



Department of Energy

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

SECURITY AND CONTINUITY OF OPERATIONS

November 21, 2013

In reply refer to: NN-1

Charles Johnson
Physicians for Social Responsibility
812 SW Washington St, Ste 1050
Portland, OR 97205

FOIA #BPA-2014-00132-F

Dear Mr. Johnson:

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

You requested:

“Performance contracts for Steve Wright, Steve Oliver, and Andy Rapacz that are tied to the performance of the Columbia Generating Station from 2010 to present.”

Response:

BPA is releasing the performance contract elements of Mr. Rapacz and Mr. Oliver that are responsive to your request in their entirety.

Performance contracts are considered private to the individual. However, the senior level of management of the individuals named above and the performance element requested show the relationship that exists between Bonneville Power Administration and the Columbia Generating Station. There is a public interest in the disclosure of this information because it sheds light on how BPA performs its statutory duties. Therefore, the public interest outweighs the individual privacy interest in the disclosure of this information.

Mr. Wright’s performance contract is a product of the Department of Energy (DOE) as he was a senior SES employee. BPA has transferred your request for Mr. Wright’s performance contract element and the one performance contract found in response to your request to DOE for their determination and release.

Pursuant to 10 CFR 1004.8, if you are dissatisfied with this determination, you may appeal this FOIA response in writing within 30 calendar days of receipt of a final response letter. The appeal should be made to the Director, Office of Hearings and Appeals, HG-1, Department of Energy, 1000 Independence Avenue, SW, Washington, DC 20585-1615. The written appeal, including the envelope, must clearly indicate that a FOIA Appeal is being made.

Please contact Kim Winn, FOIA Specialist, at 503-230-5273 with any questions about this letter.

Sincerely,

/s/Christina J. Munro

Christina J. Munro

Freedom of Information/Privacy Act Officer

Enclosures

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

DCI 2412012

AKL
10/25/12

Received in
Performance/NHE-1

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered From: 11/1/2011 10/1/11 To: 10/31/2012 9/30/12 Date Last Modified

1. Employee Name
Rapacz, Andrew J.

Non-responsive

SOY 12
Rapaey

GENERAL INSTRUCTIONS

ATTENTION: In order for this form to work properly, your Word security level (Tools\ Macro\ Security) should be set to medium.

This form is for annual managers and supervisors. Annual employees, hourly employees and hourly supervisors use BPA F 3430.03e Employee Performance Plan and Appraisal. See PL 430-2, Annual Managerial/Supervisory Performance Appraisal Program, for additional information on this form.

Electronically Fill Employee Information

In order to retrieve employee information for blocks 1 thru 4 click the "AUTOFILL Employee Info" button (located on the toolbar), select the employee name from the drop-down, and click OK.

BPA F 3430.01e
(08/08)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Electronic Form Approved
by Forms Mgmt. 08/01/2008

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered From: [] To: [] Date Last Modified []

1. Employee Name []

3. Position Title, Pay Plan, Series, and Grade []

5. Certification of Discussion and []
A copy of this performance plan has been provided to the employee and an opportunity to discuss this information with the Rating Official has been afforded to the employee.

Employee Name	Employee Signature /s/	Date
Rating Official's Name	Rating Official's Signature /s/	Date
Reviewing Official's Name	Reviewing Official's Signature /s/	Date

6. Progress Reviews (Complete this section electronically.)

	Employee's Initials	Rating Official's Initials	Date
Frequent progress reviews are recommended and should include both interim assessment of performance and a review of the continuing appropriateness of the performance plan's standards. The progress review should include a conversation about each performance element, such as the need for performance improvement or changes	[]	[]	[]
	[]	[]	[]
	[]	[]	[]

Starting on page 3, parts of this form are unprotected. The unprotected areas provide flexibility for spell check, editing, and pasting information. Place your cursor in the area with blue text and begin typing. Note that pasting information from other documents with varying formats may alter the design of this form.

Detailed instructions are included for each specific critical element.

Score Critical Elements

Once the sub-element ratings are selected, click the appropriate SCORE button located on the toolbar to rate the Critical Elements. Final ratings will automatically populate in blocks #8 and #9 on page 2. The Rating Worksheet on the last page will also display the final scoring results.

BPA F3430.01a
(08-11)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
INEVILLE POWER ADMINISTRATI

Electronic Form Approved
by Forms Mgmt. 08/11/2011

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE: PLAN AND APPRAISAL F4 12

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered: From: 11/1/2011 To: 10/31/2012 Date Last Modified:

1. Employee Name
Rapacz, Andrew J.

Non-responsive

BPA F 3430.01a
(06-11)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
INEVILLE POWER ADMINISTRATI

Electronic Form Approved
by Forms Mgmt. 02/11/2011

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL FM 12

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered: From: 11/1/2011 To: 10/31/2012 Date Last Modified:

1. Employee Name
Rapsz, Andrew J.

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 2012

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered	From: October 1, 2011	To: September 30, 2012	Date Last Modified
1. Employee Name Rapacz, Andrew J			

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered	From: October 1, 2011 To: September 30, 2012	Date Last Modified	
1. Employee Name	Rapacz, Andrew J		

Non-responsive



ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

Non-responsive

Sub-Element 1 - STAKEHOLDER/CUSTOMER/CLIENT PERSPECTIVE

Performance standards are written at the Successful Performance level.

1. **S2.2 KAT: Generation Reliability.** Maintain the reliability of the Federal Columbia River Power System's (FCRPS) generators by no involuntary curtailments of firm load due to a reliability violation, inadequate power supply, or a power supply system security breach, due to Columbia Generating Station (CGS).
 - a. **S2.2c** Maintain awareness of threats to CGS's generation reliability, and advise BPA of internal threats to CGS's generation reliability by tracking equipment reliability issues, or Plant problems that may result in either a forced outage or prolonged reduction of power operation by CGS. Keep PGSP informed during these events.

Non-responsive

U.S. DEPARTMENT OF ENERGY
PACIFIC NORTHWEST POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

2. S2.3 KAT: CGS Performance and Nuclear Generation.

S2.3 CGS cost and performance achieves the following targets for the 12 months ending in June 2012 (end of Energy Northwest fiscal year):

a. S2.3a The CGS overall performance index indicator is $>$ or $=$ ~~77.5~~ ~~78.4~~ points (aggregate result for CGS operational indices). Track the performance indicator using the new methodology and the old methodology for at least one quarter to ensure continuity of objectives.

Non-responsive

b. S2.3b The CGS cost of power is between ~~\$44.77~~ ~~\$43.41~~ and ~~\$49.49~~ ~~\$47.98~~ per megawatt-hour.

Non-responsive

U.S. DEPARTMENT OF ENERGY
PACIFIC NORTHWEST LABORATORY
WAPATONNEVILLE POWER ADMINISTRATIVE CENTER
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

c. S2.3e CGS achieves a quarterly capacity factor of 92 percent for each of Energy Northwest's 2nd, 3rd and 4th quarters.

Non-responsive

d. Track resolution of issues regarding the Condenser Replacement Project (Project), and support the root cause investigation and/or settlement or litigation proceedings as may be required or requested. PGC reviews EN's Condenser root cause analysis/lessons learned draft report, collaborates on the review with the PGC consultant, provides an internal BPA briefing to BPA executives to achieve alignment on direction and content, and provides comments to EN prior to issuance of the final report. These activities to take place in the context of and to the extent allowed by litigation constraints. Be prepared to and take action on, contract modifications proposed for the Project in the course of resolution of the issues.

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

- e. PGC tracks CGS performance using its own set of key indicators, with the objective of using the performance indicators as a tool to ask questions and have discussions with Energy Northwest given the “arms length” relationship established by Energy Northwest.
- By February 28, 2012, review indicators for validity and update the list of indicators to reflect changes made by Energy Northwest. Work with EN regarding adverse trends or issues that are identified.

Non-responsive

- Benchmark CGS performance against other nuclear plants using EUCG data and report results to senior management by August 31, 2012. Identify areas of weakness or provide recommendations for further follow-up or action.

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
CONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive



ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Sub-Element 2 - FINANCIAL PERSPECTIVE

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Sub-Element 3 - INTERNAL OPERATIONS

Performance standards are written at the Successful Performance level.

Non-responsive



ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIVE CENTER
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

Sub-Element 4 - PEOPLE AND CULTURE

If applicable, managers with line safety responsibilities should describe their specific safety goals and objectives in the space below. All Rating Officials must specify at least one People and Culture performance objective in addition to applicable line safety responsibilities totaling no more than 5 performance standards.

Performance standards are written at the Successful Performance level.

Non-responsive



ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
YONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
CONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

CRITICAL ELEMENT 3: LEADING AND MANAGING WITH CORE VALUES

This critical element is designed to measure how well the rated employee leads and manages using BPA's Core Values. Each of the three sub-elements below is required, and all are equally weighted. The performance standards are predefined and may not be amended or revised.

For each of the three Core Values, Rating Officials will evaluate the rated employee's performance in two skills/behavioral areas. Each skill/behavior is defined by a series of descriptors. The descriptors are observable behaviors that present an overall picture of what performance looks like at the Successful Performance level for that skill/behavior.

The rated employee and Rating Official should review and discuss each sub-element's applications and illustrations at the beginning of the performance cycle. The purpose of this review is to establish a shared understanding of leadership and management skills/behaviors being measured. Comments are required for each sub-element.

Sub-Element 1 - DEMONSTRATING TRUSTWORTHY STEWARDSHIP

Non-responsive

Sub-Element 2 - BUILDING COLLABORATIVE RELATIONSHIPS

Non-responsive

Sub-Element 3 - ACHIEVING OPERATIONAL EXCELLENCE

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

PROGRESS REVIEW NOTES

Document progress achieved by the employee. Address the need for (1) performance improvements, (2) changes in priorities and/or weighting, and (3) the availability of resources. Other factors affecting the employee's ability to meet performance expectations should be considered and appropriate adjustments to the employee's performance plan should be made.

This page should be used as a running log documenting the employee's performance throughout the year. It is advised to track notes by annotating the progress review date before each comment.

Name	Rating Period
Rapacz, Andrew J	From: October 1, 2011 To: September 30, 2012

Non-responsive

U.S. DEPARTMENT OF ENERGY
SUNNEVILLE POWER ADMINISTRATIVE CENTER
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

RATING WORKSHEET

Name Rapacz, Andrew J	Rating Period From: October 1, 2011 To: September 30, 2012
--------------------------	---

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

SCORING/RATING SUMMARY

CRITICAL ELEMENT 1: Creating and Maintaining a Safe Work Environment

This element is not weighted in the summary rating. However, a Fails to Meet Expectations (FME) rating denotes an automatic summary rating of FME.

CRITICAL ELEMENT 2: Achieving Organizational Goals

This element is weighted as 60% of the summary rating.

CRITICAL ELEMENT 3: Leading and Managing with Core Values

This element is weighted as 40% of the summary rating.

The chart below is a quick reference guide for how Critical Element 2, Critical Element 3, and the Summary Rating are scored.

Note: There are multiple combinations that will produce a score at a particular rating level. This chart only serves as an example.

PL 430-2, Appendix C, provides additional information and a detailed description of scoring calculations for the manager performance appraisal system.

CRITICAL ELEMENT #2 – Achieving Organizational Goals

RATING	SCORE
SE	More than 70% rated SE and nothing rated below EE
EE	All sub-elements rated EE or higher OR a weighted average yielding an EE score (e.g. 50% EE, 25% SE, 25% SP)
SP	More than 50% rated SP or higher and nothing rated below NI
NI	More than 85% rated NI or higher
FME	1 or more sub-elements rated FME

CRITICAL ELEMENT #3 – Leading with Core Values

RATING	SCORE
SE	All three sub-elements rated SE
EE	2 sub-elements rated EE or higher and nothing rated below SP
SP	2 sub-elements rated SP or higher and nothing rated below NI
NI	3 sub-elements rated NI or higher
FME	1 or more sub-elements rated FME

SUMMARY RATING

RATING	SCORE
SE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SE <i>In some circumstances, an SE rating could result with an EE score on Critical Element 3</i>
EE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated EE or higher <i>In some circumstances, an EE rating could result with an SP score on Critical Element 3</i>
SP	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SP or higher <i>In some circumstances, an SP rating could result with an NI score on Critical Element 3</i>
NI	Critical Element 1 rated SP; Critical Elements 2 and 3 rated NI or higher
FME	At least 1 Critical Element rated FME

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION

**ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND
APPRAISAL ADDENDUM – FY12**

Instructions: This form must be attached to the FY12 Annual Managerial/Supervisory Performance Plan and Appraisal submitted to Human Capital Management.

PRIVACY ACT STATEMENT This form is subject to the Privacy Act. The completed form will be filed in the personnel office and will be available for review to appropriate management levels having a need to know. The information will be used as a basis for various personnel actions such as training, reduction in force, pay determinations, rewarding, and removing employees. The authority to collect this information is in Sections 1103 and 4305, of title 5, United States Code. The information will not be disclosed outside BPA without prior consent, except as required or permitted by law and regulation.

This following is the amended version for:

Critical Element 3: Leading and Managing with Core Values

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11*

OCT 28 2011

MP
10/28/11

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Received in
Performance File

Period Covered	From: October 1, 2010	To: September 30, 2011	Date Last Modified
1. Employee Name Rapacz, Andrew J			

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

*Rapach
Final*

GENERAL INSTRUCTIONS

ATTENTION: In order for this form to work properly, your Word security level (Tools\ Macro\ Security) should be set to medium.

This form is for annual managers and supervisors. Annual employees, hourly employees and hourly supervisors use BPA F 3430.03e Employee Performance Plan and Appraisal. See PL 430-2, Annual Managerial/Supervisory Performance Appraisal Program, for additional information on this form.

Electronically Fill Employee Information

In order to retrieve employee information for blocks 1 thru 4 click the "AUTOFILL Employee Info" button (located on the toolbar), select the employee name from the drop-down, and click OK.

BPA F 3430.01e
(08-08)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Electronic Form Approved
by Forms Mgmt. 08/01/2008

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered From: [] To: [] Date Last Modified []

1. Employee Name []

3. Position Title, Pay Plan, Series, and Grade []

5. Certification of Discussion and [] (Complete this section electronically.)
A copy of this performance plan has been provided to the employee and an opportunity to discuss this information with the Rating Official has been afforded to the employee.

Employee Name	Employee Signature /s/	Date
Rating Official's Name	Rating Official's Signature /s/	Date
Reviewing Official's Name	Reviewing Official's Signature /s/	Date

6. Progress Reviews (Complete this section electronically.)	Employee's Initials	Rating Official's Initials	Date
Frequent progress reviews are recommended and should include both interim assessment of performance and a review of the continuing appropriateness of the performance plan's standards. The progress review should include a conversation about each performance element, such as the need for performance improvement or changes	[]	[]	[]
	[]	[]	[]
	[]	[]	[]

Starting on page 3, parts of this form are unprotected. The unprotected areas provide flexibility for spell check, editing, and pasting information. Place your cursor in the area with blue text and begin typing. Note that pasting information from other documents with varying formats may alter the design of this form.

Detailed instructions are included for each specific critical element.

Score Critical Elements

Once the sub-element ratings are selected, click the appropriate SCORE button located on the toolbar to rate the Critical Elements. Final ratings will automatically populate in blocks #8 and #9 on page 2. The Rating Worksheet on the last page will also display the final scoring results.

DFA R 0430.010
(09-10)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION

Electronic Form Approved
by Forms Mgmt. 09/01/2010

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered From: October 1, 2010 To: September 30, 2011 Date Last Modified

1. Employee Name
Rapacz, Andrew J

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

CRITICAL ELEMENT 1: CREATING AND MAINTAINING A SAFE WORK ENVIRONMENT

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

CRITICAL ELEMENT 2: ACHIEVING ORGANIZATIONAL GOALS

Non-responsive

Sub-Element 1 - STAKEHOLDER/CUSTOMER/CLIENT PERSPECTIVE

Performance standards are written at the Successful Performance level.

1. **S2.1 KAT: Generation Reliability.** Maintain the reliability of the Federal Columbia River Power System's (FCRPS) generators by no involuntary curtailments of firm load due to a reliability violation, inadequate power supply, or a power supply system security breach, due to Columbia Generating Station (CGS).

S2.1a Maintain awareness of threats to CGS's generation reliability, and advise BPA of internal threats to CGS's generation reliability by tracking equipment reliability issues or Plant problems that may result in either a forced outage or prolonged reduction of power operation by CGS. Keep PGSP informed during these events.

Non-responsive

2. **S2.4 KAT: CGS Performance and Nuclear Generation.**

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

S2.2 CGS cost and performance achieves the following targets for the 12 months ending in June 2011 (end of Energy Northwest fiscal year):

- **The CGS overall performance index indicator is > or = 55.7 points (aggregate result for CGS operational indices), and**

Non-responsive

- **The CGS cost of power is between \$56.42 and \$62.36 per megawatt-hour.**

Non-responsive

- **CGS achieves a quarterly capacity factor of 92 percent for each of Energy Northwest's 1st, 2nd and 3rd quarters; and a capacity factor of 22 percent for the 4th quarter.**

Non-responsive

- **PGC tracks CGS performance using its own set of key indicators, with the objective of using the performance indicators as a tool to ask questions and have discussions with Energy Northwest given the "arms length" relationship established by Energy Northwest.**
 - o **By December 1, 2010, update the list of indicators to reflect changes made by Energy Northwest.**

Non-responsive

- **Benchmark CGS performance against other nuclear plants using EUCG data and report results to senior management by August 31, 2011.**

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Sub-Element 2 - FINANCIAL PERSPECTIVE

Performance standards are written at the Successful Performance level.

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Sub-Element 3 - INTERNAL OPERATIONS

Performance standards are written at the Successful Performance level.

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

Sub-Element 4 - PEOPLE AND CULTURE

If applicable, managers with line safety responsibilities should describe their specific safety goals and objectives in the space below. All Rating Officials must specify at least one People and Culture performance objective in addition to applicable line safety responsibilities totaling no more than 5 performance standards.

Performance standards are written at the Successful Performance level.

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

CRITICAL ELEMENT 3: LEADING AND MANAGING WITH CORE VALUES

This critical element is designed to measure how well the rated employee leads and manages using BPA's Core Values. Each of the three sub-elements below is required, and all are equally weighted. The performance standards are predefined and may not be amended or revised.

For each of the three Core Values, Rating Officials will evaluate the rated employee's performance in two skills/behavioral areas. Each skill/behavior is defined by a series of descriptors. The descriptors are observable behaviors that present an overall picture of what performance looks like at the Successful Performance level for that skill/behavior.

The rated employee and Rating Official should review and discuss each sub-element's applications and illustrations at the beginning of the performance cycle. The purpose of this review is to establish a shared understanding of leadership and management skills/behaviors being measured. Comments are required for each sub-element.

Sub-Element 1 - DEMONSTRATING TRUSTWORTHY STEWARDSHIP

Non-responsive

Sub-Element 2 - BUILDING COLLABORATIVE RELATIONSHIPS

Non-responsive

Sub-Element 3 - ACHIEVING OPERATIONAL EXCELLENCE

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Ensures employees have the materials and equipment needed to accomplish objectives

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

PROGRESS REVIEW NOTES

Document progress achieved by the employee. Address the need for (1) performance improvements, (2) changes in priorities and/or weighting, and (3) the availability of resources. Other factors affecting the employee's ability to meet performance expectations should be considered and appropriate adjustments to the employee's performance plan should be made.

This page should be used as a running log documenting the employee's performance throughout the year. It is advised to track notes by annotating the progress review date before each comment.

Name	Rating Period
Rapacz, Andrew J	From: October 1, 2010 To: September 30, 2011

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

RATING WORKSHEET

Name Rapacz, Andrew J	Rating Period From: October 1, 2010 To: September 30, 2011
--------------------------	---

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL – FY 11

SCORING/RATING SUMMARY

CRITICAL ELEMENT 1: Creating and Maintaining a Safe Work Environment

This element is not weighted in the summary rating. However, a Fails to Meet Expectations (FME) rating denotes an automatic summary rating of FME.

CRITICAL ELEMENT 2: Achieving Organizational Goals

This element is weighted as 60% of the summary rating.

CRITICAL ELEMENT 3: Leading and Managing with Core Values

This element is weighted as 40% of the summary rating.

The chart below is a quick reference guide for how Critical Element 2, Critical Element 3, and the Summary Rating are scored.

Note: There are multiple combinations that will produce a score at a particular rating level. This chart only serves as an example.

PL 430-2, Appendix C, provides additional information and a detailed description of scoring calculations for the manager performance appraisal system.

CRITICAL ELEMENT #2 – Achieving Organizational Goals

RATING	SCORE
SE	More than 70% rated SE and nothing rated below EE
EE	All sub-elements rated EE or higher OR a weighted average yielding an EE score (e.g. 50% EE, 25% SE, 25% SP)
SP	More than 50% rated SP or higher and nothing rated below NI
NI	More than 85% rated NI or higher
FME	1 or more sub-elements rated FME

CRITICAL ELEMENT #3 – Leading with Core Values

RATING	SCORE
SE	All three sub-elements rated SE
EE	2 sub-elements rated EE or higher and nothing rated below SP
SP	2 sub-elements rated SP or higher and nothing rated below NI
NI	3 sub-elements rated NI or higher
FME	1 or more sub-elements rated FME

SUMMARY RATING

RATING	SCORE
SE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SE <i>In some circumstances, an SE rating could result with an EE score on Critical Element 3</i>
EE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated EE or higher <i>In some circumstances, an EE rating could result with an SP score on Critical Element 3</i>
SP	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SP or higher <i>In some circumstances, an SP rating could result with an NI score on Critical Element 3</i>
NI	Critical Element 1 rated SP; Critical Elements 2 and 3 rated NI or higher
FME	At least 1 Critical Element rated FME

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL - FY 11

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials, having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered	From: October 1, 2010	To: September 30, 2011	Date Last Modified
1. Employee Name Rapacz, Andrew J			

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered	From: October 1, 2009	To: September 30, 2010	Date Last Modified
----------------	-----------------------	------------------------	--------------------

1. Employee Name	
Andrew J. Rapacz	

Non-responsive

U.S. DEPARTMENT OF ENERGY
EMERSON POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered:	From: October 1, 2009	To: September 30, 2010	Date Last Modified:
-----------------	-----------------------	------------------------	---------------------

1. Employee Name Andrew J. Rapacz

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

GENERAL INSTRUCTIONS

ATTENTION: In order for this form to work properly, your Word security level (Tools\ Macro\ Security) should be set to medium.

This form is for annual managers and supervisors. Annual employees, hourly employees and hourly supervisors use BPA F 3430.03e Employee Performance Plan and Appraisal. See PL 430-2, Annual Managerial/Supervisory Performance Appraisal Program, for additional information on this form.

Electronically Fill Employee Information

In order to retrieve employee information for blocks 1 thru 4 click the "AUTOFILL Employee Info" button (located on the toolbar), select the employee name from the drop-down, and click OK.

BPA F3430.01e
(08-08)
(Prior editions unusable)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION

Electronic Form Approved
by Forms Mgmt. 08/01/2008

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Confidentiality Notice: This form is subject to the provisions of the Privacy Act. Copies will be retained and provided for review and retention as required to appropriate management officials having a need to know. This form gathers and records information on how Agency employees are performing their duties and responsibilities. The information will be used to determine eligibility entitlement to individual performance awards and compensation benefits. The authority to collect this information is contained in Titles IV and V of the Civil Service Reform Act of 1978, and 5 CFR 430. The information will not be disclosed outside the Agency without prior consent, except as required or permitted by law.

Period Covered From: To: Date Last Modified

1. Employee Name **Routing**

3. Position Title, Pay Plan, Series, and Grade

5. Certification of Discussion and I... **(Complete this section electronically.)**
A copy of this performance plan has been provided to the employee and an opportunity to discuss this information with the Rating Official has been afforded to the employee.

Employee Name	Employee Signature /s/	Date
<input type="text"/>	<input type="text"/>	<input type="text"/>
Rating Official's Name	Rating Official's Signature /s/	Date
<input type="text"/>	<input type="text"/>	<input type="text"/>
Reviewing Official's Name	Reviewing Official's Signature /s/	Date
<input type="text"/>	<input type="text"/>	<input type="text"/>

6. Progress Reviews **(Complete this section electronically.)**

Frequent progress reviews are recommended and should include both interim assessment of performance and a review of the continuing appropriateness of the performance plan's standards. The progress review should include a conversation about each performance element, such as the need for performance improvement or changes	Employee's Initials	Rating Official's Initials	Date
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Starting on page 3, parts of this form are unprotected. The unprotected areas provide flexibility for spell check, editing, and pasting information. Place your cursor in the area with blue text and begin typing. Note that pasting information from other documents with varying formats may alter the design of this form.

Detailed instructions are included for each specific critical element.

Score Critical Elements

Once the sub-element ratings are selected, click the appropriate SCORE button located on the toolbar to rate the Critical Elements. Final ratings will automatically populate in blocks #8 and #9 on page 2. The Rating Worksheet on the last page will also display the final scoring results.

Non-responsive

Sub-Element 1 - STAKEHOLDER/CUSTOMER/CLIENT PERSPECTIVE

Performance standards are written at the Successful Performance level.

1. **S2.1 KAT: Generation Reliability.** Maintain the reliability of the Federal Columbia River Power System's (FCRPS) generators by no involuntary curtailments of firm load due to a reliability violation, inadequate power supply, or a power supply system security breach, due to CGS.

S2.1a Maintain awareness of threats to CGS's generation reliability, and advise BPA of internal threats to CGS's generation reliability by tracking equipment reliability issues or Plant problems that may result in either a forced outage or prolonged reduction of power operation by CGS. Keep PGSP informed during these events.

Non-responsive

S2.1b Arrange for economic dispatch with EN for CGS when required by BPA.

Non-responsive

2. **S2.3 KAT and S2: CGS Performance and Nuclear Generation.**

S2.2 Columbia Generation Station (CGS) cost and performance achieves the following targets for the 12 months ending in June 2010:

- The CGS overall performance index indicator is $>$ or $=$ 52.74 points (aggregate result for CGS operational indices), and

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

- The CGS cost of power is between \$33.45 and \$36.97 per megawatt-hour.

Non-responsive

- CGS achieves a quarterly capacity factor of 92% for each of EN's 1st, 2nd, 3rd and 4th quarters.

Non-responsive

- In addition, PGC tracks CGS performance using its own set of key indicators, with the objective of using the performance indicators as a tool to ask questions and have discussions with EN given the arms length relationship established by EN.

Non-responsive

- Benchmark CGS performance against other nuclear plants using EUCG data and report results to senior management by September 30th.

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATI
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
BETHLEHEM POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

Sub-Element 2 - FINANCIAL PERSPECTIVE

Performance standards are written at the Successful Performance level.

Non-responsive

U.S. DEPARTMENT OF ENERGY
PINEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

Sub-Element 3 - INTERNAL OPERATIONS

Performance standards are written at the Successful Performance level.

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
PINEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Nonresponsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIVE
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

Sub-Element 4 - PEOPLE AND CULTURE

If applicable, managers with line safety responsibilities should describe their specific safety goals and objectives in the space below. All Rating Officials must specify at least one People and Culture performance objective in addition to applicable line safety responsibilities totaling no more than 5 performance standards.

Performance standards are written at the Successful Performance level.

Non-responsive

U.S. DEPARTMENT OF ENERGY
YANKEE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

CRITICAL ELEMENT 3: LEADING AND MANAGING WITH CORE VALUES

Non-responsive

Sub-Element 1 - DEMONSTRATING TRUSTWORTHY STEWARDSHIP

Non-responsive

Sub-Element 2 - BUILDING COLLABORATIVE RELATIONSHIPS

Non-responsive

Sub-Element 3 - ACHIEVING OPERATIONAL EXCELLENCE

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

Non-responsive

U.S. DEPARTMENT OF ENERGY
INNEVILLE POWER ADMINISTRATION
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

PROGRESS REVIEW NOTES

Document progress achieved by the employee. Address the need for (1) performance improvements, (2) changes in priorities and/or weighting, and (3) the availability of resources. Other factors affecting the employee's ability to meet performance expectations should be considered and appropriate adjustments to the employee's performance plan should be made.

This page should be used as a running log documenting the employee's performance throughout the year. It is advised to track notes by annotating the progress review date before each comment.

Name	Rating Period
Andrew J. Rapacz	From: October 5, 2009 To: September 30, 2010

Non-responsive

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER ADMINISTRATIO
ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL

RATING WORKSHEET

Name Andrew J. Rapacz	Rating Period From: October 5, 2009 To: September 30, 2010
--------------------------	---

Non-responsive

**U.S. DEPARTMENT OF ENERGY
 WASHINGTON FIELD OFFICE
 ANNEVILLE POWER ADMINISTRATION
 ANNUAL MANAGERIAL/SUPERVISORY PERFORMANCE PLAN AND APPRAISAL**

SCORING/RATING SUMMARY

CRITICAL ELEMENT 1: Creating and Maintaining a Safe Work Environment

This element is not weighted in the summary rating. However, a Fails to Meet Expectations (FME) rating denotes an automatic summary rating of FME.

CRITICAL ELEMENT 2: Achieving Organizational Goals

This element is weighted as 60% of the summary rating.

CRITICAL ELEMENT 3: Leading and Managing with Core Values

This element is weighted as 40% of the summary rating.

The chart below is a quick reference guide for how Critical Element 2, Critical Element 3, and the Summary Rating are scored.

Note: There are multiple combinations that will produce a score at a particular rating level. This chart only serves as an example.

PL 430-2, Appendix C, provides additional information and a detailed description of scoring calculations for the manager performance appraisal system.

CRITICAL ELEMENT #2 – Achieving Organizational Goals

RATING	SCORE
SE	More than 70% rated SE and nothing rated below EE
EE	All sub-elements rated EE or higher OR a weighted average yielding an EE score (e.g. 50% EE, 25% SE, 25% SP)
SP	More than 50% rated SP or higher and nothing rated below NI
NI	More than 85% rated NI or higher
FME	1 or more sub-elements rated FME

CRITICAL ELEMENT #3 – Leading with Core Values

RATING	SCORE
SE	All three sub-elements rated SE
EE	2 sub-elements rated EE or higher and nothing rated below SP
SP	2 sub-elements rated SP or higher and nothing rated below NI
NI	3 sub-elements rated NI or higher
FME	1 or more sub-elements rated FME

SUMMARY RATING

RATING	SCORE
SE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SE <i>In some circumstances, an SE rating could result with an EE score on Critical Element 3</i>
EE	Critical Element 1 rated SP; Critical Elements 2 and 3 rated EE or higher <i>In some circumstances, an EE rating could result with an SP score on Critical Element 3</i>
SP	Critical Element 1 rated SP; Critical Elements 2 and 3 rated SP or higher <i>In some circumstances, an SP rating could result with an NI score on Critical Element 3</i>
NI	Critical Element 1 rated SP; Critical Elements 2 and 3 rated NI or higher
FME	At least 1 Critical Element rated FME



DEPARTMENT OF ENERGY
SENIOR EXECUTIVE SERVICE PERFORMANCE PLAN AND APPRAISAL FORM

1a. Name: (Last, First, MI):
OLIVER, STEPHEN R.

1b. Title:
VICE PRESIDENT OF GENERATION ASSET MANAGEMENT

1c. Organization:
BONNEVILLE POWER ADMINISTRATION

1d. Duty Station:
PORTLAND, OR

**1e. Rating Period Dates: Beginning/
ending mm/dd/yyyy – mm/dd/yyyy**
10/1/2011 – 09/30/2012

Non-responsive

SECTION 6 - ESTABLISHING EXPECTATIONS

6a. ELEMENT I - KEY PROGRAMMATIC ACCOMPLISHMENTS (3-5 objectives) (60 Points Total)

Key Program Objectives	DOE Strategic Plan Goal	Effectiveness Measure (Meets Expectations level)	Weight
(S2) Operation and Expansion of FCRPS Power and transmission facilities meet availability and reliability standards in the most regionally cost-effective manner.	DOE Goal 1, GPRA Unit 01.03.18.00	<p align="center">Non-responsive</p> <p>6) CGS overall perf. indictr ≥78.4 pts and cost of pwr is ≥\$32.39 - \$35.79 per MWh</p>	
Non-responsive			

Non-responsive



DEPARTMENT OF ENERGY
SENIOR EXECUTIVE SERVICE PERFORMANCE PLAN AND APPRAISAL FORM

1a. Name: (Last, First, MI):
OLIVER, STEPHEN R.

1b. Title:
VICE PRESIDENT OF GENERATION ASSET MANAGEMENT

1c. Organization:
BONNEVILLE POWER ADMINISTRATION

1d. Duty Station:
PORTLAND, OR

**1e. Rating Period Dates: Beginning/
ending mm/dd/yyyy – mm/dd/yyyy**
10/1/2010 – 09/30/2011

Non-responsive

Key Program Objectives	DOE Strategic Plan Goal	Effectiveness Measure (Meets Expectations level)	Weight
Non-responsive			
(S2) Operation and expansion of FCRPS power and transmission facilities meet availability and reliability standards in the most regionally cost-effective manner.	DOE: 1.3; GPRA Goal: 01.03.18.00	Nuclear Plant Performance - Columbia Generating Station overall performance index indicator ≥ 55.7 points; CGS cost of power is \$56.42 - \$62.36 per MWh	
Non-responsive			

Non-responsive

DEPARTMENT OF ENERGY
SENIOR EXECUTIVE SERVICE PERFORMANCE PLAN AND APPRAISAL FORM

1a. Name: (Last, First, MI):
OLIVER, STEPHEN R.

1b. Title:
VICE PRESIDENT OF GENERATION ASSET MANAGEMENT

1c. Organization:
BONNEVILLE POWER ADMINISTRATION

1d. Duty Station:
PORTLAND, OR

1e. Rating Period Dates: Beginning/
ending mm/dd/yyyy – mm/dd/yyyy
10/01/2009 – 09/30/2010

Non-responsive

Key Program Objectives	DOE Strategic Plan Goal	Effectiveness Measure (Meets Expectations level)	Weight
Non-responsive			
(S2) above (S6) BPA actively enables renewable resource integratn & development thru cost-effective, innovative solutns.	DOE:1.3; GPRA Goal 01.03.18.00	3. Generation Performance CGS overall performance index indicator > 51.31 points; CGS cost of power is \$33.45 - \$36.97MWh.	
Non-responsive			

Non-responsive

ADDENDUM TO SENIOR EXECUTIVE SERVICE PERFORMANCE STANDARDS

Category 4 – SES in Support Positions

Executive's Name: Steven R. Oliver

Organization: BPA, Power Services, Generation and Asset Management

Non-responsive