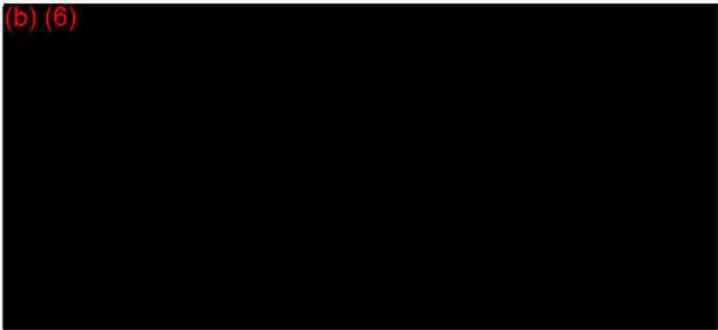
(b) (6)



Sir I am contacting you only in an effort to achieve a resolution for the violations of federal law and actions by your managers that have had significant negative effects on my life and career. I have direct evidence that BPA and its managers have violated federal law and that resulted in discrimination, threats, retaliation and defamation. I do not want to continue down the path we are on. If BPA is forced through court action to address these issue the costs, to both BPA and myself, would be more and be much less meaningful than if you were to take decisive action to address the issues I have identified. I have reached out to many persons within my chain of command to address these and other issues, including you and your predecessor. In each case I have received no assistance in correcting any issue. Please consider this to be my final attempt to seek a resolution through my chain of command.

Thank you sir for your time.

(b) (6)



Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 6/20/2013 1:57:33 PM
To: Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Fwd: 2013 HCMAP Daily Outbrief--6/19/13

FYI

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Begin forwarded message:

From: "Clark, David C (BPA) - NHI-1" <dcclark@bpa.gov>
Date: June 19, 2013, 11:40:08 PM PDT
To: "Fickes, Anne Macron (BPA) - NHE-1" <acmacron@bpa.gov>, "Hale-Mockley, Sharon K (BPA) - NHS-1" <skhale-mockley@bpa.gov>, "Adams, Tracey L (BPA) - NHT-1" <tladams@bpa.gov>, "Henderson, Robin Y (BPA) - NHO-1" <ryhenderson@bpa.gov>, "Parent, Melissa L (BPA) - NHO-1" <miparent@bpa.gov>, "Bargen, Tim J (BPA) - NHL-PSB-1" <tjbargen@bpa.gov>, "O'Leary, Launie A (BPA) - NHQ-1" <laoleary@bpa.gov>, "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov>, Strategic Partners <StrategicPartners@BPASite1.bpa.gov>, "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov>, "Hairston, John L (BPA) - N-4" <jlhairston@bpa.gov>
Cc: "Wentworth, Julia J (BPA) - NHI-1" <jjwentworth@bpa.gov>, "Hodges, Allegra (BPA) - NHI-1" <ajhodes@bpa.gov>, "Burns, Susan L (BPA) - NHI-1" <slburns@bpa.gov>, "Winchester, Jamey S (BPA) - NHI-1" <jswinchester@bpa.gov>
Subject: 2013 HCMAP Daily Outbrief--6/19/13

All

Here's a quick download. DOE made significant headway auditing our programs.

1. **Staffing**

A. Merit Promotion cases

- continue to find patterns of improper min quals assessment and too narrow specialized experience requirements (either inappropriate or too rigid) ---MAJOR FINDING
- we are requiring KSA essay responses at application. This is counter to Hiring reform---MAJOR FINDING
- need to have consistent and required information in vacancy announcements. Appears to be an issue when we post BPA internal and USAjobs announcements for same position. We are also improperly using links for required vacancy information
- great job with job analysis and crediting plans

B. DE Cases

- finding cases where we moved the cat rating line which resulted in erroneous appointments; found one case after 5/24/12 where we moved the cat rating line
- several cases where we failed to properly credit vet pref eligibility
- great job in PARS coding

2. **Performance**

- we are locating the supporting documentation for our awards: on the spot and special acts. Where we have supporting data, it looks great.
- we discovered reviews where advisory rating was incomplete
- great job at performance contracts being completed within 30 days and documenting progress reviews

3. **Classification: 12-14 files reviewed**

- missing evaluation statements to support grading classifications with PD. This is a repeat issue from 2010 HCMAP audit—MAJOR FINDING
- PD duties not matching job function series—MAJOR FINDING
- PD coversheets not complete —missing position #
- factor levels not supported by duties

4. **Leadership & Training Development**

- 3.5 stars out of 4! Highlight of the day. Very effective story by Tracey and team.
- very strong leadership development program
- must have parallel strong program for employees (5 CFR 410—training order for ee). Need to see employee IDPs. We will send Thursday am.

5. We are continuing with employee **focus groups** and are receiving **HCMAP survey responses**. No themes to report out.

6. **Strategic workforce**—will conduct review on Thursday at 9am.

Debrief Team—anything I missed or recorded incorrectly? Wanted to capture this while on my mind.

Message

From: ajdecker@bpa.gov [ajdecker@bpa.gov]
Sent: 6/25/2013 2:41:42 PM
To: Drummond, William K (BPA) - A-7 [/O=BPA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=BKD0000]
Subject: Re: Your thoughts?

Is this any better?

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On Jun 24, 2013, at 9:18 PM, "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bob,
I've been sitting on this for several days now and have decided to share this with you. You've conveyed several times that your interest is in improving the customer service of your team and being seen as a resource by HR offices across the complex.

I'm sharing this because it is so far apart from what I understand your vision is and because people are talking about it within BPA as something extremely inappropriate. I had a senior manager outside of HCM refer to this today and convey their concern about the focus group aspect of the audit. In addition to the scenario below, it's been conveyed to me that in at least one of the focus groups, there was literal AVUE bashing by (b) (6) vs asking questions and gathering unfettered views of the focus group participants.

I realize that some of your staff, and perhaps even you based on comments you've made to me about AVUE, may not agree with BPA's choice of vendors/software, but this decision has been made and further bashing will not serve anyone. It would be preferable to have DOE support with the view that DOE HCM would have the skills, flexibility and knowledge on staff to be able to use any system any departmental element choose even if rudimentary from a customer service perspective.

At any rate, the note below was sent to me by Roy on Friday in reference to a focus group that was held on Thursday:

There were words said in yesterday's Talent Acquisition (NHQ) group focus meeting that have landed very differently with people. The lead up appears to have been my farewell meeting with the NHQ staff just before noon. Among other things I said that even DOE told their story about how hard the introduction of automation had been. (b) (6) reported this in the focus group meeting with (b) (6) from DOE that took place that afternoon. As has been reported to me, (b) (6) took off on that noting that I was being a spinmeister because they told us many other things about Avue and that I was telling only the story that was to my benefit. What's been reported to me by two staff was (b) (6) response about how she could/would "stomp that little man."

I spoke privately with (b) (6) inquiring if there was something that she wanted to tell me directly. She does not deny saying these words or thinking that I was playing, I guess, a bit of a spin. I assured her that I was not briefing on the DOE audit findings and that I would never have taken such thoughts of her into a public setting with her staff or any others. She ultimately said she was sorry, but I have to admit this seems like a bit of a personal vendetta.

Just wanted you to know in case you hear this in the hallways.

I am not having to hear it in the hallways. I heard it yesterday in a meeting with another senior manager outside of HCM.

I'll close with saying that this is disturbing and disappointing. It does not leave an impression of customer service, help or interest in the betterment of the relationship between DOE HCM and BPA.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

From: [Venuto, Kenneth](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [Gibbs, Robert](#); [Bonilla, Sarah](#); [Decker, Anita J \(BPA\) - K-7](#)
Subject: Corrective Actions on BPA Hiring Related to IG Complaint
Date: Wednesday, April 03, 2013 12:54:50 PM
Attachments: [BPA Memo 4-2-13.pdf](#)

Bill,

I'm sorry. I thought the attached was going to be delivered to you yesterday by other means. The attached memorandum signed by me outlines actions that BPA must undertake as a result of an investigation into some BPA delegated examining hiring cases identified in an IG Complaint. Loretta Robinson has the lead for HC in coordinating and overseeing the corrective actions process with BPA. If you have any questions, please don't hesitate to contact either Loretta or me.

Ken

Kenneth T. Venuto
Director, Office of Human Capital Management
Office of the Chief Human Capital Officer
Department of Energy
(202) 586-7138

Providing quality service is our business. Please let us know if we've hit the mark by completing a short comment card



Department of Energy

Washington, DC 20585

APR 2 2013

MEMORANDUM FOR WILLIAM K. DRUMMOND, ADMINISTRATOR
BONNEVILLE POWER ADMINISTRATION

FROM: 
KENNETH T. VENUTO, DIRECTOR
OFFICE OF HUMAN CAPITAL MANAGEMENT

SUBJECT: CORRECTIVE ACTIONS RELATED TO HIRING PRACTICES AT
BONNEVILLE POWER ADMINISTRATION

Pursuant to the request from the Department of Energy's Office of Inspector General (OIG), the Office Human Capital Management reviewed 20 delegated examining cases from Bonneville Power Administration (BPA). The cases were reviewed in response to alleged improper hiring practices taking place at BPA. The review revealed a consistent misuse of the category rating process, especially pertaining to the application and adjudication of veterans' preference, which resulted in a significant and disturbing number of illegal hires and violations of merit system principles for both veteran and non-veteran candidates.

Of the 20 cases reviewed, 17 were inconsistent with U.S. Office of Personnel Management's Delegated Examining Operations Handbook, Code of Federal Regulations, merit system principles, and veterans' preference laws.

The common trend found in a majority of the cases reviewed was the process of changing the cut-off score for the Best Qualified list after the announcement was published. This practice is not acceptable or appropriate in any circumstance and has resulted in:

1. A substantial number of illegal appointments of non-veterans' preference hires.
2. A significant number of missed considerations for veterans' preference applicants and non-veterans' preference candidates. This is a direct violation of Merit Systems Principles, codified under Title 5 U.S.C. 2301 (b) (1) and (b) (2)

The extent of the discrepancies may reflect either a lack of technical human capital management (HCM) knowledge or a disregard for the applicable laws, regulations, and DOE policies. As a result, extraordinary measures must be taken to ensure that these errors are quickly rectified and that they do not re-occur in the future.

A corrective action plan must be developed and fully implemented for the cases we reviewed (see attached chart) within 90 days of receipt of this memorandum. Effective immediately, all outstanding and future BPA hiring actions stemming from delegated examining activities must be submitted to DOE HC (HC-11) for review and approval. No offer can be made until the relevant delegated examining case file has been reviewed and approved by HC-11. In addition,



BPA must immediately cancel any hiring action that has not yet taken place where a category rating cut-off score was changed after the announcement was published.

A longer term get well plan must be developed by BPA in partnership with HC-11. The plan must include the review of all delegated examining activities for at least the past 12 months and the development of proposed corrective actions for those cases found to be in violation. It also must address how BPA will close skill gaps in Federal HR basics, including delegated examining, and how the on-going work can be accomplished. This plan must be approved by my office and must be in place within 45 days. In addition, BPA must undertake the following actions:

- Effective immediately, make BPA HR IT systems including Avue accessible to HC staff.
- Provide HC-11 with data on all new BPA hires that were separated during their probationary period in FY-11, FY-12, and FY-13 to date. This must include the name of the individual and whether they were a veterans' preference or non-veterans' preference hire.
- Provide HC-11 with data on all new BPA hires in FY-10, FY-11, FY-12, and FY-13 to date. This must include identifying them as either a veterans' preference or a non-veterans' preference hire.
- Arrange for HR staff to undergo specialized delegated examining training from OPM and/or be detailed to work with experienced HCM specialists in the Department within 90 days of the date of this memorandum.
- Complete all required actions detailed on the attached chart. These actions must be submitted to HC-11 for review and approval prior to execution.
- Allocate sufficient resources (staff and funding) to ensure these actions are accomplished in a timely fashion.

I am obligated to take these actions on behalf of the Department. Failure to execute the aforementioned requirements may result in suspension of BPA's HR authority. My staff is available to provide guidance and assistance as you execute all corrective actions and improve staff technical competencies.

Should you have any questions or need clarification, please contact me directly or have your staff contact Loretta Robinson, Director, Human Capital Policy Division (HC-11), at (202) 586-9239 or loretta.robinson@hq.doe.gov.

Attachment

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External Policies and Procedures</u> BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal Policy</u> Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
(b) (6) 12/01/2010 12/15/2010	Original BQ score 90 RSA BQ 96 for GS-9, 100 for GS-11 and GS-12	TP veterans were bypassed and veterans' preference rights were violated. Need to verify if any of the NV candidates actually entered on duty. If so, this is an Illegal Appointment.	OPM (updated policy in DE handbook from 2000) Category Rating Policy dated May 2007	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant, if applicable. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 2/9/2011 C – 2/23/2011	Original BQ score 90 RSA BQ score changed to 100.	TP veteran was bypassed who scored 96. Other non-veterans were MSP were violated. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010 was not followed.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment.

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
				Category Rating.	Offer priority consideration to remaining candidates.
(b) (6) O - 3/7/2011 C - 3/18/2011	Original BQ score 90 RSA BQ score 95 for GS-9 94 for GS-11 and 98 for GS-12	TP veterans were by passed on the GS-9, 11 and 12 categories. Although a TP vet was hired at the GS-9 level, there were other vets who missed consideration.	OPM and DOE's category rating policy dated in November 2010 was not followed. However, since a vet was selected, worst case scenario will be priority consideration at best.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case using the original BQ score of 90. Provide priority consideration to all veteran applicants who fall into the revised BQ categories.
(b) (6) O - 3/22/2011 C - 4/4/2011	Original BQ score 90 RSA BQ score 90	CP/CPS veteran(s) was omitted from cert due erroneous certification. Illegal Appointment – NV veteran HIRED.	OPM (updated policy in DE handbook from 2000) Category Rating Policy dated May 2007	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear	Although the RSA did not adjust the scores, there were CP and CPS veterans who did not make the cert due to adjudication errors and erroneous certification.

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
				instructions on how to use Category Rating.	BPA must reconstruct case; place CP and CPS on revised certificate; regularize illegal hire; and provide priority consideration where applicable.
(b) (6) O - 5/18/2011 C - 5/26/2011	Original BQ score 90 RSA BQ score 96	TP, CP and CPS Veteran preference violation(s) and MSP for non-veteran applicants. Illegal Appointment – NV veteran HIRED.	OPM policy and DOE's category rating policy dated November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran, applicant. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O - 6/1/2011	Original BQ score 90 RSA BQ score 99	TP Veterans preference violation(s) and MSP violations for non-vets. Multiple veterans	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
C – 6/21/2011		scored as high as 97 but did not make certificate. There was a CPS veteran who was erroneously adjudicated and eliminated from consideration.		issued May 2012. Both policies provided clear instructions on how to use Category Rating.	hire of the non-veteran applicant, if applicable. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 8/10/2011 C – 8/30/2011	Original BQ score 90 RSA BQ score 96	MSP violations of non-veterans.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case using original BQ score. Offer priority consideration to all of the non-veterans who are on the revised certificate.
(b) (6) O – 9/15/2011	RSA score changed to 97 – original BQ score was not noted in case file	TP Veterans preference errors.	OPM, BPA and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
C – 9/29/2011	Case was mentioned in OIG complaint. Reviewed case and correspondence.			issued May 2012. Both policies provided clear instructions on how to use Category Rating.	hire of the non-veteran applicant, if applicable. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 7/1/2011 C – 7/15/2011	RSA score changed abnormally low to 87	The intention was for BPA to merge categories. Did not do it correctly and TP vet(s) left off of cert as a result – when BPA merged the categories, all vets in second category should have been at top of list. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case. Upon merging certificate, all veterans should be at top of list. Since BPA did not get a Passover or objection approval, they must regularize the hire of the non-veteran, and provide priority consideration, where applicable. Consult with HC-11 for additional information.

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
(b) (6) O – 6/29/2011 C – 7/12/2011	Original BQ cut off score 90 RSA changed cut off score to 100 for GS-12, 96 for GS-11 and 97 for GS-9.	CP and TP veterans and non-veterans were impacted by these adjustments. MSP violations on vets and non-vets. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 8/09/2011 C – 8/23/2011	Original BQ cut off score 90 GS-11 score adjusted by RSA to 98; GS-9 adjusted to 96	While some veterans were impacted, a CPS veteran was hired from certificate.	OPM and DOE's category rating policy dated in November 2010 was not followed. However, since a vet was selected, worst case scenario will be priority consideration at best.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case using the original BQ score of 90. Provide priority consideration to all veteran applicants who fall into the revised BQ category.
(b) (6)	Original BQ cut off score 90 RSA changed the cut	Veteran and non-veteran MSP violations.	OPM and DOE's category rating policy dated in	First Internal Guidance	Reconstruct entire case. Using the original BQ score

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
O – 8/12/2011 C – 8/29/2011	off score for GS-9 to 98.	Illegal Appointment – NV veteran HIRED.	November 2010 was not followed. However, since a vet was selected, worst case scenario will be priority consideration at best.	issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 9/15/2011 C – 9/28/2011	Scores remained as originally determined.	However, a CPS, CP and TP veteran missed consideration due to erroneous adjudication of veterans preference. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010 was not followed. However, since a vet was selected, worst case scenario will be priority consideration at best.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Although the RSA did not adjust the scores, there were CP and CPS veterans who did not make the cert due to adjudication errors and erroneous certification. BPA must reconstruct case; place CP and CPS on revised certificate; regularize illegal hire; and provide priority consideration where

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
					applicable.
(b) (6) O – 11/9/2011 C – 11/23/2011	Original BQ cut off score 90 RSA score changed for GS-7 100	TP Veteran and non veteran MSP violations were discovered. TP veterans had score of 98. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case using the original BQ score of 90. Provide priority consideration to all veteran applicants and non-veteran applicants who fall into the revised BQ category. Regularize illegal appointment if applicable. Consult with HC-11 for guidance.
(b) (6) O – 12/28/2011 C – 01/19/2012	Original BQ cut off score remained the same.	However, a TP veteran appeared on cert as a non-veteran as a result a non-vet was selected. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment.

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External Policies and Procedures</u> BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal Policy</u> Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
				Category Rating.	Offer priority consideration to remaining candidates.
(b) (6) O - 3/21/2012 C – 04/04/2012	Original BQ cut off score was 91 RSA score changed to 97	TP veterans violations occurred as a result of the adjusted scores. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use Category Rating.	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment. Offer priority consideration to remaining candidates.
(b) (6) O – 3/14/2012 C – 04/03/2012	Original BQ cut off score was 91 RSA changed score to 96	TP, CP and CPS veterans preference rights were violated. Illegal Appointment – NV veteran HIRED.	OPM and DOE's category rating policy dated in November 2010.	First Internal Guidance issued November 2010. Updated Internal Guidance issued May 2012. Both policies provided clear instructions on how to use	Reconstruct entire case. Using the original BQ score of 90. Re-issue certificate and regularize the illegal hire of the non-veteran applicant. Consult with HC-11 on required steps to regularize appointment.

Bonneville Power Administration Violations Chart

BPA JOA # and Open and Closed JOA Dates	ORG BQ Cut-Off and RSA Altered Cut-Off Scores	Other Comments/Infractions	<u>External</u> Policies and Procedures BPA violated as a Result of RSA Altered Scores	BPA's <u>Internal</u> Policy Guidance Issue dates – <i>This is used to measure if BPA was aware of potential MSP violations</i>	Required Action(s)
				Category Rating.	Offer priority consideration to remaining candidates.

****Key Terms:**

DE – Delegated Examining

BQ – Best Qualified

TP veteran – veteran applicant who receives preference and 5 points added to examining score

CP veteran – veteran applicant who has a service connected disability less than 30% and receives 10 points added to examining score

CPS veteran – veteran applicant who has a service connected disability of 30% or higher and receives 10 points added to examining score

OPM – Office of Personnel Management

RSA – Recruitment Strategy Advisor at BPA

O – Vacancy announcement opening date

C – Vacancy announcement closing date

JOA – Job Opportunity Announcement

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Poneman, Daniel](#)
Cc: [Azar, Lauren](#); [Markovitz, Alison](#)
Subject: Follow-up
Date: Wednesday, April 03, 2013 11:10:00 AM
Attachments: [20130125DOEIGmemo.pdf](#)

Dan;

As a follow-up to our conversation this morning, attached is the report Bonneville's Human Resources Director provided in January 2013 to DOE's HC Officer regarding what we found and how we responded in May 2012 to the concerns raised about our hiring practices. The last paragraph of this memorandum provides the statistics on Bonneville's hiring of veterans for the past several years. We believe that all hires starting in June 2012 have followed the practices the April 2013 DOE report to us views as required.

Please let me know if you need additional information on this issue.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103



Department of Energy

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

INTERNAL BUSINESS SERVICES

January 25, 2013

In reply refer to: BPA/NH-1

MEMORANDUM FOR THE ACTING CHIEF HUMAN CAPITAL OFFICER

FROM: ROY B. FOX
HUMAN RESOURCES DIRECTOR

SUBJECT: REVIEW OF BONNEVILLE POWER ADMINISTRATION (BPA)
HUMAN RESOURCES CASE FILES

I understand that you are now near the end of your review of the BPA case files provided last summer. As you are aware, BPA became aware in May 2012 of potential issues with the way we were implementing category rating as part of the President's hiring reform initiative. In response, we revised our practices and undertook our own review. Subsequent to these actions, the Department requested that we provide certain case files for your review. We have fully complied with that request.

We understand that your guidance to us will reflect what you have learned from reviewing our case files. To help you place our actions in context, I'm providing information concerning our past practice and our response to concerns raised about this practice.

BPA's past practice

BPA implemented category ranking November 1, 2010, as required by the Federal Government's Hiring Reform initiative. BPA's approach in defining categories was to generally define each category in terms of a numerical score range applicants would achieve based on application of a crediting plan. BPA's three categories based on this approach were: Best Qualified, applicants scoring 91-100; Well Qualified, applicants scoring 81-90; and Qualified, applicants scoring 71-80. BPA created a Standard Operating Procedure (SOP) that broadly defined each category, including describing the score range for each category, and undertook internal training for BPA's delegated examining staff.

Internal training was provided by a BPA Human Capital Management employee with prior Office of Personnel Management (OPM) experience. Training covered basic concepts and category rating methodology, including the trainer's own observation while at OPM that there is

flexibility in the system to redefine categories when large numbers of qualified candidates apply beyond what is feasible for a selecting official to consider.

BPA's delegated examining unit (DEU) adopted a practice of referring the top five to 10 candidates in the best qualified category based upon the understanding that flexibility exists to adjust the pre-defined categories in response to the size of the applicant pool. BPA's Recruiting and Staffing Advisors (RSAs) based the determination of where to cut-off referral through criteria such as appropriate number of candidates or a percentage of the pool, taking into consideration a natural break. This was intended to provide the selecting official with a manageable pool of candidates. Although BPA had not documented this practice in written policies or procedures, the DEU staff believes it is consistent with the flexibilities outlined in training and OPM guidance.

Internal concerns with BPA practice

In May 2012, a new RSA with category rating experience in her prior federal agency raised concerns about BPA's practice of redefining categories after announcement. The specific concern is that redefining categories after the vacancy is announced is inconsistent with category rating guidance and could, for example, violate veteran's preference. While CP and CPS veterans always remained at the top under BPA's practice, the redefinition of best qualified to the top five to 10 scoring candidates could have resulted in other veterans being excluded.

Immediate response to these concerns

In response to this concern, the Talent Acquisition Supervisor promptly halted and reviewed all in-process hiring actions and simultaneously issued new category rating guidance to the staffing team disallowing redefinition of categories in the manner described above. BPA also revised its category rating SOP to reflect more manageable categories: Best Qualified, applicants scoring 95-100; Well Qualified, applicants scoring 85-94; and Qualified, applicants scoring 70-84.

We operated from the perspective that the practice of redefining the best qualified category to make the size of the pool more manageable for selecting officials is compliant and appropriate as long as the method used is documented and objective. However, we erred in not documenting our practice to redefine best qualified as the top five to 10 candidates based on a "natural break" of at least two points in the score.

We are aware of no regulation or guidance specifically prohibiting the practice, and such process has roots in OPM's own practices of redefining best qualified groups to produce a manageable referral. In recent conversation with OPM trainers on site for DEU training, it was indicated that OPM still uses the practice of redefining best qualified categories to produce reasonable referrals where the volume of initially ranked best qualified candidates was greater than practical for managers to consider. Nevertheless, we understand and appreciate the importance of ensuring

that we are exercising our responsibilities in accordance with regulation and accepted implementing practice.

BPA continues to see increases in our hiring activity. Of all our external hires in FY10, 19% were veterans. In FY11, that percentage grew to 23%, and we proudly accepted recognition of BPA as leading Department of Energy (DOE) in veterans hiring. In FY12, our percentage of veteran new hires grew to 26%. And while we are very proud of BPA's ability to attract and retain qualified people, including veterans, we are staying focused on improving our own organization practices so that we consistently meet both DOE and OPM guidance. If there is any additional information that would help you as you finish your review, please let me know.

A handwritten signature in blue ink, appearing to read "Roy B. Fox". The signature is stylized and cursive.

Roy B. Fox
Human Resources Director

cc:

K. Leathley – BPA/K-7
S. Burns – BPA/NHQ-1

From: [Decker, Anita J \(BPA\) - K-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Subject: FW: Just to confirm
Date: Wednesday, April 03, 2013 7:09:18 AM

Just so you're aware.

-----Original Message-----

From: Decker, Anita J (BPA) - K-7
Sent: Wednesday, April 03, 2013 5:39 AM
To: Robert Gibbs
Cc: Decker, Anita J (BPA) - K-7
Subject: Just to confirm

Bob,

Just to confirm our conversation yesterday afternoon. You and I are going to have a follow up conversation when you return on Monday regarding someone from your staff coming out to Bonneville to review on site before we action the letter sent today from your staff in response to the IG complaint. This would include holding off on any immediate action noted in the memo.

I do hope you have had a chance to read the memo Roy Fox sent to DOE HC in January. I look forward to discussing this as it does state the facts that we self-identified the issue in May 2012 well before the IG complaint and had already reviewed all hiring actions post the November OPM Hiring Reform changes up through May 2012. We have taken corrective action, including retraining the recruiting staff.

Is there a time between 10 and 12 your time that will work for you on Monday? Else at 4 your time?

Safe travel,
Anita

Anita J Decker
Acting Administrator
Western Area Power Administration
adecker@wapa.gov
720-962-7705

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Venuto, Kenneth](#)
Cc: [Gibbs, Robert](#); [Bonilla, Sarah](#); [Decker, Anita J \(BPA\) - K-7](#)
Subject: RE: Corrective Actions on BPA Hiring Related to IG Complaint
Date: Wednesday, April 03, 2013 2:15:00 PM

Thanks, Ken. Anita did hand me a copy yesterday but I appreciate getting one directly.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

-----Original Message-----

From: Venuto, Kenneth [<mailto:Kenneth.Venuto@hq.doe.gov>]
Sent: Wednesday, April 03, 2013 12:54 PM
To: Drummond, William K (BPA) - A-7
Cc: Gibbs, Robert; Bonilla, Sarah; Decker, Anita J (BPA) - K-7
Subject: Corrective Actions on BPA Hiring Related to IG Complaint

Bill,

I'm sorry. I thought the attached was going to be delivered to you yesterday by other means. The attached memorandum signed by me outlines actions that BPA must undertake as a result of an investigation into some BPA delegated examining hiring cases identified in an IG Complaint. Loretta Robinson has the lead for HC in coordinating and overseeing the corrective actions process with BPA. If you have any questions, please don't hesitate to contact either Loretta or me.

Ken

Kenneth T. Venuto
Director, Office of Human Capital Management
Office of the Chief Human Capital Officer
Department of Energy
(202) 586-7138

Providing quality service is our business. Please let us know if we've hit the mark by completing a short comment card

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Roach,Randy A \(BPA\) - L-7](#)
Subject: RE: note for the Dep. Sec.
Date: Wednesday, April 03, 2013 5:30:00 PM

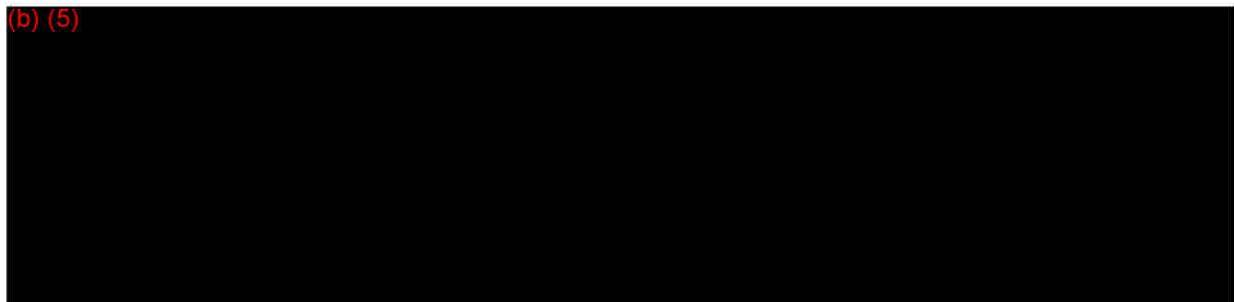
Thanks, Randy.

Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

From: Roach,Randy A (BPA) - L-7
Sent: Wednesday, April 03, 2013 5:12 PM
To: Drummond,William K (BPA) - A-7
Subject: note for the Dep. Sec.

(b) (5)



From: [Poneman, Daniel](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [Azar, Lauren](#); [Markovitz, Alison](#)
Subject: RE: Notification of IG Audit
Date: Wednesday, April 03, 2013 7:45:50 PM

Thanks for keeping me apprised, Bill.

From: DRUMMOND, WILLIAM K
Sent: Wednesday, April 03, 2013 8:30 PM
To: Poneman, Daniel
Cc: Azar, Lauren; Markovitz, Alison
Subject: Notification of IG Audit

Dan;

Auditors in the DOE IG's office contacted our Chief Auditor and General Counsel today, stating that they would be here April 15 auditing whether we have engaged in prohibited personnel practices and that, in that connection, they had received a complaint that personnel records were being destroyed or altered. As a consequence, and at their direction, a preservation hold notice went out from our General Counsel directing that all records related to personnel matters be preserved. (b) (5)



I will provide more information as I get it.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103



Department of Energy

Washington, DC 20585

April 4, 2013

MEMORANDUM FOR THE ADMINISTRATOR, BONNEVILLE POWER ADMINISTRATION

FROM:

Sandra D. Bruce
Sandra D. Bruce
Assistant Inspector General
For Inspections
Office of Inspector General

Subject:

Preservation of Records

Pursuant to an official Office of Inspector General review, the Office of Inspector General requests the preservation of any and all hard copy and electronic documents, records and materials relating to personnel actions at the Bonneville Power Administration. This request encompasses:

- The full range of vacancy documentation, including but not limited to requests and justifications to fill vacancies, workforce analyses, development of position descriptions, formulation of ranking methods, vacancy announcements, recruitment activities, selection criteria, applicant packages, screening, ranking and evaluation records, interview notes and summaries, reference checks, certificates, job offers, and selection and non-selection decisions;
- Full-time and part-time positions, permanent appointments, career conditional appointments, time limited appointments, excepted service appointments and internships;
- All vacancy announcements, even if the announcement was canceled or a selection was not made;
- Any type of written communication, including but not limited to forms, notes, memoranda, emails, reports, letters, logs, spreadsheets, and charts; and,
- Items in the custody, possession or control of any Bonneville Power Administration organization, office, employee or contractor.

The terms "document(s)" and "records" mean, without limitation, any hard copy or electronic written, printed, typed, photographed, recorded or otherwise reproduced or stored communication or representation, whether composed of letters, words, numbers, pictures, sounds or symbols, or any combination thereof and whether considered official or unofficial. By way of example, "document(s)" include, but are not limited to attachments, audio tapes, computer disks (including compact disks, floppy diskettes, digital video disks, hard discs, hard drives, magnetic tapes, or any other computer storage media), copies, deletions, drafts (whether preliminary,

secondary, or additional), duplicates, electronic mail, enclosures, facsimiles, handwritten notations, originals, photographs, telegrams, video tapes, and, working papers. Unless otherwise stated, this memorandum applies to any documents that were created, authored, edited, or modified.

All responsive items must be retained and not altered, deleted or otherwise discarded. Any routine or non-routine destruction or disposal must be suspended. Failure to preserve the requested documents will be taken as a failure to cooperate with an Office of Inspector General special inquiry.

Further, in March 2013, the Office of Investigations requested email correspondence for specific individuals for the period January 1, 2010 to the present. We would like to receive this requested correspondence by April 15, 2013.

The materials identified herein are necessary in the performance of the responsibility of the Inspector General under the Inspector General Act of 1978, P.L. 95-452, as amended, Title 5 U.S.C. App. 3, to conduct and supervise audits, inspections, and investigations relating to the programs and operations of the Department of Energy.

This document is for OFFICIAL USE ONLY. It may be shared with Department of Energy officials who may have responsive documents, records and materials as outlined above. Public disclosure is determined by the Freedom of Information Act (Title 5, U.S.C., Section 552) and the Privacy Act (Title 5, U.S.C., Section 552a).

If you have any questions concerning this memorandum, you may call me at 202-586-4109 or Richard Curran, Director, Western Region Inspections, at 505-845-5153.

cc: General Counsel

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Roach, Randy A \(BPA\) - L-7](#)
Subject: Re: Preservation of Records
Date: Thursday, April 04, 2013 11:32:44 AM

Thanks, Randy.

Bill

From: Roach, Randy A (BPA) - L-7
Sent: Thursday, April 04, 2013 11:28 AM
To: Drummond, William K (BPA) - A-7
Subject: RE: Preservation of Records

(b) (5)

From: Drummond, William K (BPA) - A-7
Sent: Thursday, April 04, 2013 10:54 AM
To: Roach, Randy A (BPA) - L-7
Subject: FW: Preservation of Records

Randy;

(b) (5)

Thanks,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

From: Crouser, Stacey [mailto:Stacey.Crouser@go.doe.gov]
Sent: Thursday, April 04, 2013 10:36 AM
To: Drummond, William K (BPA) - A-7
Cc: Roach, Randy A (BPA) - L-7; Sparks, Michael R (BPA) - DN-7; Falcon, April L (BPA) - DNT-Z992; Curran, Richard
Subject: Preservation of Records

Per our discussion with Randy Roach, Mike Sparks, and April Falcon on April 3, 2012, attached is a Preservation of Records letter from the Office of Inspector General.

Thank you,

Stacey Crouser

Team Leader
U.S. Department of Energy
Office of Inspector General
Central Audits Division
1617 Cole Boulevard
Golden, CO 80401
720.356.1705

From: [Decker, Anita J \(BPA\) - K-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Subject: RE: Follow-up
Date: Monday, April 08, 2013 2:05:07 PM

Roy Fox and I had a very good and I think, productive, conversation with Bob Gibbs, Sarah Bonilla and Loretta Robertson this morning. DOE is going to send someone out to be on site as we correct the 17 situations we identified and to ensure we have in fact, applied the correct procedures since retraining and recertifying our recruiting staff. They should be on-site next week.

Anita J. Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

From: Drummond, William K (BPA) - A-7
Sent: Monday, April 08, 2013 7:14 AM
To: Decker, Anita J (BPA) - K-7
Subject: Fwd: Follow-up

FYI

Begin forwarded message:

From: "Poneman, Daniel" <Daniel.Poneman@hq.doe.gov>
Date: April 7, 2013, 10:49:04 PM PDT
To: "Drummond, William K (BPA) - A-7" <wkdummond@bpa.gov>
Cc: "Azar, Lauren" <Lauren.Azar@Hq.Doe.Gov>, "Markovitz, Alison" <Alison.Markovitz@Hq.Doe.Gov>
Subject: RE: Follow-up

Thanks for your note, Bill. We believe that due diligence fact-finding is still called for, and that we need to verify the proper corrective actions took place. Thanks again. DP

From: DRUMMOND, WILLIAM K
Sent: Wednesday, April 03, 2013 2:10 PM
To: Poneman, Daniel
Cc: Azar, Lauren; Markovitz, Alison
Subject: Follow-up

Dan;

As a follow-up to our conversation this morning, attached is the report Bonneville's Human Resources Director provided in January 2013 to DOE's HC Officer regarding

what we found and how we responded in May 2012 to the concerns raised about our hiring practices. The last paragraph of this memorandum provides the statistics on Bonneville's hiring of veterans for the past several years. We believe that all hires starting in June 2012 have followed the practices the April 2013 DOE report to us views as required.

Please let me know if you need additional information on this issue.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Subject: Re: OPM Audit
Date: Friday, April 26, 2013 6:37:07 AM

Thanks, Anita. I read Roy's memo. Not a good turn of events, but it sounds like what the Department wants to do will be what really matters. Good luck with your call. I will be anxious to hear how it went.

Bill

On Apr 25, 2013, at 11:37 PM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

- > Bill,
- > Just got off the phone with Roy. He will be sending a memo as well. Today the OPM reviewers found what they see as systemic errors in how applicant's qualifications are accepted. As a result they are de-certifying our staff (Not the Agency).
- >
- > This is not good news and it may impact our ability to hire until we get staff re-certified or determine with OPM a viable alternative.
- >
- > This is just a heads up. I will be on a call at 10 in the morning for the out-brief and will get more actual information on what corrective action we need to take.
- >
- > I will be following up with a call to Bob Gibbs at DOE and you so that you can give Dan a call or send Dan a note.
- >
- > Much more to come.
- > Anita
- >
- > Anita J Decker
- > Chief Operating Office
- > Bonneville Power Administration
- > ajdecker@bpa.gov
- > 503-230-5105

From: [Roy Fox](#)
To: [Drummond, William K \(BPA\) - A-7](#); [Buttress, Larry D \(BPA\) - N-4](#); [Mainzer, Elliot E \(BPA\) - D-7](#); [Decker, Anita J \(BPA\) - K-7](#)
Subject: Update on OPM audit
Date: Friday, April 26, 2013 12:37:54 AM

I have briefed Anita on all this, but wanted to give each of you a heads up. What you read below is preliminary and subject to change later today. However, as of 6 pm Thursday night this was my understanding.

Today at approximately 10 AM I expect to receive the following briefing from the OPM-lead team auditing our staffing function:

1. Highly likely that several appointments are erroneous as a result of misapplying category rating requirements
2. Highly likely that several appointments are erroneous as a result of incorrect determinations of candidate qualifications
3. Numerous "housekeeping items" identified that need correction including use of certain forms that are not OMB approved, coding on SF-50s, etc.

What actions will OPM require?

As a result of item 2 in particular, OPM will **decertify** all current DEU certified staff in BPA's Talent Acquisition staff (NHQ). These staff will be required to take a series of basic coursework and then take the DEU certification course and pass the required test to regain their OPM certification. Until that time they may not work any DEU case (likely effective Monday). (DEU is delegated examining unit and these are the vacancies that are open to the general public and where veteran's preference applies)

OPM is **not** decertifying the unit (BPA). From their perspective BPA may continue DEU work but must secure other DEU certified resources to accomplish that work. This does not affect our ability to manage merit hires, those that are open to current federal employees and those with certain status. We've asked about excepted service (for example pathways) hires.

We will be required to take corrective actions for all erroneous appointments.

We will be required to correct housekeeping issues (some are already corrected).

OPM will also make recommendations that we can adopt or not that they think will be helpful.

What did OPM find and what did they not find?

They found a reasonably sound HR staff that, nevertheless, has a significant need to improve in the area of qualifications (for example, determining if a person meets basic qualifications). Without this improvement, we have the

potential (and the reality) of failing to qualify folks that should be moving on. This can and has resulted in the failure to move veterans forward for consideration.

OPM found no evidence of malfeasance. This appears to be a lack of skill not a practice aimed at disadvantaging veterans. Bottom line, vets and non-vets were being mis-qualified.

This issue is separate from the issue of "moving the lines" in category rating. They see that that practice stopped and will determine whether it was or was not appropriate (leaning to not, but gray enough for them to discuss back home next week). They also saw no evidence that this practice was motivated to circumvent veterans preference.

Impact on BPA

This is not a good thing, but is not the worst thing that could happen. From OPM's perspective we can continue to run our hiring function but need to secure other resources while we train up our staff. We are exploring our options with OPM. We have other HCM (non-NHQ) staff that are DEU certified. Avue staff are DEU certified. OPM expects to let us know today if these options are satisfactory from their perspective. We could implement these options today and provide the staff training over the next 60 or so days. This would have the least disruption meaning most actions would continue moving.

The bigger question is how DOE HC will react. We do not know if they will pull our delegation. So long as OPM holds their current view, if DOE pulled our delegation they would be taking an action that OPM did not find necessary. But OPM will not dictate to the department how they delegate authorities to the various departmental elements, meaning that the department could withdraw that delegation if they wanted to. This could be the biggest disruption seriously affecting our ability to make timely hires.

Should OPM change their mind and decertify BPA, the department would have no choice but to pull some or all of our delegation and we would need to find a 3rd party. Avue is GSA certified as an HR line of business. We'd likely argue that since they are certified by GSA and we already have a contract that we should be allowed to use them. But the department has a dim view of Avue. So this is uncertain. At this time OPM is telling me this is not where they are at all.

The DOE IG inspection is still in play. The OPM findings are germane here in that as of Thursday OPM is not seeing evidence to support the allegations as I understand them. However, I do know that the person who filed some of the complaints requested a separate meeting with OPM and did provide them with materials of some sort. OPM will review this material, but not before they get through the case file audit.

Anita will likely contact the DOE CHCO tomorrow following the briefing. We will attempt to secure in writing OPM's view about our ability to continue running a hiring program.

This clearly is not the kind of event that I would want to happen or that I want to

burden any of you with. Nevertheless it is the situation that we find ourselves in. For that I am truly sorry. Until such time as a different decision is made, I will be accountable for deploying all necessary resources to respond to these audit findings as rapidly as possible and determine how we got to this situation. I will provide Larry and Anita frequent status reports.

Roy

From: [Fox, Roy B \(BPA\) - NH-1](#)
To: [Drummond, William K \(BPA\) - A-7](#); [Decker, Anita J \(BPA\) - K-7](#)
Cc: [Buttress, Larry D \(BPA\) - N-4](#)
Subject: Information for update to Poneman
Date: Thursday, May 02, 2013 4:43:31 PM

BREAKING NEWS: OPM HAS AGREED TO LEAVING US WITH (AT LEAST) TWO DEU CERTIFIED STAFF, (b) (6). THEY WILL MAKE A DECISION ON DECERTIFICATION OF STAFF IN ABOUT A WEEK. WE HAVE AGREED TO **PROCESS** AROUND CORRECTIVE ACTIONS AND WHO (OPM vs. DOE) HAS JURISDICTION. NOT CLEAR THIS HAS BEEN COMMUNICATED TO DOE SINCE THIS WAS RELAYED TO ME BY PHONE.

ROY

Per your request I will provide a weekly update on BPA's response to 3 lines of inquiry relative to our human resources functions. As you know, there is an Office of Personnel Management (OPM) audit of BPA's staffing function, a DOE Human Capital Office review of numerous recruitment actions, and a DOE IG inspection. These 3 lines of inquiry are very distinct but likely have a common origin. There have been allegations made by one or more BPA employees that we have a culture and practices that actively disadvantage veterans.

Summary messages

- BPA fully cooperating in the ongoing review efforts
- BPA's HCM staff has delivered to HC all requested data and are responding to all OPM audit requests (OPM complimented BPA on our responsiveness)
- OPM has informed us that they do not support the practice we used up to late May 2012. That process was changed in May and has not contributed since that time to the other issues found in the review of staffing function
- We have dedicated all necessary resources to correcting past errors and appreciate both OPM and DOE efforts to assist in ensuring that we go forward in a compliant manner

OPM audit

1. OPM was here from 22-26 April
2. 3 OPM and 3 DOE auditors (OPM is lead) were on site
3. Audit approach was standard relative to the staffing function (reviewed files associated with selected recruitment actions)
4. We found OPM to be very professional and collaborative
5. OPM did not complete entire review while on site; will complete file review within 1-2 weeks
6. OPM has found that our category rating practice employed from November 2010 thru mid-May 2012 was in error
7. OPM is considering removing the required certification from our staff managing the delegated examining hires (generally recruiting from external to the federal government) – expect a decision this Thursday or Friday

8. This decertification, if done, is driven by the fundamental errors made by BPA DEU staff in assessing candidate qualifications
9. This is not rooted in a veterans preference issue, but has implications for veterans in that if a vet was qualified but our staff failed to recognize that, then that vet may not have received proper consideration
10. HCM is forwarding to OPM and DOE corrective actions associated with #6
11. We have at least 2 remaining risks
 - a. OPM decertifies individuals leaving us with no federal certified staff to oversee work needed to take necessary corrective actionsOR
 - b. OPM concludes the errors are so egregious that they decertify BPA leaving us unable to hire staff

DOE HC review

1. DOE HC asked for and received from BPA files last August
2. The issue they appeared to be reviewing related to our execution of category rating
3. OPM has found that our category rating practice employed from November 2010 thru mid-May 2012 was in error
4. HCM is forwarding to OPM and DOE corrective actions associated with #6
5. We have already forwarded to DOE HC the data requested concerning veteran hiring and 1st year departure
6. BPA's COO and head of HR are visiting HC on Wednesday
7. We have at least 2 risks with DOE HC
 - a. DOE withdraws our delegation
 - b. DOE's oversight is not timely

DOE IG

1. The IG staff were here 15-19 April.
2. We have not received a briefing on the full scope of their inquiry
3. They have not done an out-brief and have indicated to me that they will return to BPA sometime in mid-May
4. BPA's Auditor has not been contacted by the IG since they left on the 19th

From: [Decker, Anita J \(BPA\) - K-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [Fox, Roy B \(BPA\) - NH-1](#)
Subject: Dep Sec Update
Date: Thursday, May 09, 2013 5:46:22 PM

Bill,

Wanted to share a couple of things regarding DOE HCM this week. I met with Bob Gibbs Wednesday morning and had a very good conversation regarding working together on any corrective action noted by either OPM or DOE HC's review. To this point we have not received conclusive findings from either DOE, OPM or the IG, but nonetheless, we are taking proactive actions and working to strengthen the relationships.

Roy Fox was also at DOE on Wednesday. He briefly met with Bob and I, but he spent most of his time meeting with DOE HC staff and AVUE representatives clarifying our use of AVUE as our recruiting system and further working with HC on some of the options for going forward. I understand from Roy that his meeting went well also.

Anita J. Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

From: [Drummond, William K \(BPA\) - A-7](#)
To: ["Daniel Poneman \(Daniel.Poneman@hq.doe.gov\)"; "Azar, Lauren"; "Markovitz, Alison"](#)
Subject: Bonneville Update May 12, 2013
Date: Sunday, May 12, 2013 3:07:00 PM

Dan, Lauren, and Alison;

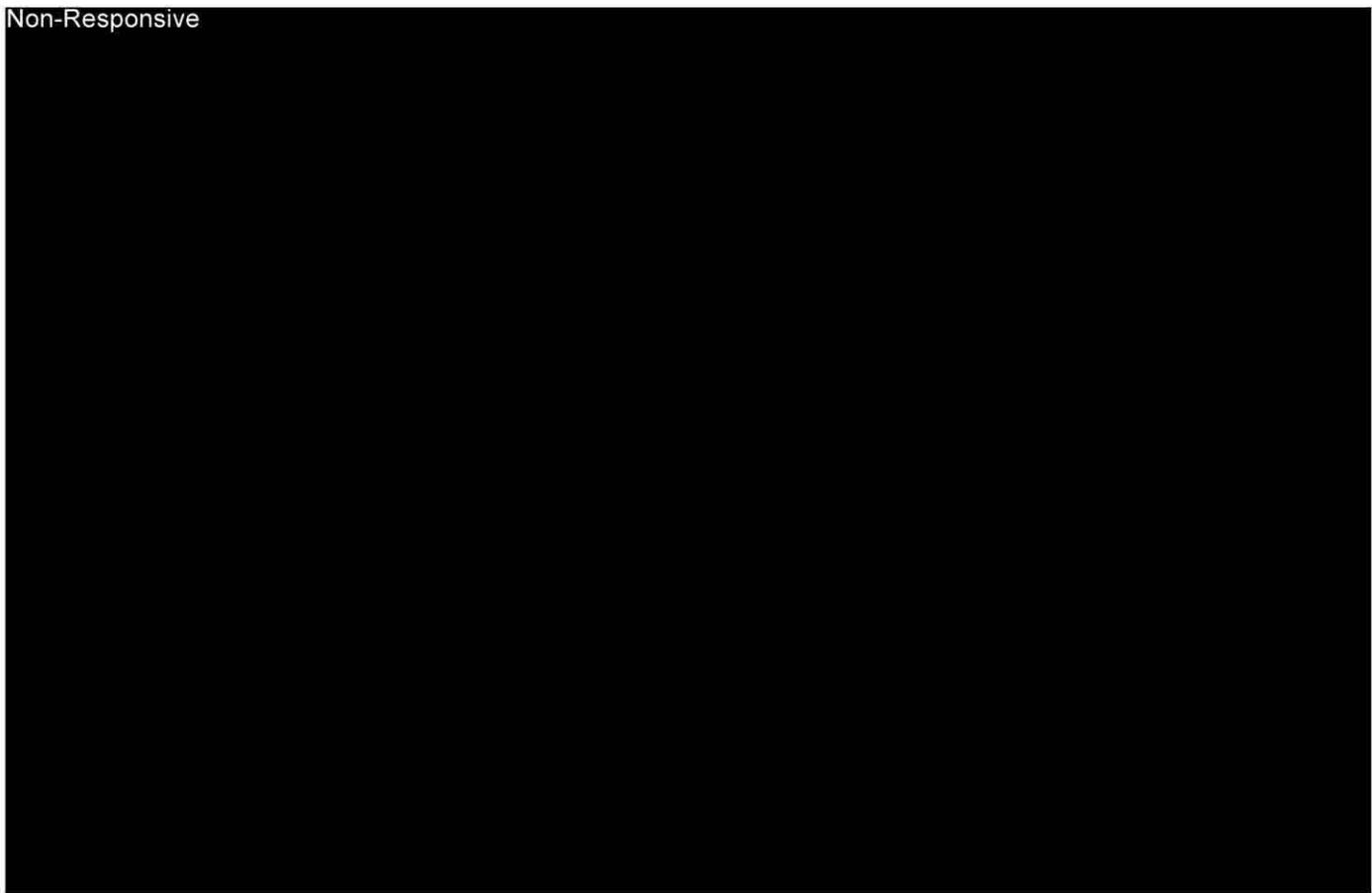
A quick update on current issues at Bonneville:

Human Capital:

A couple of things regarding DOE HCM this week. Anita met with Bob Gibbs Wednesday morning and had a very good conversation regarding working together on any corrective action noted by either OPM or DOE HC's review. To this point we have not received conclusive findings from either DOE, OPM or the IG, but nonetheless we are taking proactive actions and working to strengthen the relationships.

Bonneville's CHCO Roy Fox was also at DOE on Wednesday. He briefly met with Bob and Anita, but he spent most of his time meeting with DOE HC staff and AVUE representatives clarifying our use of AVUE as our recruiting system and further working with HC on some of the options for going forward. I understand from Roy that his meeting went well also.

Non-Responsive



Please let me know if you have any questions.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: [Boardman, Sandy \(BPA\) - A-7](#)
To: [Drummond, William K \(BPA\) - A-7](#); [Mainzer, Elliot E \(BPA\) - D-7](#); [Decker, Anita J \(BPA\) - K-7](#); [Roach, Randy A \(BPA\) - L-7](#); [Fox, Roy B \(BPA\) - NH-1](#); [Sparks, Michael R \(BPA\) - DN-7](#); [Falcon, April L \(BPA\) - DNT-Z992](#)
Subject: Inspector General Visit
Date: Tuesday, May 14, 2013 4:25:02 PM

Sending at the request of April Falcon:

The Office of Inspector General's Office will be continuing their inspection in HCM. They will be arriving on Tuesday, May 28th and leaving on Friday, May 31st. The same IG members will be returning with the exception of their HCM specialist. They will be conducting interviews with various BPA personnel during their visit. This may include personnel they interviewed before. They will be staying in Room 213 during their visit. Stacey Crouser and Earl Omer will be in charge of the inspection.

I will be the liaison between BPA and the IG during this inspection.

Please let me know if you have any questions.

Thanks

April Falcon
Supervisory Auditor / Audit Liaison
Internal Audit - Transmission and Related Processes
alfalcon@bpa.gov
360-418-2989 (office)

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#); [Fox,Roy B \(BPA\) - NH-1](#)
Subject: Fw: Deputy Sec. wants to talk to you tomorrow
Date: Thursday, May 23, 2013 1:28:15 PM

I would like to get an update on the latest knowledge, progress in addressing issues and discussions we have had with DOE and OPM on our HR issues by 10 AM tomorrow.

Thanks,
Bill

From: Hage,Bonnie J (BPA) - K-7
Sent: Thursday, May 23, 2013 12:51 PM
To: Drummond,William K (BPA) - A-7
Cc: Boardman,Sandy (BPA) - A-7
Subject: Deputy Sec. wants to talk to you tomorrow

Allison called just now and the Dept. Secretary wants to talk to you at 3:00 pm (EDT) (that will be 1:00 pm Denver time) tomorrow. I did tell her you were (b) (6) [REDACTED]
[REDACTED] I told her I needed to make sure you could be available at that time. Are you okay with this? Also, they will call your cell phone and the subject is "HR".

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Subject: Re: Apologies
Date: Friday, May 24, 2013 10:08:26 PM

Anita

No need for apologies. Part of the problem is that I am new and not really up to speed on the situation yet. We will recover from this and move on. I am more than willing to have the conversation with Dan about hearing our side of the story.

Meanwhile, take some deep breaths, drink some good wine, hug your husband, hit them long and straight, and come back ready to tackle this on Tuesday.

Regards,
Bill

On May 24, 2013, at 7:27 PM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill,

I apologize for my rant earlier today and I appreciate you not telling me to shut up. On one hand we are where we are, but I have to say this is about as unprofessional a situation as i can almost recall in all my careers.

I have personally called Bob - and it is ME calling HIM almost every week and asked what the status of things are with DOE and OPM. He has consistently said they are going to have a meeting. He has never provided any information back on the these 'meetings' and when I have asked in follow up, he has said there is another meeting.

He has NEVER conveyed that there was information he or his team did not get, so this is an entirely new allegation and in talking with Roy, a completely untrue allegation. Further, we have provided everything requested and then some. Its not clear that the truth is what DOE is after or interested in.

I do need to stand down on system access -- apparently we have determined how to provide remote access to the requested HR systems.

So, yes they do have access and Roy is going to provide the dates access was granted for remote access. Two of the three systems were granted in April and one in May. I was thinking about the enterprise system which is also connected to our financial system. We are not on the system DOE uses CHRIS and are not going to get onto CHRIS. From an enterprise perspective for BPA, the HR module on People Soft is connected to the financials, work management and all of our reporting, not to mention the investment we've made. So that was where I went.

It appears they can have access, but we are not going to get the same systems in total. I hope that makes sense. Now, whether they know how to operate the systems once they remote in is a different matter all together.

There is a small issue with ensuring this will not be discussed outside the agency and I suspect you may realize this. On Tues we will have to tell the HCM staff they can no longer do any DE or other hiring. We have 300 managers who will be impacted by this as well. We have one person in HCM who has already made statements that she might just go to the press.

We can't live with threats and silence that looks like cover up. Were this to get into the press the truth is that yes, we wrongly applied category rating and we did it incorrectly from Nov 2011 to May 2012 when we SELF identified the incorrect application. We did correct our process and have did not and have not made this error further. This applied to about 20 positions and It did disadvantage both Veterans and non-Veterans and we are in the process with the help of DOE to reconcile these errors.

Thats what people want to know - we made a mistake, we owned up to it, we self-corrected our process and regret the impact to anyone who may have been impacted and are working through the reconciliation process.

Can't we just be honest here?

I have more information coming to you on timing in preparation for your meeting with Bob. I really wish the Dep wanted to hear both sides of this issue. It is incredible to me that he has not at a minimum asked if what he has been told is accurate. Bob has, on numerous occasions said he wants his organization to be more customer focused. Given the zero level of collaboration in this situation, I find it hard to take him at his word.

Lastly, I am deeply sorry that this has happened. Roy is sick and so am I. It is disappointing on a number of levels.
Anita

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

From: [Decker, Anita J \(BPA\) - K-7](#)
To: ["Venuto, Kenneth"; Drummond, William K \(BPA\) - A-7](#)
Cc: [Gibbs, Robert](#); [Amaral, David](#); [Robinson, Loretta](#); [Fox, Roy B \(BPA\) - NH-1](#)
Subject: RE: Suspension of BPA's Delegated Examining Authority
Date: Friday, May 24, 2013 1:01:41 PM

Ken,
Needless to say, this is disappointing, particularly when OPM has been very clear that they saw no reason to actually Decertify BPA as an entity.
Anita

Anita J. Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

-----Original Message-----

From: Venuto, Kenneth [<mailto:Kenneth.Venuto@hq.doe.gov>]
Sent: Friday, May 24, 2013 12:40 PM
To: Drummond, William K (BPA) - A-7
Cc: Gibbs, Robert; Decker, Anita J (BPA) - K-7; Amaral, David; Robinson, Loretta; Fox, Roy B (BPA) - NH-1
Subject: Suspension of BPA's Delegated Examining Authority

Bill,

Attached is a memorandum signed by me that suspends BPA's Delegated Examining Authority based on the results of the audit reviews conducted to date specifically related to this type of HR hiring activity at BPA. If your staff has any questions, they may contact either me at (202) 586-7138 or Loretta Robinson at (202) 586-9239.

Ken

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#); [Fox,Roy B \(BPA\) - NH-1](#)
Subject: Fwd: Bonneville Hiring Issues
Date: Tuesday, May 28, 2013 11:45:29 AM

Do we have the OPM letter Alison references? I asked her to send it to me as I haven't seen it.

Bill

Begin forwarded message:

From: "Markovitz, Alison" <Alison.Markovitz@Hq.Doe.Gov>
Date: May 28, 2013, 8:54:49 AM PDT
To: "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov>
Cc: "Poneman, Daniel" <Daniel.Poneman@hq.doe.gov>
Subject: RE: Bonneville Hiring Issues

Hi Bill – In terms of materials, you already have the April memo from DOE HQ, the HQ memo from last Friday, and the letter from OPM from last week. What I think would be the most helpful is if you could meet with Bob Gibbs for an hour tomorrow morning before you meet with the Secretary. Bob indicated he has time on his schedule tomorrow morning and can spend an hour with you going over the issues and providing whatever background you need as well as helping to reconcile what you've been hearing with what Bob and his staff have learned.

Best,
Alison

From: DRUMMOND,WILLIAM K
Sent: Tuesday, May 28, 2013 10:01 AM
To: Poneman, Daniel
Cc: Markovitz, Alison
Subject: Bonneville Hiring Issues

Dan;

Pursuant to our conversation last week, I am continuing to try to reconcile what you told me and what I am hearing from the Bonneville staff. I am meeting with Bob Gibbs tomorrow morning to work on this reconciliation, but I was wondering if I might see the briefing papers you have received so I can be better prepared for my meetings with Bob, Secretary Moniz, and you.

I recognize my accountability for Bonneville and the actions of our staff, so I am committed to gathering all the facts around this situation.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: [Poneman, Daniel](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [Markovitz, Alison](#)
Subject: RE: Bonneville Hiring Issues
Date: Tuesday, May 28, 2013 10:59:42 PM

Bill:

Have not had briefing papers per se but just seen the docs from opm, etc., and heard from our staff. Your meetings w Bob and Alison should help fill in context.

Appreciate your statement re commitment and accountability, both of which will be essential to steering through this challenging issue.

Regards,

DP

From: DRUMMOND, WILLIAM K
Sent: Tuesday, May 28, 2013 10:01 AM
To: Poneman, Daniel
Cc: Markovitz, Alison
Subject: Bonneville Hiring Issues

Dan;

Pursuant to our conversation last week, I am continuing to try to reconcile what you told me and what I am hearing from the Bonneville staff. I am meeting with Bob Gibbs tomorrow morning to work on this reconciliation, but I was wondering if I might see the briefing papers you have received so I can be better prepared for my meetings with Bob, Secretary Moniz, and you.

I recognize my accountability for Bonneville and the actions of our staff, so I am committed to gathering all the facts around this situation.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Markovitz, Alison](#)
Subject: Re: Bonneville Hiring Issues
Date: Tuesday, May 28, 2013 7:13:16 PM

Alison;

It turns out that staff did receive this email, but they took my request on Friday for all letters from OPM on this issue literally to mean only letters and not emails such as this. I have subsequently clarified my request.

Regards,
Bill

On May 28, 2013, at 11:46 AM, "Markovitz, Alison" <Alison.Markovitz@Hq.Doe.Gov> wrote:

Hi Bill: The email letter from OPM is attached. It went to a number of people at BPA including Roy Fox, David Clark, etc. (everyone on the to line of the email).

Best,
Alison

From: DRUMMOND, WILLIAM K
Sent: Tuesday, May 28, 2013 2:45 PM
To: Markovitz, Alison
Subject: Re: Bonneville Hiring Issues

Alison;

Actually, I do not have the letter from OPM, nor do I believe does anyone here have it. If you could please forward it to me, I would appreciate it.

Thanks,
Bill

On May 28, 2013, at 8:54 AM, "Markovitz, Alison" <Alison.Markovitz@Hq.Doe.Gov> wrote:

Hi Bill – In terms of materials, you already have the April memo from DOE HQ, the HQ memo from last Friday, and the letter from OPM from last week. What I think would be the most helpful is if you could meet with Bob Gibbs for an hour tomorrow morning before you meet with the Secretary. Bob indicated he has time on his schedule tomorrow morning and can spend an hour with you going over the issues and providing whatever background you need as well as helping to reconcile what you've been hearing with what Bob and his staff have learned.

Best,
Alison

From: DRUMMOND, WILLIAM K
Sent: Tuesday, May 28, 2013 10:01 AM
To: Poneman, Daniel
Cc: Markovitz, Alison
Subject: Bonneville Hiring Issues

Dan;

Pursuant to our conversation last week, I am continuing to try to reconcile what you told me and what I am hearing from the Bonneville staff. I am meeting with Bob Gibbs tomorrow morning to work on this reconciliation, but I was wondering if I might see the briefing papers you have received so I can be better prepared for my meetings with Bob, Secretary Moniz, and you.

I recognize my accountability for Bonneville and the actions of our staff, so I am committed to gathering all the facts around this situation.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

<Decertification of Bonneville Power Administration HR Staff.htm>

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Cc: [Fox,Roy B \(BPA\) - NH-1](#)
Subject: Re: Bonneville Hiring Issues
Date: Tuesday, May 28, 2013 12:50:11 PM

Henceforth, I need everything coming through on this. The Dep Sec read sections from this on my phone call with him last week and I wasn't sure what he was talking about. Again, it doesn't reflect well on us that management appears out of the loop.

One goal tomorrow is to get the Department to acknowledge what they have and what they don't. We need to clear up this confusion and failure to acknowledge receipt.

Bill

On May 28, 2013, at 12:11 PM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill,

This is not a 'letter'. We've been looking for a 'letter'. This email was not a surprise – Connie had been telling Roy all along that the de-certification of the staff was eminent and this is what Roy has briefed us on. This email took the action that OPM said they would take: decertify the staff. The difference is that DOE has elected to SUSPEND BPA's ability to conduct DE activity. They did not have to take this action.

OPM's point is that BPA needs to improve the training of its staff. Roy has shared that plan with Connie and sent it to the DOE who has not acknowledged it. (Loretta Robinson, who works for Ken, has the plan). We've also shared our thought about using contract staff, who are certified, and would have enabled BPA to continue to do Delegated Examining without suspending BPA's ability to continue to hire on the DE certificate.

Roy is sending you his correspondence from OPM.

It would have been unusual for us to send you this email – so sorry for the oversight.
Anita

Anita J. Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

From: Drummond,William K (BPA) - A-7
Sent: Tuesday, May 28, 2013 11:52 AM
To: Decker,Anita J (BPA) - K-7; Fox,Roy B (BPA) - NH-1

Subject: Fwd: Bonneville Hiring Issues

What the Hell! Why am I getting this from Alison? This is inexcusable that it should have been sent last Thursday and I get it today from the Dep Sec's office. Is it not helping our credibility in any way.

Bill

Begin forwarded message:

From: "Markovitz, Alison" <Alison.Markovitz@Hq.Doe.Gov>
Date: May 28, 2013, 11:46:14 AM PDT
To: "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov>
Subject: RE: Bonneville Hiring Issues

Hi Bill: The email letter from OPM is attached. It went to a number of people at BPA including Roy Fox, David Clark, etc. (everyone on the to line of the email).

Best,
Alison

From: DRUMMOND,WILLIAM K
Sent: Tuesday, May 28, 2013 2:45 PM
To: Markovitz, Alison
Subject: Re: Bonneville Hiring Issues

Alison;

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Bill

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need as well as helping to reconcile what you've been hearing with what Bob and his staff have learned.

Best,
Alison

From: DRUMMOND,WILLIAM K
Sent: Tuesday, May 28, 2013 10:01 AM
To: Poneman, Daniel
Cc: Markovitz, Alison
Subject: Bonneville Hiring Issues

Dan;

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I recognize my accountability for Bonneville and the actions of our staff, so I am committed to gathering all the facts around this situation.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: [Cogswell, Peter \(BPA\) - DKR-7](#)
To: [Decker, Anita J \(BPA\) - K-7](#); [Drummond, William K \(BPA\) - A-7](#)
Subject: RE: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE
Date: Thursday, May 30, 2013 12:00:08 PM

Thanks. Roy and I also caught up a bit this morning. Let me know what I can do to help with anything.

From: Decker, Anita J (BPA) - K-7
Sent: Thursday, May 30, 2013 11:26 AM
To: Drummond, William K (BPA) - A-7; Cogswell, Peter (BPA) - DKR-7
Subject: Fwd: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

We need to work on some taking points we can get out to folks. We'll also need to coordinate this with Gibbs/Dan.

I will be working on some high levels on the next hour or so and get something to Peter.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

Begin forwarded message:

From: "Delwiche, Gregory K (BPA) - P-6" <gkdelwiche@bpa.gov>
Date: May 30, 2013, 1:31:39 PM EDT
To: "Decker, Anita J (BPA) - K-7" <ajdecker@bpa.gov>
Subject: Re: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

Thx, I was simply relaying what I've been hearing and have been asked, and thought you should be aware. Having said that, the optics are that of major disarray in HCM.

From: Decker, Anita J (BPA) - K-7
Sent: Thursday, May 30, 2013 10:13 AM
To: Delwiche, Gregory K (BPA) - P-6
Subject: Re: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

Greg,
First and foremost, there has been no finalization of any findings. Not the IG report, the OPM review or the DOE HCM audit that will be finished off I'm July. So, given that there isn't anything final, I would submit that folks are jumping the gun.

Further, to the degree there are repercussions, how do folks know there haven't been any? Sounds like several bad assumptions and rumors.

We are not at a point of communications more fully. It will be a topic when both Bill and I are in the office tomorrow.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

On May 30, 2013, at 1:08 PM, "Delwiche, Gregory K (BPA) - P-6"
<gkdelwiche@bpa.gov> wrote:

Anita - As an FYI, I have been getting questions from my direct reports about repercussions for mgt in HCM as a result of the adverse IG findings and decertification - the theme is that HCM has been quite vocal about the importance of managing performance, this looks like a series of mgt failures and if we're serious about walking the talk regarding performance/accountability, then there should be some sort of repercussion. Greg

From: Yannello, Alisa J (BPA) - NH-6
Sent: Thursday, May 30, 2013 09:30 AM
To: Delwiche, Gregory K (BPA) - P-6; Cooper, Suzanne B (BPA) - PT-5; Gendron, Mark O (BPA) - PS-6; Oliver, Stephen R (BPA) - PG-5; Evans, Elizabeth A (BPA) - PB-6; Gécécé, Richard B (BPA) - PE-1; Bodi, Lorri (BPA) - KE-4; Maichel, Chuck (BPA) - KS-4
Subject: RE: Decertification of Bonneville Power Administration HR Staff - PLS DO NOT SHARE

I wanted to reinforce again that this email chain not be forwarded on to anyone beyond those on this distribution list. We are still waiting to hear back from Bill and Anita who are visiting DOE and we hope to hear more about how we proceed in light of these findings.

In the meantime, recertification training will begin for the HCM staff next week and OPM will now train up to 30 individuals per session so the training should go faster than originally anticipated.

Alisa J. L. Yannello, SPHR
Strategic Business Partner
Bonneville Power Administration
Department of Energy
Office: 503.230.3581
Cell: 503.490.7176
Email: ajyannello@bpa.gov

From: Yannello, Alisa J (BPA) - NH-6
Sent: Friday, May 24, 2013 8:08 AM
To: Delwiche, Gregory K (BPA) - P-6; Cooper, Suzanne B (BPA) - PT-5; Gendron, Mark O (BPA) - PS-6; Oliver, Stephen R (BPA) - PG-5; Evans, Elizabeth A (BPA) - PB-6; Gécécé, Richard B (BPA) - PE-1; Bodi, Lorri (BPA) - KE-4; Maichel, Chuck (BPA) - KS-4

Subject: FW: Decertification of Bonneville Power Administration HR Staff

Hello All:

I wanted to forward you the email chain to communicate that certain HCM staff have been formally decertified by OPM. I sent the entire email chain so that you have all of the details that we have (transparency) and to demystify where we currently stand. It is not something that I intend to share with all of the managers and an email will be coming from Roy Fox that can then be forwarded to the managers appropriately.

I am sure that we will continue to hear more about this and receive direction from both OPM and DOE and will keep you informed as this evolves.

Alisa

Alisa J. L. Yannello, SPHR
Strategic Business Partner
Bonneville Power Administration
Department of Energy
Office: 503.230.3581
Cell: 503.490.7176
Email: ajyannello@bpa.gov

From: Clark,David C (BPA) - NHI-1

Sent: Friday, May 24, 2013 6:35 AM

To: Strategic Partners; Fickes,Anne Macron (BPA) - NHE-1; Hale-Mockley,Sharon K (BPA) - NHS-1; Adams,Tracey L (BPA) - NHT-1; Henderson,Robin Y (BPA) - NHO-1; Bargen,Tim J (BPA) - NHL-PSB-1

Cc: Wentworth,Julia J (BPA) - NHI-1; Winchester,Jamey S (BPA) - NHI-1; Hodges,Allegra (BPA) - NHI-1; Mantei,Charles T (BPA) - NHI-1

Subject: Fw: Decertification of Bonneville Power Administration HR Staff
All

Fyi. It is here. Read both emails.

Dave

From: Fox,Roy B (BPA) - NH-1

Sent: Thursday, May 23, 2013 05:15 PM

To: Buttress,Larry D (BPA) - N-4; Decker,Anita J (BPA) - K-7

Cc: Clark,David C (BPA) - NHI-1; O'Leary,Launie A (BPA) - NHQ-1; Cockrum Jr,Mitchell A (BPA) - NHQ-1; Wachal,Ellen E (BPA) - NHQ-1

Subject: FW: Decertification of Bonneville Power Administration HR Staff

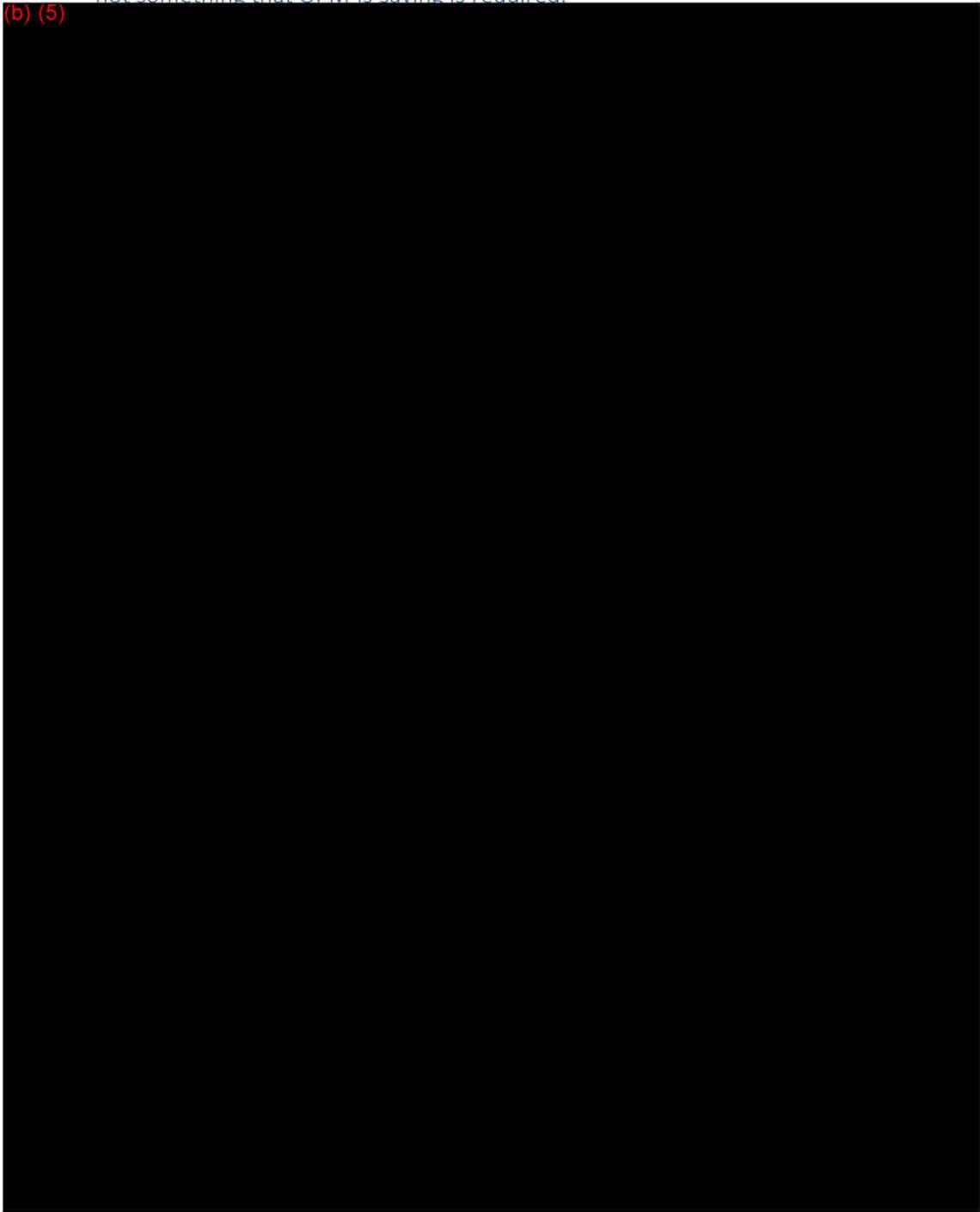
I spoke with Connie for approx. 1 hour prior to this being sent. OPM did not grant us the request to leave a couple of certified folks on staff. However, they did not decertify our contractors, though this was an authority issue for them more than anything else. Our new RSA, Ed Agodoa, is not decertified. Our Avue staff are allowed to work DE cases. Again, this only affect DE (generally hires from outside the federal government) and not merit promotion hires (hires generally from within BPA or the rest of the federal government). Merit hires are the majority of our hires. Our staff can continue to make job offers and set

compensation after a selection is made by the hiring manager off a DE certificate.

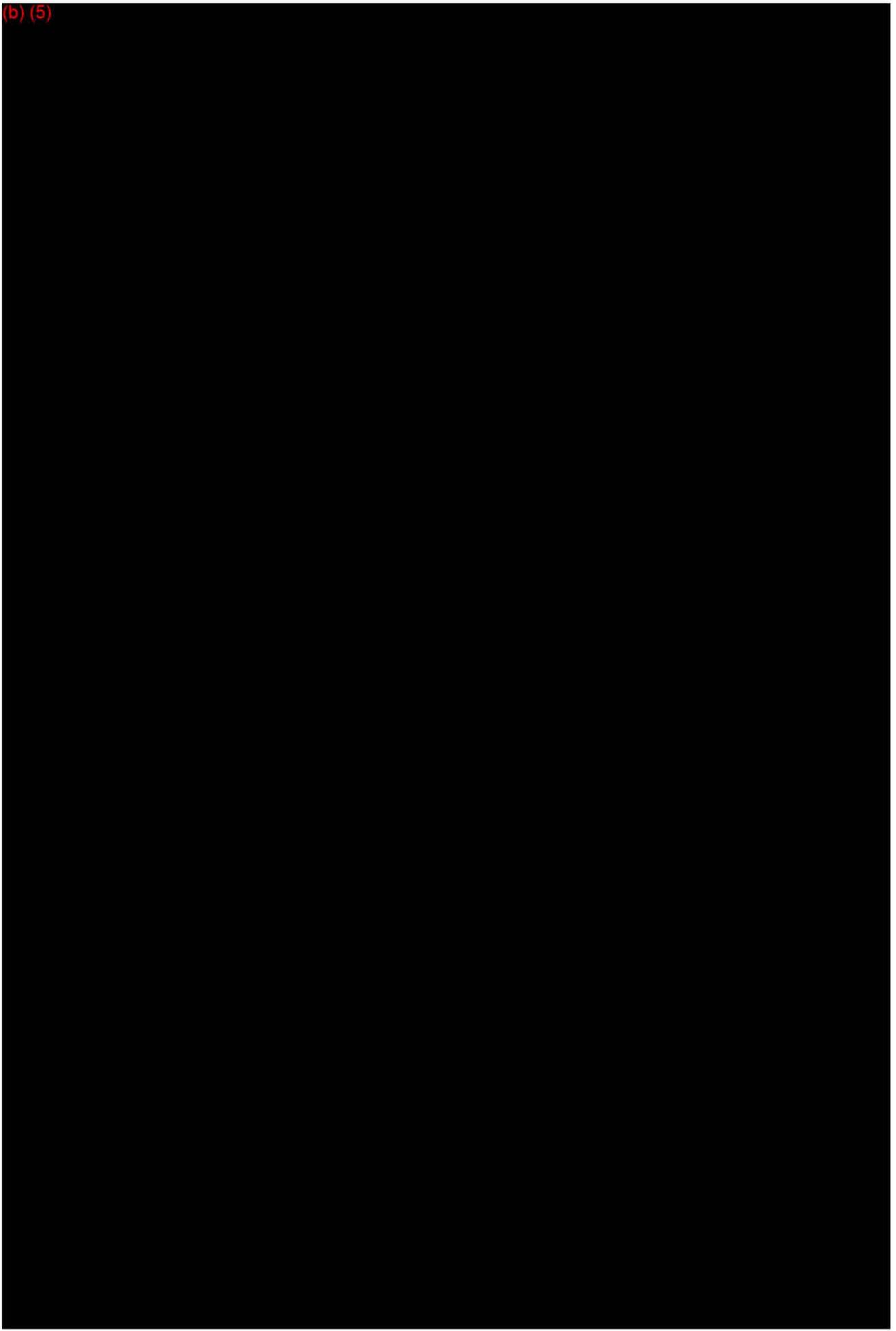
There are a number of issues to be worked between us and DOE. I can only hope that DOE becomes more transparent and engaging of us. We have a plan in place to have move hires forward, to train our staff and to have them undergo the DEU certification process. We will work with DOE to secure there approval.

And remember, BPA was NOT decertified meaning that we can continue to run our program so long as DE certified staff are used (like Avue). The department could chose otherwise. But that would be their decision and not something that OPM is saying is required.

(b) (5)



(b) (5)



(b) (5)



From: [Baskerville, Sonya L \(BPA\) - DKN-WASH](#)
To: [Drummond, William K \(BPA\) - A-7](#); [Black, Kathy L \(BPA\) - LC-7](#)
Subject: Re: Action: Review---May 31 DOE HC/BPA Conference Call Summary
Date: Monday, June 03, 2013 6:29:17 PM
Attachments: [image001.jpg](#)

Wow, is this really over a half million \$\$\$ worth of work? Sounds like they found a way to cover part of the HCM furloughs. We may want to ask for records to justify the costs since these costs ought to be transparent. Thanks.

Sonya Baskerville
BPA National Relations
202.253.7352

From: Drummond, William K (BPA) - A-7
Sent: Monday, June 03, 2013 05:28 PM
To: Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH
Subject: FW: Action: Review---May 31 DOE HC/BPA Conference Call Summary

FYI

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Fox, Roy B (BPA) - NH-1
Sent: Monday, June 03, 2013 5:11 PM
To: 'Robinson, Loretta'
Cc: Clark, David C (BPA) - NHI-1; 'Amaral, David'; 'Venuto, Kenneth'; Decker, Anita J (BPA) - K-7; Drummond, William K (BPA) - A-7
Subject: RE: Action: Review---May 31 DOE HC/BPA Conference Call Summary

Loretta, thanks for these revisions and our call. As we discussed today, everyone is trying to ensure we develop a clear path forward in the most efficient and effective way possible. Our first task is to get material to you per A.7 below. To that end, I am attaching the certification information from Avue for the staff they would be using. Additionally, attached are resumes for the Avue staff.

I am not sending the revised training plan tonight because OPM and BPA's procurement folks are working to revise the dates for the basic staffing classes. I expect to have that tomorrow and will forward just as soon as I do have it. The overall plan is what you've seen with the two modifications discussed – dates for the basic staffing class and MSAC provision of the initial certification training.

I understand that you all did get your emails with Avue access and hope you get a chance to look around in the system. I agree, Avue did do a pretty good job with the overview from a couple weeks ago. As folks get more familiar with the system, let me or Robin Henderson know if there are any immediate issues or questions.

You asked me if it wasn't possible to deal with what we needed to accomplish by teleconference. Let's talk about that again tomorrow (unless you are on line now – call me at 503.230.4234). You have a good point and the benefit to us would be more time to focus on getting you the audit material – which we are committed to getting to you this week. If I don't hear from you tonight I will call you in the morning.

And if after looking at the Avue material there is anything else that you need, let me know. Thanks again for the conversation today. I found it really helpful as we figure our way forward.

Roy

From: Robinson, Loretta [<mailto:Loretta.Robinson@hq.doe.gov>]

Sent: Monday, June 03, 2013 2:29 PM

To: Clark,David C (BPA) - NHI-1; Amaral, David; Venuto, Kenneth; Decker,Anita J (BPA) - K-7; Fox,Roy B (BPA) - NH-1

Subject: RE: Action: Review---May 31 DOE HC/BPA Conference Call Summary

Good Afternoon,

I have made some revisions to the summary below regarding our May 31 conference call. Also, I just had a conversation with Roy, during which I think we cleared some of the question marks on things we need to cover in our June 6 meeting. The things highlighted in yellow or with strike-outs are where I made changes.

Please let me know if you have any questions.

Thanks.

A. BPA's required actions from DOE's May 24th memo

1. ~~On May 24, 2012 BPA stopped its practice of changing the category rating cutoff score after the published announcement. If DOE HC has information indicating this is incorrect, please forward it.~~ *(Note: the May 24 memo does not state that BPA is continuing the practice of changing the cut-off score, it states that BP must cancel any current DE action in which the cut score was changed after the vacancy announcement was posted. If this did not occur in any current action, then this requirement may be considered to be met.)*
2. Effective May 27, 2013 BPA stopped all DE hiring actions by its staff.
3. Effective immediately, Loretta Robinson and George Waldman of DOE HC will be the approving authority for all BPA DE certifications.
4. For BPA to regain its Delegated examining authority, it must do the following: a) BPA staff must successfully demonstrate it has corrected all identified hiring actions discrepancies; b) BPA staff must successfully complete specialized delegated examining training; and c) BPA staff must demonstrate it has the KSAs to properly execute delegated examining responsibilities. *There is no set time frame that can be outlined as to when Delegated Examining authority will be returned to BPA. The CHCO's office will*

- make a determination on when all required actions have been sufficiently met.
5. BPA has established a 90-day plan to undergo specialized delegated examining training with OPM for our entire recruiting staff. BPA will share the details of this plan in an upcoming meeting with DOE HC on June 6.
 6. BPA will meet with DOE HC on June 6th to develop an effective process to transfer current delegated examining workload cases to a third-party contractor. Currently, BPA is using a qualified third-party contractor, Avue. BPA agreed to submit Avue's DE certification documentation for DOE HC approval at the June 6th meeting.
 7. BPA will retain independent contractor, approved by DOE HC to conduct and complete 1) an in-depth re-construction of all the cases identified by the OPM and HC audits, 2) existing DE work for BPA, and 3) implementation of the corrective actions (i.e., priority placement, requests for variances). All activities performed by BPA contractors will be submitted for review and approval by DOE HC. The contractor retained will report directly to DOE HC and the organization and assignment of contractor work at BPA will be approved by DOE HC. BPA will cover the cost of the DOE HC contractors to support DOE HC's responsibilities in executing BPA HR activities which DOE HC estimates to be in the \$400-600K range for the next six months.

B. Corrective action plan to address BPA's improper hiring actions

1. Results from DOE HC case file review (20 cases) and OPM's April'13 audit determined BPA's hiring practices lead to a number of cases of erroneous appointments and misapplication of qualifications procedures. Separately, BPA's internal review of additional cases revealed additional erroneous appointments. To determine the full extent of possible erroneous appointments, DOE HC is requiring a 100% audit of all DE cases where BPA changed the category rating cutoff score after the published announcement and case files where we may have eliminated qualified candidates by improperly assessing minimum qualifications standards. The results of step #1 will lead to the creation of a Priority Consideration list which will be used to for priority placement of applicants who lost employment consideration in BPA's hiring process. BPA will use this list for placement in similar DE or merit promotion current or future openings. At this time, this priority consideration list will only apply to BPA openings, not across DOE.
2. DOE HC and BPA will meet on June 6th to establish the specific protocols to achieve items B1 and B2.
3. At the June 6th meeting, BPA will seek final resolution on category rating case findings discrepancies with DOE HC's case file review. (Not sure what this is referencing).

C. Regular DOE HC/BPA Communications

1. Both parties agreed to establish a regular meeting cadence to report and share status updates on all required corrective actions. A specific schedule will be established at the June 6th meeting.
2. BPA will provide a monthly written status report (due the 1st of each month) to DOE HC on its progress on addressing all items mandated in May 24th memo.

D. Additional Topics

1. BPA communicated that Robin Henderson (ryhenderson@bpa.gov) will be HC's single point of contact for any BPA system access needs and issue resolution. This includes Avue.
2. Avue will meet with DOE HC on June 6th and address any concerns on manager's access of applicant data.
3. BPA's financial contact for budgeting the DOE HC independent contractors is Bryan Crawford (bvcrawford@bpa.gov).
4. BPA can proceed with merit promotion selections and work closely with DOE HC for potential matches off the Priority Consideration List.

Next Steps

1. BPA will meet with DOE HC on June 6th to address all items above.
2. DOE HC finance will work BPA Finance for funding of independent contractors.
3. BPA will resolve current DOE HC system access issues.

Loretta Robinson

*Director,
Human Capital Policy Division
U.S. Dept. of Energy
(202) 586-9239
<http://humancapital.doe.gov/>*

New Image



Providing quality service is our business. Please let us know if we've hit the mark by completing a short [comment card](#).

From: Clark, David C (BPA) - NHI-1 [<mailto:dcclark@bpa.gov>]

Sent: Monday, June 03, 2013 10:06 AM

To: Robinson, Loretta; Amaral, David; Venuto, Kenneth; Decker, Anita (BPA); Fox, Roy

Subject: Action: Review---May 31 DOE HC/BPA Conference Call Summary

All

This shares my summary of our 5/31 conference call between DOE HC and BPA. Participants included: Anita Decker, Roy Fox, Dave Clark from BPA and Ken Venuto, David Amaral, Loretta Robinson from DOE HC.

The purpose of the call was: 1) clarify required BPA actions to respond to DOE's May 24 memo; 2) develop a joint action plan to address BPA's DE improper hiring practices; 3) establish a regular communications and issue resolution cadence between DOE HC and BPA HCM.

E. BPA's required actions from DOE's May 24th memo

8. On May 24, 2012 BPA stopped its practice of changing the category rating cutoff score after the published announcement. If DOE HC has information indicating this is incorrect, please forward it .
9. Effective May 27, 2013 BPA stopped all DE hiring actions by its staff.
10. Effective immediately, Loretta Robinson and George Waldman of DOE HC will be the approving authority for all BPA DE certifications.
11. For BPA to regain its Delegated examining authority, it must do the following: a) BPA staff must successfully demonstrate it has corrected all identified hiring actions discrepancies; b) BPA staff must successfully complete specialized delegated examining training; and c) BPA staff must demonstrate it has the KSAs to properly execute delegated examining responsibilities.
12. BPA has established a 90-day plan to undergo specialized delegated examining training with OPM for our entire recruiting staff. BPA will share the details of this plan in an upcoming meeting with DOE HC on June 6.
13. BPA will meet with DOE HC on June 6th to develop an effective process to transfer current delegated examining workload cases to a third-party contractor. Currently, BPA is using a qualified third-party contractor, Avue. BPA agreed to submit Avue's DE certification documentation for DOE HC concurrence at the June 6th meeting.

F. Corrective action plan to address BPA's improper hiring actions

4. Results from DOE HC case file review (20 cases) and OPM's April'13 audit determined BPA's hiring practices lead to a number of cases of erroneous appointments and misapplication of qualifications procedures. Separately, BPA's internal review of additional cases revealed additional erroneous appointments. To determine the full extent of possible erroneous appointments, DOE HC is requiring a 100% audit of all DE cases where BPA changed the category rating cutoff score after the published announcement and case files where we may have eliminated qualified candidates by improperly assessing minimum qualifications standards. DOE HC will retain independent contractors to conduct and complete an in-depth review of all these cases by August 1, 2013. BPA will cover the cost of these contractors which DOE HC estimates to be in the \$400-600K range for the next six months.
5. The results of step #1 will lead to the creation of a Priority Consideration list which will be used to for priority placement of applicants who lost employment consideration in BPA's hiring process. BPA will use this list for placement in similar DE or merit promotion current or future openings. At this time, this priority consideration list will only apply to BPA openings, not across DOE.
6. DOE HC and BPA will meet on June 6th to establish the specific protocols to achieve items B1 and B2.
7. At he June 6th meeting, BPA will seek final resolution on category rating case findings discrepancies with DOE HC's case file review.

G. Regular DOE HC/BPA Communications

3. Both parties agreed to establish a regular meeting cadence to report and share status updates on all required corrective actions. A specific schedule will be established at the June 6th meeting.
4. BPA will provide a monthly written status report (due the 1st of each month) to DOE HC on its process on addressing all items mandated in May 24th memo.

H. Additional Topics

5. BPA communicated that Robin Henderson (rvhenderson@bpa.gov) will be HC's single point of contact for any BPA system access needs and issue resolution. This includes Avue.
6. Avue will meet with DOE HC on June 6th and address any concerns on manager's access of applicant data.
7. BPA's financial contact for budgeting the DOE HC independent contractors is Bryan Crawford (bvcrawford@bpa.gov).
8. BPA can proceed with merit promotion selections and work closely with DOE HC for potential matches off the Priority Consideration List.

Next Steps

4. BPA will meet with DOE HC on June 6th to address all items above.
5. DOE HC finance will work BPA Finance for funding of independent contractors.
6. BPA will resolve current DOE HC system access issues.

From: [Cogswell, Peter \(BPA\) - DKR-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Subject: RE: HCM Update
Date: Tuesday, June 04, 2013 5:36:59 PM

(b) (5)

From: Drummond, William K (BPA) - A-7
Sent: Tuesday, June 04, 2013 5:30 PM
To: Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Peter;

(b) (5)

Otherwise, it looks good to me and I will forward to DOE.

Bill

On Jun 4, 2013, at 5:23 PM, "Cogswell, Peter (BPA) - DKR-7" <ptcogswell@bpa.gov> wrote:

[And for reference, this is final draft memo.](#)

From: Drummond, William K (BPA) - A-7
Sent: Tuesday, June 04, 2013 5:20 PM
To: Fox, Roy B (BPA) - NH-1
Cc: Hairston, John L (BPA) - DG-7; Decker, Anita J (BPA) - K-7; Clark, David C (BPA) - NHI-1; Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Thanks for the update, Roy. Good progress.

Bill

On Jun 4, 2013, at 4:31 PM, "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

Just a quick note today on recent events. We'll get a more grooved process set up over the next few days. Likely set up a SharePoint site where we can have current update with relevant docs for folks to see if they want to. If you have any specific suggestions as to what process/technology would work best, let me know. I'm trying to keep this simple but useful.

4 June 2013

- <!--[if !supportLists]-->1. <!--[endif]-->Sent data to DOE relative to Avue's DE certification and staff experience. This was requested by DOE so they could determine Avue's acceptability as the contractor resource BPA provides to handle ongoing DE work, audit work and corrective action work.
- <!--[if !supportLists]-->2. <!--[endif]-->Sent to DOE training plan and statement of work we have with OPM. DOE needs to send to OPM to secure OPM's concurrence that this meets the training requirements they set for BPA's staff.
- <!--[if !supportLists]-->3. <!--[endif]-->Confirmed with DOE that we will meet by conference call on Thursday. Draft agenda being worked with DOE.
- <!--[if !supportLists]-->4. <!--[endif]-->Set up process with DOE to confirm that their IT access is as expected. Process will be implemented 6/5.
- <!--[if !supportLists]-->5. <!--[endif]-->Cogswell sent draft communication to Drummond for his review.
- <!--[if !supportLists]-->6. <!--[endif]-->Not directly related to DOE/IG/OPM audits and inspections, but today we sent to DOE our Performance Appraisal Assessment Tool report. This report evaluates the performance appraisal system against a number of established criteria and is done roughly every 3 years. The report ultimately goes to OPM and is scored. We past the last time and in the process pulled the DOE average up. We expect to do reasonably good this time as well.

Roy

<DRAFT final Bill Drummond to BPA managers with SB suggestion.doc>

From: [Drummond, William K \(BPA\) - A-7](#)
To: ["Daniel Poneman \(Daniel.Poneman@hq.doe.gov\)"; "Gibbs, Robert \(Robert.Gibbs@Hq.Doe.Gov\)"](#)
Cc: ["Markovitz, Alison"](#)
Subject: Draft Hiring Practices Memorandum
Date: Wednesday, June 05, 2013 11:31:00 AM
Attachments: [FINAL DRAFT Bill Drummond to BPA managers.doc](#)

Dan and Bob;

I would like to send a communication to our managers tomorrow on the issues involving our faulty hiring practices. As you can imagine, there are a number of rumors and questions that I want to address directly.

I have drafted the attached memorandum and would appreciate your input/comments. I would like to send this out tomorrow afternoon, so if you are able to please get back to me with any edits by 3:00 PM Eastern tomorrow, I would appreciate it.

I am getting daily briefings and my staff indicates that we are making progress on a number fronts.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

I want to let you know about recent events affecting BPA external hiring.

In November 2010, BPA implemented a key element of President Obama's Hiring Reform Initiative known as Category Rating. This was a significant change from BPA's previous practice for rating and ranking candidates for open positions. In May of 2012, BPA's Human Capital Management changed its implementation of Category Rating after a serious concern was raised with our initial practices. The Office of Personnel Management has now determined that a practice BPA used from November 2010 to May 2012 was in error.

Unfortunately, the erroneous practice disadvantaged some external applicants, a number of whom were veterans. The DOE Office of the Inspector General is currently conducting an inquiry into the flawed practice and the DOE Human Capital Office and the Office of Personnel Management (OPM) are in the process of conducting audits of BPA's hiring practices.

The mistakes discovered to date are deeply troubling to me. I am committed to rectifying these errors and ensuring that they do not happen again.

As a result of the information developed to date, OPM determined that BPA's delegated examining certified staff needs additional training to ensure compliance with Category Rating guidelines and other hiring practices. All of BPA's hiring staff has been decertified, meaning they can no longer manage external hiring actions.

DOE further suspended its delegation of authority to BPA to process external hiring actions. DOE and OPM are working closely together to determine actions to correct the hiring errors, initiate training for BPA's HCM staff to obtain recertification, and determine a path to restore BPA's delegated examining authority.

This situation has serious implications for hiring at BPA. Hiring actions for open positions will be delayed while we work with DOE on a plan on how to move forward. The recertification training plan will take a few months to complete in order to regain our staff certification. In the meantime, we are working with DOE to put in place a temporary approach for managing external hiring actions using certified individuals from DOE Human Capital and other sources, including BPA-procured contractors until such time as DOE restores our full hiring authority.

DOE will also oversee the reconciliation of improper hiring actions taken between November 2010 and May 2012 to address any impacts to veterans. In some cases, this reconciliation process will require BPA to extend offers to qualified candidates who were adversely affected by our actions in a limited number of job series.

BPA has an outstanding record of recruiting and hiring veterans into its workforce. I am proud of that record and our commitment to Merit System Principles for all. I regret that we have now fallen short of compliance with federal hiring requirements and the effects our actions have had on veterans. We will determine and are committed to a path forward that rectifies all issues our past practices created.

As we continue to work with DOE to chart a path forward, we will communicate as much as we are able. In the meantime, I ask for your patience.

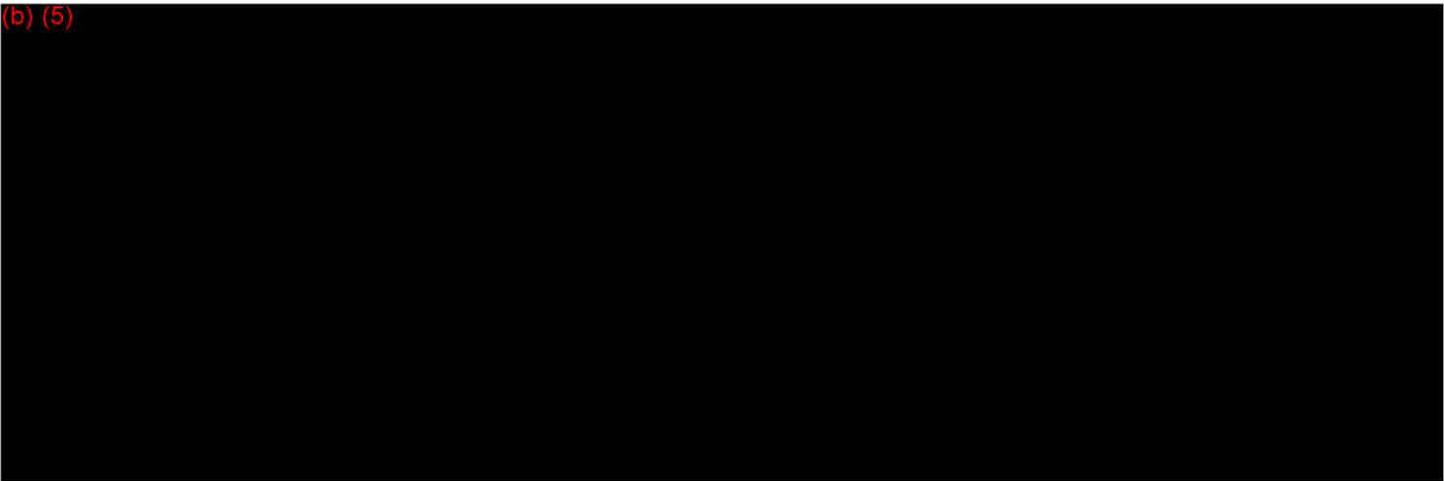
From: [Baskerville, Sonya L \(BPA\) - DKN-WASH](#)
To: [Cogswell, Peter \(BPA\) - DKR-7](#); [Drummond, William K \(BPA\) - A-7](#); [Fox, Roy B \(BPA\) - NH-1](#); [Black, Kathy L \(BPA\) - LC-7](#); [Hairston, John L \(BPA\) - DG-7](#)
Subject: RE: Question on memo to managers from BD
Date: Wednesday, June 05, 2013 9:00:20 AM

Bravo!

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Cogswell, Peter (BPA) - DKR-7
Sent: Wednesday, June 05, 2013 11:55 AM
To: Baskerville, Sonya L (BPA) - DKN-WASH; Drummond, William K (BPA) - A-7; Fox, Roy B (BPA) - NH-1; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)



From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Wednesday, June 05, 2013 8:34 AM
To: Drummond, William K (BPA) - A-7; Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)



Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration

1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Drummond,William K (BPA) - A-7
Sent: Wednesday, June 05, 2013 11:31 AM
To: Baskerville,Sonya L (BPA) - DKN-WASH; Fox,Roy B (BPA) - NH-1; Cogswell,Peter (BPA) - DKR-7; Black,Kathy L (BPA) - LC-7; Hairston,John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Baskerville,Sonya L (BPA) - DKN-WASH
Sent: Wednesday, June 05, 2013 8:11 AM
To: Fox,Roy B (BPA) - NH-1; Cogswell,Peter (BPA) - DKR-7; Black,Kathy L (BPA) - LC-7; Hairston,John L (BPA) - DG-7
Cc: Drummond,William K (BPA) - A-7
Subject: RE: Question on memo to managers from BD

(b) (5)

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Fox,Roy B (BPA) - NH-1
Sent: Wednesday, June 05, 2013 11:08 AM
To: Cogswell,Peter (BPA) - DKR-7; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7
Cc: Drummond,William K (BPA) - A-7
Subject: RE: Question on memo to managers from BD

(b) (5)

(b) (5)

From: Cogswell, Peter (BPA) - DKR-7
Sent: Tuesday, June 04, 2013 5:40 PM
To: Black, Kathy L (BPA) - LC-7; Fox, Roy B (BPA) - NH-1; Baskerville, Sonya L (BPA) - DKN-WASH; Hairston, John L (BPA) - DG-7
Cc: Drummond, William K (BPA) - A-7
Subject: Question on memo to managers from BD

One question below from Bill and I think we are there. Roy, I think you are on point for this one. I am copying Bill on this email so you can just hit reply all.

Thanks.

Peter

From: Drummond, William K (BPA) - A-7
Sent: Tuesday, June 04, 2013 5:30 PM
To: Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Peter;

(b) (5) Otherwise, it looks good to me and I will forward to DOE.

Bill

On Jun 4, 2013, at 5:23 PM, "Cogswell, Peter (BPA) - DKR-7" <ptcogswell@bpa.gov> wrote:

[And for reference, this is final draft memo.](#)

From: Drummond, William K (BPA) - A-7
Sent: Tuesday, June 04, 2013 5:20 PM
To: Fox, Roy B (BPA) - NH-1
Cc: Hairston, John L (BPA) - DG-7; Decker, Anita J (BPA) - K-7; Clark, David C (BPA) - NHI-1; Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Thanks for the update, Roy. Good progress.

Bill

On Jun 4, 2013, at 4:31 PM, "Fox, Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

Just a quick note today on recent events. We'll get a more grooved process set up over the next few days. Likely set up a SharePoint site where we can have current update with relevant docs for folks to see if they want to. If you have any specific suggestions as to what process/technology would work best, let me know. I'm trying to keep this simple but useful.

4 June 2013

1. <!--[if !supportLists]--><!--[endif]-->Sent data to DOE relative to Avue's DE certification and staff experience. This was requested by DOE so they could determine Avue's acceptability as the contractor resource BPA provides to handle ongoing DE work, audit work and corrective action work.
2. <!--[if !supportLists]--><!--[endif]-->Sent to DOE training plan and statement of work we have with OPM. DOE needs to send to OPM to secure OPM's concurrence that this meets the training requirements they set for BPA's staff.
3. <!--[if !supportLists]--><!--[endif]-->Confirmed with DOE that we will meet by conference call on Thursday. Draft agenda being worked with DOE.
4. <!--[if !supportLists]--><!--[endif]-->Set up process with DOE to confirm that their IT access is as expected. Process will be implemented 6/5.
5. <!--[if !supportLists]--><!--[endif]-->Cogswell sent draft communication to Drummond for his review.
6. <!--[if !supportLists]--><!--[endif]-->Not directly related to DOE/IG/OPM audits and inspections, but today we sent to DOE our Performance Appraisal Assessment Tool report. This report evaluates the performance appraisal system against a number of established criteria and is done roughly every 3 years. The report ultimately goes to OPM and is scored. We past the last time and in the process pulled the DOE average up. We expect to do reasonably good this time as well.

Roy

<DRAFT final Bill Drummond to BPA managers with SB suggestion.doc>

From: [Cogswell, Peter \(BPA\) - DKR-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Subject: RE: Question on memo to managers from BD
Date: Wednesday, June 05, 2013 8:45:47 AM

(b) (5)



From: Drummond, William K (BPA) - A-7
Sent: Wednesday, June 05, 2013 8:31 AM
To: Baskerville, Sonya L (BPA) - DKN-WASH; Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
Subject: RE: Question on memo to managers from BD

(b) (5)



William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Baskerville, Sonya L (BPA) - DKN-WASH
Sent: Wednesday, June 05, 2013 8:11 AM
To: Fox, Roy B (BPA) - NH-1; Cogswell, Peter (BPA) - DKR-7; Black, Kathy L (BPA) - LC-7; Hairston, John L (BPA) - DG-7
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Subject: RE: Question on memo to managers from BD

(b) (5)



Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
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From: Fox, Roy B (BPA) - NH-1
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Sent: Tuesday, June 04, 2013 5:40 PM
To: Black, Kathy L (BPA) - LC-7; Fox, Roy B (BPA) - NH-1; Baskerville, Sonya L (BPA) - DKN-WASH; Hairston, John L (BPA) - DG-7
Cc: Drummond, William K (BPA) - A-7
Subject: Question on memo to managers from BD

(b) (5)

Thanks.

Peter

From: Drummond, William K (BPA) - A-7
Sent: Tuesday, June 04, 2013 5:30 PM
To: Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Peter;

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Bill

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[And for reference, this is final draft memo.](#)

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Sent: Tuesday, June 04, 2013 5:20 PM
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Cc: Hairston, John L (BPA) - DG-7; Decker, Anita J (BPA) - K-7; Clark, David C (BPA) - NHI-1; Black, Kathy L (BPA) - LC-7; Baskerville, Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell, Peter (BPA) - DKR-7
Subject: Re: HCM Update

Thanks for the update, Roy. Good progress.

Bill

On Jun 4, 2013, at 4:31 PM, "Fox,Roy B (BPA) - NH-1" <rbfox@bpa.gov> wrote:

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4 June 2013

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Roy

<DRAFT final Bill Drummond to BPA managers with SB suggestion.doc>

From: [Baskerville, Sonya L \(BPA\) - DKN-WASH](#)
To: [Drummond, William K \(BPA\) - A-7](#); [Fox, Roy B \(BPA\) - NH-1](#); [Marker, Douglas R \(BPA\) - DKR-7](#); [Saroka, Joan M \(BPA\) - DKC-7](#); [Cogswell, Peter \(BPA\) - DKR-7](#)
Cc: [Hairston, John L \(BPA\) - DG-7](#); [Johnson, G Douglas \(BPA\) - DKPM-7](#)
Subject: RE: Possible use of COO call to address HCM issues
Date: Thursday, June 06, 2013 1:29:18 PM

Agree. I think the Monday call gets you out ahead of the managers (there are lots of folks on that call), which wouldn't be helpful. Thanks.

Sonya Baskerville
Manager, National Relations Office
Bonneville Power Administration
1000 Independence Ave., SW, 8G-061
Washington, DC 20585
202-586-5640 (o)
202-253-7352 (c)

From: Drummond, William K (BPA) - A-7
Sent: Thursday, June 06, 2013 4:28 PM
To: Fox, Roy B (BPA) - NH-1; Marker, Douglas R (BPA) - DKR-7; Saroka, Joan M (BPA) - DKC-7; Cogswell, Peter (BPA) - DKR-7
Cc: Baskerville, Sonya L (BPA) - DKN-WASH; Hairston, John L (BPA) - DG-7; Johnson, G Douglas (BPA) - DKPM-7
Subject: Re: Possible use of COO call to address HCM issues

I am fine with the special Exec Comm call for tomorrow, the COO call and the employee meeting. The question is whether to say something at the 9:00 AM call Monday. Given the other three calls/meetings, I am inclined not to say anything then.

Bill

From: Fox, Roy B (BPA) - NH-1
Sent: Thursday, June 06, 2013 11:19 AM
To: Marker, Douglas R (BPA) - DKR-7; Saroka, Joan M (BPA) - DKC-7; Drummond, William K (BPA) - A-7; Cogswell, Peter (BPA) - DKR-7
Cc: Baskerville, Sonya L (BPA) - DKN-WASH; Hairston, John L (BPA) - DG-7; Johnson, G Douglas (BPA) - DKPM-7
Subject: RE: Possible use of COO call to address HCM issues

My thoughts on this. Let's do a quick exec board call tomorrow morning. This would not be a topic at the 0900 Monday call. Then Bill does a intro at the COO call where he gives the broad outline and his commitment to resolution. I can follow that with a short set of Qs and As any manager might have and commit to getting out more detailed Q&A's after the meeting. Bill reiterates his message at all employee meeting.

The document wasn't written as a speech, but I think can be adapted to Bill's key messages.

From: Marker,Douglas R (BPA) - DKR-7

Sent: Thursday, June 06, 2013 11:10 AM

To: Saroka,Joan M (BPA) - DKC-7; Drummond,William K (BPA) - A-7; Cogswell,Peter (BPA) - DKR-7

Cc: Fox,Roy B (BPA) - NH-1; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7; Johnson,G Douglas (BPA) - DKPM-7

Subject: RE: Possible use of COO call to address HCM issues

So it seems to me you have a few options, Bill and they could be in a sequence

1. Call a conference call with the Executive Board today or tomorrow
2. A matter of fact summary on the 9:00 Monday call
3. The COO call as Joan suggests
4. The all-employee meeting

From: Saroka,Joan M (BPA) - DKC-7

Sent: Thursday, June 06, 2013 9:22 AM

To: Drummond,William K (BPA) - A-7; Cogswell,Peter (BPA) - DKR-7; Marker,Douglas R (BPA) - DKR-7

Cc: Fox,Roy B (BPA) - NH-1; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7

Subject: Possible use of COO call to address HCM issues

Importance: High

There is a COO Call slated for Tuesday, June 11 at 8 a.m. The audience is managers and is held in Room 122, webcast and phone bridge for manager access. Elliot is hosting due to Anita being on vacation. If you want to roll this out to managers first verbally you could use this meeting and then have a brief mention at the all employee meeting.

I have been working on updating the All Employee Meeting speech for Bill and thought it would be better to address this head on because there would be questions anyway. Here is the text I was going to recommend for the All employee meeting. We may need to expand the message some if there isn't going to be memo.

This section follows the main part of the speech. I am due to send the draft speech (mostly taken from the All Manager Meeting speech with adjustments for addressing all employees) to Bill by COB today.

I want to briefly address some key issues that pending.

BPA's hiring authority for external candidates has been temporarily suspended due to deficiencies found in BPA's hiring procedures.

We are working with DOE and OPM on this issue and we don't know all of what the next steps will be yet --- but I wanted you to hear this from me directly.

I am fully committed to fair and open practices for recruiting and evaluating applicants for all vacancies within in our agency. I regret that we have been found to have fallen short of federal hiring requirements and for the effect these consequences have on your ability to fill vacancies within your organization.

I hope that this suspension is brief, but until we learn of the full scope and effects we do not know how long this suspension will be. I will keep you posted.

Let me know how I can assist. Thanks, joan

From: Drummond,William K (BPA) - A-7

Sent: Thursday, June 06, 2013 8:02 AM

To: Cogswell,Peter (BPA) - DKR-7; Marker,Douglas R (BPA) - DKR-7; Saroka,Joan M (BPA) - DKC-7

Cc: Fox,Roy B (BPA) - NH-1; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7

Subject: RE: Final draft of Drummond HCM memo

Change of plans. (b) (5)

[REDACTED]

Let's talk about how we roll this verbal version out to everyone.

Bill

William K. Drummond

Administrator

Bonneville Power Administration

(503) 230-5103

wkdrummond@bpa.gov

From: Cogswell,Peter (BPA) - DKR-7

Sent: Wednesday, June 05, 2013 6:12 PM

To: Marker,Douglas R (BPA) - DKR-7; Saroka,Joan M (BPA) - DKC-7

Cc: Fox,Roy B (BPA) - NH-1; Baskerville,Sonya L (BPA) - DKN-WASH; Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7

Subject: Final draft of Drummond HCM memo

Hey guys:

Sending this to you as final draft that Bill sent to DC for review. In my absence, he will check

in with Doug for help with any revisions coming out of DC.

In addition, Roy is working on some Q&As for the all employee meeting next week. Roy, Joan can help as she is in charge of logistics, etc. for the all employee meeting.

I will have my phone tomorrow, but will be hard to catch Friday, Sat and Sun. Back in action Monday.

PTC

<< File: FINAL DRAFT Bill Drummond to BPA managers.doc >>

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Fox, Roy B \(BPA\) - NH-1](#); [Cogswell, Peter \(BPA\) - DKR-7](#); [Marker, Douglas R \(BPA\) - DKR-7](#); [Johnson, G Douglas \(BPA\) - DKPM-7](#); [Mainzer, Elliot E \(BPA\) - D-7](#); [Hairston, John L \(BPA\) - DG-7](#); [Decker, Anita J \(BPA\) - K-7](#)
Subject: FW: Draft press statement
Date: Friday, June 07, 2013 7:45:00 AM

FYI

*William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov*

From: Markovitz, Alison [mailto:Alison.Markovitz@Hq.Doe.Gov]
Sent: Friday, June 07, 2013 6:15 AM
To: Drummond, William K (BPA) - A-7
Cc: McCarthy, Aoife; Kumar, Niketa; Crowell, Brad
Subject: Draft press statement

Hi Bill,

(b) (5) [Redacted]

Thanks
- Alison

(b) (5) [Redacted]

[Redacted]

[Redacted]

From: [Markovitz, Alison](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [McCarthy, Aoife](#); [Kumar, Niketa](#); [Crowell, Brad](#)
Subject: RE: Draft press statement
Date: Friday, June 07, 2013 8:04:47 AM

Bill – I'll call you to discuss.

From: DRUMMOND, WILLIAM K
Sent: Friday, June 07, 2013 10:53 AM
To: Markovitz, Alison
Cc: McCarthy, Aoife; Kumar, Niketa; Crowell, Brad
Subject: RE: Draft press statement

Alison;

(b) (5)



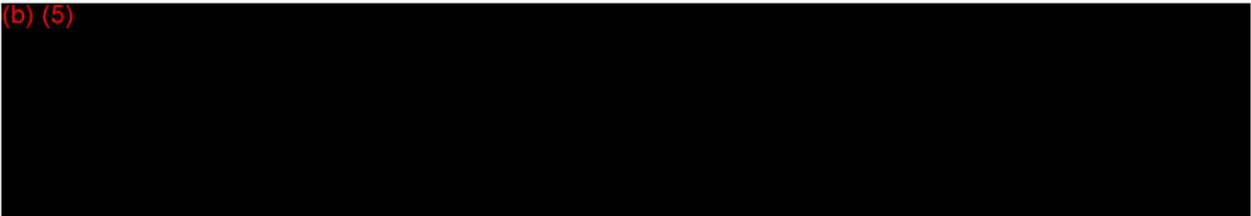
Regards,
Bill

William K. Drummond
Administrator
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To: Drummond, William K (BPA) - A-7
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Hi Bill,

(b) (5)



Thanks
- Alison

Draft statement:

(b) (5)



(b) (5)



From: [Drummond,William K \(BPA\) - A-7](#)
To: [Baskerville,Sonya L \(BPA\) - DKN-WASH](#)
Subject: RE: Draft press statement
Date: Friday, June 07, 2013 7:52:00 AM

Great suggestion. Done.

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Baskerville,Sonya L (BPA) - DKN-WASH
Sent: Friday, June 07, 2013 7:51 AM
To: Drummond,William K (BPA) - A-7
Subject: Re: Draft press statement

Sonya Baskerville
BPA National Relations
202.253.7352

From: Drummond,William K (BPA) - A-7
Sent: Friday, June 07, 2013 07:40 AM
To: Baskerville,Sonya L (BPA) - DKN-WASH
Subject: RE: Draft press statement

(b) (5)



Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Baskerville,Sonya L (BPA) - DKN-WASH
Sent: Friday, June 07, 2013 6:51 AM
To: Drummond,William K (BPA) - A-7
Subject: Re: Draft press statement

I'm sure DOE will make sure we get a press inquiry.

Sonya Baskerville
BPA National Relations
202.253.7352

From: Drummond,William K (BPA) - A-7
Sent: Friday, June 07, 2013 06:40 AM
To: Baskerville,Sonya L (BPA) - DKN-WASH
Subject: Fw: Draft press statement

Here it is.

From: Markovitz, Alison [<mailto:Alison.Markovitz@Hq.Doe.Gov>]
Sent: Friday, June 07, 2013 06:14 AM
To: Drummond,William K (BPA) - A-7
Cc: McCarthy, Aoife <Aoife.Mccarthy@Hq.Doe.Gov>; Kumar, Niketa <Niketa.Kumar@Hq.Doe.Gov>;
Crowell, Brad <Brad.Crowell@Hq.Doe.Gov>
Subject: Draft press statement

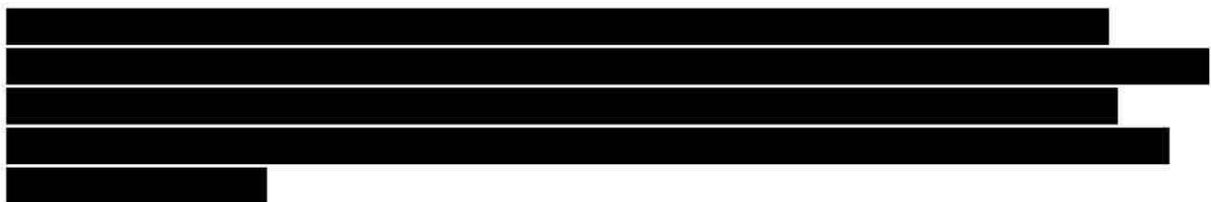
Hi Bill,

(b) (5)



Thanks
- Alison

(b) (5)



From: [Drummond,William K \(BPA\) - A-7](#)
To: [Saroka,Joan M \(BPA\) - DKC-7](#)
Subject: RE: COO Call talking points.doc
Date: Monday, June 10, 2013 8:02:00 AM
Attachments: [COO Call talking points June 11, 2013 WKD.doc](#)

Here are my edits. (b) (5)

Comments?

Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: Saroka,Joan M (BPA) - DKC-7
Sent: Friday, June 07, 2013 10:16 AM
To: Drummond,William K (BPA) - A-7
Cc: Boardman,Sandy (BPA) - A-7
Subject: COO Call talking points.doc

Bill,

I took the DOE memo and just slightly recrafted so it is more like talking points to use at the COO call and added the reference to the training that will be required of all managers at the en. Hope this is helpful.

Thanks, joan

COO Call Talking Points

(b) (5)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

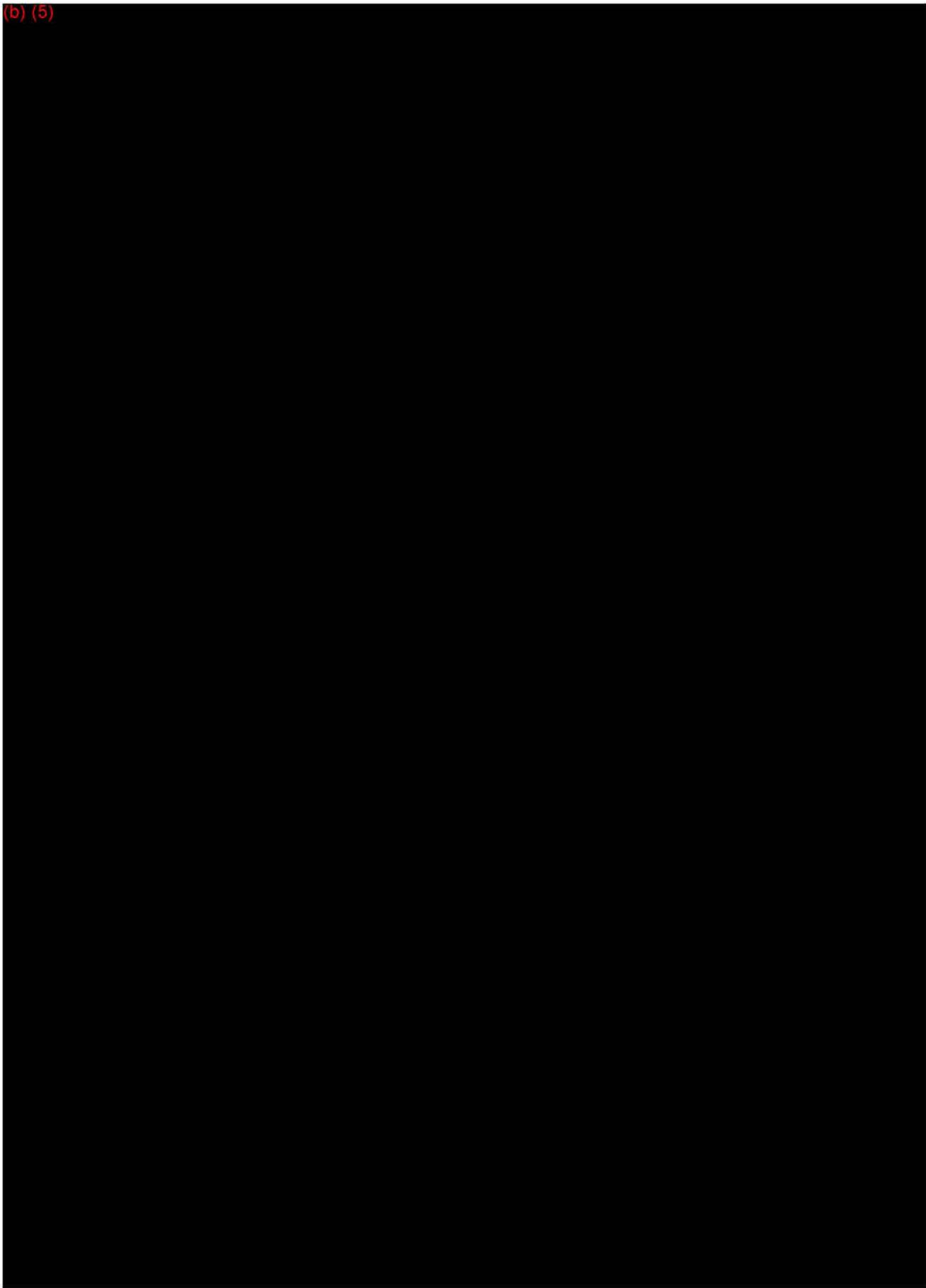
[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5)



From: [Fox,Roy B \(BPA\) - NH-1](#)
To: [Hairston,John L \(BPA\) - N-4](#); [Drummond,William K \(BPA\) - A-7](#); [Decker,Anita J \(BPA\) - K-7](#)
Cc: [Clark,David C \(BPA\) - NHI-1](#); [Black,Kathy L \(BPA\) - LC-7](#); [Baskerville,Sonya L \(BPA\) - DKN-WASH](#); [Henley,Virginia D \(CONTR\) - NH-1](#); [Cogswell,Peter \(BPA\) - DK-7](#)
Subject: RE: HCM Update
Date: Friday, June 14, 2013 5:01:08 PM

14 June 2013

1. Audit materials are ready for Monday's start. DOE folks brief us at 1000 Monday on the HCMAP audit. Leadership and Development and Strategic Workforce Management will be conducted virtually; Performance Management, Classification and Staffing will be done on site.
2. OPM's lead auditor on the BPA audit has been added as a team member. We do not know if she will be on site.
3. No confirmation from DOE as to our proposed 3rd party contractor.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Wednesday, June 12, 2013 5:32 PM
To: Hairston,John L (BPA) - N-4; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7
Subject: RE: HCM Update

12 June 2013

1. All employee briefing by Bill held today. There were questions about the hiring situation.
2. Q&As are at DOE for their review prior to our using them here at BPA.
3. All focus groups are now scheduled for the DOE HCMAP Audit. This includes meetings with supervisors and employees. We're also assembling the Individual Development Plans as requested.
4. We do not yet have the case files that DOE will be reviewing. Staff may need to work this weekend to pull the files when we do get the list.
5. DOE-wide training on veterans hiring authorities should be deployed to BPA managers and HR staff tomorrow or no later than Friday. We have issues with BPA's myPC and OLC (the DOE system). We are working as best we (IT and HCM) can but do not expect this to be a smooth rollout given the limited time for completing the training, the technical issues with myPC and BPA access to OLC and lack of familiarity by many with OLC. We are prepared to handle the questions and complaints and direct folks to proper resolution channels whether

DOE for OLC or IT for myPC.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Tuesday, June 11, 2013 6:07 PM
To: Hairston,John L (BPA) - N-4; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7; (b) (6)
Subject: RE: HCM Update

11 June 2013

1. Training in Basic Staffing began today. All staff showed up on time and returned on time with one exception (this employee is being talked to as this was a direct violation manager set expectations). Hallway feedback is very positive.
2. DOE continues to provide requirements for the audit. We have basic information but there are some specific position and case file information that is still pending.
3. Bill briefed managers on COO Call. Several questions were asked and many could be answered. Q&As are being finalized internally for review by department(?).
4. HR Specialist and manager training on veterans preference is being worked. This is a DOE-wide requirement not targeted just at BPA. It was announced Department-wide on June 6 by HQ for completion by July 8. We have technical challenges because DOE on line learning system is not functioning well via MyPC from BPA. Staff are working to identify most efficient way to deploy. Training takes approximately 20 minutes to complete.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Friday, June 07, 2013 4:38 PM
To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley,Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7; (b) (6)
Subject: RE: HCM Update

7 June 2013

1. DOE acknowledge receipt of all audit materials. They still need to send information to us to allow for complete audit preparation. Expect info sometime next week. We will have very limited time to respond.
2. Bill briefed the executive board on the hiring situation.

3. DOE cleared a DE hire today. This particular individual was a veteran who missed employment consideration (meaning we need to place him). While he was competitively selected by the hiring manager, this selection may be part of the overall corrective action needed.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Thursday, June 06, 2013 4:53 PM
To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7; (b) (6)
Subject: RE: HCM Update

6 June 2013

1. Written communication for BPA audiences put on hold per Bill. Communication plan being finalized to not include written document.
2. BPA/DOE HQ call held. Overall tenor of call was very good; everyone worked to understand and solve issues. It is clear that much of the process forward will be invented – no fixed template to follow. Many issues engaged and will be detailed in a meeting summary that is being drafted now.
3. DOE's acceptance of Avue as our third party contractor going through staff level review now with recommendation to HC execs (don't know exactly who this is or they are) with final decision sometime next week. This is a very big deal.
4. OPM confirmed with DOE that our training plan was adequate with one minor tweak re dates for DE certification.
5. 100% of requested audit material will be in DOE's hands tomorrow morning, though we may need to slightly modify one write up to improve clarity (this is not a major issue) . We had committed to delivering it this coming Monday. This should help DOE prepare better and will enable them to get us remaining requests a bit earlier. Good for everyone.
6. IT access issues worked through and resolved. Everyone worked for resolution. Any new requests now being worked as a matter of standard practice.

Roy

From: Fox,Roy B (BPA) - NH-1
Sent: Wednesday, June 05, 2013 3:32 PM
To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7
Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7;(b) (6)
Subject: RE: HCM Update

5 June 2013

1. Draft communication intended for BPA audiences sent to Bill Drummond. Distribution within BPA pending Bill's OK.
2. First training for BPA staff (basic staffing – 2.5 days) confirmed for 11-13 June. 60 HCM staff will be involved. Will discuss with DOE tomorrow their plan for forwarding overall training plan to OPM.
3. Held an all-HCM meeting to fully brief them on the recent events. All DE staff and Operations and Strategy/Policy staff understood the decertification from outbrief by OPM and their own manager/supervisor. New news was the DOE suspension of delegation. Reactions were varied. I asked them to allow Bill's communication to carry the message to the agency.
4. I met with Finance to help them with the IPAC to cover the DOE contractor expenses. Finance should have that ready to send to DOE NLT Friday. Will update DOE on status on tomorrow's call.
5. We are approximately 80% ready with DOE-requested material for the upcoming audit. This puts us slightly ahead of schedule and will be appreciated by DOE.

Roy

From: Fox,Roy B (BPA) - NH-1

Sent: Tuesday, June 04, 2013 4:32 PM

To: Hairston,John L (BPA) - DG-7; Drummond,William K (BPA) - A-7; Decker,Anita J (BPA) - K-7

Cc: Clark,David C (BPA) - NHI-1; Black,Kathy L (BPA) - LC-7; Baskerville,Sonya L (BPA) - DKN-WASH; Henley, Virginia D (CONTR) - NH-1; Cogswell,Peter (BPA) - DKR-7

Subject: HCM Update

Just a quick note today on recent events. We'll get a more grooved process set up over the next few days. Likely set up a SharePoint site where we can have current update with relevant docs for folks to see if they want to. If you have any specific suggestions as to what process/technology would work best, let me know. I'm trying to keep this simple but useful.

4 June 2013

1. Sent data to DOE relative to Avue's DE certification and staff experience. This was requested by DOE so they could determine Avue's acceptability as the contractor resource BPA provides to handle ongoing DE work, audit work and corrective action work.
2. Sent to DOE training plan and statement of work we have with OPM. DOE needs to send to OPM to secure OPM's concurrence that this meets the training requirements they set for BPA's staff.

3. Confirmed with DOE that we will meet by conference call on Thursday. Draft agenda being worked with DOE.
4. Set up process with DOE to confirm that their IT access is as expected. Process will be implemented 6/5.
5. Cogswell sent draft communication to Drummond for his review.
6. Not directly related to DOE/IG/OPM audits and inspections, but today we sent to DOE our Performance Appraisal Assessment Tool report. This report evaluates the performance appraisal system against a number of established criteria and is done roughly every 3 years. The report ultimately goes to OPM and is scored. We past the last time and in the process pulled the DOE average up. We expect to do reasonably good this time as well.

Roy

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Subject: Re: Update and HRD
Date: Friday, June 14, 2013 6:51:33 AM

I will copy you on all my emails to Bob and I am happy to let you be the single point of contact with him. I made the offer to have them help us when I met with him in DC. I did not expect they would want to be part of the interview process, but then I probably shouldn't be surprised.

Also, John Hairston indicated yesterday there are some DOE issues around our classification process and that the audit could determine that our delegation to do our own classification could be at risk.

The fun never ends. Welcome back.

Bill

On Jun 13, 2013, at 6:25 PM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Thanks Bill. For your consideration - would you consider just copying me in when you respond to Bob? As I understand in watching the email traffic, there is only one finalist, which is (b) (6).

This is something we should have a visit about. One of things we are rejecting in one of the directives is for the DOE HCM Chief HR Officer to 'concur' on who we hire as our HCM Director. I didn't realize you'd offered for Bob to be involved. I had given him a different message as I'm not sure its in our best interest to have someone from DOE determining who we hire. I had offered that Bob could help me with a development plan for whoever we did hire.

The second candidate - and by all accounts - Greg, Larry, Lorri - all agree that the second candidate is quite a cliff behind (b) (6). If Bob determines differently, this could set up a difficult situation internally.

We probably should determine who is going to be the main point of contact with Bob - you or me. I'm good either way.

Just some things for your consideration.

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On Jun 13, 2013, at 9:04 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:

FYI

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Drummond, William K (BPA) - A-7
Sent: Thursday, June 13, 2013 6:04 PM
To: 'Gibbs, Robert'
Subject: RE: Update and HRD

Bob;

Thanks for the note. I have been getting daily updates and it sounds like we are pretty well positioned going into the audit Monday. Please let me know if your folks need anything or they find any resistance to getting what they need.

I appreciate you making Mr. Waldmann available and look forward to meeting him. It will be a huge help to us as we move forward to have him here and then heading the team back at HQ.

Regarding our selection of Roy's replacement, we have finished the preliminary interviews with the technical and stakeholder panels. Final interviews with the top two candidates have not been scheduled, in part because Anita Decker has been on annual leave, returning Monday. I understand that Loretta Robinson has requested the position description with the intent of comparing it to the resumes we received. We would welcome help with the interview process and I will alert Anita to that offer when she returns.

I appreciate you reaching out to me. If you need any other information or have any questions, please do not hesitate to contact me.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Gibbs, Robert [<mailto:Robert.Gibbs@Hq.Doe.Gov>]

Sent: Thursday, June 13, 2013 10:58 AM
To: Drummond,William K (BPA) - A-7
Subject: Update and HRD

Bill,

My folks will be out there from the 17-21st to conduct the remaining portions of the HCMAP audit. Our goal is to get an initial read out by mid July, hopefully wrapping in whatever the OPM findings are as well.

It seems like the IT access issues have been resolved- thanks for your help.

Starting on the 1st of July and tentatively scheduled through the 12th, I will have George Waldmann from my staff on site to help BPA with their HR functions. George is one of the best I have and will be there in an evaluate and assist role, looking at current practice, operations and structure and provide recommendations to BPA management on suggested improvements. When he returns to DC, George will be leading the BPA support team.

You offered to have us involved in the selection of your next Human Resource Director as Roy is retiring. I would like to take you up on that offer and have one of my folks sit in on the final interviews after BPA has narrowed the field. I think the perspective might help BPA get the right person for the job.

Hope all is well,
Bob

From: [Drummond, William K \(BPA\) - A-7](#)
To: ["Daniel Poneman \(Daniel.Poneman@hq.doe.gov\)"](#)
Cc: ["Markovitz, Alison"](#)
Subject: BPA Hiring Audit
Date: Friday, June 21, 2013 12:29:00 PM

Dan;

I just off a phone call with Ken Venuto who said that as a result of the hiring practices audit they have been conducting this week at Bonneville, the agency will be decertified on all merit promotion hiring and that they will be suspending our classification authority, effective immediately. I am going to the audit out-briefing in a few minutes and will be able to provide more details about what the audit has turned up, but I wanted to give you a heads-up as soon as I found out.

Regards,
Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

From: [Drummond, William K \(BPA\) - A-7](#)
To: [Hage, Bonnie J \(BPA\) - K-7](#)
Subject: FW: For your immediate action
Date: Wednesday, July 10, 2013 4:40:00 PM
Importance: High

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Poneman, Daniel [<mailto:Daniel.Poneman@hq.doe.gov>]
Sent: Wednesday, July 10, 2013 3:36 PM
To: Drummond, William K (BPA) - A-7
Cc: Woods, Gregory; Knobloch, Kevin; Gibbs, Robert; Markovitz, Alison
Subject: For your immediate action
Importance: High

Bill:

It has come to my attention that BPA has proposed or is considering adverse personnel actions against several HCM employees. As we have already made clear to you, it is essential that all employees are able to cooperate freely with the OIG and other investigations without fear of retaliation. You must convey this fundamental principle to all BPA employees immediately.

I also hereby direct you to do the following, until further notice from me:

- (a) take no adverse personnel actions against BPA's HCM employees, and
- (b) immediately suspend any such actions that have already been taken and instruct any such employee who is currently on administrative or any other type of leave due to a proposed removal or suspension to return to work immediately.

Finally, you are to provide a full, prompt report of any actions that conceivably could fall into these categories to the Department's Office of Human Capital Management.

Daniel B. Poneman
Deputy Secretary
U.S. Department of Energy
(202) 586-5500

From: [Drummond, William K \(BPA\) - A-7](#)
To: ["Daniel.Poneman@hq.doe.gov"](mailto:Daniel.Poneman@hq.doe.gov)
Subject: Re: For your immediate action
Date: Wednesday, July 10, 2013 8:00:26 PM

Dan;

Just got home and saw your calls. Call at your convenience.

Bill

----- Original Message -----

From: Poneman, Daniel [<mailto:Daniel.Poneman@hq.doe.gov>]
Sent: Wednesday, July 10, 2013 07:45 PM Pacific Standard Time
To: Drummond, William K (BPA) - A-7
Cc: Woods, Gregory <Gregory.Woods@Hq.Doe.Gov>; Knobloch, Kevin <Kevin.Knobloch@Hq.Doe.Gov>; Gibbs, Robert <Robert.Gibbs@Hq.Doe.Gov>; Markovitz, Alison <Alison.Markovitz@Hq.Doe.Gov>
Subject: Re: For your immediate action

(b) (5)

----- Original Message -----

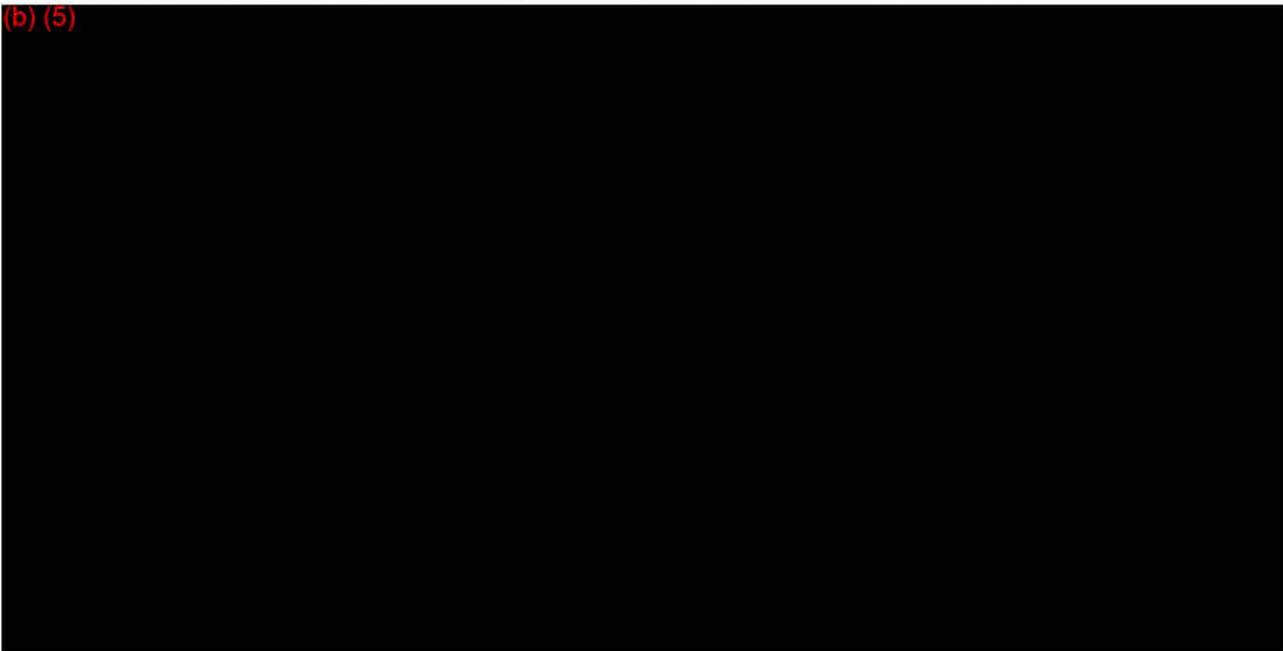
From: DRUMMOND, WILLIAM K
Sent: Wednesday, July 10, 2013 10:29 PM
To: Poneman, Daniel
Cc: Woods, Gregory; Knobloch, Kevin; Gibbs, Robert; Markovitz, Alison
Subject: RE: For your immediate action

Dan,

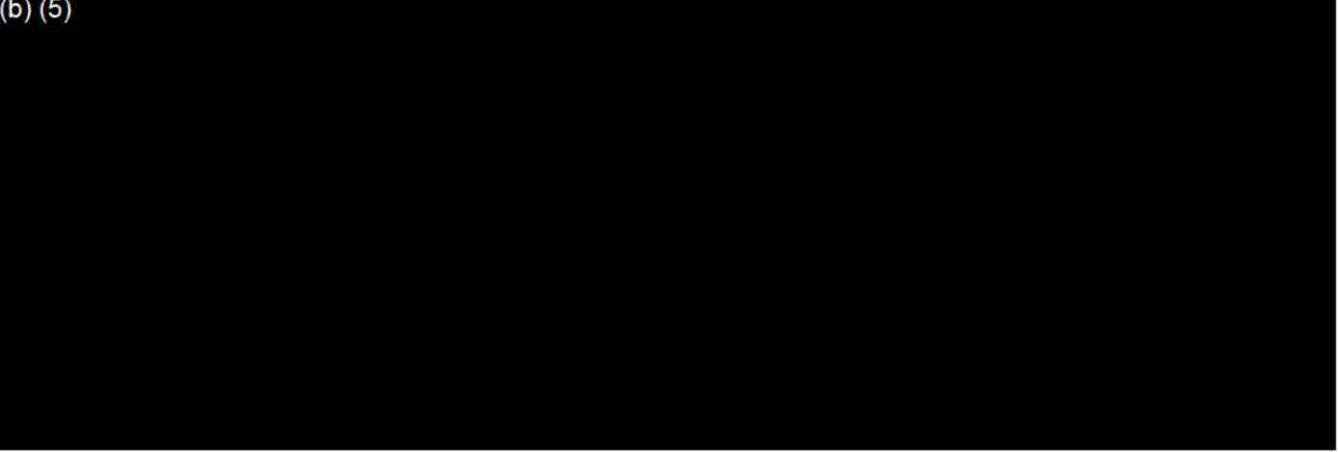
As you requested, we have suspended any adverse actions pertaining to BPA's HCM employees. However, I am asking your reconsideration of one case due to the nature of the abuse. I am also re-issuing our no tolerance for retaliation message to all employees tomorrow and will be further investigating any suggestion of retaliation.

While we continue to investigate any suggestion of retaliation, I want to confirm the status of some specific individuals in the interest of everyone's awareness of the state of each case:

(b) (5)



(b) (5)



Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Poneman, Daniel [<mailto:Daniel.Poneman@hq.doe.gov>]
Sent: Wednesday, July 10, 2013 3:36 PM
To: Drummond, William K (BPA) - A-7
Cc: Woods, Gregory; Knobloch, Kevin; Gibbs, Robert; Markovitz, Alison
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Finally, you are to provide a full, prompt report of any actions that conceivably could fall into these categories to the Department's Office of Human Capital Management.

Daniel B. Poneman
Deputy Secretary
U.S. Department of Energy
(202) 586-5500

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Cc: [Hairston,John L \(BPA\) - N-4](#); [Black,Kathy L \(BPA\) - LC-7](#); [Roach,Randy A \(BPA\) - L-7](#); [Baskerville,Sonya L \(BPA\) - DKN-WASH](#); [Claire,Jody A \(BPA\) - NH-7](#)
Subject: Re: For your immediate action
Date: Wednesday, July 10, 2013 10:49:55 PM

Sounds good. Thanks, everyone

Bill

On Jul 10, 2013, at 10:29 PM, "Decker,Anita J (BPA) - K-7" <ajdecker@bpa.gov> wrote:

Bill,

After talking with John, we are going to prepare the following:

- one pager on key elements of each case - and any association between the cases
- performance management process, including performance improvement process
- the communications we provide about no tolerance for retaliation
- actions we've taken to uncover or investigate any allegations of retaliation to this point

If we think of anything else that might be helpful, will include it. Please pay for the internet access on the plane so we can get info to you in flight. Else it will be there in DC when you get in.

Anita

Anita J Decker
Chief Operating Officer
Bonneville Power Administrator
ajdecker@bpa.gov
503-230-5105

On Jul 10, 2013, at 8:32 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:

Here is what I forwarded to Dan earlier this evening. He has requested that I take the next available flight back to Washington to talk about all the actions involving these and any other HCM employees.

I anticipate leaving first thing tomorrow. I would appreciate any additional information you can get to me before I meet with him tomorrow afternoon.

Bill

Begin forwarded message:

From: "Drummond, William K (BPA) - A-7"
<wkdrummond@bpa.gov>
Date: July 10, 2013, 7:29:49 PM PDT
To: "Poneman, Daniel"
<Daniel.Poneman@hq.doe.gov>
Cc: "Woods, Gregory"
<Gregory.Woods@Hq.Doe.Gov>, "Knobloch,
Kevin" <Kevin.Knobloch@Hq.Doe.Gov>, "Gibbs,
Robert" <Robert.Gibbs@Hq.Doe.Gov>,
"Markovitz, Alison"
<Alison.Markovitz@Hq.Doe.Gov>
Subject: RE: For your immediate action

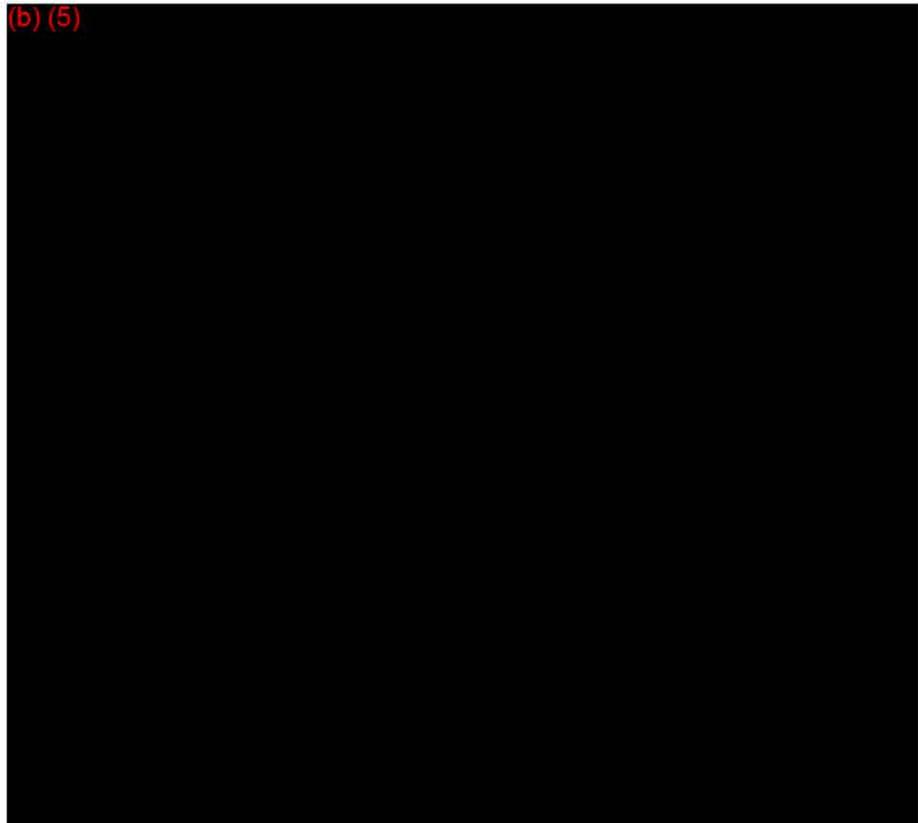
Dan,

As you requested, we have suspended any adverse actions pertaining to BPA's HCM employees.

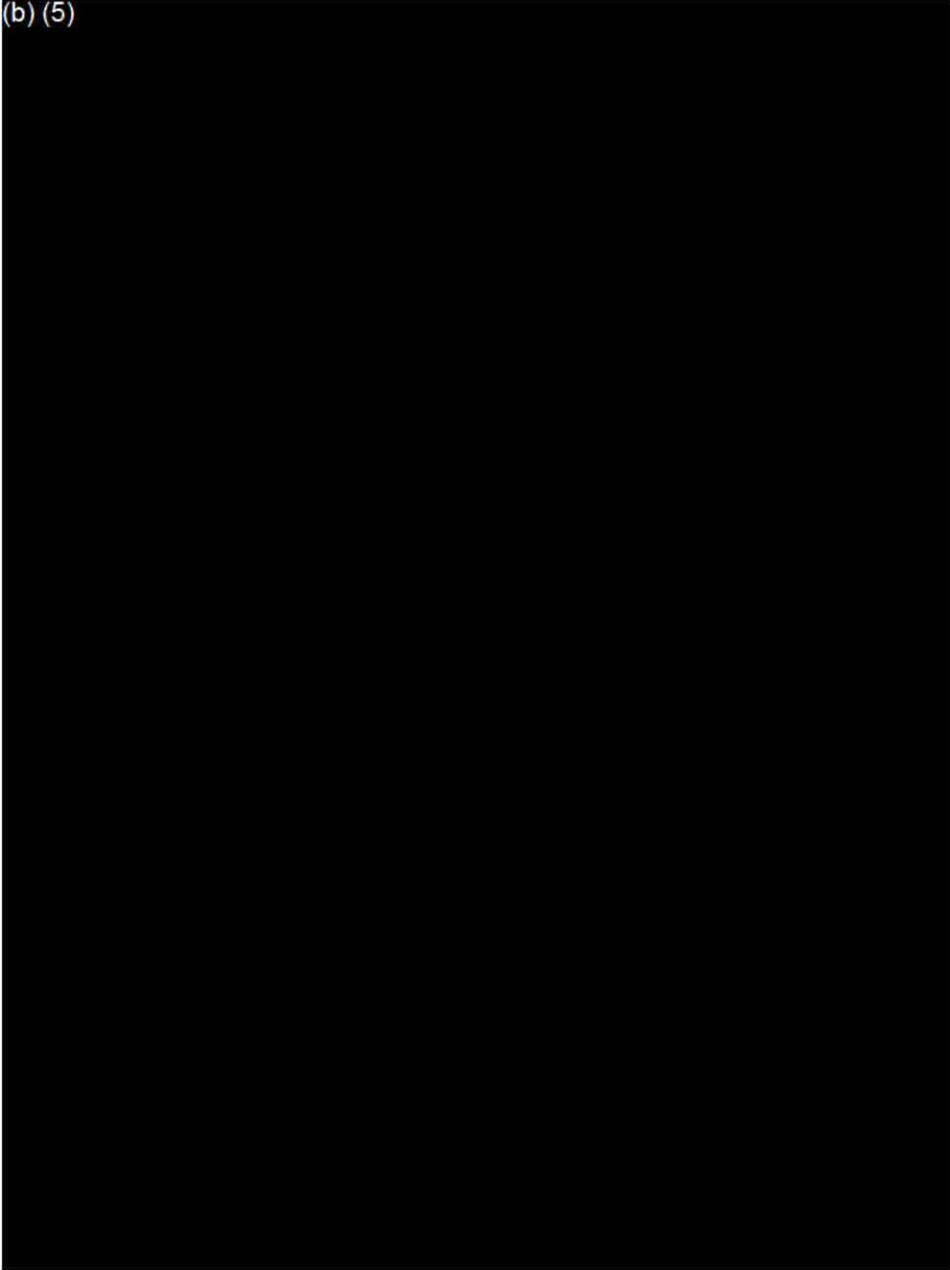
However, I am asking your reconsideration of one case due to the nature of the abuse. I am also re-issuing our no tolerance for retaliation message to all employees tomorrow and will be further investigating any suggestion of retaliation.

While we continue to investigate any suggestion of retaliation, I want to confirm the status of some specific individuals in the interest of everyone's awareness of the state of each case:

(b) (5)



(b) (5)



Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Poneman, Daniel
[<mailto:Daniel.Poneman@hq.doe.gov>]
Sent: Wednesday, July 10, 2013 3:36 PM
To: Drummond, William K (BPA) - A-7
Cc: Woods, Gregory; Knobloch, Kevin; Gibbs,
Robert; Markovitz, Alison

Subject: For your immediate action
Importance: High

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Daniel B. Poneman
Deputy Secretary
U.S. Department of Energy
(202) 586-5500

From: [Decker, Anita J \(BPA\) - K-7](#)
To: [Drummond, William K \(BPA\) - A-7](#)
Cc: [Hairston, John L \(BPA\) - N-4](#); [Black, Kathy L \(BPA\) - LC-7](#); [Roach, Randy A \(BPA\) - L-7](#); [Baskerville, Sonya L \(BPA\) - DKN-WASH](#); [Claire, Jody A \(BPA\) - NH-7](#)
Subject: Re: For your immediate action
Date: Thursday, July 11, 2013 6:01:23 AM

Got it.

Anita J Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503-230-5105

On Jul 11, 2013, at 5:52 AM, "Drummond, William K (BPA) - A-7"
<wkdummond@bpa.gov> wrote:

I would also like to know whether there are any other HCM personnel actions in flight or if the ones I sent to Dan last night were all of them.

Thanks,
Bill

From: Decker, Anita J (BPA) - K-7
Sent: Wednesday, July 10, 2013 10:29 PM Pacific Standard Time
To: Drummond, William K (BPA) - A-7
Cc: Hairston, John L (BPA) - N-4; Black, Kathy L (BPA) - LC-7; Roach, Randy A (BPA) - L-7; Baskerville, Sonya L (BPA) - DKN-WASH; Claire, Jody A (BPA) - NH-7
Subject: Re: For your immediate action

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After talking with John, we are going to prepare the following:

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- performance management process, including performance improvement process
- the communications we provide about no tolerance for retaliation
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Anita J Decker
Chief Operating Officer
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On Jul 10, 2013, at 8:32 PM, "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov> wrote:

Here is what I forwarded to Dan earlier this evening. He has requested that I take the next available flight back to Washington to talk about all the actions involving these and any other HCM employees.

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Date: July 10, 2013, 7:29:49 PM PDT
To: "'Poneman, Daniel'" <Daniel.Poneman@hq.doe.gov>
Cc: "'Woods, Gregory'" <Gregory.Woods@Hq.Doe.Gov>, "'Knobloch, Kevin'" <Kevin.Knobloch@Hq.Doe.Gov>, "'Gibbs, Robert'" <Robert.Gibbs@Hq.Doe.Gov>, "'Markovitz, Alison'" <Alison.Markovitz@Hq.Doe.Gov>
Subject: RE: For your immediate action

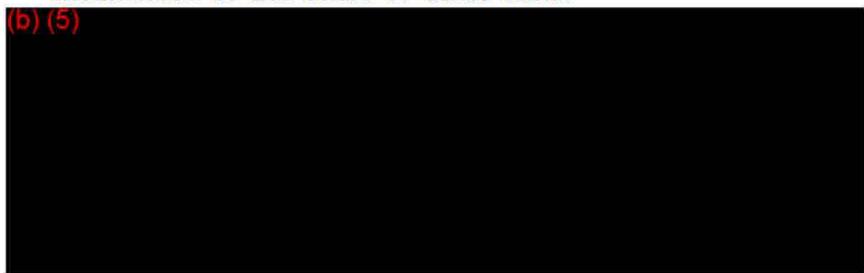
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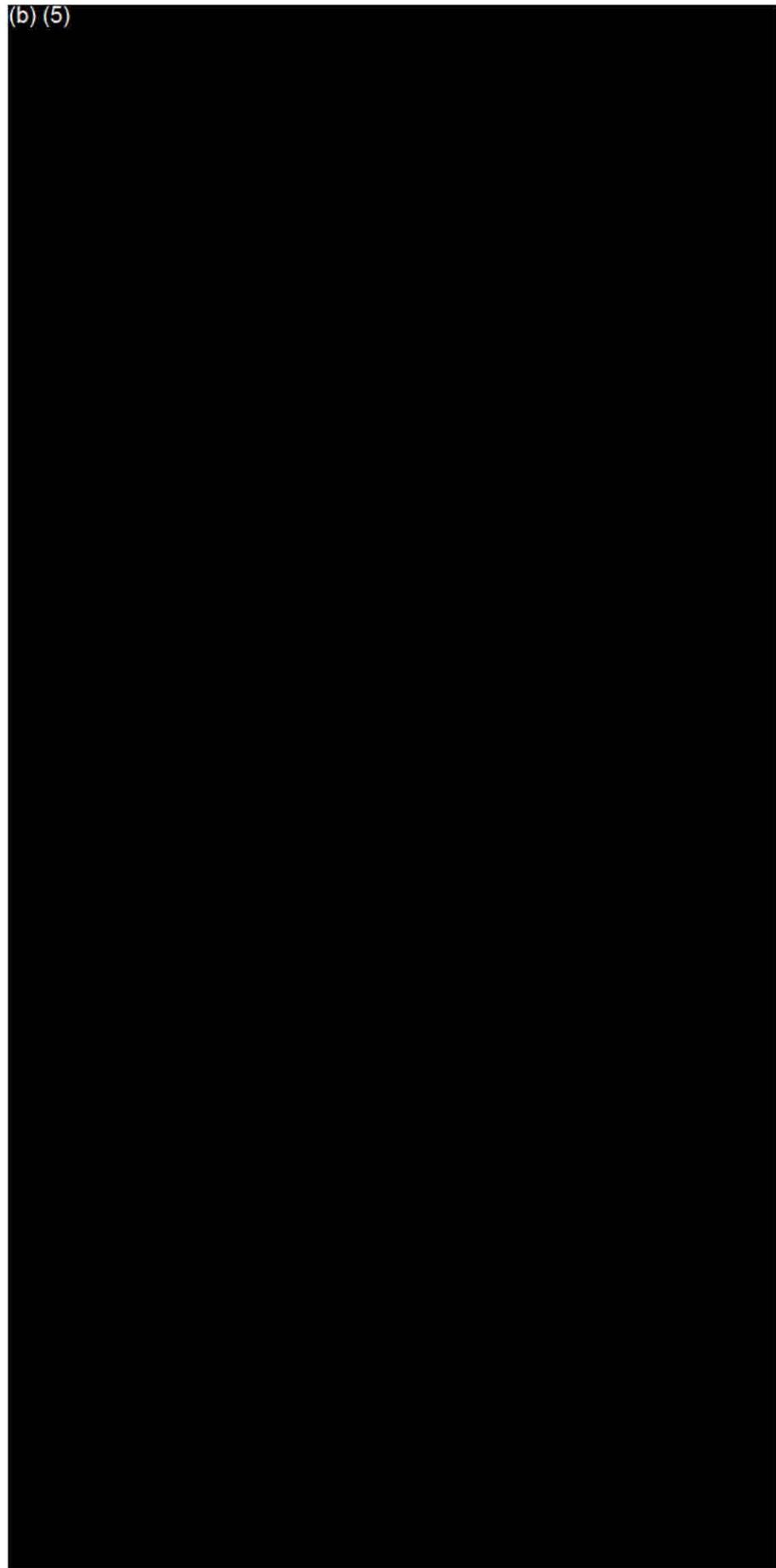
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(b) (5)



(b) (5)



Bill

William K. Drummond
Administrator
Bonneville Power Administration
(503) 230-5103
wkdrummond@bpa.gov

-----Original Message-----

From: Poneman, Daniel
[<mailto:Daniel.Poneman@hq.doe.gov>]
Sent: Wednesday, July 10, 2013 3:36 PM
To: Drummond, William K (BPA) - A-7
Cc: Woods, Gregory; Knobloch, Kevin; Gibbs, Robert; Markovitz, Alison
Subject: For your immediate action
Importance: High

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Daniel B. Poneman
Deputy Secretary
U.S. Department of Energy
(202) 586-5500

From: [Drummond,William K \(BPA\) - A-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#); [Baskerville,Sonya L \(BPA\) - DKN-WASH](#)
Subject: Fwd: IG Management Alert Regarding Draft HCM Findings
Date: Friday, July 12, 2013 1:52:30 PM

Here is what I sent on the IG alert.

Begin forwarded message:

From: "Drummond,William K (BPA) - A-7" <wkdrummond@bpa.gov>
To: "Daniel Poneman" <Daniel.Poneman@hq.doe.gov>
Cc: "Robert Gibbs" <Robert.Gibbs@Hq.Doe.Gov>, "Alison Markovitz" <Alison.Markovitz@Hq.Doe.Gov>
Subject: IG Management Alert Regarding Draft HCM Findings

Dan;

This afternoon we received a short management alert (below) from the IG's office detailing their interim findings (moving the line and the impact on veterans and other applicants). The alert also raises a concern about retaliation against Bonneville employees who reported their concerns to the IG. The alert recommends that all disciplinary actions against be suspended and that anyone who has been terminated or placed on administrative pending termination leave be returned to their prior positions until the IG's inquiry is completed and presented to DOE.

Although I have not yet consulted legal counsel, it appears to me that per your request earlier this week, these actions have already been taken

The report requests a response within five working days. We will share our draft response with you prior to sending it to the IG.

Regards,
Bill

<IDR-S13IS008 - BPA Management Alert with Transmittal.pdf>

memorandum

DATE: July 11, 2013

REPLY TO

ATTN OF: IG-30 (S13IS008)

SUBJECT: Draft Management Alert on "Allegations Regarding Prohibited Personnel Practices at the Bonneville Power Administration"

TO: Chief Human Capital Officer

Attached is a copy of the subject draft Management Alert. Although the matters discussed in this document have not been fully coordinated with management, the information is being conveyed at this time because of the need for prompt management action.

Please review the information in this alert and provide written comments within **5 working days** on the facts presented, conclusions reached, appropriateness of the recommendations, and reasonableness of benefits that may be realized. If you agree with the recommendations, please state the corrective actions taken or planned and the actual or target dates for the actions. Your comments should discuss alternative recommendations if you know of better ways to solve the problems discussed in the report. If you submit alternatives, please estimate the potential benefits to be realized from these alternative actions.

The Office of Inspector General (OIG) will make every effort to include management's comments in their entirety in the final report. Management should limit its comments to no more than two pages, with more detailed comments addressed in an attachment. To facilitate the process of placing the audit report on our website, please provide the OIG with an electronic version of your comments that is compliant with Section 508(c) of the Rehabilitation Act¹. Specifically, please provide your comments in Microsoft Word and Portable Document Format (pdf) file format. The OIG will review the comments submitted by management and address relevant comments in the final report or revise the report, if appropriate. The content of the final management report is the responsibility of the OIG.

This management alert is subject to change and does not represent the final position of the OIG. Therefore, the contents shall be safeguarded at all times to prevent improper disclosure. The management alert should not be provided to anyone outside the Department of Energy (Department) without the express approval of the OIG. In this context, management and operating contractors shall be considered to be part of the Department. Department Order 221.3A, as amended, states that all copies of the management alert remain the property of the OIG and shall be returned on request.

¹ See <http://www.section508.gov/index.cfm?FuseAction=Content&ID-12#Web> for a technical discussion of Section 508 requirements.

Your cooperation will be greatly appreciated. If you have any questions, please contact Richard Curran at (505) 845-5153, or Stacey Crouser at (720) 356-1705. Technical questions regarding Section 508 requirements for the electronic submission of management's comments should be directed to Evita Hill at (202) 586-2488 or at evita.hill@hq.doe.gov.



Rickey R. Hass
Deputy Inspector General
for Audits and Inspections
Office of Inspector General

Attachment

cc: Deputy Secretary
General Counsel
Director, Office of Risk Management and Financial Policy, CF-50
Assistant Director, Office of Risk Management and Financial Policy, CF-50
Audit Resolution Specialist, Office of Risk Management and Financial Policy, CF-50

From: [Drummond,William K \(BPA\) - D-7](#)
To: [Decker,Anita J \(BPA\) - K-7](#)
Subject: RE: Our Response plan
Date: Thursday, July 12, 2012 9:12:00 AM

A good example of your deft touch. Unfortunately, too often the subtleties are lost on me.

Bill

William K. Drummond
Deputy Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

-----Original Message-----

From: Decker,Anita J (BPA) - K-7
Sent: Thursday, July 12, 2012 9:11 AM
To: Drummond,William K (BPA) - D-7
Subject: Re: Our Response plan

Sometimes I orchestrate from behind the scenes.

Anita Decker
Chief Operating Officer
Bonneville Power Administration
503.230.5105
ajdecker@bpa.gov

----- Original Message -----

From: Drummond,William K (BPA) - D-7
Sent: Thursday, July 12, 2012 09:09 AM
To: Decker,Anita J (BPA) - K-7
Subject: RE: Our Response plan

My apologies. I will look more carefully next time.

Bill

William K. Drummond
Deputy Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

-----Original Message-----

From: Decker,Anita J (BPA) - K-7
Sent: Thursday, July 12, 2012 9:03 AM
To: Drummond,William K (BPA) - D-7
Subject: Re: Our Response plan

You were blind copied....

Anita Decker
Chief Operating Officer
Bonneville Power Administration
503.230.5105
ajdecker@bpa.gov

----- Original Message -----

From: Drummond,William K (BPA) - D-7

Sent: Thursday, July 12, 2012 07:57 AM

To: Decker,Anita J (BPA) - K-7; Clark,David C (BPA) - NHI-1

Cc: Leathley,Kimberly A (BPA) - N-4; Fox,Roy B (BPA) - NH-1; Oden-Orr,Donna A (BPA) - LC-7;

Sparks,Michael R (BPA) - DN-7; Hairston,John L (BPA) - DG-7

Subject: RE: Our Response plan

All:

(b) (5)

Regards,
Bill

William K. Drummond
Deputy Administrator
Bonneville Power Administration
WKDrummond@bpa.gov
503-230-5103

-----Original Message-----

From: Decker,Anita J (BPA) - K-7

Sent: Thursday, July 12, 2012 7:32 AM

To: Clark,David C (BPA) - NHI-1

Cc: Leathley,Kimberly A (BPA) - N-4; Fox,Roy B (BPA) - NH-1; Oden-Orr,Donna A (BPA) - LC-7

Subject: Re: Our Response plan

David,

(b) (5)

Thank you for putting this together!
Anita

Anita Decker
Chief Operating Officer
Bonneville Power Administration
ajdecker@bpa.gov
503.230.5105

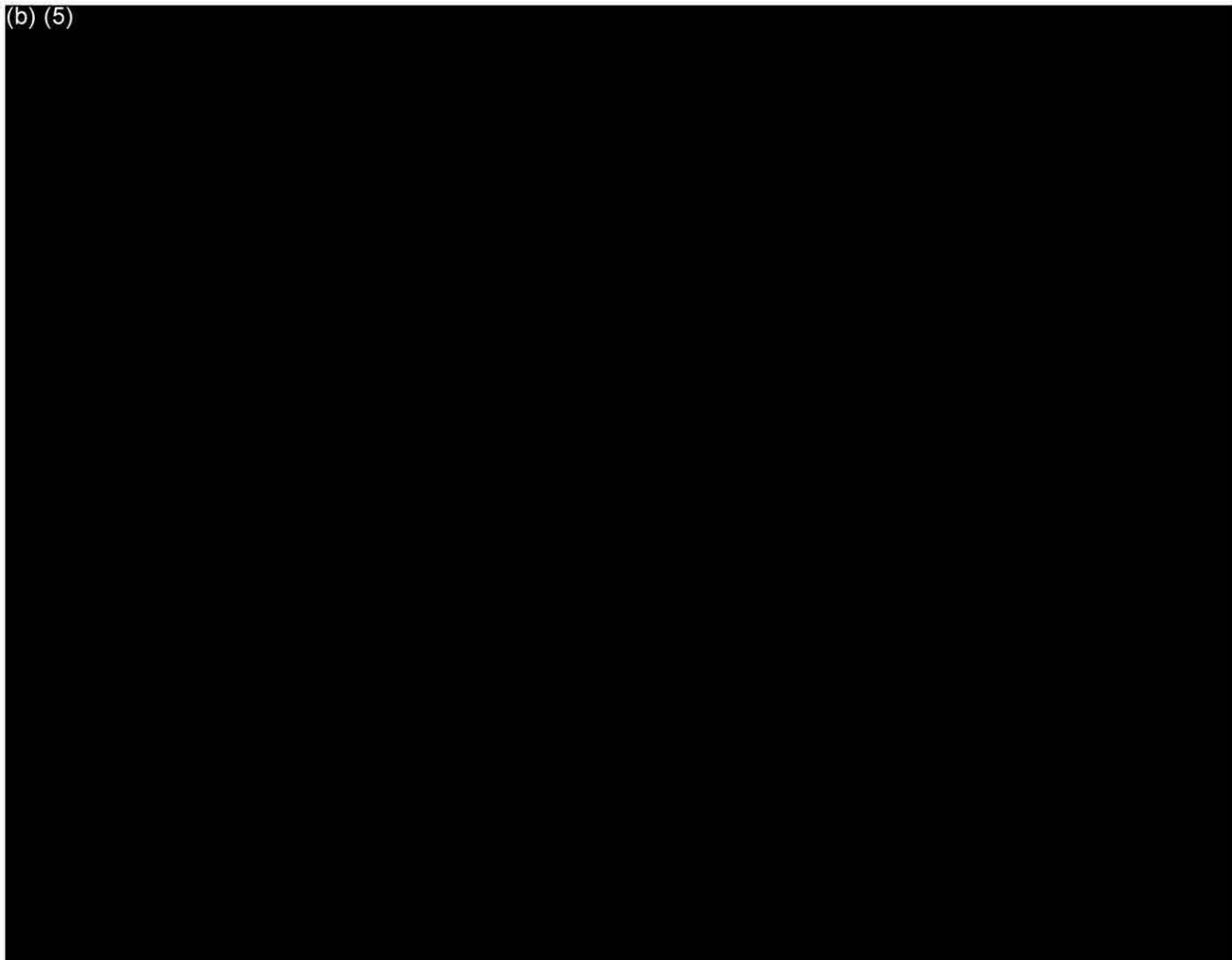
On Jul 12, 2012, at 1:58 PM, "Clark,David C (BPA) - NHI-1" <dcclark@bpa.gov> wrote:

> All

>

> (b) (5)

(b) (5)



>
> Dave
>