



Department of Energy

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

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

August 31, 2016

In reply refer to: **FOIA #BPA-2013-01337-F; FOIA #BPA-2013-01353-F**

Patrick Barton

(b)(6)

Mr. Barton:

This is a second partial response to your request for Bonneville Power Administration (BPA) records under the Freedom of Information Act (FOIA), 5 U.S.C. § 552. Your request was received in our office on July 23, 2013, with an acknowledgement letter sent to you on July 25, 2013.

You requested:

“A complete record of all competitive hiring events from 2010-present (inclusive) to include: position titles, announcement number, grade, and disposition of the announcement. And, for or each (*anonymized*) applicant: date of application, raw score, revised score, ranking provided to the hiring manager, date of high school graduation (when available), date of college graduation (when available), and qualification status, and outcome.” **BPA-2013-01337-F**

“A complete record of all competitive hiring events from 1995-2009 (inclusive) to include: position titles, announcement number, grade, and disposition of the announcement. And, for or each (*anonymized*) applicant: date of application, raw score, revised score, ranking provided to the hiring manager, date of high school graduation (when available), date of college graduation (when available), and qualification status, and outcome.” **BPA-2013-01353-F**

In a phone conversation with Kim Winn, FOIA Specialist, on Tuesday, July 23, 2013 you revised your request from dates of graduation to the date of birth of the applicant. Furthermore, you agreed with Kim Winn that the data collected would be delivered to you in an Excel spreadsheet, instead of providing all the underlying responsive documents.

On July 29, 2015, BPA provided to you in the first partial release 4,521 generated pages from the HRmis Data System, supplied to you in an Excel spreadsheet format.

For the second partial release, we are providing you information that was pulled from the Avue System. Please be advised we are releasing the data by job announcements in sequential order. We are including in this is second partial release the following job announcements:

200033	200065	200090	200128
200043	200067	200094	200132
200044	200072	200096	200135
200050	200075	200107	200136
200051	200076	200109	200137
200059	200080	200125	

Response:

After conducting a thorough search of paper and electronic records from the Avue System located in the Human Capital Management Department, we generated 183 pages of material responsive to your request in an Excel spreadsheet with 139 pages of supporting documentation. We are releasing 124 pages in full and releasing 198 pages with redactions under Exemption 6.

The Freedom of Information Act 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)).

Exemption 6

Exemption 6 protects information in “personnel and medical files and similar files” when the disclosure of such information “would constitute a clearly unwarranted invasion of personal privacy” (5 U.S.C. § 552(b)(6)). Exemption 6 requires balancing the public interest in the information against the individual privacy interest at issue. Here, we assert this exemption to redact the following columns on the Excel spreadsheet:

- Applicant Names
- Score
- Veteran Status
- Ranking
- Date of Birth

For the columns listed above, we find that the limited public interest does not outweigh the privacy concerns of the individuals. 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. However, unlike applicant information protected by Exemption 6, additional information for the selectee of a position is released, as the public interest in that information outweighs any privacy interest in it.

I appreciate the opportunity to assist you. We expect to provide another partial response by March 31, 2017. If you have any questions, please contact E. Thanh Knudson (Case Coordinator, DEA Onsite Contractor) at 503.530.5221.

Sincerely,

A handwritten signature in blue ink, appearing to be 'C. M. Frost', written over a horizontal line.

C. M. Frost
Freedom of Information Act Officer



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July 29, 2015

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Patrick Barton

(b)(6)

Due to the size of the responsive records they cannot be posted. To obtain a copy contact the BPA FOIA Office at 503-230-5273.

Mr. Barton:

This is a partial response to your request for Bonneville Power Administration (BPA) records under the Freedom of Information Act (FOIA), 5 U.S.C. § 552. Your request was received in our office on July 23, 2013, with an acknowledgement letter sent to you on July 25, 2013.

You requested:

"A complete record of all competitive hiring events from 2010-present (inclusive) to include: position titles, announcement number, grade, and disposition of the announcement. And, for or each (*anonymized*) applicant: date of application, raw score, revised score, ranking provided to the hiring manager, date of high school graduation (when available), date of college graduation (when available), and qualification status, and outcome." **BPA-2013-01337-F**

"A complete record of all competitive hiring events from 1995-2009 (inclusive) to include: position titles, announcement number, grade, and disposition of the announcement. And, for or each (*anonymized*) applicant: date of application, raw score, revised score, ranking provided to the hiring manager, date of high school graduation (when available), date of college graduation (when available), and qualification status, and outcome." **BPA-2013-01353-F**

In a phone conversation with Kim Winn, FOIA Specialist, on Tuesday, July 23, 2013 you revised your request from dates of graduation to the date of birth of the applicant.

Furthermore, you agreed with Kim Winn that the data collected would be delivered to you in an Excel spreadsheet, instead of providing all the underlying responsive documents. For the first partial release, we are providing you information that was pulled from the HRmis Data System, and the next partial release (final release) will be pulled from the Avue System.

As a clarification on specific column headers, some information was captured or processed differently and may look different in the spreadsheet. As an example, there may be a job opening, but no vacancy announcement number because of how Human Capital Management entered vacancy information years ago. At one time, Job Opening was used to identify job vacancies; however, vacancy announcements are now captured into the system. We included both the Job Opening and the Vacancy Announcement to ensure we provided all the requested information.

For the "Score" headers, the Raw Score column was generated and calculated by Human Capital Management. Since the raw score was not an element in HRmis, the score had to be calculated from the columns below:

- MQ Score = Minimum Qualifications
- Score = Score of the Questions
- Raw Score = Minimum Qualifications + Score
- Total Score = Raw Score + Vet Preference Points

Response:

After conducting a thorough search of paper and electronic records from the HRmis Data System located in the Human Capital Management Department, we have generated 4521 pages of material responsive to your request in an Excel spreadsheet. We are releasing no pages in full and releasing 4521 pages with redactions under Exemption 6.

The Freedom of Information Act 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)).

Exemption 6

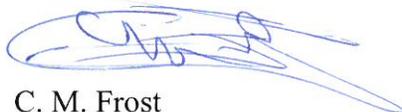
Exemption 6 protects information in "personnel and medical files and similar files" when the disclosure of such information "would constitute a clearly unwarranted invasion of personal privacy" (5 U.S.C. § 552(b)(6)). Exemption 6 requires balancing the public interest in the information against the individual privacy interest at issue. Here, we assert this exemption to redact the following column on the Excel spreadsheet:

- (1) Details that would permit identification of the applicants,

For this column of information, we find that the limited public interest does not outweigh the privacy concerns of the individuals. 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.

I appreciate the opportunity to assist you. We expect to provide another partial response/a final response from the Avue System on August 1, 2016. If you have any questions, please contact E. Thanh Knudson (Case Coordinator, DEA Onsite Contractor) at 503.530.5221.

Sincerely,



C. M. Frost
Freedom of Information Act Officer